



'16-19

Deborah Henritz
Liz Hill
Ellen Liebenow, Chair
Chris Ottey
Marlene Vant Hoogt, Secretary
Michael Weaver

Chair ex-officio – Liz Miller Coleman

HR ex-officio – Judy Zavalydriga

'17-20

Andrea Deimel
Christina Finley, Vice Chair
Tim Palumbo
Casey Petroski
Susan Szilagyi

'18-21

Sheila Alder-Stank
Daniel Herrero
Daniele Holland
Alex Japha
Christine Lake
Caitlin Leidy
Jennifer Mack
Ashley Murphy
Elizabeth Rasich
Ashley Sciora
Brian Wasserman
Holly Zakos

Employee Relations Advisory Committee Meeting

Wednesday, May 8, 2019

10 – 11:30am, UC303AB

ATTENDANCE: Liz Miller Coleman, Judy Zavalydriga, Ellen Liebenow, Michael Weaver, Liz Hill, Chris Ottey, Andrea Deimel, Casey Petroski, Susan Szilagyi, Daniel Herrero, Caitlin Leidy, Alex Japha, Christine Lake, Ashley Sciora, Jennifer Mack, Elizabeth Ransick, Brian Wasserman, Holly Zakos

1. Opening

2. Approval of April minutes

- a. Motion was made to approve April Minutes by Andrea Deimel
- b. Second Motion to approve was made by Ashley Sciora.
- c. Approval of Treasurer's Report Current Balance – (-\$412.00) balance in the ERAC index as of today. This balance was quickly retrieved right before the meeting so the accuracy may not be 100%. But charges that have posted to the index includes the 2 awards, printing costs associated with Staff Development Day, Knowledge at Noon catering as well as the Sustainability Trivia Sponsorship.
- d. Motion was made by Holly Zakos to approve the Treasurer's Report.
- e. Second Motion to approve was made by Chris Weaver.
- f. Treasurer's Report unanimously approved.

3. Sub-Committees

- a. Events – The last Knowledge at Noon for this academic year is on May 14, 2019 which will introduce the new College of Health Dean, Whitney Witt. Kathy Zimmerman will introduce the Dean at the meeting. The Committee reports that the Iron pigs tickets sold out for the most part – over 50 tickets were sold.



- b. Campus Engagement – The committee will be hosting a resource table on Staff Development Day to hand out information on ERAC as well as upcoming events. The committee continues to work on the Day of Caring Campaign for 2019-2020. They are still planning on doing a School Supply drive for August/September this year. The committee was also contacted by Development to ask ERAC for extra volunteers for Commencement.
- c. Membership/Awards – Finalized new members who will be notified shortly. Awards were presented at the Staff Appreciation Dinner last week and new members were announced during the dinner as well. New member orientation will be scheduled for July as new members will be in attendance for their first meeting in August with other remaining ERAC members.
- d. REACH – The committee wrapped up the academic year with one last meeting last week with Bill Hunter. They noticed a lower attendance than normal compared to earlier in the year. They are thinking of about scheduling the lunch with President Simon a little later in the academic year to see if that helps with low attendance in March/April/May next year. A survey will be sent to ask for feedback for what they would like to see for next year.
- e. CEC - The outgoing CEC rep asked the group again for a volunteer for the open CEC position. She reminded the group that this committee requires a time commitment. In addition, bylaws are being re-written as the entire structure of the CEC may be changing for the upcoming year. Time commitment for non-exempt may be difficult and therefore they are looking to see if they will continue to keep it as a non-exempt member, but for now, that's the position that is open. All positions will be considered at this point. We will be voting on a member today.

4. Continuing Business

- a. **Staff Development Day** - May 21, 2019 – Planning is complete. There will be a volunteer sign-up sheet going out for any and all ERAC members who are interested in attending. Catering is confirmed as well in Asa Packer Dining. We have 60 RSVP's as of today, if anyone is interested in attending, please feel free to come.
- b. **Parking** – Members of ERAC spoke about ongoing parking issues. There is information that those staff members who signed up to park in the Alumni Zone have been notified that this zone is oversold. An email was sent out by parking services asking for volunteers to park in a different zone and, if not enough volunteers came forward, parking services would be forced to do a lottery to see who is awarded the Alumni Zone. A lot of concerns regarding the lottery were

raised during the meeting, including that no other options were given. In addition, no other incentive was offered (i.e. discounted parking rate, meal vouchers, etc.) and most staff who signed up for this parking location are very concerned as to what may happen. There were not enough volunteers after 72 people changed their parking location and that is still not enough according to Parking Services, so a lottery for parking spaces at the Alumni Zone is pending. How will the lottery be done, random selection? There is also word that 160 staff members opted for the Founders Way Commuter lot and that the commuter lot located in Goodman campus has not been a popular choice. A great deal of communication sent to staff has not been followed through. If the survey that was spoken of in the early stages of planning was sent out by Parking asking people ahead of time of what zone they were interested parking in, this issue with the Alumni Zone could have been prevented.

Ellen will be reaching out to Mark Ironside to follow up on what is going on. Also, Parking Services was contacted to see if a department can find out which staff member has not registered to park but they were unable to help. They can only tell a department who signed up per zone, but not who has not registered to park on campus.

Volunteers, adjunct faculty and wage employees will be able to sign up for a parking spot on campus on June 3rd but this will only be done via paper and not electronically. Secondly, last month Parking Services said they were going to link a survey on R25Live asking if your space reservation will require parking on campus. That link is not working on R25Live the way they were envisioning it. Keep in mind that anything over 10 people in attendance is considered an event and you will have to contact Parking Services to get parking passes/positions on campus, \$8.00 a day, and issue you a code through the passport application on your phone. Questions were raised as to how all of this information be communicated to the entire campus community and how it will affect Symposiums, conferences, workshops, etc. on campus.

- c. **2019-2020 Vice Chair, Secretary and CEC Representative** - Today we will be voting on Interim Chair with the assumption that Christina will resume her duties as Chair upon her return to campus. If there is a reason why she cannot continue her Chair duties, the Interim Chair may be needed to continue in that role.

We are also be voting on Secretary position, CEC representative, as well as By-Law changes. We do not have to vote for Vice-Chair as Christine Lake has volunteered for this role. Ex-officio chair will be filled by Ellen Liebenow as outgoing Chair. Again, all executive members do not serve on a committee.

- d. **CEC Meeting Topic** – The retirement offer that was sent out to those who have a combined number of 75: years on the job plus age to 270+ staff members. Complaints regarding this letter and topic could be coming down the



line that the responsibilities of those positions that are being left vacant, are being passed onto existing non-exempt staff within the same department. This burden is being felt mostly by non-exempt staff because their positions and pay are not changing but their responsibilities are. Reorganization and restructuring of departments must take place before this becomes a huge staff issue. Many non-exempt who have been left with new responsibilities are anxious to see what will happen. Staff are being taken advantage of this may also impact Exempt staff as well. In addition, there was a quote from Brown and White from Pat Johnson promoting the retirement offer and was quoted saying that some staff on campus "just answer a phone". Members of the group though it was disheartening to hear that staff may not be valued in their position, whatever that position may be. A Senior Leader making remarks like that about staff is a huge issue and the CEC has been notified. Not sure what role ERAC will play in this, but for the upcoming year, ERAC can have a huge voice in this.

A reminder that we have one last ERAC meeting in June and that there will be no July meeting.

Motion to end the meeting was made by Christine Lake and seconded by Chris Weaver.

Respectfully submitted,

Marlene Vant Hoogt
Secretary