



## **STAFF SENATE**

**Monday, January 13, 2025**

**GAC 401**

**Minutes**

Attending: JJ Remo, Heather Kid, Isabella Chow, Candace Henry, Tabitha Pilchard, Steven Blankenship, Joe Benyish, Megan Raymond, Lisa Gray, Shannon James, Frank Bowen, Dave Gutoskey, Donna Knopf

Guests: Aurora Edenhart-Pepe, Tina Boyd, Nancy Foster, Ken Kundell, Duke Darrigo

- I. Call to Order 10:01am
- II. Approval of December Meeting Minutes – Motion Shannon, Second Lisa, Dave Abstained, Motion Passed
- III. President’s Office Report – Unable to attend
- IV. Staff Senate Reports
  - a. Staff Senate Chair – Joe
    - i. Snow Day Expectations – Need Clarity on policies and who is expected to work remotely/in person. Refers to asking supervisors but supervisors aren’t given any guidance.
    - ii. What is the definition of “critical student services” referred to in emergency plan B.
    - iii. Are non-exempts allowed to work remotely? Mixed messaging on whether union will allow it.
    - iv. We aren’t allowed to let non-exempts work remotely when they need to, only when university needs them to.
    - v. Need consistency and definition of who is expected to work remotely when the university closes.
    - vi. Need equity in compensation for people who worked remotely while others were off.
    - vii. Unaware of Emergency Plan A/B/? – not communicated effectively to campus of it’s existence
    - viii. Need to re-evaluate who is defined as an “Essential Employee” – may need more classifications in person vs remote?
  - b. CUSS Update
    - i. BOR Awards Process Update – Lisa
      1. Only received one nomination so far.
      2. Initial preliminary nominations due by this Jan 17<sup>th</sup>, then full submission packets are built and due to Staff Senate by Feb 17<sup>th</sup>.
      3. CUSS Hasn’t met since last meeting.
- V. Old Business
  - a. Staff Senate Outreach Plan – Joe/Candace
    - i. Shared talking points document to receive feedback.
    - ii. Encourage all senators to try to do initial meeting with their areas before next meeting.
    - iii. Snow day/Closure policies might be a good topic to solicit feedback on.
  - b. Staff Senate Newsletter/Website – Heather Kidd
    - i. No progress since last meeting, will have meeting with web office/marketing before Feb session
  - c. Staff Senate By-Laws – Steve
    - i. Meeting this month with small group to create alternatives to vote on.
  - d. Employee of the Month – Dave
    - i. Joe will get meeting scheduled to brainstorm before Feb meeting – Dave, Tabitha, Shannon, Joe

- VI. New Business
  - a. Employee Appreciation Day
    - i. Dining has confirmed date, waiting on final confirmation from President's Office & Athletics
    - ii. Tuesday June 10<sup>th</sup> is the current plan
    - iii. Candace is calling a meeting of the EAD sub-group before Feb meeting.
    - iv. Need to collaborate with George Oakley on how to best recognize and appreciate Dining staff who work the day of EAD.
  - b. Staff Town Hall
    - i. Need to plan one for Spring Semester open to campus.
    - ii. Will solicit topics/questions from campus ahead of town hall.
    - iii. Joe will book time/location for Town Hall.
- VII. Staff Concerns & Staff Senate Suggestion Box
  - a. No submissions since last meeting
- VIII. 11am - Special Guests
  - a. Ken Kundell, Duke Darrigo – IT Phone System Updates - VOIP
    - i. Aging campus phone system needs replacement/modernization
    - ii. Suggested a snack and chat during spring semester
    - iii. Rollout to pilot groups early spring with full campus adoption by end of Summer.
  - b. Human Resources Report
    - i. Annual Leave Carryover changes – now allows 60 days but website needs updating.
    - ii. Snow Day Communication Concerns – HR will be sending out further communication about how to handle snow days. Monday through Thursday will be paid admin days. Friday will be liberal leave day, if someone didn't work they'll need to use a day.
- IX. Other Topics
  - a. Staff Senate Liaison Report – Aurora Edenhart-Pepe
    - i. Telework/Remote Work Policy Update – being reviewed by cabinet, hoping to roll out in Spring. Union is still not allowing non-exempts to remote/telework.
    - ii. Governor granted Christmas Eve so President's Office will reallocate the granted admin day to another time.
    - iii. Search updates? Interviews for AVP of HR ongoing. New CHHS dean started. Princely Muro ramping up and taking over work done by USM consultants in Workday.
- X. Adjournment - 11:53