Key Highlights of Our UTime Employee Survey Results. Read On!

The System HR Council, in partnership with the HR Executive Committee, recently surveyed employees at all campuses about the transition from our current paid-time off plans and programs to UTime—the System’s new paid time-off program.

Survey results are being used to help shape time-off accrual transitions and benefit design.

Please read on for a summary of key survey results!

Earned Time Cash-out | Applicable to Eligible Non-Exempt (Hourly)

What You Told Us

<table>
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<tr>
<th>Q. How much Earned Time should employees be allowed to cash out (once per year)?</th>
<th>Q. What month of the year would you prefer to be able to cash out Earned Time?</th>
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<td>A. 70% of survey participants said “Up to 80 hours.”</td>
<td>A. The #1 choice was “January,” followed by “December” and “November.”</td>
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How Your Feedback Influenced UTime

Under a revised process, you can make an Earned Time Cash-out election during each year’s Open Enrollment period. The cash-out will be increased to a maximum of 80 hours. It will be paid in January of the following calendar year.
Sick Pool | Applicable to Eligible Non-Exempt (Hourly)

What You Told Us

Q. What should happen to the existing Sick Pool balances?
A. 53% of survey participants said, “Convert entire Sick Pool balance into the frozen Earned Time bank (3 Sick Pool hours = 1 Earned Time hour). Allow a one-time, manually-processed election to convert Earned Time to Sick Time (1 Earned Time hour = 3 Sick Time hours).”

How Your Feedback Influenced UTime

Existing Sick Pool time will be converted to Earned Time as of June 30, 2019. As of July 1, 2019 it will be replaced with Sick Time and Short Term Disability benefits. After the transition, you can make a one-time election to convert Earned Time into time under the new Sick Time bank.

Short Term Disability | Applicable to Eligible Non-Exempt (Hourly) and Exempt (Salaried)

What You Told Us

Q. Should employees be able to supplement the 60% of Short Term Disability salary replacement at weeks 9 through 26, up to the 100% level with sick, personal and/or earned time?
A. 96% of survey participants said “Yes.”

How Your Feedback Influenced UTime

Short-Term Disability will pay a benefit of 100% of regular earnings for up to the first 8 weeks of absence. Then, the plan will pay a benefit of 60% of regular earnings, up to 26 weeks of absence. You will be able to use accrued time-off to supplement the 60%-of-regular-earnings benefit.

Community Service | Applicable to Eligible Non-Exempt (Hourly) and Exempt (Salaried)

What You Told Us

Q. Should employees be required to provide documentation for their Community Service day?
A. 52% of survey participants said “Yes.”

Q. When should required documentation be provided?
A. 55% of survey participants said “Post participation.”

Q. Should there be a list of appropriate activities/services or should employees have the option to select their activity/service?
A. 67% of survey participants said “Employees can choose from either an available activities/service list or they can choose their own community service activity.”

Q. At what interval should employees be required to give advance notice to their supervisor?
A. 88% of survey participants said “15 days advance notice.”

How Your Feedback Influenced UTime

We are introducing a new Community Service benefit: one paid day-off per year to perform community service. Examples will be provided and documentation will be required. (Additional guidelines are being developed by a System HR Council task force.)

Stay tuned for more information about UTime!