Human Resources Committee

University Council

Fall 2012 Meeting

August 28, 2012

3pm

Minutes

**1. Discussion of domestic partner benefits / possible proposal / action item**

Proposal presented to our committee by GLOBES. Extensive discussion. Support for proposal but some clarification of wording sought. A subcommittee made recommended changes. Proposal passed 19-0 via email vote over the next couple of days, and will be presented at the September 2012 Council meeting.

**2. Overall rising cost of benefits in the context of static salaries**

Issue discussed though no clear solution at this time.

**3. Maternity leave: moving towards a well-communicated policy**

Subcommittee will take up this topic later in the fall semester. A previous committee report exists that may provide some useful models for consideration.

**4. Health insurance coverage for 50% time employees vs. 75% time employees (Tom / HR staff: can you provide information on how many UGA employees were affected by this change? How much money has it saved us?)**

Very few employees affected. Further discussion needed because it's not clear how this policy has benefitted UGA at all.

**5. Question about larger paycheck deduction on May paycheck for summer benefits -- any other options?**

Recommendation: set up savings plan with a local credit union

**6. Salary equity**

Will be discussed at a later meeting

**7. Selection of new committee chair**

Janet Frick was re-elected to continue as chair

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Further discussion of the Proposal for Domestic Partner Benefits.

The full 5-page proposal for domestic partner benefits can be read on the U.C. Minutes. Proposal asks UGA to pay for this benefit locally. Either provide health coverage to domestic partners via our own discretionary funds, or if this is not an option, then provide a cash allowance to domestic partners in the amount of the state's contribution to spouses of employees. Also, allow domestic partners to participate in optional programs such as vision, dental, and accidental death & dismemberment. These programs are paid for entirely out of employee contributions.

Frequently asked questions will be linked elsewhere in the minutes.