



# Cornell University Employee Assembly

## Cornell Employee Assembly

Minutes of the December 6, 2023 Meeting

12:00 PM – 1:15PM

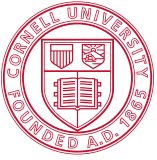
Zoom

- I. Call to Order
  - a. J. VanHouten called the meeting to order at 12:03 p.m.
  - b. *Members Present:* M. Benda, F. Cantone, C. Cornell, E. Krumm, J. Kruser, S. Lanchez, K. Mahoney, K. Phipps, S. Resue, I. Solis Cruz, P. Sroka, K. Supron, D. Surine, J. VanHouten, D. Wierson.
  - c. *Members Absent:* E. Crawley, R. Dillon, B. Dixon, T. Hambury, D. Hinshaw, W. Treat.
  - d. *Also Present:* S. Chang, K. Karnuta, C. Furstenau, M. Boggs, B. Mikula-Cotton.
- II. Land Acknowledgement of the Gayogoho:nq (Cayuga Nation)
  - a. J. VanHouten stated the Assembly's acknowledgment of the Gayogoho:nq (Cayuga Nation)
- III. Call for Late Additions to the Agenda
  - a. No late additions
- IV. Business of the Day
  - a. Review of Open Positions
    - i. K. Supron introduced Michael Boggs, Kyle Karnuta, and Sean Chang, and invited each to present their candidacy for open positions
    - ii. M. Boggs introduced himself and presented his candidacy for Facilities & Campus Services Representative.
    - iii. K. Karnuta introduced herself and presented her candidacy for College of Agriculture and Life Sciences Representative
    - iv. S. Chang introduced himself and presented his candidacy for Library and Museum Representative.
    - v. The Assembly entered executive session.
    - vi. J. VanHouten welcomed M. Boggs, K. Karnuta, and S. Chang as elected representatives to the Assembly.
  - b. New Inclement Weather Policy
    - i. C. Cornell reported that he has received multiple statements from constituents who are unhappy with the new policy. These constituents report that they are unhappy that they will need to choose between working or using PTO during inclement weather; that they will need to choose between working or providing childcare; and that the policy appears to be targeted towards maximizing production from staff.



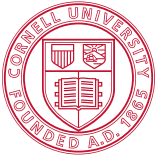
## Cornell University Employee Assembly

- ii. J. Kruser reported that he has received the same concerns. J. Kruser added that this policy may be difficult for administrators to manage in a equitable manner.
  - iii. I. Solis Cruz stated that the Assembly should consider how this policy affects staff who are physically distant from Ithaca and are not experiencing the same weather conditions as the Ithaca Campus.
  - iv. P. Sroka asked if the Assembly had received any advance notice or rationale for the change in the policy.
  - v. J. Doss asked if there had been a working group that developed this change in policy.
  - vi. F. Cantone stated that in the past, the director of Emergency Management developed the policy in contact with the senior leadership of HR before the policy was issued.
  - vii. D. Wierson stated that the new policy may have an unequal impact within departments which are less flexible about granting hybrid and remote work arrangements.
  - viii. M. Benda stated that Jessica Reynolds will be attending the Dec. 20 EA meeting to discuss time away policies, and asked if J. Reynolds would be speaking the inclement weather policy issue.
  - ix. J. Doss stated that J. Reynolds is a compliance administrator who has worked with AVP Becky Hill on time away policy, and it is not known if she will provide more information about the inclement weather policy,
  - x. K. Mahoney stated that the issue could be simplified by basing the policy around the campus operating status of the Ithaca Campus, and that the emphasis should be on safety.
  - xi. J. VanHouten asked EA members to contact the EA executive team with additional thoughts, and stated that the executive team will reach out to senior leadership for clarification regarding the decision-making process behind the new policy, and will pass along the comments from the Dec. 6 EA meeting during their next meeting with VP Lovely.
- V. Committee Reports
- a. Executive Committee
    - i. M. Benda reported that the Executive Committee is working on scheduling presenters for upcoming meetings.
  - b. Communications, Outreach, and Recognition Committee
    - i. S. Lanchez reported that the COR Committee has reviewed the George Peter Award nominations, selected a winner, and notified the winner's supervisor.



## Cornell University Employee Assembly

- ii. The EA *Voice* will be released the week of December 18.
    - iii. S. Lanchez asked for EA members to volunteer to be featured in the EA *Voice* Spotlight. J. Kruser volunteered.
  - c. Welfare Committee
    - i. K. Mahoney reported that the Welfare Committee met the previous week and had a discussion with representatives from Transportation regarding TCAT updates, modifications to the parking and ticketing fee schedules, parking monitoring, motorcycle parking, and maintenance. K. Mahoney offered the meeting notes to EA members.
    - ii. The Welfare Committee discussed questions and concerns around funeral leave and flexible holidays in response to diverse practice among employees.
    - iii. The Committee is initiating a conversation around moving beyond land acknowledgments to open suggestions to deeper practices beyond opening meetings with land acknowledgements.
    - iv. P. Sroka and K. Karnuta joined the Welfare Committee.
  - d. Education Committee
    - i. J. Kruser reported that the committee discussed turnover in the Cooperative Extension and improving employee education for county staff in CCE offices.
  - e. Benefits and Policy Committee
    - i. No report
  - f. Elections Committee
    - i. No report
- VI. Liaison Reports
  - a. J. Kruser asked EA members to contact himself and the Executive team if they are interested in becoming Employee Assembly representative to the University Assembly.
- VII. Open Discussion
  - a. I. Solis Cruz requested clarification of the EA policy on meeting absences.
  - b. M. Benda stated that members should contact herself at any time before a meeting to receive an excused absence, and that members may be unseated after two unexcused absences.
  - c. C. Cornell asked the Assembly to consider how many absences would make a representative ineffective in their position.
  - d. J. Kruser stated that this question could go to the Elections Committee for a more in-depth discussion.
  - e. I Solis Cruz asked about the process for recommending changes to the bylaws regarding representative attendance.



Cornell University  
Employee Assembly

- f. S. Lanchez stated that the Assembly could ask W. Treat to examine the bylaws as Parliamentarian and examine the possibility of a resolution.

VIII. Adjournment

- a. Meeting adjourned at 1:05 p.m.

Respectfully Submitted,

*Erik Kalweit*

Office of the Assemblies