

Dear Jennifer,

Thank you for speaking at the Staff Council Meeting on August 13. We appreciate you taking time out of your day to share the changes that you would like to see made to the Staff Leave Policy. We appreciate you doing so.

I am writing to inform you that following a healthy discussion, the elected members of Staff Council voted unanimously to endorse the changes to the Staff Leave Policy that you presented. We believe that this change will equalize inequalities that existed in the leave policy as it pertained to our exempt colleagues. We also believe that it will have a significant impact in helping the University recruit quality and qualified staff members.

With that said, Staff Council has a few areas of concern and it would welcome the opportunity to speak with you about them. They are as follows:

- With the exception of the Silver Circle, John Carroll University does not recognize long-term service to the University. If this policy were implemented, all exempt staff members would receive the same benefits regardless of tenure at the University. Staff Council believes that the recognition of length of service is an important part of talent retention.
- With the exception of the Silver Circle, prior service to the University is not considered as it relates to leave. Staff Council believes that prior service should be taken into account as it relates to how they accrue leave.
- If this policy were implemented, Staff Council is concerned how this might impact our non-exempt colleagues morale. We recognize the difference in job functions and compensation, however we remain concerned about morale, especially in light of the restructuring.

In addition to these concerns, Staff Council would also like some clarity on how this policy would impact our colleagues who are on 9, 10 and 11-month contracts. Staff Council also encourages Human Resources to study how John Carroll University compares to our peer institutions as it relates to leave for non-exempt employees.

Please let me know if you have any questions or concerns. Staff Council looks forward to working with you as we work towards building a more equitable Staff Community.

Sincerely,

Eric Eickhoff
Chair, Staff Council