

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

November 4, 2020

3:00 p.m.

via Zoom

Members Present: Duane Akroyd, Helen DiPietro, Jonathan Champ, DeAnn Judge, Jill Phipps, Stephen Porter, Heidi Schweizer, Robert Golub, Patricia Curtis, Maria Collins, Jill Dale, Jill Phipps

Members Absent: Anne Baker, Beth Ritter, Jonathan Holloway, La'Toya Ree

Ex-Officio Members Present: Gareth Washington, Steve Norris, Carolyn Miller

Ex-Officio Members Absent: Marie Williams

Call to Order: Duane Akroyd, chair, called the meeting to order at 3:01.

Minutes: The committee reviewed and approved the September 15, 2020 meeting minutes.

Bereavement Leave Proposal

Committee member Jonathan presented bereavement leave research findings. Research showed that many places were doing the same things, whether it was local jurisdiction, other universities, peer institutions, even state-wide in some cases. Overall, local competitors are offering benefits in addition to accrued sick leave. In many cases it's between 3-5 days of leave per event and that is typically associated with people in the immediate family or people who live within the same residence, similar to our immediate family rules for bereavement leave currently. Based on our peer institutions, 10 of 16 have something additional and beyond that they have additional time. If employees don't have enough time from the specified bereavement leave they can use the accrued sick leave to get the necessary amount of time needed.

For the most part, institutions within the UNC System would have the same options as NC State. They would have a sick leave policy as opposed to a bereavement leave policy specifically that is tied to the sick leave. Changes regarding benefits have to be system-wide, NC State may not be able to offer a benefit that other institutions don't have. However, there is slightly more flexibility with faculty but if it

has to do with SHRA employees it does have to be across the board. Gareth did point out that there are some NC State benefits that can be offered. MetLife Insurance and Hyatt Legal are two benefits that were chosen by NC State. We can offer other benefits but we do need permission from the UNC System to offer those benefits.

The proposal might need to be sent to Faculty Senate. Committee member Maria Collins is part of the senate and offered to present the proposal to the sub-committee that reviews these types of proposals and they could perhaps provide an endorsement. There are a few considerations that need to be made before presenting. We have to keep in mind that 9 month faculty don't earn leave, they aren't eligible for paid parental leave. Faculty members have to use the 60 day continuous leave.

The proposal would have to have a language change so that non-leave earning faculty are included. It was suggested that the language used for paid parental leave be used for the bereavement leave proposal since the benefit would be similar.

The committee voted unanimously in favor of the proposal. Duane will make some changes to the proposal to include the changes mentioned above.

Open Enrollment

Gareth presented the data for 2020 open enrollment (presentation can be found on minute 33:20 of the Zoom recording). Overall, the numbers were great for OE and participation was good. It was similar to previous years. Benefits office sent out reminder emails and we did OE sessions in Spanish and French to units in Housekeeping and Campus Enterprise. The Enrollment line was also a great source since they have representatives that offer multiple language. Gareth added that any employees that indicated that they were smokers have until November 30 to do the smoker sessions at CVS or their PCP. Benefits will be sending out email reminders to these employees. Enrollment and changes to MetLife and Hyatt Legal has been extended to November 6th.

Adjournment

Duane Akroyd, chair, adjourned the meeting at 3:47 pm.

If you would like to see the Zoom recording for this meeting here is the [link](#).

If you would like to review the Bereavement Leave proposal here is the [link](#).