

University Employee Benefits Committee
January 14, 1997

Present: Beagle, Dellers, Harrington, Hyer, Martin, Richardson, Sasser, Viers

Guests: Terry Lawrence, Tom McAvoy

Old Business:

1. Continuing Discussion Of Pay Slide:

There is a new proposal to keep pay days on the 1st and 16th of each month and still achieve the minimum payroll lag that is needed to ensure that employees are paid for hours worked. The lag pay option now being considered would redefine work periods instead of changing paydates. The current work periods run from the 1st to the 15th and 16th through the end of the month. By backing up work periods 6 days from the 1st and 16th, the work periods would run from the 10th through the 24th and 25th through the 9th of the following month. Pay dates would remain on the 1st and 16th of each month with a 6 day lag for payroll processing. There would be a transition payment in the June 16th check, which equals 6 days pay. With this proposal there would be no impact on automatic withdrawals, health care premiums, or annual and sick leave. Employees would receive the same pay this calendar year as they would without lag pay.

2. Long Term Health Care:

Doug Martin distributed information regarding long-term care. Doug provided information regarding the nature of long-term care, the rationale for providing a long-term care benefit, several possible employer-employee options for funding long-term care, and the components that could be included in the design of an group long-term care plan. The information distributed will be discussed in more detail at a later meeting of the Benefits Committee.

3. Tuition Waiver:

Tom McAvoy and Terry Lawrence (Commission on Classified Staff Affairs Task Force) distributed a revised Draft Proposal to Initiate Tuition Fee Waivers (Scholarships) for dependents of Virginia Tech employees. The rationale given was that the benefit would attract and retain quality personnel, increase morale and build a better bond between the university and its employees. The proposed policy would allow that dependents and spouses of full-time faculty, full-time administrative faculty and full-time classified staff on regular appointments would be eligible recipients. The possible funding sources discussed were, Virginia Tech Services, Campaign for Excellence, Alumni Association, Virginia Tech Foundation, and the expansion of the present Employee Fee Waiver benefit.

The next meeting of the Employee Benefits committee will be on February 13, at 1:30 p.m. in the Board Room (6th floor) of Newman Library.

University Employee Benefits Committee
March 24, 1997

Present: Beagle, Belcher, Harrington, Hyer, Martin, Richardson,
Sasser, Viers, Wisdom

Call to Order.

Chair, Linda Richardson called the meeting to order at 3:05 PM.

Old Business:

1. Tuition Waiver:

Linda Richardson distributed a handout provided by Tom McAvoy. The handout consisted of a letter to Minnis Ridenour, with an updated copy of the comparison of SCHEV institutions with respect to tuition fee waivers.

2. Long Term Health Care:

A search for membership on a Long Term Care Sub-Committee continues. Pat Hyer suggested that contacts be made with the College of Business and College of Human Resources and Education for possible members. Several members of the Benefits Committee expressed an interest in serving on this committee. Doug Martin will contact possible committee members and prepare a charter for the committee.

3. Employee Assistance/Greenspring:

After discussion regarding the role and current usage of Greenspring, the current EAP provider, the discussion was made to invite a Greenspring representative along with a Personnel Services representative to the next meeting of the Benefits Committee. This would give the committee insight into the Greenspring program and it's role at this time.

New Business

1. Other Updates:

Doug Martin shared that open enrollment for health benefits would go back to fiscal year - July - June, and that a bill to include full-time Graduate Students in the health care program was passed by the General Assembly.

NOTE: State Personnel has advised that the Governor has vetoed the Graduate Student Bill.

Adjournment.

The meeting was adjourned at 4:05 PM. The time, date and location of the next meeting in April has yet to be determined.

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