



Cornell University Employee Assembly

Cornell Employee Assembly

Minutes of the August 24, 2022 Meeting

12:15 PM – 1:30 PM

401 Physical Sciences Building | Zoom

I. Call to Order

- a. Chair A. Haenlin-Mott called the meeting to order at 12:15 P.M.

II. Roll Call

- a. *Members Present* : M. Benda, D. Borders, M. Brooks, C. Cornell., M. Davis, B. Dixon, A. Durant, A. Haenlin-Mott, E. Krumm, J. Kruser, K. Mahoney, A. Mittman, A. O'Connor, K. Phipps, A. Schafft, K. Supron, K. Tannenbaum., J. Withers
- b. *Members Absent*: J. Chandler; S. Coil, J. Creque, A. Durant; B. Fisher: D. Howell; S. Resue
- c. *Also Present*: G. Giambattista

III. Land Acknowledgement of the Gayogoho:nq (Cayuga Nation)

- a. A. Haenlin-Mott stated the Assembly's acknowledgement of the Gayogoho:nq Nation.

IV. Approval of the May 18, 2022 minutes

- a. A. Schafft stated that her corrections to the May 18th minutes have been made and updated to the document in Box.
- b. A. Schafft moves to approve the minutes, C. Cornell seconds, motion is **passed**.

V. Business of the Day

- a. Budget Approval
 1. J. Withers stated that budget materials will be presented for approval at the September 7, 2022 meeting.

VI. CARE Fund Presentation and Update

Marcella Benda and Kristine Mahoney

- a. M. Benda and K. Mahoney present the following information on the CARE Fund:
- b. CARE fund offers grants to staff and faculty who need help in an emergency; the maximum single award is two thousand dollars.
- c. Fund was created by the Employee Assembly in 2001 and is funded entirely by donations.

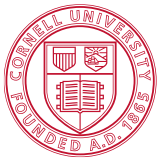


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- d. Since 2010, over 290 employees have received approximately 330,000 dollars from the fund.
- e. CARE Fund is open to employees who hold a benefits-eligible full-or part-time position.
- f. Eligibility information available at hr.cornell/carfeund.
- g. Donors can make a one-time gift, enroll in payroll deduction, and donate cans and bottles to CARE fund at IthaCan and Lansing Bottle and Can.
- h. 2022 engagement goals-30% of employees, 100% of faculty, at any level of contribution.
- i. B. Dixon asked if CARE fund is linked to Cornell's specific domestic violence assistance fund. K. Mahoney stated that she will verify this with HR.
- j. K. Mahoney asks for all EA members to identify one to three working groups within their constituencies who will be willing to hear the CARE fund presentation.
- k. K. Mahoney states that most requests are in the 800 to 2,000 dollar range and most requests are not for the maximum.
- l. B. Dixon asks about average time from application to response. K. Mahoney states that committee is committed to response within 48 hours and funds are distributed within the pay period.
- m. Distributions are currently considered taxable income.
- n. J. Kruser asks about potential for matching grant from the University and proposes talking to university leadership about matching gifts to support the fund. K.. Tannenbaum stated that this can be examined by the Benefits and Policy Committee.

VII. Committee Reports

- a. Executive Committee:
 1. M. Benda stated that the Executive Committee discussed the agenda and logistics.
 2. G. Giambattista stated as point of order that Zoom chat is not part of official record-statements must be made verbally to be entered into record.
 3. E. Kalweit will coordinate with Exec Committee and EA membership to gauge appropriate lunch needs for in-person meetings.
- b. Communications, Outreach, and Recognition Committee:
 1. No update.
- c. Employee Welfare Committee:
 1. K. Mahoney stated that EWC meetings will take place every other Wednesday at 11 a.m. and are currently addressing issues such as housing, transportation, and work-life balance.
- d. Education Committee:



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1. M. Davis will send an email or Teams communication for those who wish to serve on Education Committee.
2. A. O'Connor and A. Mittman expressed interest in serving Education Committee.
- e. Benefits and Policy Committee
 1. K. Tannenbaum stated that BPC has made changes such as the expansion of the bereavement leave policy.
 2. EA discussed hosting a welcome reception for new VPCHRO Christine Lovely; this is an activity BPC members can become involved with.
- f. Elections Committee
 1. A. Schafft stated that there are currently ten vacant positions on the EA.
 2. A. Schafft will send out email regarding recruitment efforts and other information to prepare for elections which will take place in Spring 2023.

VIII. Liaison Reports

- a. A. Haenlin-Mott states that liaison vacancies will be discussed at September 7 meeting.

IX. Open Forum

- a. K. Tannenbaum stated that EA retreat discussion had featured the point that the EA does not address individual grievances a la a labor union and inquired about how the EA delineates between the two
- b. J. Kruser stated that individual problems often reveal systemic issues and that the EA is well-positioned to gather large and detailed amounts of information relating top employee issues.

X. Adjournment

- a. K. Mahoney moved to adjourn, J. Kruser seconded, motion approved unanimously and meeting adjourned at 1:25 p.m.

Respectfully Submitted,
Erik Kalweit
Acting Clerk of the Assembly