



**Fringe Benefits Committee  
Meeting Minutes  
2/19/2013**

In attendance: Mary Consolo, Mike Crifasi, Kerry Grimberg, Barb Juknialis, Cheryl King, Tony Kramar, Peter Lawson, Jennifer Loudiana, David Peck, Karen Romoser, Amy Sheldon

Barb Juknialis called the meeting to order. Minutes from the January 15<sup>th</sup> meeting were discussed and approved.

**OLD BUSINESS**

Parking – Additional questions for Karen Dunn were discussed. Mike Crifasi and David Peck volunteered to investigate how parking fees are negotiated at our “sister schools.” Barb Juknialis will contact Karen Dunn to determine 1) if the university earns a profit from parking; 2) who determines the parking rates; 3) if Case were to approve discounts for long-term employees where could this money come from.

Expanded Sick Leave- Barb Juknialis summarized the current expanded sick leave policy, and the previous SAC proposal that was turned down. Tony Kramar volunteered to investigate policies at our “sister schools.” Group agreed to initiate a new proposal that potentially asks for expansion of the 8 days of leave.

Tuition Reimbursement- After much discussion it was agreed that this is an issue worth continue exploration. It was suggested that we contact James Ryan or Joe Camino after March 1<sup>st</sup> to request additional statistics in terms of how many employees use this benefit and how much does it cost the university. Barb will contact James.

Vacation Time-Exempt vs. Non-exempt Employees- Barb explained that currently non-exempt employees get 21 days vacation after 15 years of service, and exempt employees get 21 days after 5 years. After much discussion it was decided that this is probably not an actionable item because of the two different structures for exempt and non-exempt employees.

**NEW BUSINESS**

No new initiatives were discussed.

The meeting was adjourned at 12:49 PM.

Respectfully submitted,

Kerry O. Grimberg, PhD