The below web submissions were received before December 7, 2021 and were addressed during the closed session of USAC’s meeting on December 14, 2021.

**Idea/Rationale:** For the short term disability policy benefit, why do faculty get 100% replacement of their salary but staff only get 66 2/3%? This seems like a rather large inequity considering it’s the same policy.

**Response:** This web submission was sent to HR on November 29, 2021 and the following response was received from Laura Dietrick.

The University offers an employer paid short term disability plan (STD) to all full time staff and faculty. This plan pays at the following percentages up to 6 months.

- 66 2/3% of base salary for staff
- 100% of base salary for faculty

Faculty receive payment at 100% because they do not accrue sick and vacation time. Staff are able to take accrued sick leave (and vacation) prior to going on STD. This will allow a staff to be paid at 100% if they use their sick (and vacation) leave.

**Idea/Rationale:** Would the Truesteeship Committee of the Board of Trustees share the criteria that they use to evaluate the Trustees? There have been several events recently where the actions of a Board of Trustee member has not appeared to align with our stated mission and values. This has led to questions about the board's composition and role at the University. In an effort of transparency and to better understand the role of the board, including how and why they make decisions, it would be helpful to understand the criteria in which they are evaluated. According to the bylaws of the Board, the "Trusteeship Committee shall also develop and maintain criteria for the evaluation of the Board of Trustees, individual Trustees, and Trustees Emeriti and conduct regular evaluations of Trustees and Trustees Emeriti." Please note, I am just asking for the general criteria and not the results of any evaluation of an individual, which should be private.

**Response:** This question was submitted to Ann Lloyd Breeden, Secretary to the Board of Trustees, on December 7, 2021 and will be updated when a response is received.

**Idea/Rationale:** In an email sent out on June 11, 2021, regarding the changes to holiday time, it states the following regarding changes to holiday time: ?Non-exempt employees required to work a holiday will be paid double time for hours worked, but will not have the option to take the day at a different time.? That seems self-explanatory. The next bullet point states: ?Only hours worked on a
holiday will be included in overtime pay calculations for non-exempt employees. Holidays not worked are no longer included in overtime pay calculations. This is a bit more confusing, but it was explained and I want Mr. Sorensen to verify I was informed correctly. Does that mean that once an employee reaches 40 hours for the work week they will no longer be paid for holiday time not worked? Examples: If an employee is asked to work on a weekend for an urgent matter in a week that has a holiday, the employee will get paid for coming in and working on the weekend but will lose the holiday pay for the number of hours worked because those hours would result in overtime pay? OR, if during the two weeks of Winter break police officers are scheduled to work 40 hours in the week, will they receive no holiday pay, or only holiday pay on days worked, or holiday pay for all of the scheduled holidays as other employees receive? As was mentioned in the last USAC notes, when regular M-F, 8-hour employees have a holiday that falls on their regular day off (i.e. Saturday or Sunday), they receive the benefit of the holiday on a workday, Friday or Monday. As it was explained to me that public safety employees not only lose their time off (i.e. the actual ability to have time off from work), but now they will no longer receive pay on holidays that fall on their regular days off (i.e. their weekend, even though it occurs on weekdays). This policy is mind-blowing, especially given that this year Christmas falls on a Saturday and public service employees who are here working won’t get paid for some actual holidays (e.g. Christmas Eve or Christmas) because they are honored/celebrated on their regular day off (i.e. their two-day break that falls during the week), and they won’t get paid holiday time on Christmas day while they actually are working because it falls on a real weekend and that isn’t technically part of the holiday package given by UR. Could anything be more absurd? All regular employees get paid for Christmas day celebrated on a day other than Christmas during the week while they sit at home the entire the entire two weeks, and public service employees who work 12-hour shifts won’t get paid for Christmas because it falls on the weekend even though IT ACTUALLY IS THE HOLIDAY! WOW! Don’t expect glowing reviews on the ?Best Places to Work? survey you send out every year, you guys get an F- in our book. Someone needs to write a book about how to drive away good employees through the implementation of horrible policies? look around, it’s working! The worst part is these decisions are made with absolute impunity because those in charge know that now one will hold them accountable. It should be a violation of FSLA to treat a small group of people within an organization so disparagingly, but even though it’s not, why wouldn’t you just want to treat us equitably? All we want is the same benefit of time off as our peers. Some employees are not being treated equitably regarding holiday time.

**Idea/Rationale:** It recently came to the attention of police employees that we will no longer get paid for holidays in the same manner as we have in the past. Previously, all holidays were paid whether we worked or not, and we got additional pay for actually coming in and working. We’ve been told that we no longer will get paid for holidays that we have off if we have any combination of worked time and holiday time in excess of 40 hours. It sounds like we are actually losing the benefit of holiday pay because our schedule forces us to work 40 hours during weeks which have holidays. Is this true? Am I missing something, or have we totally lost the benefit of holiday time if we are forced to work 40 hours during a holiday week but the holiday falls on our regular day off? We don’t get the time off, and we lose the pay for the day, so that is the equivalent of no holiday benefit. If it is true, who decided this was a fair application of the holiday benefit for some people to get no benefit at all when they are forced to work during weeks with holidays? If this policy had been implemented on July 1, instead of August 1, any essential worker in public safety who was scheduled to cover the weekend of July 4, would have worked Friday ? Sunday, July 2-4, and Wednesday ? Thursday, July 7 - 8. Because their schedule covered a weekend they would have actually worked on July 4, Independence Day, but would have received no extra time off for the
holiday, and would have received no holiday pay because the holiday was given to employees on July 5, and paying them for that day would have resulted in overtime pay. Are we missing something, or is HR missing something? There was some mention that HR said they are working on addressing the situation, but this was brought to their attention in July and months later there is still no remedy. HR needs new leadership, very poor policies regarding leave.

**Idea/Rationale:** When I was hired in Public Safety it was understood that I would work many holidays, so I was given the hours to use for holidays that I desired to take off if the schedule allowed, or other alternative days that were meaningful to me. Now HR has completely eliminated the ability to use holiday time except for on the holiday, except that isn't really true because if the holiday falls on a weekend we still can't use the holiday time. In the interest of fairness why don't you make the general University community celebrate holidays on the actual holiday even if it is on a weekend and stop them from taking days off in the week that aren't the actual holiday? Hypocrisy makes HR look bad.

**Response:** These concerns are being addressed directly between HR and the impacted department and have been partially resolved. Any staff with continued questions or issues should bring them to their supervisor or HR representative.