****

**AGENDA**

**Employee Assembly**

**Benefit and Policy Committee Meeting**

**December 13, 2018**

**2:00 -3:00pm**

**100 Mann Library**

**“An Active Voice for Cornell Staff”**

*We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or* [*assembly@cornell.edu*](mailto:assembly@cornell.edu)*.*

1. Call to Order -2:00pm
2. Business of the Day – 55 min
   1. Introductions (5 min)
   2. Report on meeting with benefits director (15)
   3. Report on HR feedback on personal time off policy (20)
   4. New Business (15 min)
3. Plus/delta (5min)
4. Adjournment – 3:00pm

Minutes:

Attending in person: Tarek Chams; Ellen Miller; Hellen Lang; David Hiner; Anne Sieverding.

Attending remotely: Crystal Roncek; Chari Fuerstenau.

* Tarek met with Gordon Barger and the following issues were discussed:
  + Retirement equity for new non-exempt employees
  + New IRS ruling regarding student loans
  + Roth 403B
* The outcome of the discussion was that there are costs associated with each of these benefits and that they only affect small populations at Cornell.  Gordon Barger suggested that the EA conduct a survey of satisfaction with benefits on campus.  He will attend the scheduled January BPC meeting to discuss any issues further.  He requested that all benefits requests/questions be funneled directly to him.  He would like to solicit ideas from the committee about how to better communicate periods of open enrollment.
* HR requested feedback form EA about the following:
  + Ideas as to how to clarify the purpose of HAP when it is accessed for personal reasons.  While the HAP policy provides specific examples that make its intent clear (see those mentioned above), there other reasons that seem to border on personal/vacation.  The original intent of HAP was to distinguish it from vacation, but that distinction is not always clear to the campus.  It has become confusing for the campus to administer the “borders” around HAP and we are hoping you might provide some suggestions for clarity in order to achieve a workable improvement.
  + Examine the rate at which our vacation accruals accelerate.  Currently, the vacation accrual rate is static until the staff member reaches 10 years of service. Thoughts and suggestions from you would be welcome.
* Salary redlining/market value discussion raised by ILR.  Anne will contact Kim Babuka to invite her to the February meeting to discuss concerns regarding this.
* New business:  Query on credentials and HR filtering of the hiring pool – raised in ILR.  “Preferred credentials are applied as a ‘filter’ to artificially limit the size of the hiring pool.  Some applicants are left out of the hiring pool forwarded to the hiring committee by HR if the hiring manager does not specifically ask for all eligible applicants including those with relevant work experience.  Inflation of credentials, preference for credentials, lack of clear method to include professional development activities in Workday resume builder, and preference for formally credentialed education of professional development may discourage those with relevant internal/external experience from applying.”  A brief discussion was held around this and Tarek will follow up with HR to see how best to address this.

Action items:

* Anne to contact Kim Babuka (kb47) and perhaps invite her to one of your next committee meeting in February
* Tarek to share PTO study with potential ILR faculty for further feedback.
* Tarek to HR about who hiring pools gets filtered concerning in internal job candidates.