NDUS Human Resources Council
Minutes
October 14, 2008
Conference Call

Voting Members
Rita Lindgren BSC
Gail Ebeltoft DSU
Joann Kitchens LRSC Chair
Becky Lang LRSC 2-year representative
Steve Bensen MASU
Wes Matthews MISU
Dave Lindberg NDSCS
Broc Lietz NDSU
Diane Nelson UND
Erin Klingenberg VCSU
Lindsey Vanthuyne VCSU 4-year representative

Non-voting Members
Joy Johnson UND
Teri Thorsen NDUS
Pat Seaworth NDUS

Dependent Sick Leave

At the September HRC meeting, Erin was asked to check with State HRMS department to see if they would be interested in proposed legislation to increase the limit on the use of dependent sick leave. State (HRMS) has indicated they are not interested at this time (their priorities for legislation are increasing salaries and maintaining health insurance). Does the NDUS want to continue to pursue this? In addition, NDSU is interested in exploring the use of Shared Leave for Parental (Maternity and Paternity) leave.

Broc wanted to pursue Parental Leave through shared leave, as opposed to expanding dependent leave. Joann asked why NDSU is looking at a different strategy. Broc said there would be a fiscal note to increase the limit on dependent sick leave.

Wes agreed there would be some cost, but wondered if once we measured it, it would most likely be minimal. Also, health insurance and salaries will always be on the table, so that means we will never have HRMS’s support to consider anything else.
Pat asked if anyone had actually talked to Laurie. HRMS has said they won’t support, but will they oppose? Erin said she hasn’t talked to her, so doesn’t know if they would actually oppose draft legislation.

Wes talked about going in front of legislature. We have the philosophy, but we don’t have the data. Instead of moving forward this biennium, should we gather data over the next two years? How many employees asked for shared leave while they had their own leave sitting in their bank that they weren’t allowed to use?

Pat agreed gathering data would be a good strategy, not naming names, but naming circumstances.

1. 40 to 96 hour dependent leave bill
2. NDSU’s request to expand shared leave for Parental leave. Two separate bill drafts.

Deadlines are looming. Chancellor’s cabinet meets next week on legislature recommendations. Decision must be made this week in order to finalize the Cabinet’s agenda.

Rita says from past testifying experience, data is crucial. Broc says he has anecdotal information, but not data. But he would support higher ed moving forward regardless of the HRMS (state) position. Wes wanted to proceed only with a stronger position supported by data.

Diane suggested campuses may already have the data if they go back and check their records. Pat also suggested checking with other states’ experiences who have the more liberal interpretation.

Wes suggested maybe we allow more liberal use of sick leave if the person would have qualified for donated leave, use their own sick leave bank.

Wes made a motion that the HRC not recommend either bill draft; this be delayed and studied for the next legislative session. Rita seconded. After discussion, the motion carried.

Vote:
Rita Lindgren       BSC       y
Gail Ebeltoft      DSU       y
Joann Kitchens     LRSC      not voting
Becky Lang         LRSC       y
Steve Bensen       MASU       y
Wes Matthews       MISU       y
Dave Lindberg      NDSCS      y
Broc Lietz         NDSU       n
Diane Nelson       UND       y
Joann asked Pat if Laura got enough responses on the **TIAA-CREF 15-year catch up** she asked about. Pat didn’t know. Deferred.

**Travel expense, HRC policy 31.**
Occasional non-taxable meals for employees when the employee travels or works beyond regular hours – are they taxable, or not? Pat Seaworth advised us that when a coach travels with the team and they have a meal as a team, it is not taxable. That would be excluded under the de minimus rule.

Pat cautioned campuses that the rule is narrowly drafted and applied. In the system office, they are being recorded as taxable. Pat will continue on with the draft language to policy 31.

**Background checks**
Wes added that MISU is on the verge of entering into an agreement with a third party vendor for background checks. Broc added that BCI is interested in attending the next HRC meeting about background checks. BCI cautioned against using third party (they don’t access FBI or BCI databases)– also, what about charges that are not convictions? DUI is not a “crime” that will show up in FBI or BCI databases. Invite Judy to next meeting? Or sooner?