



Cornell University Employee Assembly

Cornell Employee Assembly Minutes of the August 19, 2020 Meeting 12:15-1:30 PM Zoom

I. Call to Order

- a. Chair A. Howell called the meeting to order at 12:15pm.

II. Roll Call

- a. *Members Present:* S. Barry, K. Barth, M. Benda, A. Brooks, J. Creque, H. Depew, G. Giambattista, B. Goodell, A. Haenlin-Mott, D. Hiner, A. Howell, R. Lochner, K. LoParco, K. Mahoney, R. Miegler, A. Miller, E. Miller, M. Newhart, C. Sanzone, K. Supron, L. Taylor, W. Treat, C. Wiggers, J. Withers
- b. *Members Absent:* T. Chams, J. Cooley, J. Duong, B. Fortenberry, E. Ivory, V. McAuley, A. McCabe, J. Michael, J. Townley

III. Approval of Minutes

- a. Motion to approve minutes from August 3, 2020 meeting – **approved with no dissent.**

IV. Business of the Day

- a. EA R3: Employee Assembly Condemning Hate Crime and Any Other Form of Racism, Religious or Ethnic Bias, Discrimination, Incitement to Violence Targeting any Minority at Cornell University
 - i. D. Hiner gave a brief overview of the resolution
 - ii. Abstract: This resolution is a statement condemning hate crime and any other form of racism, religious or ethnic bias, discrimination, incitement to violence targeting any person at Cornell University.
 - iii. A. Howell opened the floor up for debate.
 - iv. B. Goodell expressed appreciation for the resolution and indicated that there would need to be some technical changes (font size adjustment) to the resolution.
 - v. C. Sanzone also expressed appreciation for the resolution. She additionally had a couple of grammatical suggestions.
 - vi. A. Haenlin-Mott asked if disability could be added as a component to one of the finally resolved clauses.
 - vii. D. Hiner agreed and stated that it could be added.
 - viii. K. LoParco motioned to suspend debate and vote. Motion was seconded by B. Goodell – **approved** unanimously
- b. EA R2: Updating the Employee Assembly Charter to Expand its Membership
 - i. J. Withers thanked the Membership Task Force members and feels this revised version.
 - ii. K. Supron credited the Elections Committee for their efforts on revising the resolution.
 - iii. K. LoParco concurred with J. Withers and K. Supron regarding the debate and discussion that took place. K. LoParco motioned to end debate that was seconded by B. Goodell – **approved** unanimously.
 - iv. K. Supron motioned to vote, seconded by K. LoParco – **approved** unanimously.

- c. Elections Update
 - i. J. Withers, Chair of the Elections Committee, informed the assembly members that campaigning is under way.
 - ii. Voting takes place next week – starting on Monday, 8/24 at 8:00 AM and ending at 12:00 PM on Wednesday, 8/26
 - iii. E. Miller inquired about the process for the seat that does not currently have any candidate.
 - iv. J. Withers stated that registration is closed; however, it could be up to the elections committee to fill it through incidental vacancy.
 - v. A. Howell asked for confirmation if a candidate who does not get elected for a specific seat if they could be considered for the vacant seat.
 - vi. G. Giambattista concurred that it would be up to the incoming elections committee.
 - vii. B. Goodell echoed the sentiment of the work of the Elections Committee, the Office of the Assemblies and the Employee Assembly for their efforts over the summer.
 - viii. H. Depew shared some data from the 2016 survey that 28% of staff feel that the Employee Assembly does accurately represent the staff voice.
 - ix. A. Howell inquired about election results and if they will be posted on the website.
 - x. J. Withers stated that the elections page will be updated as needed.
 - xi. A. Howell indicated that the first meeting of September (Wednesday, September 2nd) will be a transition meeting to the new Employee Assembly and internal elections for the Executive Committee and other committees. He further stated that the first portion of the meeting on September 2 would be for outgoing assembly members and the second portion of the meeting would be for incoming members and would be in executive session and closed to non-Employee Assembly members.

V. Committee Reports

- a. Executive Committee
- b. Communications and Awards Committee – C. Sanzone stated that a newsletter was sent last week and there would be one more before the transition to the new EA. She also recognized E. Miller for making the connection between the Employee Assembly and the Cornell Recreation Connection.
 - i. E. Miller stated that the CRC was trying to think of ways to recognize the staff who are taking the Voluntary Retirement Incentive. As their last day of work will be September 15, E. Miller suggested a poster campaign similar to what has been done for essential staff.
 - ii. A. Miller informed the assembly members that there are plans in place for recognizing staff who took advantage of the Voluntary Retirement Incentive and details would be forthcoming.
- c. Education Committee
- d. Welfare Committee
- e. Benefits and Policy Committee
- f. Elections Committee – provided via the Elections update

VI. New Business

- a. Open Discussion
 - i. K. Tannenbaum inquired as to whether or not there is a requirement for candidates to attend EA meetings prior to registering as a candidate.

- ii. J. Withers indicated that there are no requirements to attend meetings prior to registration and that anyone who meets the qualifications to be a candidate can run.
- iii. A. Howell stated that while there aren't any requirements like that in the bylaws currently, that doesn't stop it from being proposed in future assemblies.

VII. Adjournment

- a. Chair Howell adjourned the meeting at 12:59 pm.

Respectfully Submitted,

Wendy Treat

Senior Coordinator, Office of the Assemblies