

## Staff Council Officer's Report

December 2020

### SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On December 14, 2020, Caleb, Laura and Alan met with Mary Brodsky, Greg Paradiso and Andrea Mast. As in the past, an engaging and informative discussion.

- The HRS reorganization announced will not affect Staff Council work or interaction with HRS. All the same contacts are in place, Greg will continue to work with CBB on their initiatives. The new Director for LER was announced internally since Mary has been given added duties, it was felt a new person would be needed to take on all LER's tasks.
- UVM is currently in mediation with the faculty union and they have met 3 times.
  - UAE was presented the same salary cut proposal as was presented to Staff. Administration will continue to push back on the UAE proposal
    - Currently Faculty must contribute 3% of salary to 401b to get the 10% match, Staff only 2%. No intentions of change the staff part on this.
  - If mediation fails, it goes ahead to the fact finder process, this will not happen before winter break if at all
  - UAE contracts are not required to be 3 years in length, but does not make sense to make them less than 2 years
- Continue to negotiate with UE. Not at impasse so not much can be shared other than making progress and have had regular meetings
- Reductions are being looked at for all employee groups, not just non-represented staff
- Had a good first meeting with the teleworking group formed to formalize a new teleworking policy, this includes members from Staff Council.
- HRS is looking at other non-salary increase recognitions of staff
- The Grievance Process advisor program needs attention as does the disciplinary process manual which requires some rewriting and as currently written, has not been in distribution for several years. Principles are still applicable, but wording and intent need changes.
- Discussion on how to bolster the Peer Advisor program
- Discss with Staff Council Executive Bord on how to improve this issue.

## **SC LEADERSHIP WITH PRESIDENT GARIMELLA**

On December 17th, Caleb, Laura and Alan met with President Garimella. Discussed were:

- President thanked Caleb for aiding in the custodial initiative to get that group more involved in COVID testing. President Garimella while very thankful and appreciative for the work staff has done on testing, he would welcome any ideas or opportunities to increase staff COVID testing. Send Caleb or Laura any ideas you may have on increasing staff testing participation
- The President had received the CBB salary recommendation letter, but only a day before the meeting so he had not had an opportunity to fully review the recommendations but thanked everyone involved for the time and effort taken in putting it together.
- The budget is still very constrained but will review the letter with senior administrators as well as other ways to recognize and honor staff
- Non-represented staff continue to be especially important to The President. Staff have been the most collaborative group and welcomes continued engagement and discussion.
- Caleb encouraged any opportunity to recognize staff and to brainstorm ways of doing so
- Laura reinforced the fear of staff that if union negotiations do not result in similar cuts that staff will endure most of the added cuts. The President took this information and clearly understood the concern, bluntly saying it would not be fair
- The President made the same comment about offers to unions that UVM is asking them for the same cuts already born by staff.
- Caleb took an opportunity to bring forth the idea of offering certificate programs under the tuition remission program to staff to further educate and develop staff as well as one possibility of a non-salary recognition. The President was very receptive to this idea as well as explore any educational opportunities for staff. He will bring this up with his team to explore. He was also supportive of the continuation of the SCPDF (Staff Council Professional Development Fund).

## **SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY**

On December 18, 2020, Caleb, Laura and Alan met with Gary Derr, VP for Operations & Public Safety. Discussed were

- Continued meetings with Provost Prelock. Several options were discussed including
  - Annual meeting in September to cover finances and budgets, this may help inform the annual CBB letter
  - Semi regular meeting with the Executive Board
  - Semi regular meeting with Full Staff Council
  - Quarterly meeting with SC Leadership such as with The President
  - All other options were encouraged by Gary to engage with the Provost and decide what may be best being sure that whatever the format, there were to be a focus of each meeting with clear expectations on results from all sides
- Discussion on having a rotating member of the Executive Board attend the leadership meetings with HRS, Gay and The President, options included
  - If there were a theme that an EB member had particular investment, to invite that person
  - Have EB members sign up for meetings at the beginning of each year if interested
  - Have the EB person coming to a meeting be involved in the agenda development
- Beginning in January, there will be a Staff Weekly newsletter sent out, like the Faculty Weekly newsletter sent out
- Gary is supportive of the continuation of the SCPDF program