



Thursday, October 3, 2017
GCEDC- Andrews Conference Room, Suite 106
Employment & Compensation Committee Meeting
2:00 p.m.

MINUTES

ATTENDANCE

Committee Members: T. Bender, P. Battaglia, M. Gray
 Agency Members:
 Staff: S. Hyde, L. Farrell, E. Richardson
 Guests: Steve DePerrior (Burke Group), M. Wiater
 Absent: M. Davis

1. CALL TO ORDER / ENTER PUBLIC SESSION

T. Bender called the meeting to order at 2:00 p.m. in the GCEDC Andrews Conference Room.

2. EXECUTIVE SESSION

P. Battaglia made a motion to enter executive session under the Public Officers Law, Article 7, Open Meetings Law Section 105, at 2:00 p.m., for the following reasons:

1. To discuss the medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation.

The motion was seconded by M. Gray and approved by all members present.

Staff members left the meeting at 2:00 p.m.

Steve DePerrior left the meeting at 2:55 p.m.

M. Wiater left the meeting at 3:00 p.m.

S. Hyde rejoined the meeting at 3:00 p.m.

RE-ENTER PUBLIC SESSION

M. Gray made a motion to enter back into public session at 3:15 p.m., seconded by P. Battaglia and approved by all.

L. Farrell and E. Richardson rejoined the meeting at 3:15 p.m.

3. CHAIRMAN'S REPORT & ACTIVITIES

3a. Agenda Additions / Deletions / Other Business -

3b. Minutes: May 11, 2017

M. Gray made a motion to approve the May 11, 2017 Minutes; the motion was seconded by P. Battaglia. Roll call resulted as follows:

T. Bender -	Yes
P. Battaglia -	Yes
M. Gray -	Yes
M. Davis -	Absent

The item was approved as presented.

4. DISCUSSIONS / OFFICIAL RECOMMENDATIONS TO THE BOARD

4.1 NYS Paid Family Leave Program – L. Farrell shared that starting January 1, 2018, the NYS Paid Family Leave Program will provide employees job-protected, paid leave to bond with a new child, care for a loved one with a serious health condition or to help relieve family pressures when someone is called to active military service. Nearly all private employees in NYS will be eligible for Paid Family Leave. Insurance coverage for Paid Family Leave benefits generally would be added to an employer's existing disability benefits policy. The coverage is funded by employee payroll contributions. Through Paid Family Leave, employees are guaranteed paid time off for 8 weeks in 2018, increasing to 12 weeks by 2021, job protection upon return from Paid Family Leave and continuation of health insurance while out on Paid Family Leave. Public employers may opt into Paid Family Leave, but are not required to participate. The GCEDC is a public employer.

L. Farrell shared that the County is not planning to opt into this program at this time.

M. Gray asked how the State plans to verify an employee's claim for Paid Leave.

L. Farrell shared that the employee must submit a claim to their employer's Paid Family Leave insurance carrier within 30 days of their first day of paid leave. The insurance carrier then would process the claim and issue a determination. The employer will not be responsible for verifying or approving claims.

S. Hyde suggested that the Committee consider possibly increasing the amount of time an employee can accrue and changing the policy to mirror the reasons allowable for Paid Family Leave.

P. Battaglia shared that his company has gone to a paid time off model, eliminating sick time vs. vacation time. Maybe that is another option to consider as well.

T. Bender asked if the Agency typically adopts the same practices as the County.

L. Farrell shared that we usually try to stay in line with what the County does.

M. Gray asked if there has been any staff feedback about this program.

L. Farrell shared that this has not yet been discussed with the staff. She planned to discuss with the Committee first.

P. Battaglia shared that it may be beneficial to try and find out what other organizations of our size are doing.

L. Farrell stated that she would ask Joanne McInerney from Tompkins Insurance Agencies to attend the next Committee meeting to discuss this further.

5. ADJOURNMENT

As there was no further business, M. Gray made a motion to adjourn at 3:45 p.m., seconded by P. Battaglia and passed unanimously.