



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 4th 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.

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

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly