

EA R4: Amendment to the Employee Assembly Charter Expanding Membership to Include a Seat for a Representative from Cornell Tech

Abstract: This resolution amends the Employee Assembly Charter to add a voting-member seat for a staff member whose work location is the Cornell Tech campus in New York City.

Sponsored by: Adam Howell, Chair of the Employee Assembly and CALS Representative, Jessica Withers, Chair of the Elections Committee and Library and Museum Representative

Reviewed by: Elections Committee (February 6, 2020)

Whereas, according to the Employee Assembly Charter, staff employed at Cornell Tech have not been eligible to serve on the Employee Assembly and currently there is no voting-member seat dedicated to Cornell Tech staff.

Whereas, Cornell Tech employees are full Cornell University staff members afforded the same rights and privileges of all other Cornell staff.

Whereas, the Employee Assembly seeks representation from all segments of the Cornell staff community and this charge is laid out in the Employee Assembly Charter, §II.A which states:

“The object of this Assembly shall be to ensure a direct focus for the continued involvement of exempt and non-exempt staff members in the governance of non-academic affairs and in the life of the University.”

and

“The Assembly will actively seek to involve all segments of Cornell’s diverse employee population in the Assembly’s decision-making activities.”

Whereas, the staff of Cornell Tech have expressly requested representation for Cornell Tech staff members on the Cornell Employee Assembly in a formal letter (attached as an addendum to this resolution).

Whereas, the establishment of a voting member seat on the Employee Assembly representing Cornell Tech campus employees in New York City aligns with the university presidential priority dedicated to the concept of “One Cornell” which states:

“..... As Cornell’s presence in New York City expands, President Pollack is upholding the university’s synergistic tradition by developing opportunities for One Cornell that build on, and benefit from, the complementary strengths of the university’s vibrant rural and urban campuses.”

Whereas, EAR 10 from the AY 2016-2017 term of the Employee Assembly sought to establish a permanent Cornell Tech representative seat on the Employee Assembly which led to Cornell University President Rawling’s response stating that:

“Currently, the University Bylaws (§11.5 iii; top of page 5) define “employees” as being employed at Ithaca and Geneva. Until such time as the Bylaws are amended to include employees in New



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York City, either at Cornell Tech or at other non-Weill Cornell Medicine units, the staff at Cornell Tech fall outside of the purview and representative authority of the Employee Assembly.”

however, §II.5.iii of the Cornell university bylaws has since been amended to include Cornell Tech staff and currently states:

“... (iii) the employees of the University shall consist of those persons employed full-time at the University at Ithaca (including Geneva and Cornell Tech) ...”.

Be it therefore resolved, the Charter of the Employee Assembly shall be amended to include a seat for a representative from Cornell Tech as a full voting-member by amending §Article 5, Section 2A of the Employee Assembly Charter to state:

1. **Ten** voting members shall be elected to represent the following academic colleges and schools with one representative each: College of Agriculture & Life Sciences; College of Architecture, Art, & Planning; College of Arts & Sciences; College of Engineering / Computer & Information Science; The Graduate School / Law School / Johnson Graduate School of Management; School of Hotel Administration; College of Human Ecology; School of Industrial and Labor Relations; College of Veterinary Medicine; **Cornell Tech**.

Be it further resolved, Cornell Tech be added to the definition of eligible employee populations that may be represented on the Employee Assembly by amending Article III, Section 1 of the Cornell Employee Assembly Charter to state:

For the purposes of this Charter, employees are any regular full-time and part-time staff members in non-exempt, exempt, or academic non-professorial staff categories who are employed at the Ithaca, Geneva, **or Cornell Tech** campuses of the university.

Be it further resolved, that in order to align with the staggered terms of the assembly, the first term of the Cornell Tech seat shall be extended to a three-year term, beginning on June 1st, 2020 and expiring on May 31, 2023. All of the subsequent terms shall be for two years, expiring in odd-numbered years.

Be it finally resolved, that this resolution be submitted to the President of the University, the Vice President and Chief Human Resources Officer, and the Dean of Cornell Tech.

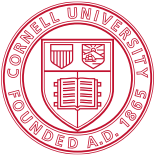
Adopted by Vote of the Assembly (23-0-0), February 19, 2020

Respectfully Submitted,

Adam Howell

Chair, Employee Assembly

CALS Representative Employee Assembly



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- 86 Jessica Withers
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- 90 **Addendum:**
- 91 Cornell Tech Staff Representation Request Letter
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- 93 Red-Lined Copy, Cornell Employee Assembly Charter