

Cornell University Employee Assembly

AGENDA
Employee Assembly Meeting
May 20, 2020
12:15 -1:30pm
Remote via Zoom

“An Active Voice for Cornell Staff”

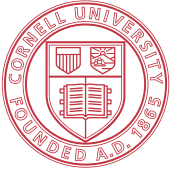
We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order 12:15pm
- II. Roll Call
- III. Approval of Minutes
- IV. Business of the Day (45 Minutes)
 - a. RX 7: BPC Resolution Bereavement Policy (15 Minutes)
 - b. RX 9: Inclement Weather (15 Minutes)
 - c. EA Summer work: Next steps (10 Minutes)
 - d. Retiree Appointment (5 Minutes)
- V. Committee Reports (10 Minutes)
 - a. Executive Committee
 - b. Communications and Awards Committee
 - c. Education Committee
 - d. Welfare Committee
 - e. Benefits and Policy Committee
 - f. Elections Committee
- VI. New Business (20 Minutes)
 - a. Open Discussion
- VII. Adjournment – 1:30pm

Note:

You may join via Zoom. Here is the link: Join URL: <https://cornell.zoom.us/j/258604492>

Upcoming Meeting:



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the May 6, 2020 Meeting 12:15-1:30 PM Zoom

I. Call to Order & Roll Call

- a. Chair Howell called the meeting to order at 12:15pm.
- b. *Members Present:* S. Barry, K. Barth, M. Benda, A. Brooks, J. Cooley, J. Creque, H. Depew, J. Duong, B. Fortenberry, G. Giambattista, B. Goodell, A. Haenlin-Mott, D. Hiner, A. Howell, R. Lochner, K. LoParco, K. Mahoney, J. Michael, R. Miegl, E. Miller, A. Miller, M. Newhart, C. Sanzone, H. Sheldon, L. Taylor, J. Townley, C. Tran, W. Treat, C. Wiggers, J. Withers
- c. *Members Absent:* S. Barry, A. McCabe, K. Supron, T. Chams, E. Ivory

II. Approval of Minutes

- a. Motion to approve the minutes of the April 15, 2020—**approved** with no dissent

III. Business of the Day

- a. RX 3: Campus Circulator Resolution
 - i. K. Barth noted that the resolution was previously discussed in the EA and most recently in the Employee Welfare Committee. He was working to figure out if the resolution was something that should be moved forward during this time. However, VP for University Relations Joel Malina expressed that the university is still doing business and saw it appropriate for the UA and EA to continue putting forward resolutions. K. Barth also noted that constituents want to hear that planning is happening, and he acknowledged that TCAT will still be a critical service in bringing the campus back online. G. Giambattista also notified him that resolutions that are left on the table and not voted on will expire.
 - ii. K. Barth introduced an amendment to RX 3 and noted that the Employee Welfare Committee passed the amendment. The amendment seeks to make the language of the timeline more accommodating for the administration. Beginning line 6 in the Abstract section, the resolution will read “We propose that a Cornell Campus Circulator System should be included in the Cornell University long term strategic plan, post the COVID19 crisis and related financial issues; it is a general priority and represents what the campus wants and will need in the future.” In addition, this language will be reflected beginning line 57 in the “Be it therefore resolved” clause.
 - iii. K. Barth noted that the SA passed the Campus Circulator resolution back in February before the COVID-19 changes began on campus. The resolution is waiting to be sent to the President. The GPSA voted on its Campus Circulator resolution yesterday and is still getting back to him. The UA intends on voting on the same version presented to the EA at its next meeting. However, he noted that the Campus Circulator resolution is not of the same situation as the Divestment resolution where all resolutions passed by the assemblies have to be exactly the same. That was a specific criteria from the Board of Trustees regarding divestment. He stated intentions to convey to the administration that

the circulator is still a good idea while acknowledging that things have changed. Asking for funding to be secured while Cornell is facing a \$200 million shortfall does not seem appropriate, so the amendment would give the administration some room on that.

- iv. Motion to amend the resolution—RX 3 amended by 25-0.
- v. EA moved to discussion on the resolution as amended.
 1. K. Barth stated that Senior Director of Facilities and Campus Services Bridgette Brady voiced that changes to the transportation system will happen. TCAT is aware of the development of the resolution and is waiting to work with Cornell.
- vi. B. Goodell made a motion to call the question.
 1. Motion to vote—Resolution 3 passed with a vote of 25-1.
- b. Chair Howell noted the UA Codes and Judicial Committee’s work on the Campus Code of Conduct and thanked J. Michael and L. Taylor.
- c. RX 7: BPC Resolution Bereavement Policy
 - i. B. Goodell noted VP of University Relations Joel Malina’s message that they should continue with business as usual and bring resolutions forward. He added there has been no changes to the resolution since the last meeting.
 - ii. J. Withers voiced support for the resolution. She has been talking to people about it and highlighted that the resolution would at least recommend extra time and recognize one more family structure than the current policy.
 - iii. K. Barth also voiced support for the resolution. He thanked J. Cooley for voicing his opinion last meeting.
 - iv. K. Barth made a motion to call the question.
 1. K. Barth withdrew his motion to call the question.
 - v. C. Wiggers suggested that instead of noting the number of days, they could consider requesting the university administration to review the number of days in the current policy and potentially expand it. If the resolution details five days, it may put the administration in a box.
 - vi. C. Sanzone supported C. Wiggers’ reframing. She questioned where the “100 miles” on lines 33, 42, and 44 originated from and whether it came from peer research as a standard cutoff. She shared concerns over how arbitrary the number is and suggested more general phrasing in support of greater flexibility for travel. Emphasis on the surrogate can capture a lot of potential relationships.
 1. B. Goodell replied that the “100 miles” came from peer institutions. The committee thought it was in line with what they wanted to accomplish.
 - vii. M. Newhart pointed out two areas of Harvard’s policy she was attracted to. The first being that a longer paid absence may be appropriate in circumstances of logistical difficulty or severe emotional distress if approved by the supervisor. The second was the inclusion of a definition of the household. Harvard lists that immediate family includes husband and wife, son and daughter (including stepchildren), grandchildren, son- and daughter-in-law, parents (including stepparent), grandparents, father- and mother-in-law, brother and sister (including stepbrother and stepsister) and brother- and sister-in-law. M. Newhart expressed support for the surrogate part of the resolution and suggested expanding the definition of people who could be in the household.
 1. B. Goodell stated the committee looked at Harvard’s policy and considered what was feasible. Some were in favor of changes that were already discussed and some were not. The committee tried to make it as palatable as they could for the majority and came up with the resolution as written.

2. C. Sanzone noted she supported the idea of having the possibility of extra days granted for emotional distress in addition to logistics and travel.
 3. J. Duong stated there may be some confusion with the phrase “surrogate” parent. It is a term that came to them from the person who originally brought up the issue. He explained it has to do more with someone who acts in the role of a parent, and is a broader term than some may be interpreting it.
 4. H. Sheldon added that while Harvard’s policy is a good idea, it is unnecessarily attempting to define something that is loose. He does not see the necessity of trying to define what a family member is. H. Sheldon suggested amending the word “maximum” of 5 days on line 43 to a “minimum.”
 5. K. LoParco stated that “surrogate” is a broader definition compared to Harvard’s policy, which defines it as someone in a household. People may be spending a lot of time with someone outside of the house who is also family. She explained that the five days came from research into other institutions’ policies. If changed to a minimum of five days, it may be left at the discretion of the supervisor and institution to define it. She advocated being specific about the number of days as the administration may come back and ask the EA what other institutions say. She does not want to add more work to their review.
 6. R. Miegl stated that the looser the language, the better it is.
- viii. C. Sanzone stated she could see an amendment for the paragraph beginning line 13. She questioned if it was necessary to specify “primary caregiver” on line 27 in the definition of a surrogate parent. She viewed it as working against the goal of broadening.
- ix. K. LoParco made a motion to end debate.
1. E. Miller seconded the motion.
 2. E. Miller made a motion to table the resolution.
- x. Motion to end debate—passed with a vote of 21-4.
- xi. Motion to table the resolution—Resolution 7 tabled with a vote of 18-9.
- d. RX 8: Cornell Health Staff Resolution
- i. Chair Howell introduced the resolution to recognize Cornell Health and thanked the staff, administration, and medical professionals for their efforts. He has and is still working with Cornell Health on an effort to recognize the late Dr. Gregory Eells. That effort has been paused for the meantime until something more of an in-person presentation is feasible. For this resolution, he worked with Jennifer Austin from Cornell Health for language of the specific things they have done during the outbreak and pandemic, including expanding telehealth and CAPS services. Cornell Health has also been a great information center during this healthcare crisis. He noted there have been many units and groups doing amazing things, and he struggled with wanting to recognize many others.
 - ii. Chair Howell made a motion to call the question.
 1. M. Newhart seconded the motion.
 2. Motion to vote—Resolution 8 passed with a vote of 25-0.
 - iii. Chair Howell expressed interest in seeing the EA work and present a resolution to honor and recognize Weill Cornell at the next EA meeting. This should be done in consultation with communications representatives from Weill Cornell so they can get a sense of the challenges and scope of things they have accomplished. He asked for volunteers willing to work on the resolution to contact him.
- e. COVID Forum Discussion

- i. H. Depew announced there were about 3,000 participants at the COVID-19 forum. They received questions submitted beforehand and tried to use the best questions that reflected the sentiments of the staff. Most of the forums have come after large news announcements. The forums are now over and the Executive Committee will be working to compile, data tag, and categorize all the questions from all the forums. They will share the final report with senior leadership in hopes of receiving follow-up information they want to provide. She asked for comments and feedback.
- ii. J. Withers noted she received positive feedback about the forums.
- iii. B. Fortenberry thanked those who worked on the logistics of the forums and managed technological challenges in several instances.
- iv. C. Sanzone noted that other constituent groups are beginning to do more focused forums. The GPSA has a couple forums scheduled, and the faculty members had a forum on Monday that focused on the committees working on the reopening. She suggested having a focused session in the future and looking for a way to allow people to give feedback.
 - 1. Chair Howell stated that M. Newhart is looking at ways to have more focused forums, such as having smaller groups. He asked for those with suggestions to reach out.
- v. H. Sheldon asked about the participation of staff in those committees.
 - 1. Chair Howell replied that there has not been a request for the EA to appoint staff members. He plans on bringing this inquiry up to university leadership to see if they could have the UA appoint people.
 - 2. J. Creque stated there was a feedback form that was just announced in the faculty and staff newsletter.
 - 3. R. Lochner added that a few members of Cornell Environmental Health & Safety are participating in those committees.
 - 4. Chair Howell questioned whether it would be possible to receive updates on the committees.
- vi. K. Barth stated that CIT has been notified that it will be looked at as a mobile workforce. They have been raising ideas about satellite offices with ones potentially located in Trumansburg and/or Binghamton.
- vii. Chair Howell stated he will make a request to VP Mary Opperman about information regarding the committees and staff representation.

IV. Committee Reports

- a. Executive Committee
 - i. H. Depew reiterated that the committee is working on parsing through the COVID-19 forum data. She is also working on transition documents.
- b. Communications and Awards Committee
 - i. C. Sanzone stated the committee was focused on the newsletter release a week and a half ago. She reported that the newsletter received very good engagement, with a unique open rate of around 47% or 48% of the people. People were interested in the most updated FAQ related to transportation. C. Sanzone also worked with the Welfare Committee on the Essential Cornell campaign to collect selfies and highlight the campaign on Facebook. They saw a little over 10% rise in Facebook followers. The committee will be doing another mailing in May.
- c. Education Committee

- i. M. Benda stated the committee has not met since the last meeting. She is looking at writing a resolution.
- d. Welfare Committee
 - i. K. Mahoney stated that in partnership with C. Sanzone, they had a successful initiative to recognize essential staff. They did a campaign with the recognition portal to thank hundreds of essential Cornell staff. The committee has a meeting tomorrow.
 - ii. B. Fortenberry stated support for the decision to not penalize staff members in regards to the transportation and parking permit issue. He thanked K. Mahoney for her efforts in making the partnership.
- e. Benefits and Policy Committee
 - i. B. Goodell stated that Director of Benefit Services Gordon Barger attended the last meeting as a guest speaker. They discussed the bereavement policy and other issues constituents have brought forward. The committee also discussed inviting HR Assistant Director Amy Parmley to speak on employment reductions, the hiring freeze, and the status of gigs moving forward.
- f. Elections Committee
 - i. J. Withers noted that elections are on hold. Participants of the Membership Task Force that was approved last meeting will include herself, J. Duong, B. Goodell, A. Haenlin-Mott, A. Miller, and Administrative Assistant at Cornell University Library Meredith Collins. The committee is looking for at least one more employee from across the campus.

V. New Business

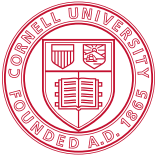
- a. Open Discussion
 - i. Chair Howell raised a question on whether the EA would be open to extending its normal term past May and scheduling some more potential meetings in the summer. He noted that as the COVID-19 forums and communications have gone out, the EA has situated itself as a strong leadership body for the entire campus community. It has provided a sense of stability and has been able to build bridges between leadership, staff, and other communities on campus. He would like to work in some manner to continue these efforts. There are also normal planning items that have to be done, such as details for the summer retreat and the year. Along with the current public health situation and modified operations, there has also been reports of a potential second wave of the disease. However, he noted that his voluntary call is not a call to pressure EA members to feel they have to go beyond what they signed up for. EA members are staff first and he acknowledged the fact that members have jobs and lives, and are all dealing with stressful situations. He suggested a few ways the extra meetings could be done. The EA could add more meetings to the schedule, such as summer meetings and discussions. They could also ask committees if they would be willing to meet on specific topics and efforts. The EA could also form some sort of ad hoc committee on a volunteer basis for those who want to work on forums and continue supporting staff in a variety of ways.
 - ii. K. Mahoney, C. Wiggers, M. Benda, E. Miller, C. Sanzone, B. Goodell, J. Michael, L. Taylor, and A. Haenlin-Mott expressed support for continuing meetings. J. Withers voiced support but on a voluntary basis as she is aware there are people who were expecting to be done in May.

- iii. B. Goodell stated that the community has been looking to the EA for leadership and he would like to keep that normalcy as much as possible during this time. He asked if the change would require a vote.
 - 1. Chair Howell replied that if the EA chooses to add meetings to its schedule, it would require a vote. They would need to propose a new schedule and work with the OA for logistical support. They do not yet know when most of them will be back on campus or how operations will occur. The EA has a short period now to discuss ideas. If the EA does decide to add meetings, Chair Howell suggested adding some language with flexibility for the Executive Committee to call meetings if needed and if quorum can be established.
- iv. E. Miller asked if the OA is able to support summer EA operations.
 - 1. Chair Howell responded that he would need to speak with the OA.
- v. H. Sheldon stated that it is important for the EA to be present while the pandemic is occurring. He asked about the status of the other assemblies.
 - 1. K. Barth responded that because some graduate and undergraduate students are graduating in the UA, he believes the UA is still on track to conclude. However, he noted that EA members are leaders in their areas and have the ability to push information up or down.
 - 2. G. Giambattista noted that the term of the assembly ends on May 31. However, the UA has in its charge that its Executive Committee can stay throughout the summer.
- vi. E. Miller raised a possible topic of discussion for the next meeting. She suggested donating any remaining EA budget funds to the CARE Fund.
- vii. Chair Howell noted that it seemed most members are willing to continue participation. He asked for those with concerns to reach out to him. Any EA efforts or initiatives over the summer should be contoured around the health crisis and logistics.

VI. Adjournment

- a. Chair Howell adjourned the meeting at 1:29pm.

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly



EA R{Next number}:

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Abstract: This resolution is a formal request to add a more inclusive definition of ‘family’ to the University’s Funeral Leave Policy 6.9, page 15 and to incorporate a reasonable number of days off for travel to and from funeral services.

Sponsored by: Brian Goodell, on behalf of the Employee Assembly Benefits Policy Committee

Reviewed by: Employee Assembly, 04/15/2020

Whereas, The University appreciates the work of all employees and wants employees to understand their rights to time away from work for personal, family, community, and other outside needs and obligations; and at the same time, it is necessary to place reasonable limits on time away from work to ensure each individual's job responsibilities are properly carried out, and that all employees are treated fairly and consistently in dealing with time away from work; and

Whereas, the current Funeral Leave Policy allows three days off with pay when a death occurs in the employee's immediate family; and the immediate family consists of a spouse, domestic partner, child, stepchild, sibling, parent, stepparent, grandparent, grandchild, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law; and

Whereas, For a funeral of other relatives, a fellow employee in the immediate work unit, or when serving as a pallbearer, a maximum of one-half day for a local funeral and one full day for an out-of-town funeral may be granted with pay; and in all other cases time may be taken, and charged to vacation or health and personal leave; and

Whereas, The current Funeral Leave Policy does not address that the family structure has changed over the years; and the current policy does not allow ‘surrogate’ parents the same considerations as a parent; and

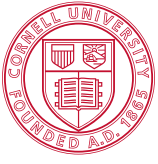
Whereas, We define a surrogate parent as the primary caregiver for the employee who views them as immediate family, this could be an aunt, uncle, cousin, or non-blood related caregiver; and

Whereas, The current policy does not consider travel logistics of relatives that reside more than 100 miles away and the extensive time to plan and travel to and from a funeral service; and

Whereas, Paid time off beyond the three days for immediate family at a distance of 100 miles should be considered to compensate for those distances; and

Whereas, After comparing the current Funeral Leave Policy with peer institutions, many offer five days off for bereavement, and some offer extended time due to travel logistic; and

Be it therefore resolved, that the Employee Assembly recommends the Funeral Leave Policy should consider ‘surrogate’ parents as immediate family members; and



Cornell University
Employee Assembly

42 **Be it therefore resolved**, that, for the funeral of immediate relatives who are more than 100 miles,
43 employees be given a ~~maximum~~ **minimum** of 5 days paid time off; and, for a funeral of other
44 relatives who are more than 100 miles away, employees be given a maximum 3 days paid time off;
45 and

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47 **Be it finally resolved**, that this resolution be submitted to the President of the University.

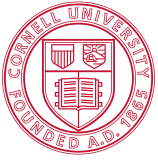
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50 **Adopted by Vote of the Assembly (X-X-X), {Date},**

51 {If adopted, the vote counts and Adopted Date will be filled in by the EA Chair prior to submitting to the
52 President's Office}

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54 **Respectfully Submitted,**

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EA R9: Inclement Weather

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2 **Abstract:** Cornell University’s delayed response to the winter storm that hit Ithaca and the
3 surrounding region on February 6-7, 2020 demonstrated extreme disregard for the safety of its staff,
4 students, and faculty. Due to the late closure of the campus, Cornell employees and students—many
5 of whom rely on mass transit—were stranded on campus or on the road in dangerous conditions.
6 The most vulnerable members of our community, in particular, were adversely affected, including
7 those with accessibility issues, and staff who could not afford to miss work or who did not have the
8 opportunity to work remotely.

9
10 The Employee Assembly calls on the university to make employee welfare a higher priority in
11 inclement weather closing decisions. To this end, we ask that the university review and improve its
12 inclement weather policy, decision-making criteria and communications protocols.

13

14 *Sponsored by:*

15 **Carrie Sanzone**, Vice Chair for Communications and Representative At-Large
16 **Kristine Mahoney**, Employee Welfare Committee Chair and College of Human Ecology Representative
17 **Andrea Haenlin-Mott**, Disability Representative At-Large
18 **Brandon Fortenberry**, Division of Student and Campus Life Representative
19 **Jamie Duong**, School of Hotel Administration Representative
20 **Jessica E. Withers**, Chair of the Elections Committee and Library and Museum Representative
21 **Marcy Benda**, Women’s Representative At-Large
22 **Mary Newhart**, College of Arts and Sciences Representative
23 **Rigel Lochner**, Health and Safety Representative At-Large

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25 **Reviewed by:** Employee Welfare Committee, May 18, 2020

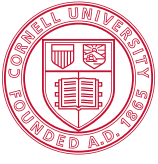
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27 **Whereas**, according to the Division of Human Resources Workforce Report, 62% of Cornell
28 University staff live outside Ithaca; 40% of Cornell University staff have a regular commute of 20
29 minutes or more.¹

30

31 **Whereas**, according to the TCAT Strategic Plan, over 70% of TCAT ridership is associated with the
32 university.² Roughly 16-18% of staff use TCAT bus service to commute to work.

¹ Division of Human Resources Workforce Report (2018),
https://apps.hr.cornell.edu/hr_professional_docs/for_employees/Workforcereport_FY2018.pdf

²TCAT Strategic Plan 2018 – 2030, https://www.tcatbus.com/content/uploads/2019/01/Strategic-Plan_2018-to-2030.pdf



Cornell University Employee Assembly

33 **Whereas**, through its Employee Commuter Alternative Program³, which includes unlimited TCAT
34 Bus Access, Cornell encourages employees to help reduce the number of vehicles on campus by
35 forgoing or relinquishing their parking pass in favor of riding the bus to work.

36
37 **Whereas**, Cornell University Policy 8.2⁴ prescribes the method for evaluation and communication of
38 changes to operating status during and surrounding periods of inclement weather.

39
40 **Whereas**, Environmental Health and Safety is listed as the responsible office for Policy 8.2.

41
42 **Whereas**, according to the Cornell Inclement Weather FAQ⁵, the university assigns a Designated
43 Weather Watcher (DWW) within the Office of Emergency Management who monitors potential
44 severe or inclement weather and engages key campus personnel in the assessment of expected
45 weather conditions and the ability to maintain campus in a safe and passable condition.

46
47 **Whereas**, the Cornell Inclement Weather FAQ states, “Snowfall rates greater than one inch per hour
48 for at least three hours will usually exceed our ability to remove snow and maintain clear walkways,
49 parking lots, and campus roads.”

50
51 **Whereas**, according to Cornell’s Accessibility website⁶, the Grounds Department uses Inclement
52 Weather Plans to assist persons with disabilities that affect mobility who may experience difficulty
53 getting to their worksite during inclement weather.

54
55 **Whereas**, as early as Feb. 2 the National Weather Service (NWS) issued a Winter Weather Advisory
56 for Tompkins County, forecasting a ‘potent’ storm Thursday night into Friday morning.

57
58 **Whereas**, midday Feb. 6 the NWS upgraded this forecast to a Winter Storm Warning, the highest
59 level of winter weather alert, for Tompkins County and the surrounding region from 10 p.m. through
60 midnight on Friday Feb. 7.

61
62 **Whereas**, the NWS briefing as of Feb. 6 at 4:45 p.m. warned of heavy snow Friday morning with
63 snowfall rates of 2+ inches per hour possible for a 2-4-hour period in Central NY, leading to
64 dangerous travel conditions.

65
66 **Whereas**, the Office of Emergency Management at 8:32 p.m. reported internally on the National
67 Weather service briefing. The report asserted, “Grounds is prepared for the snow,” but acknowledged
68 that “during the heaviest snowfall there may be snow covered roads and walks at times.”

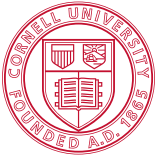
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³ Employee Commuter Alternative Program, <https://fcs.cornell.edu/departments/transportation-delivery-services/parking/getting-around/bus-services/employee-commuter-alternative-program>

⁴ Cornell University Policy 8.2, Inclement Weather, https://www.dfa.cornell.edu/sites/default/files/policy/vol8_2.pdf

⁵ Inclement Weather Frequently Asked Questions, <https://emergency.cornell.edu/wxfaq/>

⁶ Campus Access in Inclement Weather, <http://accessibility.cornell.edu/campus/inclement-weather/>



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70 **Whereas**, the Tompkins County Sheriff issued a travel advisory early Friday morning. Although the
71 advisory did not restrict travel, drivers were urged to “use caution while driving and avoid any
72 unnecessary travel.” Sheriff’s offices around the region, including Broome, Tioga and Cortland, also
73 issued travel advisories due to hazardous road conditions.

74
75 **Whereas**, both the Ithaca College emergency closing policy⁷ and the TC3 snow closing procedure⁸
76 specify the timing of operating status decisions, which take into account employee shift start times.
77 The TC3 snow closing procedure also includes limited hours for dining service.

78
79 **Whereas**, Ithaca College announced at 12:10 a.m. Friday that their campus would be closed as of 7
80 a.m.; TC3 announced at 5:32 a.m. Friday that their campus would be closed.

81
82 **Whereas**, many Cornell staff were required to travel to campus to arrive before the campus eateries
83 opened at 7:00 a.m. and before the first classes began at 8:00 a.m.

84
85 **Whereas**, TCAT temporarily suspended all bus service as of 8:42 a.m. on Friday, citing unplowed
86 roads. Service did not resume until 3 p.m.

87
88 **Whereas**, as of 10 a.m. on Friday, the CUinfo Alerts page, which provides information on operating
89 status changes, had been viewed over 7,000 times in anticipation of a weather decision
90 announcement.⁹

91
92 **Whereas**, no weather-related alerts were disseminated by Cornell until 10:02 a.m. Friday when the
93 university abruptly announced classes were canceled as of 9:55 a.m. Staff, students and faculty,
94 many of whom were already en route to work or class, were advised “to prioritize their safety” and
95 “not to travel at this time,” yet the university remained open. At the time of the announcement, six
96 inches of snow had already fallen.¹⁰

97
98 **Whereas**, Cornell announced it would be closing its Ithaca campus as of noon on Friday, nearly two
99 hours after classes were canceled for the day. With numerous roads closed and bus service still
100 suspended, employees were advised to “use caution” and “consider remaining on campus” until
101 conditions improved; however, those with children attending the Cornell University Childcare Center
102 were forced to travel to pick them up by 1 p.m. when the center itself closed.

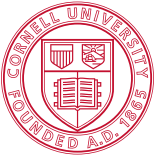
103
104 **Whereas**, the university amended its pay guidelines for the Ithaca and Geneva Campuses for Friday,
105 February 7, 2020 due to the university closure. Non-exempt employees, including benefits eligible

⁷ Ithaca College Policy 2.9, Emergency Closing, https://www.ithaca.edu/policies/vol2/volume_2-209/

⁸ TC3 Snow Closing Procedure, <https://www.tompkinscortland.edu/college-info/snow-closing-procedure>

⁹ CUinfo Alerts, <https://cuinfo.cornell.edu/alerts/>. Web analytics attached.

¹⁰ Stamm, Kathryn. “With Snow Day Announced Midday, Confusion Rains Down on Cornell’s Campus.” Cornell Daily Sun, <https://cornellsun.com/2020/02/07/with-snow-day-announced-midday-confusion-rains-down-on-cornells-campus/>



Cornell University Employee Assembly

106 temporary employees, received regular rate of pay from the time they arrived on campus through the
107 university closure and received premium pay from the time of the closure through the end of their
108 regular shift regardless of whether they continued to work or left work. Exempt employees, including
109 benefits eligible temporary employees, who reported to work received their regular pay on Feb. 7,
110 and paid time off equal to half of their normal workday.

111
112 **Be it therefore resolved,** the Employee Assembly condemns the university’s handling of the Ithaca
113 campus closure on Feb. 7, which endangered the lives of its staff, students and faculty.

114
115 **Be it further resolved,** the Assembly acknowledges and appreciates the special amendment to the
116 pay guidelines for the Ithaca and Geneva Campuses for the Feb. 7 closure.

117
118 **Be it further resolved,** that, in weighing weather-related operating status changes, Cornell must:
119

- 120 • ensure all staff, students, faculty and visitors, especially those with accessibility issues, can
navigate campus safely when the university is open.
- 121 • consider travel conditions to and from campus, in addition to on-campus conditions, taking
122 into account regional indicators such as county-wide winter storm warnings and travel
123 advisories, status of bus transit, and widespread school closings.
- 124 • provide proactive communication to staff when a winter storm is being tracked.
- 125 • adhere to a schedule for operating status decisions, aligned with shift start times, to give
126 commuters ample notice and help avoid unnecessary risks.
- 127 • to the extent possible, align with the operating status of the Cornell Child Care Center.

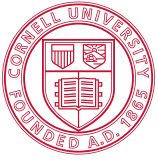
128
129 **Be it further resolved,** that Cornell will take steps to raise employee awareness of inclement
130 weather protocols, including:

- 131
 - 132 • familiarize employees with the various campus operating statuses
 - 133 • publish more detailed decision-making criteria for greater transparency
 - 134 • clarify what it means to be classified as “essential” in the context of campus operations
during inclement weather or another emergency; and
 - 135 • require supervisors to establish emergency work plans with their employees.

136
137 **Be it further resolved,** that Cornell will incorporate remote work options into its inclement weather
138 policy and communications, giving particular consideration to whether travel to work should
139 constitute “unnecessary travel” if an employee can perform their duties remotely when the university
140 remains open during inclement weather.

141
142 **Be it further resolved,** that Cornell, recognizing that bus service is a critical part of campus
143 operations, will strengthen its communication with TCAT and coordinate transportation planning for
144 scenarios in which the university operating status changes or area bus service is suspended due to
145 inclement weather.

146



Cornell University
Employee Assembly

147 **Be it further resolved**, that Cornell commits to providing room and board for any essential staff
148 required to report to work in inclement weather, as well as for employees stranded on campus due to
149 bus service interruption or dangerous road conditions, to allow for safe travel ahead of a storm or
150 once it has cleared.

151
152 **Be it further resolved**, that Cornell consider implementing a weather and safety leave policy for all
153 employees. Said policy would allow for the provision of leave to an employee or group of employees
154 for time or service if the employee or group of employees is prevented from safely traveling to or
155 performing work at their place of employment.

156
157 **Be it finally resolved**, the Department of Environmental Health and Safety, in collaboration with
158 campus partners, will conduct a review of current inclement weather policy and procedures to
159 consider their impacts on employee welfare and make recommendations to improve decision-making
160 criteria, communications, and policy guidance to staff and supervisors. The department will complete
161 its review and provide a report to the Assembly before October 15, 2020.

162
163 **Adopted by Vote of the Assembly (X-X-X), {Date},**

164

165 **Respectfully Submitted,**

166

167 **Carrie Sanzone**, Vice Chair for Communications and Representative At-Large

168 **Kristine Mahoney**, Employee Welfare Committee Chair and College of Human Ecology Representative

169 **Andrea Haenlin-Mott**, Disability Representative At-Large

170 **Brandon Fortenberry**, Division of Student and Campus Life Representative

171 **Jamie Duong**, School of Hotel Administration Representative

172 **Jessica E. Withers**, Elections Committee Chair and Library and Museum Representative

173 **Marcy Benda**, Women's Representative At-Large

174 **Mary Newhart**, College of Arts and Sciences Representative

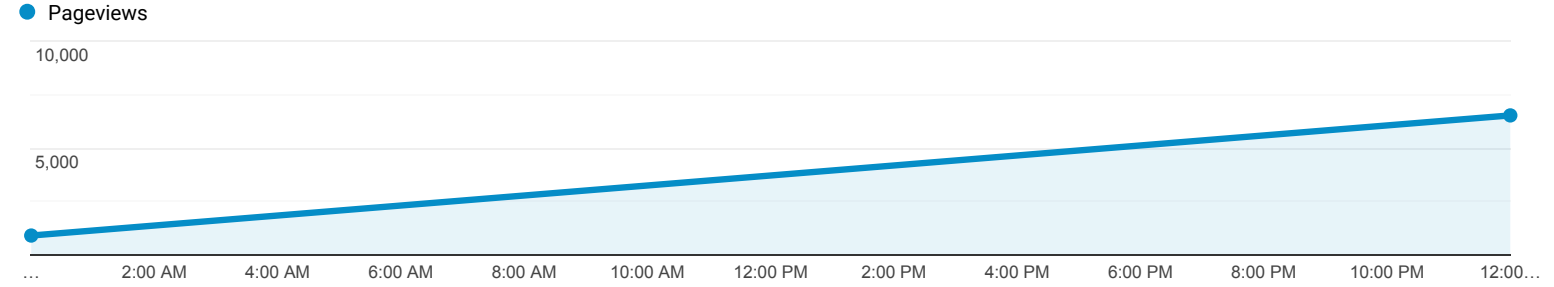
175 **Rigel Lochner**, Health and Safety Representative At-Large

Hourly traffic to CUinfo Alerts page

All Users
63.12% Pageviews

Feb 6, 2020 - Feb 7, 2020

Report Tab



Day of Week Name	Pageviews	Unique Pageviews
	7,455 % of Total: 63.12% (11,811)	4,700 % of Total: 60.83% (7,726)
1. Friday	6,531 (87.61%)	4,033 (85.81%)
2. Thursday	924 (12.39%)	667 (14.19%)

Rows 1 - 2 of 2

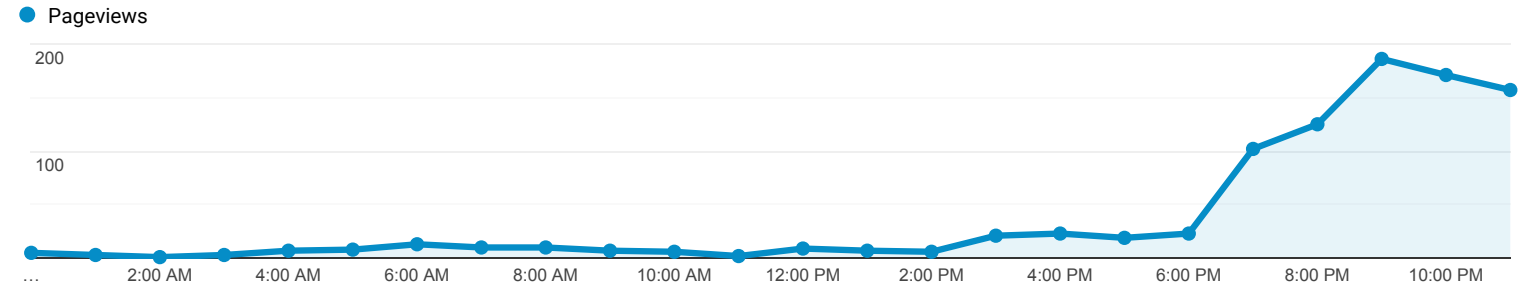
Hourly traffic to CUinfo Alerts page

ALL » DAY OF WEEK NAME: Thursday

Feb 6, 2020 - Feb 7, 2020

All Users
7.82% Pageviews

Report Tab



Hour	Pageviews	Unique Pageviews
	924 % of Total: 7.82% (11,811)	667 % of Total: 8.63% (7,726)
1. 21	186 (20.13%)	125 (18.74%)
2. 22	171 (18.51%)	112 (16.79%)
3. 23	157 (16.99%)	114 (17.09%)
4. 20	125 (13.53%)	87 (13.04%)
5. 19	102 (11.04%)	75 (11.24%)
6. 16	23 (2.49%)	13 (1.95%)
7. 18	23 (2.49%)	21 (3.15%)
8. 15	21 (2.27%)	16 (2.40%)
9. 17	19 (2.06%)	16 (2.40%)
10. 06	13 (1.41%)	13 (1.95%)

Rows 1 - 10 of 24

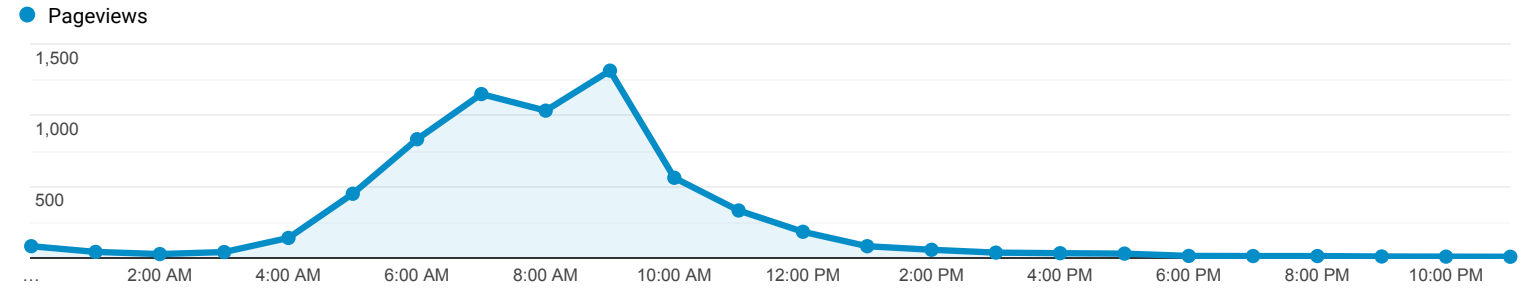
Hourly traffic to CUinfo Alerts page

ALL » DAY OF WEEK NAME: Friday

Feb 6, 2020 - Feb 7, 2020

All Users
55.30% Pageviews

Report Tab



Hour	Pageviews	Unique Pageviews
	6,531 % of Total: 55.30% (11,811)	4,033 % of Total: 52.20% (7,726)
1. 09	1,313 (20.10%)	691 (17.13%)
2. 07	1,149 (17.59%)	734 (18.20%)
3. 08	1,033 (15.82%)	637 (15.79%)
4. 06	833 (12.75%)	524 (12.99%)
5. 10	563 (8.62%)	326 (8.08%)
6. 05	451 (6.91%)	277 (6.87%)
7. 11	334 (5.11%)	210 (5.21%)
8. 12	185 (2.83%)	134 (3.32%)
9. 04	142 (2.17%)	88 (2.18%)
10. 00	84 (1.29%)	61 (1.51%)

Rows 1 - 10 of 24

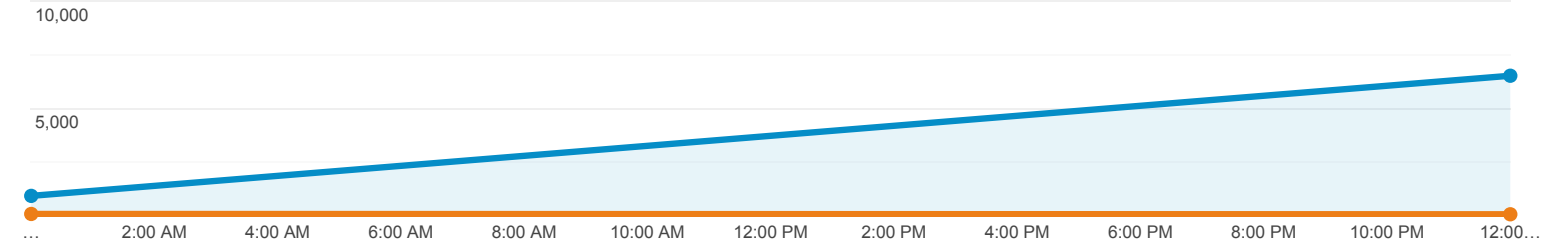
Hourly traffic to CUinfo Alerts page

All Users
 +58.77% Pageviews

Feb 6, 2020 - Feb 7, 2020
 Compare to: Jan 30, 2020 - Jan 31, 2020

Report Tab

Feb 6, 2020 - Feb 7, 2020: ● Pageviews
Jan 30, 2020 - Jan 31, 2020: ● Pageviews



Day of Week Name	Pageviews	Unique Pageviews
	5,041.38% ↑ 7,455 vs 145	3,543.41% ↑ 4,700 vs 129
1. Friday		
Feb 6, 2020 - Feb 7, 2020	6,531 (87.61%)	4,033 (85.81%)
Jan 30, 2020 - Jan 31, 2020	65 (44.83%)	58 (44.96%)
% Change	9,947.69%	6,853.45%
2. Thursday		
Feb 6, 2020 - Feb 7, 2020	924 (12.39%)	667 (14.19%)
Jan 30, 2020 - Jan 31, 2020	80 (55.17%)	71 (55.04%)
% Change	1,055.00%	839.44%

Rows 1 - 2 of 2

Hourly traffic to CUinfo Alerts page

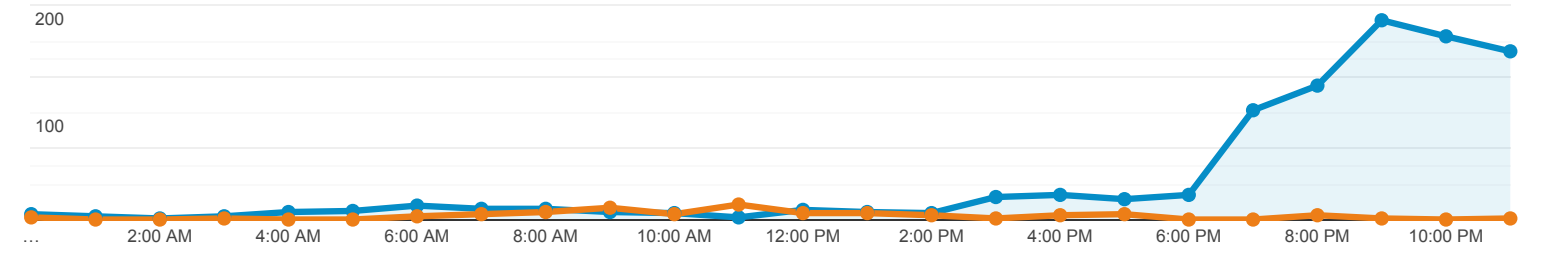
ALL » DAY OF WEEK NAME: Thursday

Feb 6, 2020 - Feb 7, 2020
Compare to: Jan 30, 2020 - Jan 31, 2020

All Users
+5.42% Pageviews

Report Tab

Feb 6, 2020 - Feb 7, 2020: ● Pageviews
Jan 30, 2020 - Jan 31, 2020: ● Pageviews



Hour	Pageviews	Unique Pageviews
	1,055.00% ▲ 924 vs 80	839.44% ▲ 667 vs 71
1. 21		
Feb 6, 2020 - Feb 7, 2020	186 (20.13%)	125 (18.74%)
Jan 30, 2020 - Jan 31, 2020	1 (1.25%)	1 (1.41%)
% Change	18,500.00%	12,400.00%
2. 22		
Feb 6, 2020 - Feb 7, 2020	171 (18.51%)	112 (16.79%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%
3. 23		
Feb 6, 2020 - Feb 7, 2020	157 (16.99%)	114 (17.09%)
Jan 30, 2020 - Jan 31, 2020	1 (1.25%)	1 (1.41%)
% Change	15,600.00%	11,300.00%
4. 20		
Feb 6, 2020 - Feb 7, 2020	125 (13.53%)	87 (13.04%)
Jan 30, 2020 - Jan 31, 2020	4 (5.00%)	4 (5.63%)
% Change	3,025.00%	2,075.00%
5. 19		
Feb 6, 2020 - Feb 7, 2020	102 (11.04%)	75 (11.24%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%
6. 16		
Feb 6, 2020 - Feb 7, 2020	23 (2.48%)	1 (1.41%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%

Feb 6, 2020 - Feb 7, 2020	23 (2.49%)	13 (1.95%)
Jan 30, 2020 - Jan 31, 2020	4 (5.00%)	2 (2.82%)
% Change	475.00%	550.00%
7. 18		
Feb 6, 2020 - Feb 7, 2020	23 (2.49%)	21 (3.15%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%
8. 15		
Feb 6, 2020 - Feb 7, 2020	21 (2.27%)	16 (2.40%)
Jan 30, 2020 - Jan 31, 2020	1 (1.25%)	1 (1.41%)
% Change	2,000.00%	1,500.00%
9. 17		
Feb 6, 2020 - Feb 7, 2020	19 (2.06%)	16 (2.40%)
Jan 30, 2020 - Jan 31, 2020	5 (6.25%)	4 (5.63%)
% Change	280.00%	300.00%
10. 06		
Feb 6, 2020 - Feb 7, 2020	13 (1.41%)	13 (1.95%)
Jan 30, 2020 - Jan 31, 2020	3 (3.75%)	3 (4.23%)
% Change	333.33%	333.33%

Rows 1 - 10 of 24

Hourly traffic to CUinfo Alerts page

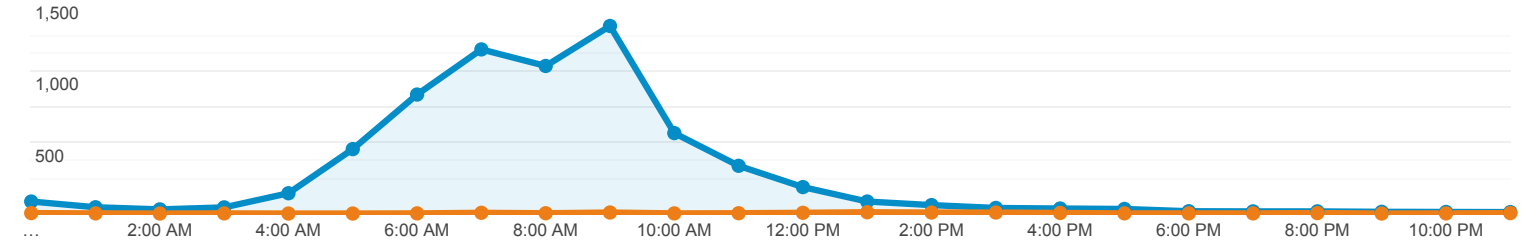
ALL » DAY OF WEEK NAME: Friday

Feb 6, 2020 - Feb 7, 2020
Compare to: Jan 30, 2020 - Jan 31, 2020

All Users
+53.35% Pageviews

Report Tab

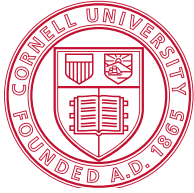
Feb 6, 2020 - Feb 7, 2020: ● Pageviews
Jan 30, 2020 - Jan 31, 2020: ● Pageviews



Hour	Pageviews	Unique Pageviews
	9,947.69% ▲ 6,531 vs 65	6,853.45% ▲ 4,033 vs 58
1. 09		
Feb 6, 2020 - Feb 7, 2020	1,313 (20.10%)	691 (17.13%)
Jan 30, 2020 - Jan 31, 2020	7 (10.77%)	7 (12.07%)
% Change	18,657.14%	9,771.43%
2. 07		
Feb 6, 2020 - Feb 7, 2020	1,149 (17.59%)	734 (18.20%)
Jan 30, 2020 - Jan 31, 2020	5 (7.69%)	3 (5.17%)
% Change	22,880.00%	24,366.67%
3. 08		
Feb 6, 2020 - Feb 7, 2020	1,033 (15.82%)	637 (15.79%)
Jan 30, 2020 - Jan 31, 2020	2 (3.08%)	2 (3.45%)
% Change	51,550.00%	31,750.00%
4. 06		
Feb 6, 2020 - Feb 7, 2020	833 (12.75%)	524 (12.99%)
Jan 30, 2020 - Jan 31, 2020	1 (1.54%)	1 (1.72%)
% Change	83,200.00%	52,300.00%
5. 10		
Feb 6, 2020 - Feb 7, 2020	563 (8.62%)	326 (8.08%)
Jan 30, 2020 - Jan 31, 2020	1 (1.54%)	1 (1.72%)
% Change	56,200.00%	32,500.00%
6. 05		
Feb 6, 2020 - Feb 7, 2020	451	277

Feb 6, 2020 - Feb 7, 2020	431 (6.91%)	272 (6.87%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%
7. 11		
Feb 6, 2020 - Feb 7, 2020	334 (5.11%)	210 (5.21%)
Jan 30, 2020 - Jan 31, 2020	2 (3.08%)	2 (3.45%)
% Change	16,600.00%	10,400.00%
8. 12		
Feb 6, 2020 - Feb 7, 2020	185 (2.83%)	134 (3.32%)
Jan 30, 2020 - Jan 31, 2020	5 (7.69%)	5 (8.62%)
% Change	3,600.00%	2,580.00%
9. 04		
Feb 6, 2020 - Feb 7, 2020	142 (2.17%)	88 (2.18%)
Jan 30, 2020 - Jan 31, 2020	0 (0.00%)	0 (0.00%)
% Change	∞%	∞%
10. 00		
Feb 6, 2020 - Feb 7, 2020	84 (1.29%)	61 (1.51%)
Jan 30, 2020 - Jan 31, 2020	3 (4.62%)	3 (5.17%)
% Change	2,700.00%	1,933.33%

Rows 1 - 10 of 24



Cornell University
Employee Assembly

E.A. Resolution # 10

**Recognition of Cornell University's Senior Leadership
and their bold and decisive initial response to the
COVID-19 Pandemic**

4/15/20

1 **Sponsored by: Kristopher Barth, EA; IT, Tech Transfer, and Research Representative and**
2 **the Employee Assembly Employee Welfare Committee**

3
4 **Reviewed by:** Employee Welfare Committee, 4/23/2020

5
6 **On Behalf Of: The Employee Assembly, our constituents, and the greater Cornell**
7 **Community**

8
9 **Whereas,** COVID-19 (the disease caused by the 2019 novel coronavirus) created an
10 **unprecedented public health and safety situation across the world, and an unprecedented**
11 **reality for all of us both personally and professionally at Cornell University,**

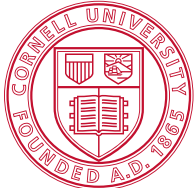
12
13 **Whereas,** the Senior Leadership took the threat of COVID-19's impact on campus seriously and
14 **worked urgently to review emergency plans, make decisions, and take decisive action to**
15 **prioritize the safety of the students, the faculty, the staff, and the community during the**
16 **rapidly evolving situation,**

17
18 **Whereas,** we are amazed at how adaptable and quick to respond our leadership has been in
19 **making massive changes for all of our protection in a such a short amount of time,**

20
21 **Whereas,** the communication through multiple channels was clear, frequent, compassionate, and
22 **as transparent as possible during these developing realities and the Cornell Coronavirus**
23 **Updates website has been an immensely helpful and useful resource,**

24
25 **Whereas,** creativity and flexibility shown by the Senior Leadership has helped to reduced
26 **anxiety for staff with the quick creation of new accommodations like (but not limited to):**
27 **10 additional Health and Personal days with new usage guidance, access to new online**
28 **training programs through CULearn and eCornell, and increased visibility and access to**
29 **Counseling & Support Services,**

30
31 **Whereas,** the decision to give faculty, students, and staff 24 days between the suspension of
32 **classes on March 13th until the start of virtual instruction on April 6th to take care of**



Cornell University Employee Assembly

33 themselves and their families, as well as to prepare for and transition to virtual instruction
34 was hugely beneficial to a successful restart of the semester,
35

36 **Be it therefore resolved**, the Employee Assembly wishes to formally recognize and thank with
37 the upmost gratitude the following individuals: President **Martha E. Pollack** and Vice
38 President and Chief Human Resources Officer **Mary G. Opperman** for their
39 commitment to the safety and welfare of staff,
40

41 **Resolved**, the Employee Assembly wishes to formally recognize and thank with upmost
42 gratitude the following individuals: Provost **Michael I. Kotlikoff**, Provost for Medical
43 Affairs **Augustine M.K. Choi**, University Counsel and Secretary of the Corporation
44 **Madelyn F. Wessel**, Vice President for Facilities and Campus Services **Frederick F.**
45 **Burgess**, Chief of Staff and Special Counsel to the President **Kelly E. Cunningham**,
46 Executive Vice President and Chief Financial Officer **Joanne M. DeStefano**, Vice
47 President for Information Technology and Chief Information Officer **David A. Lifka**,
48 Vice President for Student and Campus Life **Ryan T. Lombardi**, Vice President for
49 University Relations **Joel M. Malina**, Chief Investment Officer **Kenneth M. Miranda**,
50 University Auditor **Glen C. Mueller**, Chief Compliance Officer **Christine M.**
51 **Stallmann**, Vice President for Budget and Planning **Paul Streeter**, Vice President for
52 Alumni Affairs and Development **Frederick M. Van Sickle**, Dean of Faculty **Charles F.**
53 **Van Loan**, Vice Provost for Research and Vice President for Technology Transfer,
54 Intellectual Property, and Research Policy **Emmanuel Giannelis**,
55

56 **Resolved**, the Employee Assembly also wishes to formerly recognize and thank the **Deans, Vice**
57 **Provosts and Academic Leadership**, the **Office of the Provost**, the **Office of the**
58 **Provost for Medical Affairs**, the **Office of Emergency Management**, the **Incident**
59 **Leadership Team**, the **Incident Management Team**, the **Emergency Support**
60 **Function Team**, the **Research Continuity Group**, and the **College Safety Leadership**
61 **group**,
62

63 **Be it finally resolved**, the Board of Trustees receives a copy of this resolution and that everyone
64 should keep up the good work!
65

No signature block is present until the resolution has been disposed of by the Assembly (Passed, Failed, Withdrawn, etc.) Then a block with the certifying member (customarily Chair/Vice-Chair) verifying the authenticity and vote tally of the resolution.