

Faculty Senate Salary & Benefits Committee 2010-2011 Year End Report

The 2010-2011 Salary and Benefits committee of the Faculty Senate was chaired by Elizabeth Adams. The committee was comprised of G. Dardeau, V. Finley, Z. Husain, E. Madden, P. Norrell, L. Rachek, B. Rizk. Issues discussed during the 2010-2011 academic year included the following:

1. Extension of health care coverage amounts: A one million dollar lifetime health care coverage cap was brought to the attention of the committee. With the institution of the Patient Protection and Affordable Care Act (PPACA) this maximum will be eliminated.
2. Promotion of Tobacco Cessation Program: The committee worked to promote University instituted tobacco cessation program. Employees enrolled in the University Health Plan were required to make a statement regarding their use of tobacco. The committee promoted the deadline for receipt of the tobacco declaration form. Those employees who did not declare themselves and covered dependants as non-users of tobacco experienced a \$25 increase in health care costs per month.
3. Leave time restrictions: Faculty members have expressed concerns with the restrictions on the use of sick time to care for a family member. Section 5.4.2 of the Faculty Handbook (Chapter 5 page 10) reads as follows:
“If the purpose of the leave is to care to a seriously ill family member, in accordance with the University’s sick leave policy, the faculty member may take up to 3 days paid sick leave per illness. Thereafter, the eligible faculty member may take accrued vacation (see section 5.4.4)”
This is particularly problematic for faculty members who do not accrue vacation time. Thus, faculty members who have earned paid time off may not use that time to take for a family member beyond 3 days and must go unpaid for any time off after the 3 days have been used.

The committee discussed proposed changes to this policy as it relates to caring for an ill family member, including an extension of the existing policy to 1 week of sick leave and the possibility of a petition for extending this specified leave time based on specific extenuating circumstances.
4. Benefits policies for LGBT community: Some concern has been expressed over lack of benefits for partners of employees who are members of the LGBT community. Based on a preliminary investigation, there was a report at a previous general Faculty Senate meeting that some institutions in Alabama may provide benefits for partners of covered employees. The committee discussed this issue and agreed that benefits for members of the LGBT community should be explored.
5. Committee member Phillip Norrell reported that there is a campus-wide wellness committee being formed with fellow senator Coral Gubler-Hanna, Jean Irion, and a local cardiologist. The wellness committee is set to meet in early December. Norrell was asked to keep the FS Salary &

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Benefits committee abreast of the wellness committee's activities and to enlist the help of the Salary & Benefits committee as needed.

Respectfully submitted April 26, 2011.