

Staff Council Officer's Report

January 2024

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On December 20, 2023, Monika, Jennifer, and Alan met with Jonathan D'Amore, Special Assistant to the President

- Due to unexpected circumstances, the December meeting was canceled

On January 24, 2024, Monika, Jennifer, and Alan met with Jonathan D'Amore, Special Assistant to the President

- There were several topics on the agenda including Commencement changes, on campus working during the eclipse, CIO hiring progress and overall UVM communications timing. The root of the conversation on all items was timing, mindfulness and transparency of UVM communications on these and all topics as each situation allows. Some items need to rely on others outside UVM before any messages are sent. Providing transparent details to the UVM community helps build trust and honors the fact that while folks may not agree with a message, they can at least understand the reason.
- Offering ECare training at reduced cost to the campus Safety Officer's (a group of several dozen formed for COVID) was discussed. There may be some Grant opportunities that Safety & Compliance can tap into.

SC LEADERSHIP WITH HUMAN RESOURCES

On January 9, 2024, Monika, Jennifer, and Alan met with Caitlyn Sisler, Sarah Hennessy, Lindsey Melo, and Chris Lehman. The discussion included:

- Monika sought an update on the Rx change due to Federal and State law changes. BCBSVT has sent out a communication to those impacted (roughly only 2.5% of employees). UVM could not send this out since gaining the information had HIPPA protected data, therefore only BCBSVT was able to do so. There may be options in the future for additional savings by offering plan choice, but that is much further down the road.
- The new Retiree & Engagement Coordinator position in HR hiring process is moving forward with the hope of filling the position by the end of January, early February. There was a lengthy conversation on how Staff Council and this new position may collaborate

beginning with the Acknowledgment & Retention proposal sent to HR last year as a launch point.

- HR hosted a “Council of Unions” on 1/9 which included leads from all the current staff and faculty unions on campus as well as leadership from Staff Council. This initial meeting was primarily a chance for administration to talk about what was on the agenda for State Government this year and how it may impact UVM operations. It was felt that having all these advocacy groups in one room together will help foster the OneUVM concept. Plan is to meet quarterly.
- The Labor & Employee Relation group (LER) of HR is being rebranded as the Human Resource Partner’s Group. LER is the primary interface between HR and the various bargaining units on campus. This is not just a rebrand, but there will also be some functional changes to improve its capacity to serve.
- Expect a communication to come out in the next few weeks regarding the Our Common Ground Award process changes.

Upcoming Leadership Meetings

- SC Leadership with Special Assistant to the President, Jonathan D’Amore, 2/28/24
- SC Leadership with HR, 2/13/24
- SC Leadership with President Garimella, 3/18/24