

# Benefits Committee

Activity Update  
Feb 2018

## Members:

- Bruce Solomon (Chair)
- Jim Sherman (Psychology, emeritus)
- Lynda Clendenning (Libraries)
- Sameer Patil (Informatics)
- Cheryl Hughes (SPEA)

## Ex-officio:

- John Whelan, Associate VP for University Human Resources
- Christan Royer, Director of Benefits (succeeding Susan Brewer)
- Elizabeth Pear, Director of Faculty Council Office

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## Fall 2017

**Family & Medical Leave for faculty.** FML benefits for **staff** improved in 2017, with eligibility beginning after **one year** of employment. **Academic appointees'** eligibility for FML benefits still required **two years**, however. Last semester, we endorsed reducing that to one year. The trustees have approved that change, effective August 1, 2018. The rest of the policy is unchanged, with the serendipitous side-effect of including domestic partners in the benefit. (E.g., a professor may could leave to care for an injured domestic partner, or even the injured dependent child of a domestic partner.)

**TIAA/Fidelity issue.** BFC President Tanford received letters expressing concern about alleged misbehaviors at TIAA (self-serving advice) and Fidelity (sexual harassment). We investigated and found no grounds for BFC action (as Pres. Tanford reported last semester)

**Vesting of retirement plans.** Paychecks of postdocs and other appointments contracted for less than 3 full years show IU retirement contributions that will never vest. When such employees are on grants, IU deducts direct expenses for retirement contributions, but the funds will never go to either the postdoc, nor back to the grant holder. Change looks unlikely, however; there appear to be budgetary benefits to the current system.

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## Spring 2018

**Unintended consequences of moving pharmacy benefit to CVS.** We have gotten several reports of colleagues having to pay substantially more for maintenance medications, and/or being required to refill on a 30-day instead of 90-day schedule

**Change of Name/Purview.** The BFC Executive committee has asked us to consider changing "Benefits" to "Compensation and Benefits" with concomitant broadening of portfolio to include some salary matters. For instance, to...

...**Review Policy E25 on salary issues.** This policy pertains to by-rank salary minima and salary reporting transparency (it was last revisited in 1977). It contains this language, for instance:

*“The complete salary schedule of IUB faculty members shall be on file in a convenient administrative office in Bloomington and shall be available for inspection by any member of the IUB faculty.”*