

**Cornell University**  
**Employee Assembly**

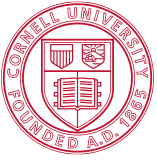
**AGENDA**  
**Employee Assembly Meeting**  
**February 15, 2017**  
**12:15 -1:30pm**  
**401 Physical Sciences Building**

**“An Active Voice for Cornell Staff”**

- I. Call to Order -12:15
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- IV. Committee Reports
- V. Report from the Chair
- VI. Business of the Day
  - a. Presentation: Analyzing and Following Up on the Staff Survey (Linda Croll-Howell)
  - b. R8 In Support of DACA Students & Foreign Nationals at Cornell University (Pilar Thomson)
  - c. Discussion: Parking and Transportation - Debrief, Discussion, and Moving Forward
- VII. Old Business
- VIII. New Business
- IX. Adjournment

Future Guests:

Future Events:



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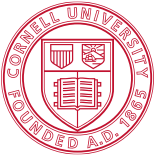
### Cornell Employee Assembly

Minutes of the February 1, 2017 Meeting

12:15 PM – 1:30 PM

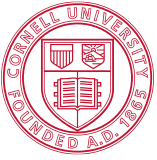
401 Physical Sciences Building

- I. Call to Order
  - a. U. Smith called the meeting to order at 12:17.
  - b. *Members Present:* U. Smith, J. Kruser, P. Thompson, A. Darko, K. Fitch, M. Stefanski-Seymour, T. Grove, S. Willcox, S. Vaccaro, K. Long, C. Sanzone, T. Shapiro, K. Shiels, R. Morris, K. Mahoney, I. Allen
  - c. *Members Absent:* B. Nicholson, B. Ayanfodun, M. Carcella,
  - d. *Also Present:* Mayor Myrick, L. Fan, G. Giambattista, N. Doolittle, A. Robinson, B. Siasoco
- II. Late Addition to the Agenda
  - a. Resolution VIII
  - b. Follow up on Transportation Forum discussion
- III. Approval of Minutes
  - a. Minutes from December 7<sup>th</sup>
    - i. Unanimously approved
  - b. Minutes from December 21<sup>st</sup>
    - i. Unanimously approved.
- IV. Committee Reports
  - a. Communications Committee – C. Sanzone
    - i. C. Sanzone said that the committee met and talked about all staff emails and the potential next steps for calendar changes.
    - ii. C. Sanzone said that the committee discussed the need for AV equipment for internal use and the ability to live stream meetings in addition to other special events that the Employee Assembly sponsor.
    - iii. C. Sanzone also said that she developed an anonymous survey to send out when speaking with constituents so that individuals can provide feedback without identifying themselves.
- V. Report from the Chair
  - a. U. Smith said that chairs of committee need to send out information regarding their committees as soon as possible.
- VI. Business of the Day
  - a. Ithaca Plan Discussion – Mayor Myrick



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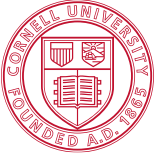
- i. Mayor Myrick said that no one institution is a larger part of our community than Cornell, which means that Cornell has also been impacted by the drug use here.
- ii. Mayor Myrick explained that the Ithaca Plan discussions began three years ago with a committee of about 45 individuals and developed a plan that is now becoming a national model to help individuals who use drugs and rely less on incarceration.
- iii. Mayor Myrick said that the most controversial aspect of the plan is the harm reduction aspect and clarified that this plan does not condone the behavior but mitigates the worst aspects of that behavior.
  1. Mayor Myrick explained that the safe use facility invites individuals to come in and use under clinical conditions and studies have found that crime and disease rates went down around the location of the facility.
  2. Mayor Myrick said that studies show that individuals who use this type of facility are 35% more likely to decide to get treatment because they have someone there that knows how to direct them to get help, which is not a resource they have when they are alone.
- iv. L. Fan said that we see the need for a facility like this every day and that they receive of 400 reports a year stating that the overdose kits that they provide were used.
  1. L. Fan said that overdoses are fairly regular and the response time is quicker in a safe injection facility.
  2. L. Fan said that this is a stop gap and that the goal is to get people into a place where they do not want to be using anymore, as many do want to stop.
- v. K. Fitch asked if in creating the plan proposal if an estimation was done for how many people would use the facility and if members of the community outside of Ithaca would be coming to use the facility?
  1. Mayor Myrick said that the use of the word facility makes the space seem bigger than it is, the facility is actually a single room. He said that from the facilities that had been used in Canada the farthest people will come from is a 16-40 block radius and that they do not believe that people will travel even that far to use the facility in Ithaca.
- vi. K. Fitch asked why Albany turned down the initial proposal.
  1. Mayor Myrick said that they have not explicitly said no, but that they have not heard the proposal officially. He said Albany is looking to



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see if people within our community understand and support the idea.

- vii. L. Johnson-Kelly said that there is a concern that Ithaca will become a mecca for drug abusers and that it will end up supporting more than just Ithaca. She asked if there is data on rural drug abuse and whether or not people will come to the city just to use drugs because of the facility.
  - 1. Mayor Myrick said that the plan encompasses 25 total steps, not just the safe use facility, and that some steps are specific to rural poverty and transportation. He said that one of our prevention measurers are to connect young users to resources in the city, it will help.
  - 2. Mayor Myrick said that he does not believe this will make Ithaca a mecca for drug users. He said that there have been 35 peer reviewed studies done on Vancouver and Switzerland and that there has not been evidence of that occurring.
  - 3. L. Fan added that in regards to rural use, there are people who come from rural areas and it is not feasible to come down monthly so they will not start coming here daily. She said the purpose of this plan is public health, especially preventing HIV and Hepatitis C.
- viii. L. Johnson-Kelly asked about legal challenges.
  - 1. L. Fan said that if we see signs of neglect or abuse we have to report it, but most of the time their children are happy and healthy.
- ix. J. Kruser said that the people who arrive at this facility are the ones that are trying to seek help. He said that it is not a perfect solution but it is better than what is being done right now.
- x. M. Stefanski-Seymour asked about funding and what liability issues there are if people did die in the facility.
  - 1. Mayor Myrick said that there are a number of foundational funders that are interested in helping and that he hopes to prove that this plan will lower costs elsewhere in terms of hospital stays and incarceration. He said that for the first several years the plan will have private support.
- xi. J. Kruser said that the injection facility is one part of the plan and that everyone should read the entire plan.
- b. Resolution 9: In Recognition and Appreciation of Leon Lawrence
  - i. U. Smith presented Resolution 9 which is a resolution recognizing the passing of Leon Lawrence and honors his contributions to Cornell University as a dedicated employee and chair of the Employee Assembly.

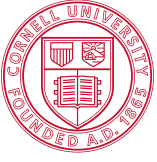


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- ii. Amendments were discussed concerning the actual position he held within Employee Assembly and the Assembly voted to amend the resolution to reflect actual positions once these are known.
  - 1. There was unanimous consent for the amendment.
- iii. J. Kruser called the resolution to a vote.
  - 1. Resolution passed 16-0-0.
- iv. Contract Employees
  - 1. M. Stefanski-Seymour said that she received a letter regarding contract technicians that only receive a yearly contract and the worry that this may be a trend and cause a lack of job security.
  - 2. L. Johnson-Kelly said that a lot of positions are defined as year to year and that there is no job security.
  - 3. U. Smith said that this would be an issue best suited for the personnel policy committee and made a motion to return this issue to that committee to see what it is addressing and to obtain information.
    - a. The motion to direct this concern to the personnel policy committee passed unanimously.
- v. Resolution 8: Sanctuary Campus
  - 1. P. Thompson said that the document is up to date on box and to please look at it.

The meeting was adjourned at 1:33

Respectfully Submitted,  
Amanda Robinson  
Clerk of the Assembly



1 **EA R8: In Support of DACA Students & Foreign Nationals at**  
2 **Cornell University**

3

4 ***Abstract:*** This resolution is a formal endorsement by the Employee Assembly to declare its intent  
5 to provide support to our undocumented students under the Deferred Action of Children Arrivals  
6 program (DACA) and foreign national persons at the university.

7

8 ***Sponsored by:*** Imani Allen, Student & Campus Life Representative; Linda Majani, Diversity  
9 Representative; Pilar A. Thompson, International Representative

10 ***Reviewed by:*** Executive Committee, 12/21/2016

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11

12 **Whereas,** Cornell students, faculty, staff, and alumni have circulated a petition to make Cornell a  
13 sanctuary campus; and

14

15 **Whereas,** More than 2,000 Cornell students, faculty, staff, and alumni have already signed and  
16 shown their support for the Cornell petition; and

17

18 **Whereas,** Such petitions are also circulating at over 100 other colleges and universities across the  
19 country; and

20

21 **Whereas,** More than 90 college and university presidents and chancellors from across the U.S. have  
22 already signed a statement calling for the continuation and expansion of the Deferred Action for  
23 Childhood Action (DACA) program; and

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25 **Whereas,** Following the United States presidential election on November 8, 2016, there has been an  
26 increase in the frequency of recorded events of discriminatory and hateful action against people of  
27 color, queer people, immigrants, Muslims, and other historically marginalized people on and off  
28 college campuses across the U.S.; and

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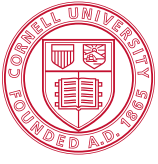
30 **Whereas,** The University's Equal Education and Employment Opportunity Statement declares that,  
31 "No person shall be denied admission to any educational program or activity or be denied  
32 employment on the basis of any legally prohibited discrimination involving, but not limited to, such  
33 factors as race, color, creed, religion, national or ethnic origin, marital status, citizenship, sex, sexual  
34 orientation, gender identity or expression, age, disability, or protected veteran status"; and

35

36 **Whereas,** Interim President Rawlings has also announced continued support of DACA students  
37 currently on Financial Aid, and a commitment to protect and enhance diversity on campus in a  
38 campus-wide message on November 22, 2016; and

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40 **Whereas**, President Rawlings issued a statement on December 22, 2016 elaborating Cornell’s  
41 commitment to DACA students regarding; Financial Support, Privacy Principles and Legal  
42 Assistance; and  
43

44 **Whereas**, the White House announced an Executive Order on Jan. 27, 2017 that bars entry to the US  
45 for 90 days for individuals from 7 countries: Iran, Iraq, Libya, Somalia, Sudan, Syria and Yemen;  
46 halts the US Refugee Admissions program for 120 days; and  
47

48 **Whereas**, President Rawlings issued a statement on Jan. 29, 2017 reiterated Cornell continued  
49 assistance and unwavering support to those affected by the Jan. 27 Executive Order;  
50

51 **Be it therefore resolved**, that the Employee Assembly endorses the sentiments expressed in the  
52 petition, “Make Cornell a Sanctuary Campus,” and asks for the requests made in the petition to be  
53 considered individually by the administration.  
54

55 **Be it further resolved**, that the Employee Assembly calls on the Cornell Administration to name and  
56 or identify person(s) or office as a point of direct contact on campus that would assist with DACA  
57 policies, procedures, and resources; to better assist Staff in providing support to DACA students at  
58 Cornell University.  
59

60 **Adopted by Vote of the Assembly ( \_ - \_ ), \_\_\_\_\_, 2016,**  
61

62 **Respectfully Submitted,**

63 Imani Allen, *Student & Campus Life Representative*

64 Linda Majani, *Diversity Representative*

65 Pilar A. Thompson, *International Representative*  
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