



**Fringe Benefits Committee
Meeting Minutes
4/16/2013**

In attendance: Mary Consolo, Mike Crifasi, Kerry Grimberg, Barb Juknialis, Cheryl King, Tony Kramar, Karen Romoser, Amy Sheldon, Suzanne Healy

Barb Juknialis called the meeting to order. Minutes from the March meeting were discussed and approved.

OLD BUSINESS

Expanded Sick Leave- Barb Juknialis summarized the proposed expanded sick leave resolution.

- This resolution would grant employees a total of 15 days for FMLA family leave.
- Barb Juknialis asked if there was consensus for the resolution to be recommended.
- The group agreed.
- The resolution will be drafted by the Policy Committee and submitted by the Fringe Benefits Committee.

Tuition Reimbursement- Barb Juknialis led a discussion on the proposed tuition reimbursement, to determine a potential resolution.

- Following a previous suggestion that we contact James Ryan or Joe Camino after March 1st to request additional statistics in terms of how many employees use this benefit and how much it costs the university, Barb had reached out, but no data were available yet.
- Karen Romoser discussed her research on the increases in CWRU tuition (41%) since the last increase in the tuition reimbursement (2005 – to current \$2000).
- The group discussed potential resolutions, settling on both a fixed increase to offset the lost value since 2005 AND an annual or regular adjustment (to keep pace with future tuition increases/inflation).
- The resolution will be sent to the Policy Committee for drafting.

Parking - Michael Crifasi led a discussion on the continued dissatisfaction with the cost of parking and potential proposals.

- Michael Crifasi reported on the University Parking Committee meeting he and Karen Dunn attended the week previous. Issues included:
 - the 2013/2014 rates and 4% increase
 - research by the Graduate Student Senate on where CWRU parking rates rank against peers in terms of cost to students
 - what is included in the University parking budget
 - potential pilot changes (more lower-cost remote lots, benchmarking)
- Group discussion followed, including questions on:
 - How much we pay vs. continually non-working facilities (Veale gates)
 - If citations can be given for taking up more than one space = revenue to defray costs
 - If the Standard Parking Contract is up in 2014 = room for negotiation
 - Conducting more benchmark research to determine if CWRU costs are out of line with peer institutions
 - Opportunities to reduce costs for staff (similar to UH reduction for years of service)



- Barb Juknialis reiterated an interest in having Dick Jamieson come to a future meeting to speak about the University's parking policies/costs

Vacation Time-Exempt vs. Non-exempt Employees- Karen Romoser asked if the group was still considering this issue.

- It was explained that the issue was one of "classification" of employees
- 12% surcharge is required of departments employing non-exempt employees; the funds are used to cover vacation, sick, and holiday pay
- Any increase would require an increase in this surcharge, which is sure to be met with resistance
- Resistance is particularly likely when federal grants/negotiated fringe rate are in play
- CWRU tried for an increase in the federally negotiated fringe rate for 2014, but was rejected. The rate for federal grants will be 28% as of July 1, 2013.
- No further actions were proposed

NEW BUSINESS

No new initiatives were discussed. Everyone was reminded that any comments on the University's Strategic Plan are due soon.

The meeting was adjourned at 1:00 PM.

Submitted:

Michael Crifasi (4/20/13)