

Minutes of Benefits Advisory Committee (BAC)
Wednesday, April 30, 2013

Attending: Amy Diehl, Heather St. Germaine, Jerry Bohdanowicz, Nancy Booth, Steve Roof, Jim Miller, Shelly Ruocco (ex officio), Jessie Campbell, Strategic Benefits Advisors (SBA) and Yaniris Fernandez

- I. Minutes from Tuesday March 26, 2013 were approved.
- II. Dependent Children Tuition Remission at Hampshire:
 - a. After much discussion, it was not recommended that the program eligibility change.
- III. Website form allowing anonymous communication with Payroll and Benefits Manager :
 - a. Nancy presented the communication draft e-email to the staff community discussing the new way to reach the BAC with issues. We will finalize at our next meeting.
- IV. Sibling inclusion to FMLA or sick policy:
 - a. An employee asked the BAC to consider whether siblings could be covered under our FMLA or sick policy.
 - b. Nancy sent a survey to other colleges through another HR listserve. Colleges and Universities who responded provided policy overviews which showed they did not cover siblings under FMLA, however, some provided sick or personal time in some cases. The BAC requested further information on Hampshire's leave programs to continue the discussion.

Action: Nancy will provide the committee a flowchart of all the related leaves that Hampshire provides at our next meeting.
- V. Health Care Reform:
 - a. Jessie Campbell from SBA reviewed significant upcoming provisions in health care reform that will impact the financials of health care providers and employers now and over the next several years. We will continue to monitor the government requirements.
- VI. The next BAC meeting date will be as follows:

Tuesday, June 11 from 2- 3:30