

UNIVERSITY STAFF ADVISORY COUNCIL WEB SUBMISSIONS

September 13, 2022

The below web submissions were received before September 6, 2022 and were addressed during the closed session of USAC's meeting on September 13, 2022.

Idea/Rationale: Hi, team! Thanks for all of your work! Is there any possibility of making a public calendar of your meetings (that staff members could subscribe to), using your shared inbox (usac@richmond.edu), for ease of scheduling?

Response: Jamie Lynn Haskins, *USAC Chair*, Paul Just, *USAC Vice Chair*, and Kourtney Ennis, *USAC Secretary/Treasurer* discussed this topic and... **moving forward an event will be created and attached to the monthly roundup so folks can import it to their calendars. We will also list the meetings on the larger UR calendar (<https://calendar.richmond.edu/>) for people to see. A complete list of meeting dates are also available under the "Meeting Minutes" tab on the USAC website.**

Idea/Rationale: Clearer policies on work guidelines for those who are immunocompromised. The University's web page <https://www.richmond.edu/coronavirus/policies/index.html#interim-human-resources-policies> does not address policies for employees whose job requires interaction with densely attended events where masking is not required. We are still at high transmission and there are community members who are immunocompromised so wearing a mask while indoors when everyone else is not wearing masks can put these individuals at risk. For this reason, do employees who are immunocompromised need to complete the accommodations form so that they cannot be required to attend/work events where there are large groups of people inside unmasked or what is the university's policy on this issue to protect the vulnerable in our community?

Response: David Hale, *Executive Vice President and COO*, Jeffrey Legro, *Executive Vice President and Provost*, Shannon Sinclair, *Vice President and General Counsel*, Resilience of Operation Chair, and Carl Sorenson, *Senior Associate VP of Human Resources* were reached out to. Carl provided the following response.

Thanks for this thoughtful question. Any employee who may have a qualifying disability should complete a request for an accommodation. One of our Human Resources Business Partners will determine, through an interactive process involving the employee and the supervisor, the extent to which a reasonable accommodation can be made so the employee can perform the essential functions of their job. Employees may be asked to submit certification from a health care provider to assist in the determination. Your HR Business Partners stand ready to assist you with the process.

David Hale, Jeff Legro, Shannon Sinclair, and Carl Sorenson were present during the open session of our September 13, 2022 meeting to answer pre submitted questions, as well as questions from the floor related to COVID and other pressing issues facing our campus community. Should you be interested in reviewing the Q & A please reach out to Jamie Lynn Haskins, Paul Just, or Kourtney Ennis of the Executive Committee and we will provide you with a copy.

Idea/Rationale: I am inquiring about the university continuing to carry health insurance for early/full retirees. Here is what I propose: If you retire with 20-24 years the university could pay 50% towards their medical, 25-29 years of service pay 75% of the medical, and anyone over 30 years the university carries their part as if fully employed. This would be just for the Universities part and not medical as a whole. This would be beneficial for employee retention and would be a great incentive for obtaining new employees.

Response: Carl Sorenson, *Senior Associate VP of Human Resources* and Laura Dietrick, *Director of Benefits & Compensation* were reached out to. Carl provided the following response.

After meeting with the employee who submitted this, to clarify the question, this is the answer I provided. The University has a staff early retirement plan. The details can be found here [THE UNIVERSITY OF RICHMOND](#). Any employee who is at least 60 years old, has at least ten years of service, and whose years of service and age combine to total at least 80, is eligible for the staff early retirement plan. Employees who meet these criteria are eligible to remain on the University's active health insurance plan until they turn 65, at the current rates (which adjust annually during open enrollment). In addition, typical University benefits for retirees may include:

- A new Google email account for life using your existing @richmond.edu email address, including unlimited file storage in Google Drive. For details, [click here](#).
- Access to University libraries, online resources, and facilities*
- If interested in purchasing your University computer upon retirement, [click here](#).
- Parking sticker*
- Tuition remission benefits for full-time staff and faculty* ([see below for details](#))
- Retirees and their spouses may join the [Osher Lifelong Learning Institute](#) through a special [membership](#) rate for UR faculty and staff and retirees. Your first one-year Silver membership as a retiree is FREE, followed by \$25 each per year* (Does not include spouse's membership. Retail value: \$75!)
- University employee discounts*
- Invitations to University events*

The Human Resources [“Ready to Retire”](#) website also has a plethora of information related to early and standard retirement, as well as information on retiree medical insurance coverage.