

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

**AGENDA**  
**Employee Assembly Meeting**  
**2017-11-01**  
**12:15 -1:30pm**  
**401 Physical Sciences Building**

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

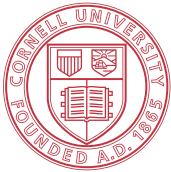
*We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or [assembly@cornell.edu](mailto:assembly@cornell.edu).*

- I. Call to Order -12:15pm
- II. Call for Late Additions to the Agenda
- III. Approval of Minutes
- IV. Business of the Day – 45min
  - a. Follow-up on EA R7 (2016-17): LGBTQ Inclusion in University Benefits (G. Barger, Senior Director of Benefits - 25 min)
  - b. Employee Engagement Survey Team Report (T. Grove - 15 min)
  - c. Cornell Retiree Bus Discounts (Hurf Sheldon – 5 Min)
- V. Old Business
  - a. EA R5: Clarification of Bylaws Section 1.9 (P. Thompson, K. Fitch - 10 min)
  - b. EA R6: Condemning Violence and Hate (J. Kruser - 10 min)
- VI. New Business
  - a. EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus (K. Mahoney, L. Johnson-Kelly - 10 min)
- VII. Adjournment – 1:30pm

**Future Guests:**

- 2017 Cornell Climate & Sustainability Update (Sarah Brylinski, Sustainability and Communications Integration Manager) - November 15
- Discussion with President Martha E. Pollack and VP Mary Opperman – November 29

**Future Events:**



## Cornell University Employee Assembly

### Cornell Employee Assembly

Minutes of the October 18, 2017 Meeting

12:15-1:30 PM

701 Clark Hall

- I. Call to Order – U. Smith called the meeting to order at 12:15pm.
  - a. *Members Present:* C. Dawson, J. Kruser, L. Johnson-Kelly, K. Mahoney, M. Mosereiff, B. Nicholson, B. Roebal, H. Sheldon, C. Sanzone, U. Smith, T. Shapiro, P. Thompson, S. Vacarro, S. Willcox
  - b. *Members Absent:* I. Allen, P. Anderson, B. Ayanfodun, M. Carcella, K. Fitch, T. Grove, K. Shiels
- II. Business of the Day
  - a. Presentation from Senior Director of Benefits Gordon Barger: 2018 Endowed Retiree and Active Health Plans, New York State Paid Family Leave Act
    - i. G. Barger gave an overview of the 2018 Endowed Retiree and Active Health Plans.
      1. Projected to spend \$86 million on endowed health claims.
      2. Cornell currently has four retiree health plans, three of which are for individuals post-65. Retirees are looking at a 5-6% percent in total plan cost.
      3. One challenge is the significant increase trend in high cost claim activity over the past few years. The next few years will be focused on a communication and education campaign to educate people on how to use their plans the best way for pre-treatment and pre-diagnoses.
      4. No premium change for dental.
      5. Increasing costs for Active Health.
        - a. Weil PPO has New York City coverage. There will be an increase of \$6-33/month.
        - b. CPHL (Cornell Program for Healthy Living) will have an increase of pretax \$3-\$22/month depending on level of coverage.
        - c. HSA (High Dental Health Plan) will have an increase of \$1-15 a month.
    - ii. G. Barger gave an overview of the New York Paid Family Leave Act.
      1. Act is finalized and will be effective January 2018. The act guarantees pay for staff away for family member treatment, care of a newborn, or when someone is called to military service.
      2. Cornell is jumping into the 4<sup>th</sup> year of benefit with uncapping salaries. Employees for leave will be able to take up to 12 weeks at 2/3 pay that they can supplement with accruals.
      3. This only applies to non-academic staff. It will not affect academic leave.
        - a. Full time employees are eligible to take the leave after completion of 26 weeks of employment.
        - b. Part time employees who work 20+ hours/week will be considered full time.
        - c. Part time employees who work less than 20 hours/week are eligible after they work 175 days, so Cornell will have to start tracking work days beginning from January 1.

4. New York set up a post-tax deduction of 0.126% of an employee's wage with a maximum of \$1.65/week.
  5. To go through the leave process, employees must request this 30 days prior and after the request is submitted, certain documentation will be asked for.
  6. Staff deductions at Cornell will be about \$645,000 in 2018. A deduction notice will go out next week. The office is still waiting to get clarification from the state and will most likely be announcing a change to parental leave. They are planning on starting to take deductions mid-November and there will be more communication about that soon.
  7. G. Barger said he will probably come back before January to give another presentation.
- b. Presentation from VP for Budget and Funding Paul Streeter: General university status and overview of the budget model
- i. U. Smith asked P. Streeter to come in due to questions about the budget at the last Board of Trustees meeting.
  - ii. P. Streeter gave a budget overview with summary observations.
    1. Overall financial position is stabilized and the central budget managed by the provost is balanced. Cornell is no longer operating on a deficit.
    2. Cornell adapted a new budget model in 2014 that pushed revenue and expenses out to units so each unit could understand the full resource and cost of operations. There is now much greater visibility.
      - a. Current "responsibility centered model" gives each unit their share of tuition, financial aid costs, and facilities costs. It works through allocation and budget flexibility varies based on units.
  - iii. P. Streeter gave an overview of the financial results and future revenue projections.
    1. They are focusing on longer-term planning. There is a slow growth in resources. Flexibility and capacity are limited due to lots of competing needs.
    2. Operating results for the Ithaca campus is in a positive break-even. There was a slight deficit in 2015, but things are trending upwards and the office is predicting a positive \$9 billion this year.
    3. Growth rate of 1.3% rate in terms of revenue. There is a modest 2.7% percent in 5-year annual growth rate in projected operating revenue.

### III. Call for Late Additions to the Agenda – skipped

### IV. Approval of Minutes

- a. Motion to approve minutes – passed

### V. Elections

- a. P. Thompson announced the EA fall elections. The assembly has received candidate nominations to fill some vacant spots. Candidates were asked to give a short bio and then the meeting will open to questions.
- b. U. Smith gave a brief overview of the voting process. 4 of the 5 spots are uncontested. Candidates will give an opening statement, members will ask questions, and then the assembly will vote through secret ballot.
  - i. College of Agriculture and Life Sciences (CALs)
    1. Adam Howell from started with the Cornell Local Roads Program in CALs last May, which focused on educational types of training for highway superintendents. He just moved here from Illinois a few years ago and loves the university. A.

Howell described himself as someone who wants to open lines of communication with other employees and wants to make a difference.

2. U. Smith clarified that for uncontested seats, a vote of “yes” from assembly members means they want the candidate to be elected and a vote of “no” means “no confidence.” For contested seats, U. Smith requested assembly members to write down a name.
  3. A. Howell was **approved** to the assembly 14-0-0.
- ii. College of Veterinary Medicine
1. Arla Hourigan is the Graduate Education Manager at the college. She works with the biological environmental sciences PhD program at the Vet School that manages five fields of the graduate school. She works in admissions and tracking students after graduation. She has been at Cornell for 11 years and has gotten to network with a lot of department administrators across campus.
  2. **Approved** to assembly.
- iii. Infrastructure Properties and Planning (IPP)
1. Andrea Haenlin-Mott is the ADA (American with Disabilities Act) Coordinator. She has worked at Cornell for the last 11 years, working on strategic plans for the implementation for disability policies, practices, and procedures across the university. Within IPP, she is responsible for plan review, new construction and alterations, and managing the ADA Readily Achievable Barrier Removal Program. A. Haenlin-Mott is very excited about the possibility to represent her colleagues within IPP and has had networking experience with a lot of faculty and staff.
  2. **Approved** to Assembly 14-0-0.
- iv. Disability Services
1. Daniela Harris is the Lead Title IX Investigator. She is new to Cornell as an employee, but did her undergraduate here in ILR. She went on to law school, primarily engaged in civil rights law with focus on employee rights. Her work experience includes representing individuals discriminated against due to their disabilities, working for the Massachusetts Commission Against Discrimination, and also worked at a firm for years representing individuals denied disability benefits. Currently, she is taking a course in mediation and applying for the Master’s program at ILR. D. Harris wants to run for this position because she wants to be more involved with the governance at Cornell and give a voice to other employees.
  2. **Approved** to Assembly 14-0-0
- v. Less-Than-Five Years Position
1. Hei Depew is a Financial Analyst from the College of Human Ecology. She describes herself as an eternal optimist, but also pragmatic and data driven. She enjoys working with people, collaborating and being involved in employee discussions. Her background includes working in a part of an employee survey group to discuss staff connection. H. Depew is also part of the Employee Assembly’s Transportation Task Force.
    - a. H. Depew cited “Diversity and Inclusion” as most important to her, and is also interested in staff training, education and opportunities.

- b. H. Depew said she used to work at a global marketing company in NYC and her husband used to work at NYU.
- 2. Tarek Chams is a Research Support Consultant for CALS and started at Cornell last year in May. This is a new position and he is excited because he has the opportunity to interface with researchers and work to bridge the knowledge gap between IT and researchers. T. Chams has a background in electrical engineering as well as music. Before Cornell, he worked at Florida State University. T. Chams wanted to run for the EA because he has a passion to give back to the community. He would like to focus on integrating all generations into the workforce and promote a balance between work and life while creating a sense of belonging. He would also like to endorse evidence-based employment retention and development programs, as well as better and more accessible programs for mental health and social justice.
  - a. J. Kruser motioned to extend the meeting by 10 minutes. Motion **approved**.
- 3. Laura Kipfer is the Accounts and Purchasing Coordinator and Payroll Representative for the Physics Department. She started at Cornell in Sept. 2016 with a part-time yearlong contract position at the law school as Administrative Assistant, and took on a second part-time temp job in January. In May, she moved into a full-time position with the Physics Department. L. Kipfer wanted to run because she feels strongly that her experience of moving up the ranks the way she did would make her an excellent candidate who can represent temporary employees who have no benefits and tenuous work, employees in soft-money positions, and employees in full time staff positions. She sees herself as someone who cares deeply about all the issues that employees care about, including parking and transportation, and diversity and inclusion. She also wants to work on outreach, especially towards new employees.
- 4. Candidate Yalverton Luckain was not present.
- vi. U. Smith clarified that the EA needs a simple majority to approve a candidate. They will vote as many times as needed.
  - 1. Motion for discussion – **approved**.
    - a. The EA agreed that the assembly should not try to lose any of the candidates by making an effort to engage with them throughout the year.
  - 2. J. Kruser said voting was at an even with 7-7.
    - a. U. Smith said he abstains on voting.
  - 3. J. Kruser said by eliminating of U. Smith's vote, there is 7 votes in favor of H. Depew and 6 in favor of L. Kipfer. By a simple majority vote of 7-6, H. Depew is **approved** to the assembly.
    - a. U. Smith asked L. Kipfer and T. Chams to sign up for committees and notified them that elections will happen again in the Spring.

## VI. Old Business

- a. EA R5 Clarification of Bylaws Section 1.9 (K. Fitch)
  - i. U. Smith announced that there is no time.
- b. EA R6 Condemning Violence and Hate (J. Kruser)
  - i. U. Smith announced there is no time.

Adjournment – U. Smith adjourned the meeting at 1:40pm.

Respectfully Submitted,  
*Catherine Tran*  
Clerk of the Assembly



## EA R5: Clarification of Section 1.9 in the Bylaws

**Abstract:** This resolution clarifies how abstention votes are counted in the EA Bylaws.

**Sponsored by:** Kevin Fitch, *Health & Safety Representative*; Pilar Thompson, *International Representative*

**Reviewed by:** Executive Committee, 09/06/2017

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**Whereas,** Article IV, Section 1 of the Charter of the Employee Assembly grants the Assembly “authority and control over its own policies, operations, and maintenance”; and

**Whereas,** Article I, Section 1.9 of the Bylaws states:

60 Section 1.9: Voting

61 A. The Chair may count any proxy vote that is received before the question to which it pertains is  
62 called. Votes submitted by proxy do not count towards quorum.

63 B. Voting may be conducting by electronic means at the discretion of the Chair.

**Whereas,** this language does not specify how or if abstentions are counted in the vote total, or the effect of abstentions on a pending motion.

**Be it therefore resolved,** the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

60 Section 1.9: Voting

~~61 A. Collected/Recorded votes must me equal or greater than quorum for the resolution to carry.~~

~~62 B. The Assembly only recognizes ‘Yes’ or ‘No’ votes towards quorum.~~

~~63 C. Abstaining votes will not be counted towards quorum.~~

61 A. The Chair may count any proxy vote that is received before the question to which it pertains is  
62 called. Votes submitted by proxy do not count towards quorum.

63 B. Voting may be conducting by electronic means at the discretion of the Chair.

64 C. EA members may abstain from voting at regularly scheduled or special meetings of the

65 Assembly. However, if the total number of abstentions is greater than the total number of votes in  
66 favor of a resolution or motion, the resolution or motion fails.

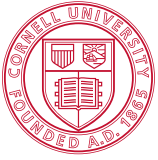
67 D. Abstentions do not count toward quorum.

**Adopted by Vote of the Assembly ( \_ - \_ ), \_\_\_\_\_, 2017.**

**Respectfully Submitted,**

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*

Pilar Thompson, *Parliamentarian and International Representative*



## EA R5: Clarification of Section 1.9 in the Bylaws

**Abstract:** This resolution clarifies voting in the EA Bylaws Section 1.9

**Sponsored by:** Kevin Fitch, *Health & Safety Representative* and Pilar Thompson, *International Representative*

**Reviewed by:** Executive Committee, 09/06/2017

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**Whereas,** existing Employee Assembly Bylaws Section 1.9 currently states:

Section 1.9: Voting

A. The Chair may count any proxy vote that is received before the question to which it pertains is called. Votes submitted by proxy do not count towards quorum.

B. Voting may be conducting by electronic means at the discretion of the Chair.

**Be it therefore resolved,** the Assembly adopts the following changes in order to clarify the voting process for better efficiency of the Assembly:

Section 1.9: Voting

A. Collected/Recorded votes must be equal to or greater than quorum for the resolution to carry.

B. The Assembly only recognizes 'Yes' or 'No' votes towards quorum.

C. Abstaining votes will not be counted towards quorum.

**Adopted by Vote of the Assembly** \_-\_-\_, \_\_\_\_\_, 2017.

**Respectfully Submitted,**

Kevin Fitch, *Vice Chair for Operations and Health & Safety Representative*

Pilar Thompson, *Parliamentarian and International Representative At-Large*





## EA R6: Condemning Violence and Hate

**Abstract:** In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition [and calls on the administration to take specific actions to challenge institutional inequity.](#)

**Sponsored by:** Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

**Reviewed by:** Executive Committee, 09/18/2017

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**Whereas,** over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

**Whereas,** the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

**Whereas,** on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted "build a wall" and "let's build a wall around the LLC" at the Latino Living Center; and

**Whereas,** on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

**Whereas,** later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

**Whereas,** Policy 6.4 states that "Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members"; and

**Whereas,** it is a violation of the Campus Code of Conduct to "harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;" and

**Whereas,** it is a violation of the Campus Code of Conduct to "assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;" and

**Whereas,** pursuant to New York State Penal Law Article 485, hate crimes "do more than threaten the safety and welfare of all citizens" because they "inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society," "send a powerful message of intolerance and discrimination," and "disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;" and



42 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell  
43 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any  
44 person can find instruction in any study,” and  
45

46 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;  
47 and  
48

49 **Whereas**, these recent events place the onus on Cornell University to establish and justify its  
50 members’ trust in our community.  
51

52 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other  
53 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical  
54 safety and the right to express themselves with the expectation of mutual respect from their peers and  
55 colleagues; and  
56

57 **Be it further resolved**, the administration will include staff, in a regular and meaningful way, in  
58 strategic diversity and inclusion planning efforts across the university.  
59

60 **Be it further resolved**, the administration will develop a more effective institutional accountability  
61 structure for diversity and inclusion efforts across the university by:

- 62 • considering the creation of a central office focused on institutional equity and the hiring of an
- 63 executive to oversee initiatives for all populations; and
- 64 • defining the roles of the University Diversity Officers, or implementing a more effective
- 65 administrative model and more thorough accountability measures for progress on initiatives
- 66 under Cornell’s framework.

67  
68 **Be it further resolved**, the administration will bolster its investment in staff resources by:

- 69 • increasing investment in the staffing needs of the various resource centers and providing
- 70 long-term funding for additional full-time positions; and
- 71 • investing in staff to support employees and faculty of various identities in the workplace, and
- 72 forming strategic partnerships with local agencies to support employees and faculty living in
- 73 the Ithaca and surrounding areas.

74  
75 **Be it further resolved**, the administration will invest in the ongoing education and development of  
76 staff and enhance initiatives that build interpersonal skills and promote mutual understanding by:

- 77 • developing, on an as-needed basis, programming that is responsive to current events and
- 78 provides a space for staff to engage in dialogue and collectively process and understand why
- 79 particular actions take place; and
- 80 • developing and implementing an ongoing, longitudinal education model for employees that
- 81 builds awareness of identities, examines the impact of identity on others in the workplace.

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Deleted: , including support services for staff and faculty of varying identities to ensure that they meet the increasing needs of our community

Deleted: seek to include staff, in a meaningful way, in strategic diversity and inclusion planning efforts across the university; and .

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- 91 [and provides opportunities for practical application of inclusive strategies in the workplace](#)
- 92 [for the entirety of the employee lifecycle; and](#)
- 93 • [increasing the frequency of intentional, informal interactions between staff to foster trust,](#)
- 94 [meaningful connections, and innovation.](#)

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96 **Be it finally resolved,** the [administration will engage the staff community in discussing and defining](#)  
97 [any changes to policies around freedom of speech, including:](#)

- 98 • [clarifying the limits of free speech in the context of the workplace, particularly the ability to](#)
- 99 [participate in faculty and student-led demonstrations or for staff to voice their own concerns](#)
- 100 [and opinions in the workplace; and](#)
- 101 • [working with the University Assembly to institute a consistent standard of evidence for bias-](#)
- 102 [related/hate crimes under the Campus Code of Conduct and Policy 6.4, and clearly](#)
- 103 [articulating the interaction with and role of HR in assisting in the resolution of these matters.](#)

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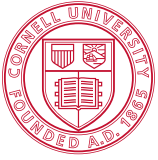
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sex/gender discrimination.

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105 **Adopted by Vote of the Assembly ( \_ - \_ ), \_\_\_\_\_, 2017,**

106  
107 **Respectfully Submitted,**

108  
109 *Jeremy Kruser, Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



## EA R6: Condemning Violence and Hate

**Abstract:** In response to recent cases of violence and discrimination on campus, the EA makes this statement in opposition.

**Sponsored by:** Jeramy Kruser, Executive Vice Chair, Research, Tech Transfer & Information Technology Representative

**Reviewed by:** Executive Committee, 09/18/2017

---

**Whereas,** over the past year there has been an increase in hate-based incidents reported on college campuses across the country; and

**Whereas,** the data collected by Cornell's Department of Inclusion and Workforce Diversity shows that Cornell has experienced a similarly steep increase in reports of bias; and

**Whereas,** on September 6, 2017 students from Zeta Psi, a Cornell University fraternity, shouted “build a wall” and “let’s build a wall around the LLC” at the Latino Living Center; and

**Whereas,** on September 15, 2017 students from the Chi Chapter of Psi Upsilon, a fraternity no longer affiliated with Cornell University, allegedly used racial slurs against a Black Cornell student and violently assaulted him; and

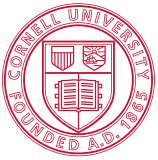
**Whereas,** later that same day on September 15, 2017, two or more Cornell students were captured on video using racial slurs against another student; and

**Whereas,** Policy 6.4 states that “Cornell University is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members”; and

**Whereas,** it is a violation of the Campus Code of Conduct to “harass another person...by acting toward that person in a manner that is by objective measure threatening, abusive, or severely annoying and that is beyond the scope of free speech;” and

**Whereas,** it is a violation of the Campus Code of Conduct to “assault or cause any physical injury to another person on the basis of disability, ethnicity, gender, national origin, race, religion, or sexual orientation or affectional preference;” and

**Whereas,** pursuant to New York State Penal Law Article 485, hate crimes “do more than threaten the safety and welfare of all citizens” because they “inflict on victims incalculable physical and emotional damage and tear at the very fabric of free society,” “send a powerful message of intolerance and discrimination,” and “disrupt entire communities and vitiate the civility that is essential to healthy democratic processes;” and



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

41 **Whereas**, bias, discrimination, and hate crimes, by their nature, affect the fabric of the Cornell  
42 community, prevent the fulfillment of Cornell’s motto “I would found an institution where any  
43 person can find instruction in any study,” and  
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45 **Whereas**, these acts are contrary to all that we, the representative employees of Cornell, stand for;  
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48 **Whereas**, these recent events place the onus on Cornell University to establish and justify its  
49 members’ trust in our community.  
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51 **Be it therefore resolved**, the Cornell Employee Assembly unequivocally condemns these and other  
52 violent, racist, and bigoted actions that deny our staff, faculty, and students the right to physical  
53 safety and the right to express themselves with the expectation of mutual respect from their peers and  
54 colleagues; and  
55

56 **Be it further resolved**, the administration will:

- 57 • review funding and staffing for the various resource centers, including support services for  
58 staff and faculty of varying identities to ensure that they meet the increasing needs of our  
59 community; and
- 60 • seek to include staff, in a meaningful way, in strategic diversity and inclusion planning  
61 efforts across the university; and
- 62 • consider the creation of a central office focused on institutional equity and the hiring of an  
63 executive to oversee initiatives for all populations; and
- 64 • define the roles of the University Diversity Officers, and more thorough accountability  
65 measures for progress on initiatives under Cornell’s framework; and  
66

67 **Be it finally resolved**, the administration and the University Assembly will consider revisions to the  
68 Code of Conduct and Policy 6.4 that reduce the standard of evidence for bias-related/hate crimes to  
69 be the same as the standard of evidence for sex/gender discrimination.  
70

71 **Adopted by Vote of the Assembly** ( \_ - \_ - ), \_\_\_\_\_, 2017,  
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73 **Respectfully Submitted**,  
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75 Jeramy Kruser, *Executive Vice Chair and Research, Tech Transfer & Information Technology Representative*



## EA R7: Advancing a Comprehensive Transportation Plan for the Ithaca Campus

**Abstract:** This resolution calls upon Transportation Services to advance a Comprehensive Transportation Planning Study.

**Sponsored by:** Kristie Mahoney, College of Human Ecology Representative; and, Laura Johnson-Kelly, Employee Welfare Committee Chair and Library and Museum Representative

**Reviewed by:** Employee Welfare Committee, October 16, 2017

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**Whereas,** the 2008 Cornell Master Plan for the Ithaca Campus articulated 10 key objectives related to Transportation and Circulation and detailed several enhancements to campus streets; and

**Whereas,** many of the objectives set forth in the 2008 Cornell Master Plan have not been advanced in total while the campus population is increasing and available parking is decreasing; and

**Whereas,** the last comprehensive transportation study occurred in 2008 (t-GEIS); and

**Whereas,** in 2013 the GPSA adopted Resolution 20: A resolution regarding housing, transportation, and family services; and

**Whereas,** in 2015 the SA adopted Resolution 55: Improving Bicycle and Pedestrian Strategy at Cornell; and

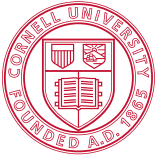
**Whereas,** in September 2017, Transportation Services released an RFP for a Parking Optimization Study to be completed by Fall 2018; and

**Whereas,** due to vehicle/pedestrian/bicycle crash data, a number of campus intersections have been identified as high conflict zones; and

**Whereas,** staff and retirees continue to voice transportation, parking, and campus access concerns to, from, and around the Ithaca campus.

**Be it therefore resolved,** the Employee Assembly calls upon Transportation Services to advance a Comprehensive Transportation Planning Study beginning in Spring 2019 for the Ithaca campus, including the city of Ithaca and neighboring counties within the employee commuting range, that holistically approaches transportation, circulation, parking, safety and campus access.

**Be it further resolved,** the Employee Assembly will partner with Transportation Services through the Transportation Taskforce to actively support the study and encourage employee and retiree engagement and feedback to ensure a thorough assessment of employee concerns.



## Cornell University Employee Assembly

30 **Be it finally resolved**, the results of the study will be shared initially with the Employee Assembly  
31 and then publically with the employee community in 2020, and any subsequent recommendations  
32 reviewed by the Employee Assembly.

33 **Adopted by Vote of the Assembly** ( \_ - \_ ), \_\_\_\_\_, **2017**.

34

35 Respectfully Submitted,

36 Kristie Mahoney, *Transportation Taskforce Chair and College of Human Ecology Representative*

37 Laura Johnson-Kelly, *Employee Welfare Committee Chair and Library, Museum & Continuing Education Rep.*

### 38 **Transportation Taskforce Members**

39 Kristie Mahoney, *Chair*

40 Dustin Darnell, *Director of Facilities, CALS*

41 Kevin Fitch, *Vice Chair for Operations & Finance and Health & Safety Representative*

42 Laura Johnson-Kelly, *Library, Museum & Continuing Education Representative*

43 Kathy Sheils, *Financial Affairs, Budget & Planning, Audit & Investment Representative*

44 Sue Wilcox, *Exempt Employees Representative At-Large*

45 Joey Gates, *Administrative Assistant, Clinical Programs, Cornell Law School*

46 Terry Mingle, *Undergraduate Student Services Assistant, Human Ecology*

47 Hei Hei Depew, *Less than Five Years of Service Representative At-Large*

48 Laurie Miller, *Service Learning Coordinator, CIPA*

49 Kathy Carpenter, *Human Resources Assistant, Human Ecology*

50 Travis Stelick, *Pharmacy Technician, Cornell Health*

51 Hurf Sheldon, *Retiree Representative At-Large*

52 Bridgette Brady, *Senior Director of Transportation and Mail Services*

53 Gary Cremeens, *Project Associate, Transportation and Mail Services*

54 Reed Heugerich, *Senior Planner, IPP*

# Benefits Review – LGBTQ+

Presentation to the Employee Assembly

Wednesday, November 1, 2017



## EA Resolution 7: LGBTQ+ Inclusion in University Benefits

- Sponsored by Ulysses Smith, LGBTQ+ representative
- The resolution requests information from the Division of Human Resources on gender-specific or gendered benefits in report form by March 1, 2017 in an effort to ensure same-gender couples are able to take full advantage of all offered benefits. The resolution is a response to issues raised by the LGBTQ+ Colleague Network Group highlighting that some benefits, particularly family planning benefits, were only accessible to same-sex female couples. By first gaining a full understanding of any gendered benefits, the EA and HR can collaborate in the future to ensure equity in our benefits programs.
- The resolution was passed on December 21, 2016 by a vote of 17-0-0.

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Health Insurance</b>			<u>FOR ALL UNIVERSITY MEDICAL PLANS:</u>
<p>ENDOWED COVERAGE:</p> <p>Cornell Program for Healthy Living</p> <p>Weill/Cornell Medicine PPO</p> <p>Aetna Health Savings Account</p> <p>Optum Rx</p>	<p>AETNA Sr. Administration review</p>	<p>Insurance Companies (including AETNA) use terms “member”, “employee”, “You” or “your dependents” whenever possible in standard communications.</p> <p>As noted (see right), there are services that are only covered by gender, or determined as medically necessary by gender.</p>	<p>Some services are gender specific and are administered/displayed that way. Pregnancy is an example - that cannot be listed as gender-neutral. Infertility and sterilization are examples of treatments services that are covered but vary based upon gender - they are considered 'comparable' coverage/benefits for each gender. Under the ACA, particular coverage/treatment has been mandated for females.</p> <p>In other areas, specific services/coverage are referenced as services that are specific to females: mammograms, lactation support, “well women preventive care”. Each of these are industry-standards for coverage. Transgender surgery would also require a designated gender, as services at onset and throughout the procedures/treatment will be based on 'originating gender' and 'outcome gender'.</p> <p>AETNA's claim systems will automatically deny services that are not applicable to the gender designated on file, such as maternity expenses for a registered male. Timing of when Cornell would transmit the gender change would need to correspond to the correct point of any transition processing.</p> <p>OptumRx's system is similarly programmed - with certain drugs only 'allowable' for the gender designated on file.</p>

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BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Health Insurance</b>			
CC- HMO Blue - CNY	Plan descriptions	<p>HMOBlue uses: "We", "Us", "Our" or "The Plan" and "You", "Your" and "Yours".</p> <p>The word "you" also includes any family members who are covered.</p> <p>Refers to eligible dependents as same or opposite sex domestic partner.</p>	<p><u>FOR ALL UNIVERSITY MEDICAL PLANS:</u></p> <p>Examples of gender-specific coverage include:</p> <ul style="list-style-type: none"> <li>o Females may select OB/GYN as 2nd PCP</li> <li>o maternity care related to mother only</li> <li>o mammograms for women only</li> <li>o pap smears for women only</li> <li>o fertility coverage refers to the "appropriate candidate" as defined by NYS Insurance Department</li> <li>o certain drugs are listed as gender-specific treatments: men's prostate treatments, women's health drugs, hormonal and fertility treatments, etc.</li> </ul> <p>Exclusions</p> <ul style="list-style-type: none"> <li>o no coverage for Transsexual Surgery and related services unless Medically Necessary.</li> <li>o after 1/1/2017, plan does not cover conversion therapy</li> </ul> <p>Coordination of benefits: although this plan is not based on gender, if other plan is gender-based and coordination does not agree, the father's plan will be primary.</p>

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Health Insurance</b>			<b>FOR ALL UNIVERSITY MEDICAL PLANS:</b>
CC-MVP - CNY HMO	Plan descriptions	<p>MVP-CNY refers to "You", "your", "spouse", "members of Your family", "Subscriber", "person" - no language on domestic partners.</p> <p>Spouse - defined in plan as the person to whom the Subscriber is legally married, including a same sex Spouse.</p>	<p>Examples of gender-specific coverage include:</p> <ul style="list-style-type: none"> <li>o Well-Women Exams, mammograms for women</li> <li>o Sterilization procedures for women</li> <li>o Prostate screening for men</li> </ul> <p>LIMITATIONS:</p> <ul style="list-style-type: none"> <li>o Infertility Treatment: Plan uses guidelines established by the American College of Obstetricians and Gynecologists, the American Society for Reproductive Medicine, and the State of New York. Must be between the ages of 21 and 44 (inclusive) in order to be considered.</li> </ul> <p>Coordination of Benefits: Plan uses birthday rule (non-gender specific), but if the other plan has a rule based on the sex of the parent and as a result the plans do not agree on which is primary, then the rule in the other plan will determine which plan is primary.</p> <p>Exclusions: Does not cover sex change procedures</p>

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Health Insurance</b>			<b>FOR ALL UNIVERSITY MEDICAL PLANS:</b>
Empire - In & Out	<p>Regulations of the President of New York State Civil Service Commission and outlined in General Information Booklet (GIB)</p> <p>CONFIDENTIAL - NOT FOR GENERAL DISTRIBUTION Created by Cornell Benefit Services &amp; Administration - 10/30/2017</p>	<p>Empire refers to "You", "Your", "Your dependents", "Enrollees", "Member", "Employee", "Individual"</p> <p>Eligibility based on Regulations of the President of New York State Civil Service Commission and outlined in General Information Booklet (GIB) - spouse, domestic partner - non-gender specific</p>	<p>Examples of gender-specific benefits include:</p> <ul style="list-style-type: none"> <li>o women are provided additional preventive care and screenings based on comprehensive guidelines supported by the Health Resources and Services Administration</li> <li>o Healthy Babies program provides services for mother and baby</li> <li>o Infertility is defined as a condition of an individual who is unable to achieve a pregnancy because the individual and/or partner has been diagnosed as infertile by a physician.</li> </ul> <p>Infertility: Exclusions and limitations</p> <ul style="list-style-type: none"> <li>o Medical expenses or any other charges in connection with surrogacy</li> <li>o Any donor compensation or fees charged in facilitating a pregnancy</li> <li>o Any charges for services provided to a donor in facilitating a pregnancy</li> <li>o Assisted Reproductive Technology services for persons who are clinically deemed to be high risk if pregnancy occurs, or who have no reasonable expectation of becoming pregnant</li> </ul> <p>Coordination of Benefits: If the other plan has a rule based on gender of the parent, and if as a result, the plans do not agree on the order of benefits, the rule in the other plan will determine the order of benefits.</p>

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Health Insurance</b>			<u>FOR ALL UNIVERSITY MEDICAL PLANS:</u>
Artificially Assisted Fertilization (AAF) and Advanced Reproductive Technology (ART)	AETNA, but similar issue in all current health coverage offerings (industry has not addressed this)		<p>Not covered for non-covered dependents (surrogates, etc.).</p> <p>This results in no benefits available for same-sex (male) covered members and potentially trans-gendered members.</p>

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Dental Insurance</b>			
<p>Endowed - Plan A+</p> <p>Endowed - Plan A</p> <p>Endowed - Plan B</p>	<p>Certificates of Coverage</p>	<p>Uses the terms "You", "Your", "Member", "Insured" and "Insured Dependent" throughout. Occasional use of 'her or his' together.</p>	<p>No discrepancies noted</p>
<p>CC- Emblem Dental</p>		<p>EmblemHealth refers to "You", "Enrollee", "Your", "Your Dependents"</p> <p>Domestic Partner Coverage - same or opposite sex - mentions tax implications</p>	<p>Coordination of Benefits (COB) Rule: However, if one plan does not have this rule, but instead has a rule based on the gender of the parent and, as a result, the plans do not agree on which is primary, then the father's plan will be primary.</p>

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Flexible Spending Accts FSAs</b>			
Medical	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
Dependent Care	SPDs / Plan Documents	No gender distinctions noted	Dependent expenses must be for IRS-allowable dependents
<b>Life Insurance</b>			
Basic Life	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
Group Universal Life	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
Personal Accident Ins.	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted

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BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Disability Coverage STD, LTD</b>			
<b>Leaves</b>	Review of regulations, certificates and coverage documents	In all of workers comp, STD, LTD, FMLA, ADA, NYPFL, parental leaves, the only place gender is mentioned is in parental leave. There it says if the "birth mother" is a Cornell employee then first STD likely applies before the parental leave kicks in.	No discrepancies noted
<b>Voluntary Benefits</b>			
Auto	Plan descriptions	No gender distinctions noted	No discrepancies noted
Home	Plan descriptions	No gender distinctions noted	No discrepancies noted
Pet	Plan descriptions	No gender distinctions noted	No discrepancies noted
Legal	Plan descriptions	No gender distinctions noted	No discrepancies noted

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Retirement Plans</b>			
CURP	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
TDA	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
NYSERS	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
SUNY (ORP)	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
457(b) Plan	SPDs / Plan Documents	No gender distinctions noted	No discrepancies noted
<b>Business Travel &amp; Acc</b>			
	Plan descriptions	No gender distinctions noted	No discrepancies noted
<b>Long Term Care</b>			
	Plan descriptions	No gender distinctions noted	No discrepancies noted

12BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Education Programs</b>			
Employee Degree Program	Plan descriptions	No gender distinctions noted	No discrepancies noted
Extramural Study	Plan descriptions	No gender distinctions noted	No discrepancies noted
Tuition Aid Program	Plan descriptions	No gender distinctions noted	No discrepancies noted
CCTS	Plan descriptions	No gender distinctions noted	No discrepancies noted
NY 529 College Savings Pgm	Plan descriptions	No gender distinctions noted	No discrepancies noted

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Family Support Programs</b>			
Child Care Grant	Plan description	No gender distinctions noted	Dependent expenses must be for IRS-allowable dependents
Adoption Assistance	Plan description	There is no gender specific language in the Adoption benefit language. It refers to 'employees', parents', 'child', 'children', 'family', 'faculty' and 'staff.'	No reimbursement is payable if the child is a child of the employee's spouse or domestic partner (NOTE: somewhat standard in adopt assist policies - an adoption is not required to acquire health and other benefits as rights to healthcare, etc., have already been federally granted to spouse's/DP's children)
Elder Care & Child Care	Plan description	No gender distinctions noted	No discrepancies noted
Cornell Child Care Center	Plan description	No gender distinctions noted	No discrepancies noted

BENEFIT PGM / PLAN	SOURCE	GENDER REFERENCE REVIEW	COVERAGE OR SERVICE VARIATIONS OR CLARIFICATIONS
<b>Wellbeing &amp; Perks</b>			
Cornell Wellness Program		No gender distinctions noted	No discrepancies noted
Recreation Membership		No gender distinctions noted	No discrepancies noted
Faculty and Staff Assistance Program (FSAP)		No gender distinctions noted	No discrepancies noted
Commuter Benefits Program		No gender distinctions noted	No discrepancies noted
TCAT		No gender distinctions noted	No discrepancies noted
Parking		No gender distinctions noted	No discrepancies noted
Cornell Recreation Connection (CRC)		No gender distinctions noted	No discrepancies noted