

Benefits Committee Report  
University Council Meeting  
April 24<sup>th</sup>, 2007

The Benefits Committee has looked into the following issues:

1. ORP: The Chancellor forwarded to the Legislature some of the issues we addressed last Fall. Basically House Bill 797 does three things:
  1. Separates the setting of the ORP employer contribution rate from the TRS employer contribution rate
  2. Established a fixed ORP employer contribution rate that the BOR would set in consultation with key officials & and the General Assembly.
  3. Extends eligibility to the ORP to all "exempt" employees across the USG to have the choice of electing the ORP or the TRS (the definition of "exempt" is legally defined under the federal Fair Labor Standards Act - FLSA)
2. Educational and Professional Leave: We passed, as a body, three policy recommendations to further implement the BOR policy:
  - 1: All UGA schools and colleges develop their own formal written policies and procedures for granting professional and educational leaves by December 1, 2007.
  2. The Office of the Senior Vice-President for Academic Affairs and Provost continue to collect data each year on the number of professional leaves granted throughout the university.
  3. Encourage the University to set aside funds to be used as needed so that productive faculty in all units have an opportunity to take professional and educational leave
3. Gender Equity: The Committee has decided that a gender equity study be conducted soon with strong faculty and administrative participation in developing its framework.
4. Domestic Partner Benefits: A committee at Georgia State prepared a report to be submitted to the Chancellor and his staff and asked for UGA's support and endorsement of this document. Basically, the report recommends expanding the employee benefit package for domestic partners, particularly the health insurance benefit. At the Executive Meeting of April 12<sup>th</sup>, the legality of this issue was questioned and counsel was sought to clarify the matter. However, as of yesterday afternoon, Georgia State faculty senate decided to postpone their vote to endorse the report. We, therefore, withdrew the agenda item for today's meeting.

5. Tuition Assistance Program: Staff Council prepared a report recommending improvements to the existing program. Although we endorsed the report, more information needs to be gathered for further discussion.

For the Fall we will be addressing the On Campus Child Care facility issue, a parental leave policy which may extend to include elderly care, and other issues that you would like us to work on.