Employee Benefits Committee
Meeting Minutes
March 29, 2017

I. Call to order
Chairman Dwight Viehland called to order the regular meeting of the Employee Benefits Committee at 4:00 PM in Room 4390 at NEC. The following persons were present: Dwight Viehland, Godmar Back, Patricia Rodgers, Sara Leftwich, Tami Watson, Susan Hughes, Teresa Lyons

II. Approval of minutes from last meeting
The minutes were read and approved for the February 22, 2017 meeting.

III. Open issues
a) Written Summary of the Childcare and Phased Retirement issues was distributed by Dwight Viehland. Several members of the Committee were not in attendance, so it was decided that the summaries would be distributed electronically with an invitation for final comments. If no comments or suggested edits within ~ a week, the report would be placed into the record.

b) Some interest in exploring maternity/paternity benefits that might be offered in the higher ed environment was briefly discussed. This may be a subject for further research in the future.

c) Staff Holiday Leave Requirements- Susan Hughes offered the available background on the matter, though there were no documents available which formally memorialized the decision-making process. When implemented ~6 years prior, the vast majority of staff & faculty generally opted to take leave during the few days between the Christmas and New Year holiday. There was an emphasis on energy savings that could be realized IF the University officially shut down; in conjunction with the high leave utilization, the recommendation was made to change the policy. To date committee meeting minutes cannot be found from governance committees on specifics of the proposal and votes relevant to the decision to require use of leave for the University closure. There was general awareness that the matter had percolated through some level of governance voting. Susan Hughes will continue to search for documentation of the process. There was no consensus of opinion that the policy should be changed, though it was agreed the matter should be discussed again at a future Committee Meeting so that an official position of the Committee could be subsequently communicated.

IV. Adjournment
Chairman Dwight Viehland adjourned the meeting at 5:05PM