

**COMMITTEE:** Faculty Welfare

**MEETING DATE:** 11-8-18

**PERSON PRESIDING:** Ralph Scott

**REGULAR MEMBERS IN ATTENDANCE:** Ralph Scott, Marc Petersen, Beth Bee

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Rebecca Powers

**OTHERS IN ATTENDANCE:** Rhonda Anderson, Lori Lee

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## **ACTIONS OF MEETING**

### Agenda Item:

Approval of the minutes, as revised

### Discussion:

None

### Action Taken:

Voted and approved

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### Agenda Item:

Reports from external committees:

- EHRA Personnel Policies: Marlana Barber has agreed to serve as a member
- OFE Advisory Council: Met on 10/18, packets of information were distributed and a copy will be sent to Beth Bee via campus mail to be disseminated to the committee
- Administrative Recreation and Wellness Advisory Council: has not yet met

### Action Taken:

- Voted and approved EHRA Personnel Policies Committee member, Marlana Barber

### Assigned additional duties to:

- Beth will email a copy of the OFE Advisory Council packet when it arrives
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### Agenda Item:

Discussion of Revised Faculty Serious Illness and Parental Leave PRR (FSIL)

### Discussion:

- PRR has not been updated since last meeting
  - Rhonda and Kitty spoke to benefits folks to discuss implications for two faculty caregivers to take leave consecutively instead of concurrently
  - Clarified with Welfare Committee Chair (Lee Johnson) that consecutive leave would be taken within 24 weeks of qualifying event
  - Discussion of scenarios involving consecutive leave for 9mo faculty and eliminating primary/secondary language:
    - One scenario would include birthing parent giving birth in May would not get full 12-week FSIL (paid) leave as FMLA (non-paid) would have to be taken first as “qualifying

event” begins outside of appointment term. However, non-birthing 9 mo faculty parent would be eligible for 12 weeks of paid FSIL leave during appointment term.

- Discussion regarding language of relevant section: 2.4.2.1
- Why was language changed to specific dates rather than original language of “Commencement” and “Convocation”?
  - Utilizing language of contract term to signal that 9mo faculty are expected to work a full 9mo period
- In this scenario, if a 9mo faculty giving birth during the summer has not used FSIL, they are still eligible for the remainder of their 12-week FSIL leave if another qualifying event occurs within 12 months from the original event date. In other words they do not “lose” that leave.
- What about 9mo faculty teaching in the summer?
  - FMLA kicks-in first
- Discussion regarding consecutive versus concurrent leave “burden” on departments.
  - Consensus that departments should not be burdened in either scenario, but rather Administration should provide necessary support to the department in any situation where family leave is necessary
- Consecutive leave would necessitate some indication in HR that both caregivers are linked to the same event and therefore some indication of first and second or A and B caregiver
- Concurrent leave would mean that both caregivers receive same amount of FMLA and FSIL leave
- Concurrent leave eliminates any mention of caregiver “status” (eg. A or B, first or second), and treats each case individually

Action Taken:

No quorum available, committee agreed to leave current revised draft of policy as-is, with only changes to address typos, for vote at next meeting on 12/6@3:30.

Assigned additional duties to:

Kitty & Rhonda will circulate updated draft by next week.

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Agenda Item:

Discuss availability of ECU salary data

Discussion:

Kitty provided additional information regarding concerns for protecting privacy as Banner numbers were available in previous documents. HRIS and legal team are considering all possible options to protect privacy and make information available to faculty.

Action Taken:

Kitty will provide an update at the next meeting

**NEXT MEETING:** 12-6-18@3:30pm, Rawl Annex 142

**ITEMS TO BE DISCUSSED:** Faculty Serious Illness and Parental Leave PRR