

## **ANNUAL REPORT**

**University Standing Committee:** Group Insurance and Benefits Committee

**Academic Year Covered by Report:** 2023-24

**Date Report Submitted:** 4/26/2024

**Report Submitted by:** Carrie Levow

**Number of times committee met:** 2

## **RECOMMENDATIONS**

- Committee should continue to monitor progress of Bereavement Leave resolution and follow-up as appropriate
- Committee will discuss the impact of the EHRA leave policy changes and whether other types of leave (such as elder leave) should be pursued

## **SUMMARY OF DISCUSSION ITEMS/ACTIVITIES OF COMMITTEE**

### **September 29, 2023 Meeting (virtual):**

- Update on UNC Staff Assembly actions on Bereavement Leave - UNC Staff Assembly heard the proclamation on Bereavement Leave and suggested it be presented as a resolution at the next meeting.
- NC Flex benefits moved to the My UNC Benefits platform.
- There was discussion of the annual enrollment processes.

### **February 28, 2024 Meeting (virtual):**

- Update on UNC Staff Assembly actions on Bereavement Leave - UNC Assembly supports the resolution and has shared it with UNC President Hans.
- The committee was provided an overview of the changes to the EHRA leave policy taking effect 7/1/2024.
- The committee discussed the concept of Paid Elder Leave which would allow employees days off to care for an elderly parent with a serious health condition.
- There was discussion on different leave types and how the new EHRA leave policy might influence recruiting and retention. The concept of Paid Elder Leave might make more sense after July 1 when the new leave policy takes effect.
- Anne Burke was elected chair for 2024-25

## **RECOMMENDATION FOR REVISION OF CHARGE AND/OR MEMBERSHIP CONFIGURATION (if applicable)**

N/A