

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

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16		Permanent winter closure	Option to convert some sick time to vacation time.	More remote work options	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 completing challenges. I think many people fake it just to get the incentive dollars.		Better raises	Gym memberships, discounts			Cheaper parking		Pet insurance
17		Make the winter break days off a 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 longer) paid time off over winter break.	Expansion of PTO	4 day workweek	Increased health coverage		Higher merit based raises to keep up with the cost of living/inflation	Student loan payments			Parking subsidy		Pet insurance
18		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 perk and more than once when I considered leaving it was a factor in my thinking. Great break to give everyone at once and there are ways to make sure the medical center staff are treated equitably.	Longer parental leave More PTO accrual each paycheck. Currently the PTO accrual for new employees is not any better than what is offered in the private sector and in many cases, is worse that what progressive companies are offering. As it stands, one has to work at OSU for 10 years to begin to see a benefit.	Remote work continuance	Bring back benefits that used to be covered (i.e. massage therapy, acupuncture, etc)		Increase in salary rather than reimbursement accounts	More money to pay for health related items, i.e. any gym membership. The gyms listed are not where I live.			Free or shared parking permits, particularly for hybrid employees		Employer matching for donations or service to non-profits
19		Continue to give employees an academic recess with time off and not need to use vacation time around the holidays. I fear that with President Johnson leaving this will go away.		4 day work weeks	Dependent parent / senior		Employee Retention Credit Program and Longevity annual pay	Pay for uniforms			Parking reimbursement		Staff gym
20		Permanent winter recess	Ability to cash out a portion of unused leave time for cash. Other local OPERS employees, such as the City of Dublin, have programs like this in place.	More consistent flexible work options	Health care advocates representing our insurance Trustmark to give accurate information about our coverage and communication in a timely manner that ends up costing money when misinformed. Have been told I was covered then ended up not being covered. Lots of misinformation that costed me 1000's of dollars unnecessarily.		annual raises that match the current inflation rate. I constantly feel behind financially because rent and many other things go up hundreds of dollars each year and my annual raise typically brings in \$100 per monthly paycheck	Higher amounts for the new LSA			Either paid parking or larger raises each year because our raises don't cover parking let alone inflation		Staff discount meal plan (outside of Student Life)
21		Continue the winter holiday recess/closure. It is greatly appreciated and serves to the compliment the current vacation/leave package (especially for those with less years of service accrued).	Payout of some percent of unused leave at the end of the year.	More remote jobs	Lower deductibles		Bigger raises	Uniform allowance			Free or cheaper parking		
22		I would like to see the last week of the year off as a benefit.	Separate leave bank time for community involvement as part of living our shared values Better vacation amounts. 10 days until you reach 7 years of employment is not good and more colleges are offering more days from the start of employment.	more reduced FTEs for working parents to support work/life balance	Better health benefits			Food assistance or low cost CSA membership			Parking subsidy		
23		Permanent winter closure days		More staff to support use of vacation time	Make benefits more affordable			help with work appropriate clothing			Free or reduced parking		
24			Paid time off to serve as election worker similar to many states and municipal jobs	I would like to see OSU acknowledge that real wellness means giving people time during the workday to physically move and exercise.	Decrease in current cost of health insurance			Increase the new LSA benefit			I would like to OSU work with Campus Parc to offer better/discounted options for hybrid employees who need to maintain an "A/Garage" pass based on position needs. When working from campus only 2-3 days / week, but still paying the full amount for a garage pass, it would be nice to somehow offer a hybrid pass option		
25			Possibly a recess during spring break time since there is such a long gap of no time off between MLK and Memorial Day A day to volunteer in the community...habitat for humanity or preparing food for the hungry, etc.	100% remote work options	I would like to see massage therapy covered again			Free gym			Discount on CampusParc per month		
26			OSUP add designated sick days per year, separate from PTO		Mental health benefits/more accessible resources			Free tickets to athletic events			Cheaper parking		
27			Vacation time accrued at a faster pace than it is now		Weight loss surgery			Discounts for certain partnered retail locations					
28					Able to see other providers except OSU in Franklin Co.			More employee incentives, discounts					
29			Wellness time with use of sick time		Massage therapy			More reimbursements for gym memberships					
30			Extended paid maternity leave		Cover massage therapy			Enhanced LSA allotment					
31			Increased PTO		Add therapeutic massage to the health plan			Free gym membership to gyms on campus					
32			Ability to convert at least a portion of sick time to vacation time (this was recently approved for the nurses' union)		OSU paid Short-term disability insurance			Discount on entertainment subscriptions (i.e. Hulu, Netflix, Disney, Amazon)					
33			More vacation time		Increased mental health support (i.e. increase coverage of counseling sessions)			Home office stipends					
34			Longer parental leave (20 wks minimum)		Medical coverage for gender confirmation treatments/surgeries			Better discounts on cell phone plans, since many employees use them for work					
35			Paid parental leave and/or more vacation time each year		Massage therapy benefit reinstated			Discounted theatre tickets					

[illegible]