**Employee Liaison Report December 2015**

1. **Parking Advisory Committee (Dan Shattil):** The Parking Advisory Board recommended (1) increasing student fees next year by $1.15/semester to pay for increased bus fees and (2) eliminating options for purchasing parking permits for just one semester. Permits can be sold back/returned for unused portions; new permit fees are pro-rated.

**2. Employee Fringe Benefits Committee: (Kimberly Barrett):**

1. Employees with University health or dental insurance will receive new insurance cards from Blue Cross effective for 2016. The insurance isn’t changing, but Blue Cross is implementing some coding changes that need to be reflected on ID cards.
2. On January 1, 2016 the frame/contact lenses allowance will increase to $130 from the existing $120.
3. Breast Pump, Supplies and Lactation Consulting
   1. One breast pump covered per birth
   2. Some lactation consulting services from a board certified consultant will be covered
   3. An allowance for supplies will be established
4. Starting January 1, 2016 Vision Care Rates will Increase:
   1. These premium rates will be good for four years.

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| Monthly Rate | Current Rate | Projected Rate (1/16 -12/19) |
| Subscriber | $7.76 | $8.88 |
| Subscriber + 1 | $17.04 | $19.51 |
| Subscriber + Family | $21.38 | $24.46 |

1. There will be no increase in active employee health insurance premiums this year.  This will be 9 out of 10 years that employees will not see an increase.
2. There will be no changes or premium increases to the following benefits programs:
   1. Long Term Disability
   2. Voluntary and Dependent Life Insurance
   3. Accidental Death & Dismemberment
   4. Flexible Spending Accounts (Healthcare or Dependent Care)
3. Reminders:
   1. Tobacco/Nicotine Designation needs to be done each year (can result in higher life insurance rates if not completed)
   2. Need to sign up for Healthcare and Dependent Care FSA each year
   3. Need to complete the Health Risk Assessment Survey to receive enhanced wellness and preventive services

**3. Chancellor’s Commission on the Status of Women (Jennifer N. Rutt):** The Chancellor’s Commission on the Status of Women met with Chancellor Perlman in October to discuss items of priority before his Chancellorship is finished.

The top priority was healthcare coverage for women. UNL’s current healthcare plan is a “grandfathered” plan that does not need to follow new ACA coverage; thus, many services covered by ACA are not currently covered by UNL’s healthcare plans, including MANY women’s services. The grandfathered system is to prevent cost increases per individual. Chancellor Perlman is not sure how Varner makes the healthcare plan decisions. With a new president, he’s not sure how the process will change. Breast pumps are now covered by insurance. The CCSW is asking how this happened and what else is covered, as the committee previously had been told that if the University adopted any part of the ACA provisions, we had to adopt all of them.

An additional point of conversation was Title IX, focusing on the safety/protection of women and students. Title IX requires we address and provide services to pregnant women, help with being successful in class, equal treatment, etc. Child care issues are also addressed by Title IX. IEC should be notified of any parenting/pregnancy issues on campus. Pregnancy is listed in UNL’s non-discrimination statement. Also, UNL has a policy regarding accommodation for pregnancy/birth, but it needs to be audited. Current policies don't address financial support, only job protection.

**4. Safety Committee (Allen Specht)**: The committee heard the results of a safety audit for the third quarter. Deficiencies include: 1. Lack of emergency shower or eyewash, 2. Power strips being used for microwaves, refrigerators, freezers, coffeepots and other items with heating elements and 3. Equipment and machinery not secured in place.

The committee received a list of safety incidents by causal factor that were OSHA recordable—two were due to engineering controls, ten were due to environment, six were due to material or equipment, four were due to personal reasons, five were due to personal protective equipment, and five incidents had causes that could not be identified. A similar report was presented for non-OSHA incidents. In many cases, protocol was not followed. All departments, from Classics and Religious Studies to Campus Rec to Nebraska Unions, were impacted by safety incidents.

Fifty-five workers compensation injuries occurred through September 30. Twenty-three were minor, while 32 were OSHA reportable and more serious in nature.

**5. Campus Rec Advisory Council (CRAC)** **(Rene Mayo):** Campus Rec is exploring options to replace outdoor facilities that were displaced due to construction. (Lost facilities include the removal of tennis and sand volleyball courts for the construction of a dining hall on city campus and the future loss of tennis courts on east campus for a parking facility near the new dorm.) There is supposed to be a like-for-like replacement when construction displaces facilities; options are being identified and costs finalized.