UNIVERSITY BENEFITS COMMITTEE
Minutes of the November, 2016 Meeting
2:00 – 4:00 PM
Altgeld 212

I. The meeting was called to order at 2:08 PM. The members in attendance approved the agenda

Attendance: Wendell Johnson, Janet Love-Moore, John Hulseberg, Tim Aurand, Sherie Spear, Terry Borg, Murali Krishnamurthi, Celeste Latham, Liz Guess

II. Introduction of Members/Guests

III. Approval of the minutes of the November 3, 2016 Meeting – Motion by John Hulseberg, seconded by Celeste Latham. Minutes approved.

IV. Election of Secretary(ies) – Wendell Johnson will continue as interim secretary. Janet Love-Moore provided the notes for the minutes.

V. Constituent Reports
   A. Annuitants Association
      The Annuitants Association announced a meeting in Carl Sandburg auditorium on Nov 16th at 4:40p Carl Sandburg.
   B. SPS -
      SPS Council is concerned with employee morale. For discussion: an administrative closure day over Holiday Break where employees have option to use benefits. If employees take a day with no pay... they may have to pay a portion of their health insurance. If Council wanted to pursue an administrative closure day, they would have to approach the Board of Trustees to change regulations. OSC & SPS could perhaps vote on a proposal & bring it to the UB committee. UB is willing to review and hopefully support a proposal from SPS, & willing to write a letter to this effect.
   C. Operating Staff
      Operating staff discussed administrative closure.
   D. Faculty -
      Faculty are concerned with salaries and retention. It was noted that a monetary enhancement of $35,000 was paid to a university employee (this award is not listed in the working papers, but was reported to the IBHE).
   E. Provost’s Office –
      Murali reported that 42 sabbatical applications for next year for 26 slots (there is one slot per 25 fte). This figure does not include SPS sabbatical slots. Faculty has used the SPS slots, but SPS does NOT use the Faculty slots. Provost Freeman
supports sabbatical benefits. Trustees have challenged and questioned sabbaticals in the past and will probably continue to challenge. They will address the sabbaticals on November 15th, 2016.

VII. Old Business
A. Updates from HR
The new online system has been challenging and presented more issues than expected.
B. Other Old Business

VIII. New Business
A. Report from HR on Benefits (interruption of employment)
Type of Employee – Those without status (Extra Help), students and anyone on probation would be the first to be laid off.

CS –
Civil Service employees are governed by the state, which places restrictions on conditions of employment. Employees earn seniority in a classification which transfers to classifications below it. Civil Service usually functions “Last In, First Out.” Civil Service employees are given 30 calendar days to 45 days’ notice before being indefinitely laid off. After a layoff, they go on the “Restoral List.” On the day of layoff at midnight (12:01am) all benefits cease, insurance, medical, accrual of pension benefits, etc. After 120 days those laid off are no longer employees, but they may choose to retire at any point.

SPS –
It is possible that SPS employees considered “Temporary” are due no notice before being laid off. “Regular” SPS employees with three years’ service are due one calendar year’s notice and receive pay outs of sick and vacation benefits. Other benefits cease as described above.

Those individuals laid off may request unemployment benefits, with no guarantee that these will be granted.

B. Those interested is more information regarding lay-offs, etc. are encouraged to consult the regulations of the Board of Trustee regulations.

C. Other New Business

IX. Proposed Meeting Schedule/Location:
All meetings are currently scheduled from 2 PM – 4 PM.
3/2/17 - AL 212
4/6/17 - AL 225
5/4/17 - AL 225

X. Announcements
Terry Borg, former chair of the University Benefits Committee, is rotating off the UBC. The entire Committee wants to thank and commend Terry for his outstanding service to the University community.

XI. Adjournment
Move to adjourn (Janet Love-Moore); seconded by Sherie Spear. The meeting was adjourned at 3:40 pm.

Respectfully submitted,
Janet Love-Moore