$\overline{}$	Α	Р	(P	E	E .	c	L U	1	1	V	1	М
Η,	Is the	current henefits nackage a m	nain driver for you to maintain	vour employment at Ohio	Sate 2	,	· ·		'	,		L	IWI
1	is the C		iain driver for you to maintain No	your employment at Onio	J.a.c:	+	 	+			+	1	1
2		res	NO			Previously discussed as							
						possible USAC / Staff Affairs	Conversations already						
3		174	68		Currently in progress / USAC priority	priority	underway at OHR level						
4													
5	What r	new benefit would you like to	o see Ohio State offer employ	ees?									
6													
			Vacation / Sick Time / Other Leave					Discounts /					l
7	-	Winter Break	categories	Flexible work / Work hours	Insurance / FSA	Retirement Plans	Wages	Reimbursements	Professional / Career Development	Childcare	Parking / Transportation	Tuition Benefits	Other
			At Kent St. employees could convert some sick hours to vacation										
			(https://www.kent.edu/policyreg/administrativ						Team building opportunities within each				
		Winter break as an annual university	e-policy-regarding-conversion-sick-leave). It		5	****		Free RPAC membership	college (i.e. university sponsored events for	Greater accessibility to childcare (always a	Free parking		Direct access to ergonomic options (not
8		closure	would be great to have this available at OSU.	Flexible Work location and nours	Employer paid health plan	401K option	Liveable wages	Free RPAC membership	Executive/Administrative Assts)	waitlist)	Free parking or guaranteed parking within a	100% tuition credit for 2 parents working at OSU.	supervisor approved)
			Sick time use expansion for mental health and	Shorter work week	Assess to the minimum and the of OSII	Health care in retirement	Better salaries	M	Constant description	Free childcare for children of employees	reasonable distance to your building that is no over \$100/mo	1 100% tuition discount for dependents	Fitness space for faculty and staff specifically
9		Years	other personal concerns.	Snorter work week	Access to physicians outside of OSU	Health care in retirement	Better salaries	More access to community discounts	Career development	Free childcare for children of employees	over \$100/mo	100% tuition discount for dependents	Fitness space for faculty and staff specifically
					Every year the available in-network physician offerings get more and more limiting. Many								
					quality physicians and clinics will no longer								
	I				with with/contract with OSU insurance								
1	I				because they are too hard to work with. This makes it hard to maintain existing								1
	I				patient/doctor relationships moving forward,								
	I				which causes and interruption in patient care, and oftern the available choices on OSU side				More career development services to help staff				
					lack experience and bedside manner. The				drive their career advancement. For example,				
					really remarkable doctors leave the OSU				resume reviews and consultations especially				
					system for a better managed system and leave their current patients struggling to find the	2			for those early in their careers and those who have been in current roles for a long time. I				
					same level of care within the OSU system. Also				think we underutilize the talents we have				Nap pods, free lunches, free parking - we are
				Consistent (across the med center &	the pharmacy plan should be reevaluated. Express Scripts continues to limit their				developed in our staff by not proactively encouraging them to pursue advancement		Parking assistance. The A pass is just too		very behind the times when it comes to benefits. It's appalling comparing what almost
					available covered options, especially on new				(outside of their units but within the		expensive for me but needed for my office	Make the tuition / dependent tuition benefits easier	every hospital and healthcare facility offers
10		Winter holiday break become permanent.	Expansion of parental leave	work from home options.	meds, which makes it hard for the patient.		Higher pay	Better retail partner discounts	university).	After school day care	building	to use	compared to us.
		Extend the holiday break between			Allow other relatives (non-dependents) on			Discounted tickets to special events	Professional development assistance, not	Child care support (particularly for traveling related to work-related conferences) (See Case			
11			More PTO	More flexibility with work schedules	your health insurance		Inflation wage increases	at Nationwide or the Schott	necessary to pursue a degree	Western policy)	Free parking / parking reimbursement	A no restriction tax exempt education benefit	Drop in daycare for dogs
		Making time off between Christmas and					More aggressive pay increases annually to do more than just		Professional development stipendthat rolls over (to pay for association fees, conferences,			Tuition benefit that can be used at other educational institutions (i.e. Online programs, community college,	
12			Time off to volunteer	10 hr / 4 day workweeks	Better coverages, lower deductibles		match inflation	Free RPAC membership	certificates, etc)	Additional on-campus childcare	Transportation benefit	etc)	Pet insurance
		I would like the time off between Christmas	5 1 1	Time in the day (30 minutes) designated to				Free access to workout facilities	Assistance for current employees to find a new			Coverage of additional graduate fees and taxes	Staff & family have access to flight/travel
13			menopause.	work out, refresh, relax outside of lunch	Much lower health care deductibles		More money	around campus	position within the university	portion of daycare tuition	Parking reimbursement	(waiver)	discounts that the university supports through CTP
												administrative approval for graduate tuition	
												assistance over \$5,250 to be deemed as tax	
												exempt. I learned that more recent changes have	
												eliminated that policy. For background: Graduate tuition assistance over \$5,250 is generally	
	I											taxable. However, the IRS has specified	
	I											exemptions to that. If a course or degree	
	I											program 1) is not required to meet minimum job	1
1	I											qualifications, 2) improves skills related to the recipient's employment, and 3) does not	1
1	I											automatically qualify the recipient for a new	
	I											career field, the IRS does not require it to be	
1	I											taxed. Based on what I've found, OSU used to have an option for an administrator to validate	1
1	I											that those condition were met (therefore making	
1	I											the tuition assistance a tax exempt). In recent	
1	I											years, OSU eliminated that option – making all	1
1	I											graduate tuition over \$5,250 taxable, even if it meets IRS guidelines for being tax exempt. If my	1
	I											understanding is correct, I would make the case	
1	I											that this seems inconsistent with OSU's value for	1
	I											equity. The graduate tuition-assistance tax	
	I											burden can be significant, which makes it less accessible for lower-income OSU staff to use the	1
									I would like to see an educational fund for			benefit than those who are higher-income.	
	I								paying for or reimbursing employees for,			Lower-income staff members may be interested	
1.4	I	Permanent week off between Christmas &	Wellness days or the acknowledgement that mental health recovery is sick time.	Safe staffing levels	Affac		Increase pay	Gym memberships	training courses that we want to attend to help	More childcare options for staff	Fron parking	in using the benefit, but unable to afford the tax burden. It can also impact the pace at which	Pet insurance
14	1			sare statting levels	Milec		Increase pay		us with our job.	iviore ciliucare options for staff	Free parking	ourden. It can also impact the pace at which	rec institution
1	I		Change to the vacation accrual process. The number of years it takes to move to the next					Extend the LSA benefit so that an expense that wasn't fully covered in					1
1	I		number of years it takes to move to the next level of vacation is way too long. If you want to					expense that wasn't fully covered in one quarter can be used in the next					1
1	I		show that you value employees, let them earn					quarter. For example, if you bought a					1
1	I	Make the December/January academic	vacation time more quickly. 3-4 years is much more appropriate. This goes for both CCS and					\$300 bike you could submit that receipt multiple quarters to get the					
				Flexible work agreements	Better vision and dental benefits	1	More employee bonuses	full amount reimbursed		I	Free parking for all employees	1	1

A	В	C	D	E F	G	Н		J	K	L	M
				Abolish YP4H - I can't imagine how expensive							
				this is to manage and I doubt the outcomes.							
				Health is a personal choice and I do not like							
		Option to convert some sick time to vacation		completing challenges. I think many people							
16	Permanent winter closure	time.	More remote work options	fake it just to get the incentive dollars.	Better raises	Gym memberships, discounts			Cheaper parking		Pet insurance
16	rei illalielit Wiliter closure	tille.	work options	lake it just to get the incentive dollars.	Detter raises	dylli memberships, discounts			Cheaper parking		ret ilisulalice
	Make the winter break days off a										
	permanent benefit to employees. We've										
	permanent benefit to employees. We ve										
	had it for two years now and the impact is										
	significant on employees' wellbeing. Many										
	of our peer institutions offer similar (if not				Higher merit based raises to keep						
17	longer) paid time off over winter break.	Expansion of PTO	4 day workweek	Increased health coverage	up with the cost of living/inflation	Student loan payments			Parking subsidy		Pet insurance
	I would love to see the winter recess										
	become permanent. Most other										
	universities close during that time and										
	allow staff to be off. Hardly anyone is there										
	anyway (forced to use vacation time) and										
	in my experience, little work gets										
	accomplished in most units that week										
	anyways. I can say that at a previous										
	university that had always been closed that										
	week it was viewed by staff as a significant										
1 1	perk and more than once when I				1						
1 1	considered leaving it was a factor in my				1						I
1 1	thinking. Great break to give everyone at				1	More money to pay for health related					
1 1	once and there are ways to make sure the			Bring back benefits that used to be covered	Increase in salary rather than	items, i.e. any gym membership. The	I		Free or shared parking permits, particularly for		Employer matching for donations or service to
18	medical center staff are treated equitably.	Longer parental leave	Remote work continuance	(i.e. massage therapy, accupuncture, etc)	reimbursement accounts	gyms listed are not where I live.	I		hybrid employees		non-profits
10	medical center stan are treated equitably.	More PTO accrual each paycheck. Currently the	nemote work continudation	(i.e. mossible trierapy, accuparicture, etc.)	remoursement accounts	by s instead are not where I live.	l		nyona employees		non pronts
1 1					1						I
1 1		PTO accrual for new employees is not any			1						
1 1		better than what is offered in the private sector			1		I				I
1 1	recess with time off and not need to use				1						
1 1	vacation time around the holidays. I fear				1						
1 1	that with President Johnson leaving this	stands, one has to work at OSU for 10 years to			Employee Retention Credit		I				I
19	will go away.		4 day work weeks	Dependent parent / senior	Program and Longevity annual pay	Pay for uniforms	I		Parking reimbursement		Staff gym
13	wiii go dwdy.	begin to see a benefit.	4 day work weeks	Dependent parenty senior	Trogram and congestry annual pay	Tay for dimonits			Turking remoursement		Stan Bynn
				Health care advocates representing our							
				insurance Trustmark to give accurate	annual raises that match the						
				information about our coverage and	current inflation rate. I constantly						
				communication in a timely manner that ends	feel behind financially because ren	t					
1 1		Ability to cash out a portion of unused leave		up costing money when misinformed. Have	and many other things go us						
		time for cash. Other local OPERS employees,		been told I was covered then ended up not	hundreds of dollars each year and				Either paid parking or larger raises each year		
		such as the City of Dublin, have programs like		being covered. Lots of misinformation that	my annual raise typically brings in				because our raises don't cover parking let		Staff discount meal plan (outside of Student
		this in place.		costed me 1000's of dollars unnecessarily.		Higher amounts for the new LSA			alone inflation		Stair discount mear plan (outside of student
20	Permanent winter recess	this in place.	More consistent flexible work options	costed me 1000's of dollars unnecessarily.	\$100 per monthly paycheck	Higher amounts for the new LSA			alone inflation		Life)
	Continue the winter holiday recess/closure.										
	It is greatly appreciated and serves to the										
	compliment the current vacation/leave										
		B									
1		Payout of some percent of unused leave at the									
21	of service accrued).	end of the year.	More remote jobs	Lower deductibles	Bigger raises	Uniform allowance			Free or cheaper parking		
	I would like to see the last week of the year	Separate leave bank time for community	more reduced FTEs for working parents to			Food assistance or low cost CSA					
22		involvement as part of living our shared values		Better health benefits		membership			Parking subsidy		
		Better vacation amounts, 10 days until you	7						0		
		reach 7 years of employment is not good and									
22	December of the state of the st	more colleges are offering more days from the	Mann shelf ha	Males benefits more offerstable		bata with want and a second second			Face as and read anothing		l l
23	Permanent winter closure days	start of employment.	More staff to support use of vacation time	wake penents more attordable	+	help with work appropriate clothing			Free or reduced parking I would like to OSU work with Campus Parc to		
1 1	1								i would like to USU work with Campus Parc to		l l
1 1	1	I .			1		I		offer better/discounted options for hybrid		į l
1 1	1	I .			1		I		employees who need to maintain an		į l
1 1	1	1			1				"A/Garage" pass based on position needs.		I
1 1	1	I .	I would like to see OSU acknowledge that		1		I		When working from campus only 2-3 days /		I
1 1	1	I .	real wellness means giving people time		1		I		week, but still paying the full amount for a		I
1 1	1	Paid time off to serve as election worker similar			1		I		garage pass, it would be nice to somehow offer		į l
24	1	to many states and municipal jobs	exercise.	Decrease in current cost of health insurance	1	Increase the new LSA benefit	I		a hybrid pass option		
Ħ-	1	Possibly a recess during spring break time since			+						+
1 1	1	there is such a long gap of no time off between		I would like to see massage therapy covered	1						I
25	1	MLK and Memorial Day	100% remote work options	again	1	Eroo mum			Discount on CampusParc per month		I
23	+		20070 remote work options	NPan.	+	Free gym			oracount on campuseart per month		ļ
1 1	1	A day to volunteer in the communityhabitat			1		I				I
1	1	for humanity or preparing food for the hungry,		Mental health benefits/more accessible	1	L					I
26	1	etc.		resources		Free tickets to athetic events			Cheaper parking		
1 1	1	OSUP add designated sick days per year,			1	Discounts for certain partnered retail	I			<u> </u>	
27	1	separate from PTO		Weight loss surgery	1	locations	I				
		Vacation time accrued at a faster pace than it is		Able to see other providers except OSU in							
28	1	now		Franklin Co.	1	More employee incentives, discounts	I				
	1				+	More reimbursements for gym					
20	1	Wellness time with use of sick time		Massage therapy	1	memberships	I				
27	+				+						
30	1	Extended paid maternity leave		Cover massage therapy	1	Enhanced LSA allotment		ļ			
1 1	1				1	Free gym membership to gyms on					
31		Increased PTO		Add therapeutic massage to the health plan		campus					
		Ability to convert at least a portion of sick time				Discount on entertainment					
1 1	1	to vacation time (this was recently approved for				subscriptions (i.e. Hulu, Netflix,					
32	1	the nurses' union)		OSU paid Short-term disability insurance	1	Disney, Amazon)	I				
-	+		 	Increased mental health support (i.e. increase	+	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	l				
22	1	Manager and the state of the st		moreused mentar realth support (i.e. merease	1	Harry office skin and					
55	1	More vacation time		coverage of counseling sessions)	1	Home office stipends	ļ				
1 1	1	I .			1	Better discounts on cell phone plans,	I				
1 1	1	I .		Medical coverage for gender confirmation	1	since many employees use them for	I				
34	1	Longer parental leave (20 wks minimum)		treatments/surgeries	1	work	<u> </u>				
		Paid parental leave and/or more vacation									
	1	time each year		Massage therapy benefit reinstated	1	Discounted theatre tickets	l				[
25				iviassage therapy deficit fellistated	1	Disconitted tileatte tickets	ı	l .			
35		tine cuti yeur									·

A	В С	D E	F	G H	I	J K	L	М
				Parking pass included for the building	· · · · · · · · · · · · · · · · · · ·			
				if you have a gym membership so that				
				you can park right outside the gym vs.				
	Enhanced maternity/paternity leave or more			parking and having to walk 10 min to				
36	time off	Insurance coverage for massage therapy		get there				
	I would like to see vacation alloted in a lump	Mental health benefits - EAP feels a little]
	sum at the beginning of the year as a salaried	inadequate and it's unclear if the health						
	employee. I do not think it's fair to have	benefits package covers non-emergency		Assistance program for parking costs.				
37	vacation accrued as a salaried employee.	mental health / behavioral health issues		It SUCKS paying to come to work!				
		Better medical benefits with reduced						
38	Paid volunteer days	deductible		Free golf				
	2-3 parental leave days per year until eligible	Coverage of "out of network" should be a						
39	dependent is 18 years old	given benefit, not an option at a higher price		Free access to recreational facilities				
	Longer paid parental leave for birth/adoption	100% paid coverage for mental health with no		Gym memberships for staff and				
40	of a child (minimum paid 12 weeks)	deductible Better insurance, seems like benefits get cut		faculty				
41	Divide sick leave into sick and personal leave	each year		Increase the amount of the new LSA				
		I would like to see a higher amount given for						
42	Volunteer days off	the health reimbursement accounts.		Cell phone assistance				
	Full 12 week paid maternity leave with the option to expand up to 9 months at reduced							
	pay. Numerous studies come from OSU							
	discussing the benefits of giving women more			I know this is a big ask, but some form				I
	maternity leave, yet the university does not			of student loan repayment support				
43	actually give those benefits.	Laser eye surgery covered		would be great.				1
								I
				I travel quite a bit for the university.				I
				The reimbursement process is quite				
				challenging. This process can take				1
				months. There have been times when i have traveled so much my credit				
				card debt was over \$8000. My				
				monthly net pay is much lower than				
				that. When I cannot pay the full				
				amount, I encounter finance charges				
				(23%) that I am not reimbursed for. I				
				find this highly unacceptable for the work I am doing for the university. In				
				addition, I am single and have a pet. I				
				need to pay for a pet sitter while I am				
				away, yet this is not considered a				
				reimburseable expense. This means,				
				each time I travel for the betterment of the university, I must pay				
44	Foster care leave	High deductible medical insurance option		additional fees. Is this equitable?				
	Cash in options for vacation or sick leave high							
45	balances	Medical plan that covers massage therapy		Free golf				
		I would like to see the health benefits be more						
		competitive. Over the past 16+ years, the						
46	Longer family leave	health benefits have been going down hill.						
	Paid time off to volunteer in the community							
	such as up to 8hrs of pd time off to volunteer. I already volunteer, but it would be nice to see							I
	my employer value their staff giving of their							
	personal time by backing volunteering with							
47	some paid time off.	Being able to roll over some FSA funds						
	Unlimited vacation hours for employees - the time it takes to accrue time off often leaves me							
	burned out waiting for a break. Other							
	institutions have been successful in rolling this							
	out without a detriment to productivity. If							
11	people need a break, we should be able to take							
48	a break.	Lower co-pays						
49	Better maternity/parental leave	Ability to stay with providers of their choice]
50	Personal days	and a sea of the process of their crotter						
	Ability to cash out a certain amount of vacation,							
51	sick time, etc.							
52	Better vacation time							
53	Longer maternity leave Intentionally identified mental health days							
54	during the year (1 or 2)							I
	Options for sabbatical for long-term employees -							
55	staff included							
56	More paid vacation time							
5/	Additional time off for blood donation Time off for volunteering/community service							
58	(paid-during the workday)							
	A volunteer day/hours for all employees to use							
1	throughout the year to support a cause close to							
59	them Full 12 weeks paid maternity leave (without							
60	Full 12 weeks paid maternity leave (without having to use up all sick/vacation time)							
61	Mental health days						<u> </u>	
62	12 weeks paid maternity leave							
63	1-2 paid volunteer days per year							