

Employee Benefits Committee Monthly Meeting:

October 27th 2022- 2:00 p.m. Zoom Videoconference

Attendees: LaTawnya Burleson, Christine Smith, Judy Alford, Andrew Dolbin-MacNab, Nitra Eastby, Judy Alford, Richard Ashley, Lauren Pollard, Sara Leftwich.

Discussion: LaTawnya opened up the floor for ideas for the committee to concentrate on. Explained that the committee typically takes on a couple topics and does extensive research before presenting to VP Byran Garey.

Christine- Women's center faculty affairs- Lack of Infertility treatments through our insurance. Looking into ways to get coverage.

LaTawnya- Tuition for reimbursement spouses and dependent- Andrew thought could be possibility. Have talked about for years. Leave discrepancy that only affects staff. Are a couple topics that have been mentioned as good topics to focus on

Judy- Leave discrepancy that only affects staff, we cannot do anything about classified staff. Issue is that everyone else seems to get 6 weeks of paid leave. Most that a staff get 100% paid is for 5 weeks. Were reminded these are things we cannot change dues to commonwealth of VA plan. We would have to go out on our own. However, the university can look at adding a benefit for employees outside of the HI plan or outside of the Leave plan. Trying to make our place more appealing for recruitment and retention.

Richard- asked if the university could contact the companies and purchase. We did get Aflac to try to help. Judy responded that most could not afford the afflac coverage. So, the university should provide more of a supplemental plan to fill the gap. LaTawnya thinks there should be an easier way- VT should be able to help cover the 1st year. Staff only earn 1 day a month annual leave.

LaTawnya suggests that we look at other universities to see their incentives and policies.

Andrew: Other institutions give tuition benefits. Did research- wants to get more before we discuss more. Advocating for HR to give us more information. Leisa getting information on this.

LaTawnya- reached out to Susan Hughes about service award program. Look like Amazon store. Unsure where the project is at this point. Hokie Wellness is working on another program, will come forth.

Richard: Knows we cannot change CovaCare ourselves but asking HR to bring to the table to bring suggestions and how we can make this better. Wants to know why HR could not find an outside vendor who can offer a group policy to cover infertility treatments. (Tailored to this.)

Christine: Will be getting information from someone who has done research. UVA has some sort of program. Will share with group next meeting.

Lauren: Tie to Initiatives on website*** PerkSpot. On the HR site. Everyone agreed that this was a great suggestion and really liked this idea.

Closing: LaTawyna will invite Curtis to next meeting so he can have input on these topics. Will meet again with more research and information, including tuition information from Leisa.