

## **YCSA Comp and Benefits Taskforce — Compassionate Leave Bank Subcommittee**

### **Meeting Minutes**

**Meeting Date:** January 26, 2021

**In attendance:** Kirsten Adaniya, Vikki Bentz, Bob Hoskovec, Julie Garver, Lisa Merrifield, Karen Vail, Katherine Anderson,

**Absent:** Adrienne Carlos, Jennifer Taylor, Emily Weinacker

Lisa Merrifield reviewed ELT's rationale concerning the Employee Sick Leave Bank with the subcommittee. Utilizing vacation leave versus sick leave would be cost neutral to the college.

The committee felt it was important to keep the policy as a way to support employees. Members agreed there would likely be less participation as employees would be less likely to donate vacation time versus sick time.

When discussing the difference between vacation and sick leave time, it was noted that sick leave is only paid out to employees after 15 years of employment and at a reduced rate. This is lower than the equivalent liability for vacation leave hours. Policy 2.11 references this item and the payout amount.

Faculty do not earn vacation times. The only way then can participate in a program such as this is through sick leave donation.

**Next steps:** The Committee would like to understand if a model would be considered with staff donating vacation leave and faculty donating sick leave.