

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

**April 22, 2021**

**3:00 p.m.**

**via Zoom**

**Members Present:** Duane Akroyd, Helen DiPietro, Beth Ritter, Jonathan Champ, Jonathan Holloway, Patricia Curtis, Heidi Schweizer, Stephan Porter

**Members Absent:** Maria Collins, Anne Baker, Robert Golub, DeAnn Judge, La'Toya Reed, Jill Phipps, Jill Dale,

**Ex-Officio Members Present:** Gareth Washington

**Ex-Officio Members Absent:** Marie Williams, Steve Norris, Carolyn Miller

**Call to Order:** Duane Akroyd, chair, called the meeting to order at 3:07.

**Minutes:** The committee reviewed and approved the February 23, 2021 meeting minutes.

**Business for Next Meeting:**

**Bereavement Leave Proposal**

The Bereavement Leave Proposal now needs to be reviewed by several committees and make its way to the State legislator. Neither NC State nor the UNC System has the ability to make a change like this without the State approving it. A good idea would be to talk to other UNC System institutions and agencies to let them know about the proposal and see if there is an interest there. This would make a strong case for the proposal to then present to the UNC System Office.

Committee member Jonathan Champ was part of the paid parental leave proposal so he is a good source to know how this process would work. Committee Member Helen DiPietro has put out feelers to a state employees union group that she is part of and they are interested but they have recommended

to put a hold on the proposal until the budget has passed. They don't want the legislation to use this as a barter for raises. The plan for now will be to wait until the budget passes to present the proposal.

The process will be that the proposal will be taken the Faculty Assembly and the Staff Assembly, which could take some time. Depending on what they need from GIBC (i.e more information, research) the proposal will then go to the lobbyists and the legislator for review. The legislator can create a bill or the governor will issue an executive order. It could happen like the Paid Parental Leave bill but if it doesn't then a bill will have to be introduced and they will have to vote on it.

Benefits Director Gareth Washington has gathered some data from WolfTime about the amount of staff employees that have taken bereavement since the creation of WolfTime (2018). A total of 232 employees took bereavement and 101 took additional time off after the 3 days to take care of additional business. The data covers about 2 1/2 years from 2018-2021. There are some that just entered their leave as annual leave but there is no way to track that, so those numbers could be higher and there would not be a way to document that.

### **Vote for New Chair**

The committee voted on Jonathan Holloway as the new chair.

### **Adjournment**

Duane Akroyd, chair, adjourned the meeting at 3:34

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