AGENDA
Employee Assembly Meeting
September 16, 2020
12:15 – 1:30 pm
Remote via Zoom

“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.

I. Call to Order 12:15pm
II. Roll Call
III. Approval of Minutes
IV. Business of the Day (40 Minutes)
   a. Introductions/Meeting Schedule- Hei Hei
   b. Roberts Rules- Gina
   c. Vote on budget EA R1- Jamie
   d. Committee By-laws-Michelle (Karen)
   e. Committee Assignments- Jamie
V. Committee Reports (5 Minutes)
   a. Executive Committee
VI. New Business (30 Minutes)
   a. EA R2- Recognition and Appreciation of Voluntary Retirement Incentive Program Participants
   b. Open Discussion
VII. Adjournment – 1:30pm
I. Call to Order
   a. Chair A. Howell called the meeting to order at 12:15pm.

II. Roll Call

III. Approval of Minutes
   a. Motion to approve minutes from August 19, 2020 meeting — approved with no dissent.

IV. Business of the Day
   a. Farewells/Final Thoughts
      i. A. Howell stated that this is the final meeting for this group of Employee Assembly members as there are new members that have been elected; however, it is not a new term.
      ii. A. Howell stated that this time is for current members to give their final thoughts and farewells.
      iii. C. Wiggers expressed gratitude to the Executive Committee, recognized the addition of W. Treat to the Office of the Assemblies and the undertaking that has been taken under the unusual circumstances that the University is under. He also welcomed the new assembly members and thanked them for joining and representing the university staff.
      iv. A. Howell concurred that current and past EA members are available as resources.
      v. H. Depew thanked every assembly member and those that have joined meetings. Given that this has been a difficult year with the pandemic and everyone doing their best in their roles in their departments, communities and families, she was happy to see staff members engage in the numbers that they have over the past few months.
      vi. A. McCabe, in his current role as Vice Chair of Operations and Finance, recognized the efforts of J. Withers and the Elections Committee and the work that they put in regarding the structure of the Employee Assembly and the addition of new seats.
      vii. K. Barth reflected on how much has changed since the beginning of the last session and the issues that the EA and the staff have been facing. He stated that he appreciated the committee chairs as it is an experience to see something start as an idea or suggestion and end up as an action.
      viii. K. LoParco echoed everyone’s gratitude to G. Giambattista and W. Treat in the Office of the Assemblies for the work they to do keep things running smoothly. She also expressed gratitude to her fellow members on the Executive Committee for their work
and leadership and welcomed the new members of the Assembly with their depth and breadth of experience and what they bring to the Employee Assembly.
ix. A. Howell wrapped up by stating that the University faced an unprecedented year and that the Employee Assembly stepped up and gave an excellent effort to be a voice for the staff. He continued to say that he felt the new members were going to be continuing on into a challenging time; however, they will find that those challenges come with opportunity. He finished up by expressing deep gratitude to G. Giambattista and W. Treat for their work in the background and their leadership, stewardship and experience with each of the assemblies.

V. Adjournment
   a. Chair Howell adjourned the meeting at 12:45 pm.

Respectfully Submitted,
Wendy Treat
Senior Coordinator, Office of the Assemblies
Due to COVID-19 pandemic, meetings will be held virtually via Zoom until further notice on the first and third Wednesdays of each month from 12:15 – 1:30 p.m.

Last Revised 9/16/20
EA R1: Approval of the 2020-2021 Operating Budget

Abstract: This is the operating budget for the EA 2020-2021 legislative session.

Sponsored by: Jamie Duong, Vice Chair for Operations

Reviewed by: Executive Committee, [DATE]

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, The Employee Assembly Vice Chair for Operations and Finance is charged with the responsibility of maintaining and updating the Employee Assembly’s Operating Budget each legislative session.

Be it therefore resolved, the Employee Assembly approves and adopts the Operating Budget for the 2020-2021 legislative session attached as an appendix to this resolution.

Adopted by Vote of the Assembly (X-X-X), {Date},

Respectfully Submitted,

Jamie Duong, Vice Chair for Operations
### FY 2021

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EA R2: In Recognition and Appreciation of Voluntary Retirement Incentive Program Participants

Abstract: On the occasion of the retirement of 213 faculty and staff participants in the Voluntary Retirement Incentive program effective September 16, 2020, the Employee Assembly thanks and celebrates their careers and contributions to the Cornell Community.

Sponsored by: Ellen T Miller - Research, Tech Transfer & IT Representative At-Large and Vice Chair for Communications; Ashley Miller - Division of Human Resources Representative; Susan Barry - Retiree Representative At-Large; Kristine Mahoney - College of Human Ecology Representative and Chair Employee Welfare Committee

Reviewed by: Executive Committee, 09/10/2020

Whereas, the Employee Assembly was established to bring about a higher visibility for employees as community members, and to ensure a direct focus on the continued involvement of staff members in the governance of non-academic affairs and in the life of the university; and

Whereas, the Voluntary Retirement Incentive (VRI) was designed to provide recognition of long-service faculty and staff while also offering additional savings to address the University financial challenges and help reduce payroll costs at a time when the University needs to reduce its operating budget; and

Whereas, eligible VRI participants consist of regular, benefit-eligible academic and non-academic employees on active payroll as of June 29, 2020, who are age 62 or older as of August 31, 2020, and have ten years of credited service as of August 31, 2020; and

Whereas, 213 faculty and staff have chosen to participate in the VRI program, with the majority retiring as of September 16, 2020; and

Whereas, the collective contributions of the participating faculty and staff are vast and invaluable.

Be it therefore resolved, the Assembly hereby publicly recognizes and thanks the 213 faculty and staff VRI retirees for their combined decades of dedication and service to Cornell, and for their willingness to support the University’s cost-savings initiatives; and

Be it further resolved, the Assembly recognizes the difficulty of this time and understands that participation in the VRI program may have been a difficult decision for some retirees; and

Be it further resolved, the Assembly congratulates and sends our best wishes to all participants as they enter the next phase of their lives; and
Be it finally resolved, a copy of this resolution be presented to Martha Pollack, President; Mary Opperman, Vice President and Chief Human Resources Officer; Joel Malina, Vice President for University Relations; and, where possible, the VRI retirees.

Adopted by Vote of the Assembly (X-X-X), xx/xx/2020.

Respectfully Submitted,

Ellen T Miller - Research, Tech Transfer & IT Representative-at-Large and Vice Chair for Communications
Ashley Miller - Division of Human Resources Representative
Susan Barry - Retiree Representative At-Large
Kristine Mahoney - College of Human Ecology Representative and Chair Employee Welfare Committee

Addendum 1: List of Voluntary Retirement Incentive Recipients