

PED Meeting: December 17, 2019

Members Present: Virginia Hosono, Jared Neal, Kathy Brashear, Patti Williams, Candace Allen, Jonathan Graves

Invited Senator(s) Present:

HRAC Update:

HR met with all/and or reached out to all the employees affected by the Norton deal with the Department of Pediatrics.

Open Enrollment Follow-up

Open enrollment is now complete.

Compensation Study

HR is still working on the RFP for the compensation study. Information will be sent out to everyone explaining the process and the timeline for the study. They also plan to implement Town Halls and other forms of communication to ensure that the information reaches everyone.

Current HR Talks: "Holiday Worked" Policy and Timekeeping

These talks are specifically for timekeepers and supervisors. The talks will cover important information regarding holiday time and those who are required to work during the scheduled holiday break.

Shared Leave/FML/TML Update:

Virginia spoke with Donna Bartman and was informed that it is not possible to have a mechanism to select "opt-in" for Shared Leave within the open enrollment portal. Virginia plans to follow-up with her again to keep the policy moving.

In preparation for our meeting with HR we plan to move forward with the following suggestions to the TML (Temporary Medical Leave) Policy:

- TML should mirror the FML (Family Medical Leave) policy
- Allow intermittent and continuous TML as long as it relates to a previous FML event
- Remove the 12 weeks over a lifetime limitation, but instead allow it to renew over a 36-month period.

Action Request:

Performance Evaluation policy will be reviewed.

There has been an issue with benefits when someone has a life changing event. The system does not allow you to change plans, you're only able to add or remove dependents.

Upcoming Meetings:

Our next meeting with HR is scheduled for Monday, February 3

Approved:

Submitted by,
PED Chair Virginia Hosono