

Staff Council Officer's Report

March 2022

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On March 4, 2022, Jon, Katherine, and Alan met with Gary Derr, VP for Operations & Public Safety.

- The SCO, having received an email from a staff member regarding plowing and safety during storms, we had a discussion on the process followed to determine closure or late opening.
 - Regular checks with the NWS at the airport throughout the day along with twice daily data updates from NWS.
 - Wind, temperature, amount of perception forecast, and more are all monitored
 - Closure generally not considered until there are many inches of snow
 - Constant communication with the various public transportation systems on their status
 - Timing of storm (during day, overnight, weekend etc.) taken into consideration
 - Where most lots may look clear and have been plowed, sanded, salted etc., at times, due to wind and access, 1 lot may seem unsafe. Cars left overnight, for example, make it difficult to clear lots well.
- The plan to transition the SCO to Jes Kraus continues with both the administrator and coordinator PD's to be re-written to consider the new PD&T responsibilities. Next meeting taking place on 3/14.
- Discussion about campus mask mandates. Many factors taken into consideration, CDC, state and local guidelines for example. A balancing act to take all concerns and feedback into consideration when making the decision. Katherine and Jon agreed that while it is difficult to please all, it would be best to keep in place until at least after graduation. Administration will have continued conversations over the coming days and weeks.
 - The number of cases on campus with staff/faculty that are a direct result of work activity are miniscule. Student cases are almost always resulting from groups of students gathering in an off-campus location or dorm rooms without masks.
 - KN95 masks continue to be readily available at the Davis Testing Center and will also be mailed to off-site locations when requested.

SC LEADERSHIP WITH PRESIDENT GARIMELLA

On March 10, 2022, Jon, Katherine, and Alan met with Suresh Garimella, President.

- Jon provided an update on CBB 2.0. President Garimella was supportive of the re-establishment of advocacy for NR Staff. The BoT, himself and Provost Prelock benefit greatly from hearing staff's perspective and the voice Staff Council provides. There was conversation on where CBB 2.0 might best report to, but the President agreed it should not be too far down the chain but should be a person that does or can report to him
- The Staff Council Professional Development Fund proposal for represented staff was discussed. (This was prior to the announcement that the proposal had been agreed to) President Garimella was supportive of the possibility, understanding there may be a lot of hurdles to jump to make it happen

- Jon provided an update on the status of his ad hoc committee formation to research alternative methods of staff recognition. President Garimella agreed that knowing what was meaningful to staff and would be impactful for recognition is important. There may also need to be a culture change to the degree that it is sometimes difficult for leaders to want to recognize an individual(s) exclusive of others. As a side note, the President made clear to make available his block of sporting event tickets at any time.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On March 17, 2022, Jon, and Alan met with Jes Kraus, Andrea Mast, Peter Blackmer, and Greg Paradiso. The discussion included:

- Following up on last month's discussion of flexibility for telework during a transfer's probationary period, Jes confirmed that flexibility can be used by supervisors when taking business needs into account. HRS would not send out mass communication on this topic as it is not for them to dictate to units that they must use flexibility. However, any supervisor with questions about this should be contacting HRS to help them through it and HRS would be supportive of the use of flexibility when appropriate. LER fields these types of questions almost daily.
- An update on the CBB 2.0 project was provided to the HRS team
- Jon also provided an update to them on the ad hoc committee being formed on staff recognition
- In other business:
 - Jon mentioned an item he has received a few emails on, that being a hearing aid benefit. HRS reported when looking at this in the past, that the cost to add this was excessive, but will pursue it again and what may be the best method of doing so, including if it might be its own standalone benefit not tied to BCBSVT, but more in line with the vision or dental benefits. It was also pointed out the thru LCOM, a 10% discount is currently available (this was in the recent *Staffline*)
 - Class & Comp continues to be working on and is known to be a bit of a tangle to undo but I is being worked on. Current negotiations also play a role in the process so it may be a bit.
 - Previously reported, CARE.com, which was being researched by HRS as a resource for staff as a source for childcare options, will likely not be utilized as a UVM resource since they were not able to adhere to UVM's requirement on background checks