

Web Submissions 11/12/24

Idea/Question: At the monthly FIT meeting it was brought up several times that it is very dark behind HDC, can lights be installed?

Rationale/Reason: In the winter it is very dark and scary and the am staff have to walk around to the front. Plus there are animals that hang around like peacocks, racoons, deer and snakes.

Idea/Question: How do our PTO benefits for non-exempt staff compare to our peer schools? And, how do we have flexibility in an unfair practice of allowing five additional days for those who have a spouse with health insurance and opting for theirs instead? And, no flexibility to increase number of days for those coming to UR with far more days from previous employers and based on years of experience?

Rationale/Reason: With 30 years of experience, and not having less then 20 vacation days since i was in the early part of my career, I was shocked to be only given 15 days and told I would have to wait 9 years to increase that number (I would be retirement age by then). I have worked at 3 other higher ed institutions and all started with 20-23 vacation days, not including holidays or sick days, which were also more generous. And, I was also frustrated to hear that if I took my spouses health insurance I would get 5 days, but that wasn't an option for me and realized that would also exclude those without spouses or working spouses with a family insurance option.

Idea/Question:

I am writing to urge you to consider incorporating multiple language options in the university's ordering machines and applications, as this change would significantly enhance accessibility and inclusivity for our diverse campus population.

Rationale/Reason:

I was using one of your touch-screen menus and noticed that UR workers could not access the menus as there are no language options. With a growing number of international individuals from various linguistic backgrounds, offering multiple languages would not only improve the user experience but also demonstrate the university's commitment to fostering an inclusive environment. Multiple language options could be provided in the following ways:

- Language Selection Menu: Before entering the ordering section, provide a language selection option, allowing users to choose their preferred language before they begin ordering.
- Voice Recognition: I am aware that individuals may not have the literacy skills to access text. Voice recognition may therefore be a useful option to include. This will also be key for individuals with visual impairments.

By providing these options, we can alleviate barriers that non-English speakers often face, ensuring they can fully engage with campus facilities and services without confusion or frustration.

This initiative would not only promote equitable access to resources but also strengthen the sense of community on campus, reflecting a true commitment to diversity that aligns with our university's values.

Idea/Question: Consideration of Leave Policy Changes

Rationale/Reason: Currently, our separation of sick and vacation leave does not align with contemporary HR best practices. Many organizations have shifted towards a one-type PTO system, allowing employees greater flexibility and autonomy in managing their accrued time off. This approach not only empowers staff to make informed decisions about their well-earned leave, but also promotes a healthier work-life balance. Additionally, the current policy's stipulation that maxing out sick days necessitates the use of two sick days to equal one vacation day is inequitable. Hours accrued should remain hours accrued, regardless of their classification. This is long overdue, and it's crucial that we modernize our leave policies to reflect the needs and expectations of our workforce. I urge HR to consider the benefits of adopting a one-leave bucket system to enhance our organizational culture and employee satisfaction.

Idea/Question: Why doesn't the university increase the \$500 dollar medical waiver that they give to people who don't use the university's health care plans?

Rationale/Reason: I only wonder this because now the university gives employees at least a \$1000 dollars towards their HSA accounts if they have the high deductible plan.

Idea/Question: Why is UR charging for a CPR course when it is about the well being of our community and possibly saving the life of a student or coworker? This should be a free course like stop the bleed. It doesn't make sense that an institution like UR should charge employees for this life saving training.

Rationale/Reason: Spiderbytes notification: \$30 fee for certification