

UVM Staff Council Monthly Meeting Minutes **DRAFT**

June 1, 2021

12:05-1:30 PM

Microsoft Teams Virtual Meeting

Please note that the content below is a summary;
for the full context the video recording of the meeting must
be referenced, available on the [Staff Council website](#).

Members Present: Tatiana Andrievskaya, Brendan Andrews, April Berteau, Carol Brakenwagen, Robert Bolyard, Amanda Broder, Kristen Cella, Stephen DeVoe, Ashley Eaton, Jenna Emerson, Caleb Gilbert, Katherine McGinn Hall, Nichole Hathaway, Cheryl Herrick, Rejeanne Jalbert, Mindy Kear, Jennie Keenan, Jay LaShombe, Cindy Lee, Jen O'Donnell, Michael O'Sullivan, Holly Pedrini, Jon Reisenweaver, Carri-Ann Rock, Allison Spain, Joe Speidel, Katherine Spence, Bridget Tully, Kenneth Viglucci, Erin Wertlieb

Staff: Alan Shashok, Elisabeth Blair

Guest: Gary Derr

Call to Order

President Caleb Gilbert called the meeting to order at 12:05.

Approval of Minutes

May 2021 minutes were approved.

Public Comments

No public comments.

Q&A with Gary Derr

Gary Derr spoke briefly about:

- the changes to COVID safety guidelines
- the recently formed union
- the Staff Council Professional Development Funds – any applications made prior to the union vote will remain eligible; any made after will be ineligible

CDE Courses – Tuition Remission Proposal

The idea of having some Continuing and Distance Education (CDE) certificate courses be part of the tuition remission was discussed. The following courses have been selected as potential candidates:

- Digital Marketing Fundamental Professional Certificate - UVM CDE
- Certificate in Nonprofit Management – MindEdge
- Project Management (ACE CREDIT) - MindEdge
- Fast Company: Collaborating for Success – MindEdge
- Certificate in Business Communications - MindEdge

A motion was approved to present these five courses to Mary Brodsky and HRS as a proposal that they be covered 100% for UVM employees, with no attendance cap.

Bylaws Changes

Elisabeth presented on a set of Bylaws changes drawn from the Antiracist Working Group meetings as well as a list of housekeeping updates that need to be fixed.

The question of whether the recording of meetings for accessibility should be codified in the bylaws or not was discussed. The bylaws allow for recordings, but this past year, each committee had voted on whether to record meetings.

All bylaws changes were approved, with one correction and one amendment.

Committee Updates

Personal and Professional Development Committee (PPD)

The Professional Development Fund Committee is funding all 7 applicants; any unused funds from this fiscal year will be rolled over into coming fiscal year. Staffline continues to gather info about Staff Awards. The committee continues to discuss both exit interviews and tuition remission policies and they await word from Administration on both topics. The committee assisted with the proposal for additional professional development courses from CDE.

Social Committee

The online trivia and Bingo games have continued and will continue through June. Discounted tickets will soon be on sale for the Champlain Valley Fair, a Lake Monsters game, a Boston Red Sox game, and Smuggs' Daycation passes. They will be announced as soon as they're available.

Community Engagement Committee (CE)

The Committee plans to advertise and communicate again to staff soon about the volunteering nonprofit awards (CSA) and about the way to take days off through Peoplesoft – code 368 for volunteering and service – to perform volunteer services. This is time that is not taken out of sick, flex, or vacation time. There is no limit on how much you can take; it's dependent on your supervisor. They are focused on finding ways to coordinate as a community to do engagement and volunteering.

Compensation, Benefits, and Budget Committee (CBB)

The Committee discussed the shared sick leave discussion that Staff Council leadership had with HRS. They have been gathering anecdotes of experiences of insufficient sick leave benefits. They also discussed teleworking, performance reviews, and potentially raising the accrual cap for vacations, due to folks not having been able to take vacation during the pandemic. The group also discussed non-salary compensation ideas to bring back to HRS.

Officers' Updates

Caleb thanked the committees for their work. He outlined recent leadership meeting discussion topics – they've included general safety discussions as regulations around COVID-19 begin to lift, and the ongoing lack of clarity around implications of the union(s) being formed.

Jon Reisenweaver, the incoming Staff Council President, thanked the outgoing president and the ongoing Vice President for their service during such a difficult time.

Meeting Adjourned

The meeting was adjourned at 1:30 PM.