

**Human Resources Committee
Spring 2012 meeting
March 22, 2012, 2 pm, Tate room 482
Meeting Report for University Council**

Topics Discussed:

1. Possibility of paychecks spread over 12 months?

A colleague of one of our committee members requested information on why don't have the option of having our paychecks spread over 12 months. Many other institutions do have this option, and in fact we used to. Can we have a brief discussion of why this went away?

University attorney decision, change in tax code (IRS rule 409A) on 1-1-2005, new IRS regulations on deferred compensation made this untenable according to university officials. Credit unions offer options for no-cost deferral of portions of paychecks, which you would still have access to (and still have full tax responsibility for).

2. Shared Family Leave

Our last report stated "our committee is continuing discussions on the topic of our shared / donated sick leave policy, and whether it could be expanded to encompass critical or life-threatening illnesses of a dependent (as defined by insurance)."

After discussion of various options for this, it was determined that Tom Gausvik will report back to the HR Committee in the fall meeting and report on various possibilities for how this might be addressed. Topic deferred until fall meeting.

3. Information Item: Gender Equity in Salaries

This is a topic that is assigned to our committee per Council bylaws. Our committee chair has met with administration officials to discuss this issue. It seems that previous HR committees had invested a lot of work on this topic and we may just need to pick up where they left off. Discussions will continue in the fall.

4. Information item: Discussion of Salary Increase Allocations since 1966.

Information shared with the committee in a handout. Since 1966, we've never had TWO years in a row of no raises. Now, we are facing four. Hooray for breaking new ground?

5. Health insurance access (email sent to committee). Doctor access in OpenAccess POS.

Our committee received inquiries from two different people who have had difficulty finding doctors under the new OpenAccess POS plan. Discussion of this topic included information that HR has basically had to find the balance between potentially massive premium increases for insurance, and the POS plan includes some changes which involve doctors receiving lower reimbursements but potentially higher volume. Price negotiations are ongoing and some disruption is to be expected during the transition time.

The HR office wants to emphasize that they are the “ombuds”, and employees should contact them if you are experiencing problems with BCBS, customer service, etc. They will advocate for employees and need to know of problems we face with coverage.

6. New Business

Discussion of wording of maternity leave policy on the HR website, and contemplation that perhaps our committee should discuss maternity / parental leave policy next year. We are probably unusual among R01 universities in not having a formal policy other than FMLA. Maternity leave / parental leave is different from the physical leave associated with pregnancy and childbirth.

Current policy wording on website:

Maternity Leave - Pregnancy is treated as an illness and the same sick leave (with and without pay) policies apply for absences related to pregnancy.