The below web submissions were received before November 2, 2021 and were addressed during the closed session of USAC’s meeting on November 9, 2021.

**Idea/Rationale:** There is no justifiable reason to have one group of employees who only receive 120 hours off per year, with a maximum of 160 hours off per year for longevity, when all other employees received 240-280 hours off per year. HR has implemented a one-size fits all plan for holiday time. While the new holiday policy MAY adequately address situations where employees OCCASIONALLY have to work a holiday to cover an emergency, it adversely affects shift workers deemed essential personnel so that there is a wholesale loss of 120 hours of time-off per year. For public safety personnel, there is a pretty even split of holidays that are worked, and holidays that occur on our natural day off. Under the new proposal, if we work the day, we get paid, and if we’re off that day we don’t get paid. In the last ten years there has been a plainly stated notion that public safety personnel working 12-hour shifts get more days off than other UR employees, and too much time off. Attempts to reconcile this misconception have failed, but these statements need to be publicly and factually repudiated: FSLA is based on the 40-hour work week, not the number of days worked in a week or year. Working 40 hours a week on a 12-hour shift is equivalent to working 40 hours on an 8-hour shift. At the end of the year, both groups are scheduled to work 2080 regular hours. In addition to the regular 40-hours per week, we work a multitude of overtime events, with multiple employees logging over 250 hours of overtime annually - that averages to about 5 hours of overtime every week of the year. With our overtime commitments, we work more, not less than most other employees at the University. While most employees were given months off to inhibit the spread of Covid, we worked right through it without a peep of complaint. Then, as Covid appeared to be winding down, our thanks for working through the pandemic was to have our holiday time stripped away, and a policy that provides us with less time-off than other employees. HR policy states that employees receive 15-20 vacation days based on years of service, added to their holiday time they receive 30- 35 days off annually. Now that twelve-hour shift workers have lost holiday time off we receive 10-13.3 (12- hour) days annually based on years of service. All we are asking for is an equitable amount of time away from the workplace. This is especially reprehensible when one considers our role in this organization, to give our lives if necessary for all of the other employees. Why should we receive less access to benefits than non-essential employees? How can HR not recognize this is backwards and completely inequitable? I guess because it doesn’t affect their Monday thru Friday job! Where is the oversight for the administrators? Who can we appeal to? It’s time to actually call and involve our new president in USAC meetings to see what what’s going on in this institution. Obviously, he is not aware of how certain departments are being treated. Is it too hard to just give us our holiday time back the way it was?

**Response:** This web submission was sent to HR on October 29, 2021. Themes on this topic have been brought to senior leadership, and answers on this topic have been provided in previous web submissions beginning in August. Further concerns should be brought to your supervisor or directly to HR.
Idea/Rationale: According to the UR COVID Dashboard only 97.7% of full- and part-time faculty and staff have reported their vaccination status as of October 5, 2021. Employees were "required" to report their vaccination status by June 30. What is being done to hold faculty and staff accountable that have not reported their vaccination status? What is being done to hold faculty and staff accountable who are not fully vaccinated?

Response: HR is working with staff and faculty who have not reported their status as well as with those staff members' direct supervisors to have their status reported. HR responded to a previous web submission asking about the consequences of not being vaccinated, stating “Employees who do not comply with the vaccination requirement will face disciplinary measures up to and including separation from the University.” Please note that the remaining 2.3% includes new hires, who are given a grace period after beginning employment to submit their vaccination status.

Idea/Rationale: Team members are upset about the "Child Care Back-up Care" is no longer available after being advertised as being available in August of 2021. It disproportionately affects food services and facilities, who are lower income, and may not have the same support systems or flexible work place arrangements. These team members cannot do these jobs from home.

Response: This web submission was sent to HR on November 3, 2021. The following response was received from Carl Sorensen.

Last year, the University made membership in Care@Work available to all full time staff and faculty. Care@Work is a network of child, elder, pet, home and other care providers. This benefit is still available to all full time staff and faculty. Last year, the University also provided $1,200 each semester to employees with children in order to help them with backup care due to schools moving to remote learning due to COVID. This benefit was discontinued after the spring 2021 semester because most schools returned to in-person or hybrid settings. Employees continue to have access to 15 days of COVID Leave for COVID-19 related situations like illness, quarantine, isolation or family care need.

Idea/Rationale: Why are our dental monthly fees going up? Compared to Cigna this particular coverage is very sub standard, why are they increasing our premiums?

Response: This web submission was sent to HR on November 3, 2021. The following response was received from Laura Dietrick.

Thank you for your web submission. We have been fortunate that our dental insurance premiums have remained the same since 2015. Usually, premiums increase every 2-3 years. This year’s increase is the result of the increasing cost of care and the overall university claims experience. The University offers a voluntary dental plan through Anthem with a high participation rate, approximately 1200 employees. We go out to the market and review other plans every several years. When selecting a plan we try to strike a balance between offering a good plan with affordable
premiums. Our premiums are increasing this year by 10% but we feel fortunate that this is the first increase we have experienced since 2015.