

1       **EA R5: Thanking the Administration for their Continued**  
2                                   **Support of Staff During COVID-19**

3       ***Abstract:*** In recognition of Cornell University Senior Leadership for their continued support of  
4       staff during the COVID-19 pandemic

5       ***Sponsored by:*** Benefits & Policy Committee Members: Michelle LoParco, Mary Newhart, Kit  
6       Tannenbaum

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7       ***Reviewed by:*** Benefits & Policy Committee; December 15, 2020

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9       **Whereas,** Senior Leadership worked diligently to balance the budget with minimal impact on  
10       employees in an effort to minimize lay-offs and furloughs;

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12       **Whereas,** Senior Leadership made the difficult but necessary decision to pause retirement  
13       contributions for endowed employees and make salary reductions for contract college employees  
14       starting in August, and;

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16       **Whereas,** Senior Leadership promised that they would report the fiscal state of the budget back to  
17       employees before the end of the calendar year, and;

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19       **Whereas,** Senior Leadership held a town hall on November 17, 2020 and reported that after five  
20       months of benefits and salary reductions, the University achieved sufficient savings, along with other  
21       actions, that they felt reasonably confident of a balanced budget for the fiscal year, and;

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23       **Whereas,** Senior Leadership stated that starting on January 1, they are reinstating the full retirement  
24       benefits for endowed employees and full salaries for contract college employees, and;

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26       **Whereas,** Senior Leadership granted employees an extra day off on December 24<sup>th</sup> to thank staff for  
27       their efforts during this challenging year, and;

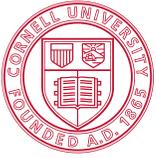
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29       **Whereas,** Senior Leadership has kept 2021 endowed employee health insurance contributions at  
30       their 2020 levels.

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32       **Be it therefore resolved,** that the Benefits & Policy Committee along with the Employee Assembly  
33       formally thank our Senior Leadership with this resolution.

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35       **Adopted by Vote of the Assembly (X-X-X), {Date},**

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37       **Respectfully Submitted,**

38       Karen Michelle LoParco, Executive Vice Chair and Graduate, Johnson and Law School  
39       Representative



Cornell University  
Employee Assembly

40 Kit Tannenbaum, Non-Exempt Employee Representative At-Large