

Fringe Benefits Committee Summary Report for NMSU Employee Council – December 10, 2009

The regular meeting of the Fringe Benefits Committee was called to order by the Chair on Thursday, November 19, 2009 at 1:45 p.m. in Anderson Hall, Room E1101 (Blue Room).

The motion to accept the minutes of the August 27, 2009 meeting passed.

- 1) Child Care – Given the current fiscal situation at the State and University levels, it was decided to remove this item from the agenda. It will be revisited at a time in the future when the fiscal situation warrants a more favorable opportunity for such a program/benefit.
- 2) The Committee had received requests through Employee Council to review the tuition remission policy in relation to including, in the tuition waiver, the fees charged for web-based courses and the ASNMSU fee charged to part-time students. The Chair relayed information obtained from ASNMSU and Distance Education regarding the expenses/programs that the fees supported. The following motions were made and passed:
 - a. Recommend no change be made to the policy regarding the web-based fee
 - b. Recommend that the policy be changed to waive the ASNMSU fee for employees taking courses on a part-time basis under the tuition remission benefit and continue to not be waived for employee spouses taking courses under the benefit
- 3) The Committee had received a request through Employee Council that “NMSU expand its Compassionate Leave Policy to read: Immediate family: spouse, qualifying domestic partner (see policy and procedure “Domestic Partner Benefits”), parents, step-parents, children, step-children, grandparents, siblings, grandchildren, step-grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, a legal guardian or other person who stands in the place of a parent (loco parentis).”

After consideration which included discussions that the definition could be more closely aligned with the “family” definition in section 3.20.20 Relationships, the following motion was made and passed:

- a. Recommend the policy be changed to read “The legal spouse, domestic partner, parent (including in-law, adoptive, step or surrogate), child (including step and in-law), brother (including half, step, and in-law), sister (including half, step, and in-law), grandparent, grandchild, and legal guardian are considered immediate family for this purpose.”

The next scheduled meeting is Thursday, December 17, 2009 at 1:30 p.m.