



## Faculty and Staff Benefits Committee

**Final**

### Minutes

Tuesday, March 8, 2022

3:30 PM to 5:00 PM

Via Zoom Video Conference

***Voting Members Present:*** Shawn Berman, Grace Faustino, Marcia Sletten, Dimiter Vassilev, Cynthia Pierard, Elizabeth Elia, Fran Wilkinson, Gene Henley, Jodi Perry

***Voting Members Absent-Excused:*** Rafael Fierro, Texanna Martin

***Members Absent-Unexcused:*** N/A

***Ex-officio, Guests and Minutes:*** Joey Evans, Sidney Mason-Coon, Pamela Pyle, Trudi Flynn, Gena Garcia (OUS)

**Meeting called to order @ 3:31 PM.**

**Quorum was met.**

**1. Agenda**

A motion to approve the February 8, 2022, was made and seconded. The motion was approved.

**2. Minutes**

Approval once changes are completed by Gena.

**3. Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Dr. Shawn Berman*

No updated report.

**4. Lobo Health Strategy Group**

*Jodi Perry and Shawn Berman*

No updated report

**5. Budget Leadership Team**

*Gene Henley*

This month's meeting was to look over final recommendations and present to the President. This year there were several moving parts--one was to clean up tuition structure in getting rid of the block tuition plan. BLT recommended getting it done this year. That constitutes a significant increase in tuition. Three scenarios were set forth: getting rid of block tuition, then 2% increase or 3% increase. Coupled with that was the compensation package--2-stage compensation; a 3% in 4<sup>th</sup> quarter this fiscal year and the



## Faculty and Staff Benefits Committee

remainder 4% next fiscal year, combined 7.12% overall compensation increase. Coupled with all components, it is a hefty bill for UNM to come up with. Pamela wondered about the union's involvement of the 7% increase, also mentioned the legislators say this is a priority, how will this look if UNM doesn't work on that compensation package? Pamela asked who do we ask these questions to? He said that Teresa will be the one to know the numbers side of this but recommends her to wait until after tomorrow when the Governor signs the budget. Pamela asked Gene, "did you see anything on the budget that is out of line—that might not be a priority for the community?" Gene replied, "No, so far it looks like a routine budget. Norma and her team are working on that now.

Grace mentioned, every time something comes down from legislation, in this case the 7% raise, it creates a lot of buzz within the staff. Do you get a sense from conversation whether it is mandated or left up to departments and units on how to average that across? Gene's response, the consensus is this is a mandate. At BLT and Admin level we are going to have to figure out how to pay for the compensation increase. Unfortunately, that may mean a couple of things; raise tuition, cut budgets or a mix of both.

Marcia mentioned what she has seen on house bill 2 in terms of the 3% & 4%, but not the bill itself, have the 3% coming across April 1<sup>st</sup>., but all she has seen with 4% is "average". What that tells her is that there is an ability to play with that 4%. Gene replied, we will need to wait and see what the governor does tomorrow. Fran wanted to clarify because there are two different things going on in the discussion. One deals with the amount given to each College/School for each position, for example, 4%, and the other deals with how much of that 4% example is covered by the amount of funding from the legislature. Also, the amount given on each position is termed the "average" but unless the salary guidelines specify across the board or something else, there is generally a range that can be given so that some better-performing employees may receive more than the average while other employees who do not perform as well may receive less than the average. That is typically left up to the College/School Dean/administration. Gene said that that was right, he just doesn't see that happening. Inflation is high and he doesn't see anyone wanting to do anything differently.

Dimiter added, raises would be good, doesn't feel like merit raises make sense when we are in a situation like we are right now. Jodi asked did they run the scenarios for percentage increase for tuition with the lottery scholarship? So many students are funded with the lottery scholarship. Gene said that is one concern that is being looked at. Other costs are going up, housing, food, other components. So, the 2% increase doesn't seem like a lot but it is only a piece of the pie the student or family is paying for their student. He said too that we are underpriced. We went 8 years without tuition increases and we managed to stay afloat by cannibalizing our operations or not doing some of the things we needed to which resulted in a loss of a lot of staff. We can't do anymore cuts. There isn't an easy answer to this.



## Faculty and Staff Benefits Committee

Jodi added, we need to have the legislators know how great UNM is. Did anyone talk about marketing and community outreach? Pamela stated that she has been trying for years to get faculty expertise to our legislators. She knows a legislator who gets calls all the time from NMSU to attend their functions or go to a lecture. Pamela has passed this onto Nathan and Garnett. She thinks we are making progress with a new connection with Ellen Fishers office. Gene says we have a lot to change over the next few years. Grace asked, is there a 2-way feedback loop when we have ideas and suggestions and recommendations? Fran said we would go through Gene to take it back to BLT and bring information back to us from BLT. Gene said the last couple of years have not been a positive conduit. Because of Zoom it has been more of a one way with Administration. The last couple of years have been harder to have a meaningful impact. He's hoping that getting back in person will allow us to be a much more effective instrument.

### 6. Policy Office

*Sidney Mason-Coon*

Inclement weather has been posted for campus comment through March 6<sup>th</sup> at [policy.unm.edu](http://policy.unm.edu). New processes coming out soon.

Updates on the inclement weather policy is still posted for public comments. All comments are online, anyone can go to the policy website and look at them. She will meet with Teresa on Thursday. Sidney doesn't want to bring the summary of the comments because they need to go to Teresa first, but they will be coming soon.

Joey and Sidney talked about UAP 3440, family medical leave. Joey piloted the intake form and policy review committee met about it. The committee had requested for additional information and legal nature of things. They met with Gianna from OUC and have a final draft--sent to members yesterday.

DOL issued guidance in 2019 around FMLA qualifying events basically does not allow an employee/employer to delay use of FMLA if it qualifies under FMLA. Our policy now allows an employee to delay sick or annual leave for an event. If an event qualifies as FMLA, it needs to be taken as FMLA.

- We are looking at centralizing administration for FMLA for staff—we want to take the burden of FMLA off managers and supervisors.
- We want to develop guides, resources, and tools to assist employees. We want a supervisor and employee to be responsible to notify their appropriate HR office to request FMLA, work directly with us and once approved we notify supervisor.
- Use technology tools for the administration part to efficiently track hours used instead of a log to try to track. Keeping track of intermittent leave is cumbersome. They are working on a process of what it means to transition from a rolling 12-month to a static 12-months. Using videos in English and Spanish to explain the process and an individual's rights.



## Faculty and Staff Benefits Committee

Grace asked what the advantage was changing from a rolling 12-months to a fiscal year basis? Joey replied, administration efficiency. Moving to a static 12-month period FMLA will reset every July 1<sup>st</sup>. If you don't use, you will lose it?

Jodi said she thought it was the law that it's 12 weeks per medical qualify event. Joey said the law is 12 weeks in a 12-month period.

Sidney added, the current and post policy has language about faculty refer to this policy in the handbook. If we are talking about centralizing for staff only it could lead for a need to change the faculty handbook. Joey said he has talked to Emily about that and would look at adjusting some language around the supervisor's responsibility and employee's responsibility.

Sidney asked for issues or concerns.

Grace thought there could be some pushback with moving from rolling to static intermittent FMLA if the end of the year is close. Joey said we would have to look into that transition. He added, if you are on FMLA in June have used 4 weeks and the static starts in July you tack on an additional 12 weeks to the four you have so you'd be at 16 weeks. He thinks the way we transition this will be a positive for the employee. Pamela questioned if this policy affects staff or faculty--are we only moving forward with staff only? Sidney replied, the policy is for everyone.

Shawn commented, if you aren't giving people less leave then there shouldn't be a problem, but if you are saying you can't take your sick leave first and then take your FMLA then there will be pushback. Joey said that is the change.

Jodi explained her scenario when her daughter was born she had a great dept who allowed her to take intermittent leave. She is concerned for staff that don't have a good dept chair. Jodi asked if there will be a committee to review special exceptions. Joey said there won't be a special exception because FMLA is the law. UNM does provide additional leave, like catastrophic if FMLA is exhausted.

### 7. **Retiree Association**

*Dr. Fran Wilkinson*

Time was used up with items on BLT and Policy. Will start with item 7, 8 and 9 next meeting.

### 8. **Human Resources**

*Joey Evans*

Time was used up with items on BLT and Policy. Will start with item 7, 8 and 9 next meeting.

### 9. **Other Business**

*Pamela Pyle*



## **Faculty and Staff Benefits Committee**

Time was used up with items on BLT and Policy. Will start with item 7, 8 and 9 next meeting.

### **Next Meeting:**

April 12, 2022

3:30 PM

Via Zoom

**Adjourn: 5:04 PM**