

October 5, 2020

#### HRAC Meeting Highlights

Open Enrollment – Oct 21 - November 2 are the open enrollment dates. “Explore Your Benefits” will be mailed today with general information. The Open Enrollment site is up. If you do nothing, you will have the same coverage as last year except for the Flexible Spending Account. This has to be requested every year.

University Retirement Contribution – The University retirement contribution of 2.5% was reinstated with a 2.5% match through December 31.

Unemployment – Furloughed employees are down to 16 currently. UofL cannot file on behalf of the employee now, because of the low numbers. Everyone was notified of the change. We also no longer have a contact person. HR will still help employees with questions.

EAP Session – There was an open session with 60 employees that were very interactive in their participation.

Annual Leave Reconciliation – This affects staff only. The annual leave reconciliation will be December 31. Our discussion centered around the timing and reconciliation process, issues staff experience in taking leave, and how we can come together with leadership to ensure staff are encouraged to take their earned time off. The committee agreed to continue discussions in how the University might improve the culture around this matter.