

North Carolina State University
Group Insurance & Benefits Committee (GIBC)

February 25, 2020

3:00 p.m.

Administrative Services II Building, Room 110

Members Present: Jonathan Champ, Duane Akroyd, Helen DiPietro, Jill Dale, Jonathan Holloway, La'Toya Reed, Maria Collins, Richard Barnes, Robert Riehn

Members Absent: Beth Ritter, Jill Phipps, DeAnn Judge

Ex-Officio Members Present: Gareth Washington, Beverly Williams, Steve Norris

Ex-Officio Members Absent: Marie Williams, Oliver Williams

Call to Order: Duane Akroyd, chair, called the meeting to order at 3:00pm.

Minutes: The committee reviewed and approved the November 19, 2019 meeting minutes.

Business for Next Meeting: Bereavement Leave

There is nothing new about the Clear Pricing Project, there has been no news this year so far.

Recap: With the Clear Pricing Project all your information goes to a network. These are efforts from the State Treasurers' office to try to get health providers to buy into reduce costs for procedures. They are seeking for transparency to health care expenses (a.k.a clear pricing). HealthConnex, "cousin" to the Clear Pricing Project and governed by the State of NC, is a secure electronic network that gives authorized health care providers the ability to access and share patient information across a statewide information network.

Paid Parental Leave

It's a UNC System rule that the 4 weeks of bonding cannot be broken up. Employee has to take it consecutively, they can cut it short, but they will lose any that they don't use. Employee has one year from the day of birth to take the bonding leave.

If you're faculty you have the 60 days continuous leave and must be within that time period. PPL goes hand in hand with FMLA, PPL and FMLA run concurrently, sick time also. Bonding can be taken later and can be used with FMLA. Birth mother receives recovery and bonding (8 weeks) and birth father receives 4 weeks of bonding period.

Information that member Jonathan Champ provided on paid parental leave and bereavement.

- NC State's Medical and Parental Leave for 9-month Faculty: <https://policies.ncsu.edu/policy/pol-05-30-01/>
 - No mention of bereavement.
 - Implements the UNC System
 - Policy: <https://www.northcarolina.edu/apps/policy/index.php?section=300.2.11>
 - "Institutions should anticipate situations in which faculty members, because of serious illness, disability, or family responsibilities, will be unable to perform their duties for an extended period."
 - Depending on the individual situation, bereavement likely falls into "family responsibilities" or is not an "extended period". It may be that this is implying that taking a "non-extended" amount of time is more like cancelling a meeting and less like requesting leave.
 - Based on the UNC System
 - Guidelines: <https://www.northcarolina.edu/apps/policy/index.php?section=300.2.11%5BG%5D>
- OSHR Sick Leave
 - From the Administrative Rule: <https://files.nc.gov/ncoshr/documents/files/25-ncac-01e-0300.pdf>
 - "To avoid the abuse of sick leave privileges, the appointing authority may require ... a statement from a medical doctor or other evidence satisfactory to the agency that the employee was unable to work due to ... death in the family"
 - "Sick leave may be used for: ... the death of a member of the employee's immediate family;" which specifies no limit. It is noteworthy that "adoption of a child, limited to a maximum of 30 workdays for each parent" is the only use of sick leave that specifies a numerical limit.
 - From the Sick Leave Policy
 - History: https://files.nc.gov/ncoshr/documents/files/Sick_Leave_Policy_History_0.pdf
 - July 1949 - "Policy established granting 3 days sick leave to employees when there is a death in the family."
 - January 1983 - "Delete the maximum of 3 days granted for death in immediate family."
- North Carolina Bereavement Legislation (proposals to provide extra leave to State Employees in the event of bereavement)
 - 2013 Senate Bill 274: <https://www.ncleg.gov/BillLookup/2013/s274>
 - 2015 Senate Bill 276: <https://www.ncleg.gov/BillLookup/2015/S276>

Childcare

NC State partnership with Bright Horizon is still active. We are working on new rates to go with the new fiscal year going out in May. Bright Horizon is our preferred vendor because we have a contract with them. We are looking at other vendors in the area to try to get discounts for NC State employees/students. Bright horizons was chosen because they were the only facility that met the 5 star rating criteria. The rate has been lowered to 3-4 star facilities. We are working on letters to ask for partnerships. NC States reviews the facilities who pass a certain criteria and chose those facilities and create partnerships with them.

We are partnered with 9 Bright Horizon facilities and Goddard. If an employee reaches out with a suggestion for a facility we do the research and reach out to them to see if they fit the criteria and ask for a partnership or for discounts.

A subsidized onsite facility has been considered but there is no room. It was one of the first things that was considered when we lost our facility on Dorothea Dix Park. Bright Horizon offered to build a building if NC State provided the land, but it wasn't financially viable.

Adjournment

Duane Akroyd, chair, adjourned meeting at 4:26.