



**Fringe Benefits Committee
Meeting Minutes
3/19/2013**

In attendance: Tracy Wilson-Holden, Karen Romoser, Stacy Fening, Amy Sheldon, David Peck, Kerry Grimberg and Cheryl King.

Tracy Wilson-Holden called the meeting to order. Minutes from the February meeting were approved.

OLD BUSINESS

Expanded Sick Leave Resolution:

Data concerning time off at peer institutions were prepared and distributed before the meeting via email by Tony Kramar. These data were reviewed and discussed in preparation for the drafting of the expanded sick time resolution. Currently, employees are allowed to use a maximum of 8 days of paid sick days per year for family sick days. The draft resolution will ask for an increase to allow up to 15 days of an employee's sick bank to be used for family sick time per year. Karen Romoser (through the Policy Committee) agreed to prepare a draft resolution for the committee to take forward.

Parking:

David Peck reported calling contacts at peer institutions and asking them about how other institutions subsidized parking for their employees. All but two universities surveyed reported subsidizing parking in some way. David agreed to prepare the data in chart form and present to the group for continued discussion at our next meeting.

Further ideas about other ways to reduce parking costs, such as carpooling options, shuttle service, and RTA commuter advantage were also discussed. No resolution was reached, but parking remains a topic of interest the committee would like to pursue for improvement.

Tuition Reimbursement:

This agenda item was not covered and will be carried over to the next meeting.

NEW BUSINESS

Review of Unused Vacation Time

We discussed how the culture of some departments discourages the use of sick days and vacation days in general. Some departments limit the time of year that vacation days can be used (certain seasons) or limit the number of employees who can be out during certain times, thus making it difficult for employees to use vacation days in a given year. These unused vacation days are then "lost" because the employee is unable to use them. Some committee members commented that they had plenty of vacation days, but received the unwritten message from their supervisors that they should not use these days. In order to get some data on how widespread a problem this is at CWRU, the committee would like to request data from institutional research to quantify the problem. The question of how much time per year is lost each year by department, school, and division, and by exempt/ non-exempt employees, will be explored.

Meeting adjourned at 1 pm.

Respectfully submitted,
Stacy W. Fening