

Staff Council Officer's Report

August 2022

SC LEADERSHIP WITH SPECIAL ASSISTANT TO THE PRESIDENT

On August 3, 2022, Katherine, and Alan met with Jonathan D'Amore, Special Assistant to the President.

- For governance and liaison to administration assistance, Jonathan D'Amore will serve in that role moving forward.
- The Staff Council office (SCO) will report to Jonathan D'Amore for operational issues (PTO, Purcard etc.) in the short term. That will likely transition to the new Chief Human Resource Officer (CHRO) when hired while being very aware and mindful that the office will not become a part of Human Resource Services (HRS)
- The filling for the vacant coordinator position in the SCO continues to be looked into, but any final decision will likely wait at his point until the new CHRO is hired.
- The SCO will follow up with Peter Blackmer to confirm representation status of staff council members as the rebooted CBB 2.0 take shape and membership to that committee ramps up being that only non-represented council members can serve on that committee.
- The Staff Emergency Loan Fund (SELF) program which has been on hold for over a year, was brought to Jonathan's attention. He will research any new payroll or union ramifications on restarting that program.
- There is a staff vacancy on the Board of Trustee, Budget, Finance and Investment (BFI) committee. Historically, the SCO recruits from across campus to fill these seats. However, some clarification needs to be had as to who now may be eligible to fill these vacancies under the new staff environment. Jonathan will review and get back to us before any recruitment is commenced.

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On August 18, 2022, Katherine and Alan met with Karin Tierney (Interim CHRO), Greg Paradiso, Andrea Mas and Peter Blackmer. The discussion included:

- The progress of CBB 2.0 was discussed as well as the need to confirm representation status of potential members. The SCO will work with Peter on this topic.
- Andrea Mast offered an update on the Class & Compensation review process for the university as a whole. Once all final documents for the new Collective Bargaining Agreement (CBA) with UVM Staff United (UVMSU) have occurred, this process can move forward and is expected to take up to 24 months for full completion.

- The process of reorganizing HRS as recommended by an outside consultant will begin to move forward in the next several weeks.
- Peter offered information about the changes in PTO, accrual, buckets and the removal of difference between exempt and non-exempt staff in this process. Accrual will now be strictly based upon time of service.