



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the December 13, 2017 Meeting 12:15-1:30 PM 401 Physical Sciences Bldg.

I. Call to Order

- a. U. Smith called the meeting to order at 12:15pm.
- b. *Members Present:* I. Allen, K. Fitch, H. Depew, A. Haenlin-Mott, D. Harris, A. Hourigan, J. Kruser, K. Mahoney, B. Nicholson, B. Roebal, M. Mosereiff, C. Sanzone, K. Shiels, U. Smith, S. Willcox
- c. *Members Absent:* B. Ayanfodun, M. Carcella, C. Dawson, T. Grove (excused), A. Howell, P. Andersen (excused), H. Sheldon, L. Johnson-Kelly (excused), T. Shapiro (excused), P. Thompson, S. Vaccaro, C. Wiggers (excused)
- d. U. Smith said the EA has 27 seated members and quorum is a majority of seated members, which is 14 members. Since there are only 13 members present, the EA cannot formally vote on anything.
- e. M. Mosereiff arrived at 12:25pm and the EA has quorum.
- f. H. Depew arrived at 12:28pm.

II. Call for Late Additions to the Agenda

- a. None.

III. Approval of Minutes

- a. Amendments for minutes of the November 29, 2017 meeting.
 - i. Section VI, b, i: penultimate sentence amended replacing “here” to “there,” reading “He wants that directive to be rescinded because there is nowhere for LGBTQ employees to go.”
 - ii. A. Haenlin-Mott was marked absent but was present at the meeting.
 - iii. A. Hourigan was marked present but was absent at the meeting.
 - iv. Amendments **approved** by unanimous consent.
- b. J. Kruser made a motion to approve the minutes – **approved** as amended with no dissent.

IV. Committee Reports

- a. Communications Committee
 - i. C. Sanzone said the committee is putting together its next mailing with the Campus Sustainability Office. Members met last week and had a discussion about communication methods for broader engagement, including ways to receive feedback. They are considering distributing comment boxes around campus if they are able to get approval. The upcoming poll they discussed with the Transportation Task Force is going to be followed up to find out how often people lose time due to parking and transportation issues.
- b. Employee Education & Development Committee

- i. B. Nicholson said the committee has been having an email discussion about supervisor education on opportunities, as well as informing employees on what is going on. They may have a resolution coming up.
- c. Employee Welfare Committee
 - i. Committee is meeting tomorrow.
- d. Elections Committee
 - i. G. Giambattista presented an elections calendar to run by executive. They found that when classes resume in the spring, EA meetings are off a week in the first and third meeting cycle. For two meetings in January, February, and March they are actually meeting on the 2nd and 4th. The bylaws say a separate calendar can be adopted by majority vote. The calendar also features more time for campaigning.
 - ii. P. Hampton said the meeting schedule was approved in April 2016 unanimously.
- e. Personnel Policy Committee
 - i. S. Willcox has a resolution on the table today.
- f. Staff Recognition, Awards & Events
 - i. T. Grove is absent but sent an update via email. She is working to schedule events for the two awards they are presenting.
- g. Transportation Task Force
 - i. K. Mahoney said they are waiting on a response to the resolution.
- h. Employee-Elected Trustee
 - i. C. Coates is not present.
- i. Cornell Retiree Association Liaison
 - i. L. Johnson-Kelly sent an update from the Retirement Plan Oversight Committee, which met yesterday. She said the CAPTRUST advisors have negotiated lower fees and basis points from both Fidelity and TIAA for retirement accounts. She said \$2.5 million more should go to the retirees.
- j. Executive Committee
 - i. U. Smith said they are working on a strategic plan for staff, which the assembly will be engaging in.

V. Business of the Day

- a. Consensual Relationships Policy Committee – Dean of Faculty Charlie Van Loan
 - i. C. Van Loan gave an overview of the Consensual Relationships Policy Committee, chaired by himself and PhD student Anna Waymack. 90% of this issue regards PhD advisors and graduate students, but there is a larger circle around. There is a two-year history of improving the current policy, with some failed attempts in the senate and resolutions that the GPSA put forward.
 - ii. C. Van Loan said the end product will be a formal Cornell University policy to give this topic high profile and extreme seriousness. This affects the reputation of individuals, professors, students and the university, citing the situation at the University of Rochester.
 - iii. C. Van Loan said Policy 6.4 is undergoing review now. Policies should be easy to read, inspire ethical behavior, and cannot simply be a list of punishments.
 - iv. C. Van Loan said President Pollack wants the policy in May and the plan is to run this by all the assemblies before that. They are going to the senate in March with a draft,

- and hoping to hold a vote in April. Between the March and April senate meetings, there will be periods of public comment with a draft proposal available.
- v. C. Van Loan said they originally focused on addressing a student and faculty or student within an authority and subordinate relationship. They would then have a separate policy for staffs and students. After the first meeting they decided against this and worked to expand the policy to include faculty, student, or staff to play the role of the authority. He requested a member of the EA or a designate to serve on the committee. The committee has representatives from key offices, researchers, professors, as well as a lineup of graduate and undergraduate students.
 - vi. C. Van Loan said they are currently collecting public comment on issues and have centered around ten big questions. They expect more comments coming in January and February. In late January and February, they will begin putting together a public rough draft. The most challenging thing is disclosure, specifically who to disclose to and when to disclose.
 - vii. C. Van Loan he expects a meeting perhaps every ten days in January with a fair amount of work and is requesting an EA representative interested in this topic. He also suggested a buddy system with two people rotating attending meetings. There is no set meeting time yet, but possibly 8:30am, noon, or 3:30pm.
 - viii. C. Van Loan clarified that post-docs are classified as researchers. A post-doc could play the role of authority or subordinate. They do have a post-doc represented on the committee, and sent a note to all post-docs requesting responses.
 - ix. C. Van Loan said two years ago, there was virtually no effort to educate the campus about this effort. They are taking steps to rectify that and viewing this as harassment prevention.
- b. Vote: Committee Appointments
- i. K. Fitch announced nominee Bill Leonard, the University D.O.T. Specialist, to represent the EA on the Transportation, Hearing, and Appeals Board.
 - ii. K. Fitch announced nominee Sgt. Scott Grantzm, CUPD investigator, to represent the EA on the Codes and Judicial Committee, Sub-Committee on Hate Speech.
 - 1. J. Kruser noted he received a recommendation from Chief Kathy Zoner.
 - iii. D. Harris, Disability Representative At-Large, is the nominee to represent the EA on the Campus Infrastructure Committee
 - iv. K. Fitch motioned to accept the candidates for the uncontested seats – **approved** by unanimous consent.
 - v. K. Fitch said he has three EA members for the Consensual Relations Committee, but is open to more. There is one opening for the Campus Welfare Committee and one for a sub-committee. Any staff can be a nominee.
 - vi. J. Kruser nominated B. Roebal for the open seat on the Campus Welfare Committee for the University Assembly – **approved** with a clear majority and no dissent.
 - vii. J. Kruser said the remaining seat is on the Codes and Judicial Sub-Committee on Hate Speech. He asked EA members to contact K. Fitch.

VI. Agenda Suspended

- a. U. Smith moved to briefly suspend the agenda to address the elections calendar that G. Giambattista presented and Resolution 9, which has a deadline due to its effective date of January 1 that S. Willcox put forward.

- i. U. Smith said the elections calendar begins on March 19. There will be a full campaign period as this is the first full cycle of these new seats. Voting will be on April 10-12 and internal elections will occur the following week.
- ii. Motion to approve the elections calendar – approved with a vote of 17-0-0.
- b. EA R9: Recommending Revisions to Leave Accrual
 - i. U. Smith said Allan Bishop, Associate Vice President of Human Resources, initially presented a revised leave accrual policy with a convoluted policy that incited pushback from the EA. After returning to the drawing board, they presented a proposal to S. Willcox and the Personnel Policy Committee, referring to line 23. It is a great simplification to say that HAP accruals will stop on the first day of the paid leave and will begin again on the day the staff member returns from leave.
 - ii. S. Willcox said they did a lot of research to save a lot of money, in terms of people entering this on the human resources side.
 - iii. U. Smith said this applies to long term leaves as opposed to simple vacations.
 - iv. EA member views this resolution passing as the EA saying it is willing to sacrifice small fractions of a sick or vacation day in order to support a significant reduction of burden of the HR position.
 - v. B. Roebal said plugging the figure in a formula will do it.
 1. U. Smith said this is a simplification with no one-size-fits-all formula. There also needs a system to support this and for a pool of employees, this could be cumbersome. Unfortunately, there will be people who lose a larger fraction of days, but overall, he does not know if it will be as large as they think.
 - vi. J. Kruser said you could lose a maximum of a month in accrual time.
 - vii. C. Sanzone said there are six brackets depending on your length of service. She referred to the example B. Roebal mentioned where if an employee just missed the mark of 20 days at the beginning of the month, they will lose a day.
 - viii. B. Roebal asked how this was any different than using Workday.
 1. U. Smith said that is what they see but somebody behind the scenes does it.
 2. P. Hampton, speaking as a staff, said she would view the EA as her advocate who is trying to get her every possible hour or benefit, not take it away from her. If she has to be out on leave, she would be upset and would want her day, or half a day, or hours. All staff have cumbersome activities in their jobs so she does not see U. Smith's argument as compelling.
 - ix. J. Kruser said there will be staff negatively impacted no matter which way and urges looking at where it is least impactful to the least number of people. He questioned how many staff reach more than 20 consecutive days a leave.
 - x. U. Smith said since there is discussion, they are going to the speakers list.
 - xi. C. Sanzone said the burden of tracking work the current way is a business cost on staff. They have chosen to reduce this benefit rather than just investigating and changing the process. She pushed for a way to fix this without having to take away benefits.
 - xii. A. Haenlin-Mott said it is difficult for the EA to justify this to people who need to use this leave.
 - xiii. J. Kruser yielded to D. Harris.
 - xiv. S. Willcox said the EA can decline and not approve the resolution, but it is still going to take effect.

- c. J. Kruser made a motion to extend the meeting for 5 minutes – **passed**
 - i. D. Harris said the constituencies affected are people taking maternity leave and disability leave, which seems detrimental.
 - ii. U. Smith said because HR says something will take effect does not necessarily make it so. They did strap this for an entire year the first time the EA pushed back. In terms of the accrual policy, January is a desired date and does not necessarily have to go into effect then. If the EA votes this down and justifies it, he would convey it to A. Bishop and his team.
 - iii. G. Giambattista said one of the legislative authorities given to the EA is to recommend changes to university policies, including HR and personnel policies.
 - iv. J. Kruser said unless they can convince the EA a technical solution is not viable, then he cannot support this resolution.
 - v. J. Kruser made a **call to the question** on the resolution – **passed** with no dissent
 - vi. U. Smith moved to a vote to the resolution – **failed** with a vote of 0-13-1.
 - vii. U. Smith said he will craft a response with S. Willcox for A. Bishop.

VII. Old Business

- a. EA R6 Condemning Violence and Hate (Jeremy Kruser)
 - i. U. Smith asked EA members to read the resolution and submit recommendations, thoughts, or ideas. When they reconvene, this will be the bulk of the meeting. Even though they are delayed, it does not make the value of this resolution any less.

VIII. Adjournment

- a. U. Smith adjourned the meeting at 12:20pm.

Respectfully Submitted,
Catherine Tran
Clerk of the Assembly