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**AGENDA**  
**Personnel Policy Committee**   
**10/26/17**

**10:00-11:00 am**

**EHOB Procurement Meeting Rooms Suite 330**

*Suzanne M. Willcox <smh12@cornell.edu>Kathy Ann Sheils <kad13@cornell.edu>; Kevin J. Fitch <kjf4@cornell.edu>; Laura W. Johnson-Kelly <lwj1@cornell.edu>; Chris Dawson<*[*cmd335@cornell.edu*](mailto:cmd335@cornell.edu)*. HR: Allan D. Bishop III <adb10@cornell.edu>; Lauran Jacoby <lj14@cornell.edu>*

1. Call to Order -10:00am
2. Leave of member and adding new members.
3. Minutes from last meeting
4. Review recommendation from HR: Gordon Barger overview of the New York Personal Family Leave (NYPFL)
5. Review of HR Policy to change Leave Accruals and proposed recommendation/resolution from group
6. Old business: Letter from employee and HR response.
7. Adjournment – 11:00am

**Meeting minutes for 10/26/17**

Attending:  Sue Willcox, Kathy Sheils, Kevin Fitch, Laura Johnson-Kelly, Chris Dawson (by phone)

Discussion points:

* Dustin Darnell is no longer serving on this committee and has stepped down from the EA because he started a new job.
* We had 4 people sign up during Employee day as interested in serving on this committee; Sue sent them the information on how to apply
* Lauren suggested that we invite the EA Disability rep to join our committee (Sue will extend that invitation)
* There was discussion about the pros and cons of the new New York Personal Family Leave (NYPFL).  There will be campus-wide announcements coming.
* We responded to the individual in Arts & Sciences (letter brought to us by Sheila Haddad) – they requested an additional day off for all employees who work commencement.  A response was formulated by Sue, Ulysses and Allen Bishop essentially stating that we have generous vacation and personal days that can be used to assist in taking a day off.
* New HR Policy to change Leave Accruals:  The policy is going to change as of 1/1/18 to simplify the tracking of accruals (sick/vac).  Vacation and HAP accruals will stop on the first day of the paid leave and will begin again on the day the staff member returns.
* Discussion of possible resolutions:
* We are considering resolutions to increase accruals for sick and possibly vac days at 20 and 25 years – and also to increase the total amount of vac and sick we are allowed to carry from on year to the next, at the same 20 and 25 years.