

Cornell University Employee Assembly

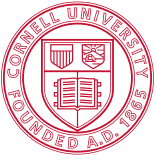
Cornell Employee Assembly

Minutes of the December 20, 2023 Meeting

12:00 PM – 1:15 PM

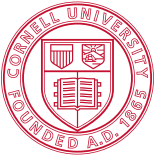
Zoom

- I. Call to Order
 - a. Chair J. VanHouten called the meeting to order at 12:02 p.m..
 - b. *Members Present:* M. Boggs, S. Chang, E. Crawley, R. Dillon, J. Doss, T. Hambury, D. Hinshaw, K. Karnuta, E. Krumm, S. Lanchez, K. Mahoney, I. Solis Cruz, P. Sroka, W. Treat, J. VanHouten.
 - c. *Members Absent:* M. Brooks, F. Cantone, S. Resue, D. Wierson
 - d. *Members Excused:* M. Benda, C. Cornell, B. Dixon, J. Kruser, K. Phipps, K. Supron D. Surine.
 - e. *Also Present:* A. McCauley, B. Hill, E. Kalweit, J. Reynolds, K. Tannenbaum, J. Withers.
- II. Land Acknowledgement of the Gayogoḥo:nq̓ (Cayuga Nation)
 - a. J. VanHouten stated the Assembly’s acknowledgment of the Cayuga Nation.
- III. Approval of the Minutes
 - a. W. Treat moves to amend Dec. 6, 2023 meeting minutes to reflect that she was not present at the meeting.
 - i. W. Treat moves to approve November 15 and amended December 6 minutes by unanimous consent.
 - ii. K. Karnuta seconds.
 - iii. Minutes **approved** by unanimous consent.
- IV. Business of the Day
 - a. Revisions to Time Away Policy
 - i. Becky Hill, Associate Vice President of Human Resources, and Jessica Reynolds, HR Policy and Compliance Consultant, present to the Assembly and solicit feedback regarding Policy 6.9, the time away from work policy.
 - ii. After presentation, K. Mahoney encourages a review of how family leave is being implemented across various units and reports that the Welfare Committee has had extensive conversations regarding what Cornell considers a “family,” urging inclusiveness in the definition of the term.
 1. B. Hill invites emails with specific comments on the issue, and states that Cornell’s definition of family has historically been broader than that required by federal law, and the policy will be revised with a conscious focus on inclusion.



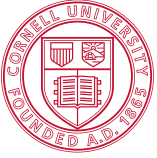
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- iii. P. Sroka asks about the motivation for changing the Inclement Weather Policy.
 - 1. B. Hill states that the policy was formalized last August, and neither she nor J. Reynolds had the policy under their jurisdiction.
- iv. K. Karnuta asks if there is a memo available for use when speaking with constituents, and asks to clarify what Cornell already does that is above and beyond what state law requires for family leave.
 - 1. B. Hill responds that Cornell currently offers 12 weeks of family leave at 67% of full pay, which will not be required by law for another 2 to 3 years.
- v. E. Crawley asks if the Policy Advisory Group will consider expanding the catastrophic leave policy beyond physical health-related events to include other catastrophic events.
 - 1. B. Hill states that the Policy Advisory Group will consider this and urges any employee who experiences a catastrophic event to contact their college or unit, which have some discretion in implementation of the policy.
- vi. K. Tannenbaum suggests that the Policy Advisory Group work with the EA Benefits and Policy Committee directly.
- vii. K. Mahoney asks for consideration for participation in shared governance under the revised policy as some supervisors have denied employees' requests to participate in the EA.
- viii. J. Doss asks that the Assembly provide copies of relevant meeting materials to EA members prior to future meetings.
- ix. R. Dillon states that other Ivy league universities contribute to parental leave directly, and asks that the policy be revised with consideration for parental bonding with newborn children as well as funding for paying for childcare.
- x. A. McCauley asks that the 12 week leave period be extended to help with parental bonding.
 - 1. B. Hill states that as of January 2024, state law allows an expectant parent to self-initiate their short-term disability 4 weeks before their due date.
- xi. E. Crawley asks for consideration that employees who use catastrophic leave may not be able to continue to afford to live in the area after their leave.
- xii. W. Treat asks that the catastrophic leave policy be expanded so that employees can donate days off to colleagues who experience a catastrophic event which is not health-related.



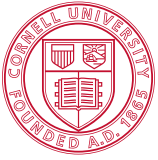
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- xiii. K. Karnuta asks if there is a timeframe for the policy review.
 - 1. B. Hill states that meetings with the University Policy office will begin in January, and estimates the process will take 8 to 9 months. She states that feedback received in the next 3 months will be included in the initial conversations.
 - 2. J. VanHouten thanks B. Hill and J. Reynolds.
- b. Response regarding new Inclement Weather Policy.
 - i. J. VanHouten reports that the Executive Committee met with leadership regarding the policy. Leadership stated that the revision of the policy was intended to honor the needs of staff who are fully onsite and cannot use flex work arrangements, and those employees who are remote in other areas and are not impacted by local weather events.
 - ii. K. Mahoney asks if there was any conversation about why the Policy Committee did not contact the EA before the policy was released.
 - 1. J. VanHouten states that this was raised in the meeting with leadership and they will consult the EA in the future.
 - iii. T. Hambury asks if employees who are considered essential receive comp time on days that the University is closed.
 - 1. J. VanHouten states that these employees receive time and a half.
 - 2. W. Treat reads I. Solis Cruz's comment that some exempt employees do not receive comp time.
- c. Incidental Vacancies
 - i. Brian Charles Arnold introduces himself and presents his candidacy for Non-Exempt Employee Representative.
 - 1. W. Treat asks if B. Arnold has any ideas for reaching out to all non-exempt employees as a whole.
 - 2. B. Arnold states that many of his day-to-day colleagues are non-exempt and he works among his constituency; he will consider how to reach out to a broader network.
 - ii. The Assembly enters executive session.
 - iii. J. VanHouten announces that B. Arnold is **elected** as Non-Exempt Employee Representative and welcomes him to the EA.
- V. Committee Reports
 - a. Executive Committee-J. VanHouten
 - i. The Executive Committee is working on the President's Address to Staff on Jan. 11.
 - b. Communications, Outreach, and Recognition Committee-S. Lanchez



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- i. The Cor Committee sent a mass email advertising the President's Address to Staff
 - ii. The *EA Voice* will be released today.
 - iii. S. Lanchez invites EA members to join the 2 open spots on the OR Committee
 - c. Education Committee-W. Treat
 - i. The Committee continued discussion of the part-time bachelor's program for non-traditional students.
 - ii. W. Treat is organizing a 30-minute Zoom for new members who have joined via incidental vacancy as an orientation.
 - d. Welfare Committee-K. Mahoney
 - i. The Committee reviewed guests and follow up conversations for the spring term.
 - ii. The Committee will invite B. Hill and J. Reynolds to return in Spring 2024.
 - e. Benefits and Policy Committee-B. Dixon
 - i. No update
 - f. Elections Committee-W. Treat
 - i. W. Treat will meet with OA on Jan.2, 2024 to begin Spring election planning.
 - ii. W. Treat invites members to review governing documents and suggest any changes to absences policy that they would like to include in a future resolution.
- VI. Liaison Reports
 - a. Faculty Senate-K. Mahoney
 - i. K. Mahoney reports that there will be changes to transcripts for students who have an incomplete grade.
 - ii. Median grades will no longer be listed in the course catalog.
 - iii. The Faculty Senate discussed transactional and reimbursement delays and potential solutions to these issues.
- VII. Open Discussion
 - a. K. Karnuta states that she will have office hours for her CALS constituents once a month and is planning regular messaging.
 - b. A. McCauley asks leadership to consider the effect of increased extreme weather on the new inclement weather policy.
- VIII. Adjournment
 - a. K. Karnuta moves to adjourn.
 - b. P. Sroka seconds.



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The meeting was adjourned at 1:10 p.m.

Respectfully Submitted,
Erik Kalweit
Clerk of the Assembly