



**Fringe Benefits Committee  
Meeting Minutes  
5/21/2013**

In attendance: Stacy Fening, Kerry Grimberg , Jennifer Loudiana, Chris Olson, Karen Romoser, Tracy Wilson-Holden,

Tracy Wilson-Holden called the meeting to order. Minutes from the April 16<sup>th</sup> meeting were approved.

**OLD BUSINESS**

Expanded Sick Leave- Tracy Wilson-Holden informed us that Barb Juknialis and Shannon Swiatkowski met with Carolyn Gregory to discuss this proposal. Based on Carolyn's recommendations, the SAC Policy Committee drafted a resolution to revise policies 4-9 and 4-10 to allow up to 15 days of unused sick days to be used for family sick time in conjunction with FMLA. Up to 8 days will still be allowed for family sick time and bereavement. Karen Romoser will add the members of the SAC Fringe Benefits Committee to the list of users allowed to view the Policy Committee Google Docs so that we may review and comment on the proposed resolution.

Tuition Reimbursement- Karen Romoser announced that the SAC Policy Committee has drafted a resolution requesting a change to the current tuition reimbursement policy. The resolution requests an increase of the maximum amount of reimbursement from \$2000 per year to \$2800, in addition to annual adjustments to coincide with annual increases in CWRU tuition. We are still awaiting the background information about how many people actually use this benefit. Karen Romoser will also update the Google Docs page so that the SAC Fringe Benefits Committee can view and comment on this proposed resolution.

Parking – The group discussed alternative ways to improve staff satisfaction with parking besides changes to parking rates. We agreed that being able to view the waiting lists and being able to place your name on multiple waiting lists would be quite helpful. The Committee agreed to continue this discussion at an upcoming meeting.

**NEW BUSINESS**

Karen Romoser announced that the Policy Committee is also drafting a resolution about Reorganization Guides. Barb Juknialis and Shannon Swiatkowski are currently trying to obtain a copy of the current Reorganization Guidelines. The proposed resolution states that if a division undergoes reorganization it must provide employees with updated job descriptions. In support of this proposal, there is also a resolution to revise the current policy for annual reviews to require that job descriptions be evaluated and updated annually.

Tracy Wilson-Holden stated that Liz Roccoforte, LGBT Center Director at CWRU, wants the committee to review some of the language in the Domestic Benefits Policy. Tracy Wilson-Holden will ask Liz to speak to the group to further clarify what changes she feels are necessary.

A brief report on the results of the Health Survey was discussed. Overall, there were very few respondents and of those that did respond were fairly healthy individuals.

The meeting was adjourned at 12:49 PM.



**CWRU Staff Advisory Council**



Respectfully submitted,

Kerry O. Grimberg, PhD