



Cornell University Employee Assembly

Minutes Employee Assembly Meeting April 6, 2016 12:15 -1:30pm 401 Physical Sciences Building “An Active Voice for Cornell Staff”

I. Call to Order -12:15

T. Grove called the meeting to order at 12:21p.m

Present: M. de Roos, N. Bell, S. Cowles, P. Givin, T. Grove, B. Kepner, A. Kohut, J. Kruser, E. Lee, L. Majani, B. Nicholson, E. O’Dell Wehling and M. Stefanski Seymour

Absent: Bill Esty, H. Hall, M. Pilgrim, B. Siasoco, D. Sun and P. Thompson

Also Present: G. Borges, D. Brooks, G. Cremeens and G. Giambattista

II. Call for Late Additions to the Agenda

T. Grove added the Student Assembly Resolution, Ban the Box, to New Business.

III. Approval of Minutes

There was a minutes from March 16th were **approved** by a unanimous vote.

IV. Business of the Day

- **Gary Cremeens- Update from TCAT**
 - G. Cremeens from Cornell Transportation Services introduced himself and stated that TCAT might be making summer service changes.
 - Meetings to inform the public of these potential summer service changes will take place Thursday April 7th from 5:30 p.m to 7:30 p.m in Weill Hall Room 226 and on Friday April 8th from 11a.m to 1p.m in Maplewood Apartments Community Center.
 - G. Giambattista asked if the changes have already been made and G. Cremeens replied that TCAT is looking to make a cut in the services during the summer but the changes have not been made yet.
 - A. Kohut asked if the changes are only for the summer.
 - G. Cremeens said they are just looking at summer cuts and they are also pushing for recruitment.
 - M. de Roos asked about TCAT’s Citizen Advisory Board and G. Cremeens said there is a low representation from the Cornell community but those that are representing the board are compromised of the people who take the bus.
 - G. Cremeens said if members have any questions he can be reached at grc22@cornell.edu

- **Employee Trustee Candidate Debate**

- G. Giambattista said the Employee Trustee Candidate will take place on Thursday April 7th in Biotech G10 at 12 p.m.
- B. Kepner will be moderating the debate.
- Members filled out a sheet with their preferred questions to be asked during the debate.
- G. Giambattista listed the candidates who will be participating in the debate.
- Both B. Kepner and G. Giambattista will be preparing the debate.
- The debate will be live streamed.
- M. Stefanski Seymour asked if the debate will be on Cornell's Pawprint Flash.
- G. Giambattista said yes and on Friday an email will go out so people can vote for their preferred candidate.

- **EA elections Update/Planning**

- T. Grove said the EA elections will take place beginning of May.
- B. Kepner suggested members invite those interested in running to attend the EA meetings.
- An email will be sent out so members can forward it to their staff. There will also be a notice of the upcoming election on the Pawprint.

- **Resolution - In response to Union of White Students**

- J. Kruser explained the adjustments made to the resolution.
- M. de Roos suggested adding a "the" on line 16 so it states "that the concept" and on line 1 changing the semicolon to a comma.
- A. Kohut suggested adding the number of the Resolution to the draft.
- G. Giambattista suggested moving the discussion of the Resolution to the Business of the Day, there was a second and the discussion was moved to Business of the Day.
- There was a motion to vote on the resolution there was a second and the Resolution passed by a vote of 11-0-1.

V. Report from the Chair

B. Siasoco was not present therefore there was no report from the chair.

VI. Old Business

There was no old business to discuss

VII. New Business

- **Resolution Ban the Box**

- G. Lovely explained the Ban the Box Resolution was created in order for Cornell University to remove the conviction question from its job application.
- M. de Roos asked if currently the question is asked to employees.
- G. Lovely said there is currently no box in the application process but applicants are asked to have an employment background check.
- B. Kepner asked if Cornell has the box.

- G. Lovely said Cornell's New York City Campus does not but Cornell does.
- A. Kohut asked if a background check is necessary.
- G. Lovely said employer could ask for background check but it is not required.
- G. Lovely said exceptions to this rule can be made for temporary positions.
- J. Kruser wondered if no background check is required then the current box policy must not be doing anything.
- T. Grove said there is a new recruitment system for hiring. On April 18th they will start using workday.
- G. Lovely reported that Alan Mittman said he not able to currently look into this.
- G. Lovely said he needs strong support from the community.
- L. Majani said people seem in agreement with the idea but it would be beneficial if they communicate with those that are resistant toward the Resolution therefore they can come to an agreement.
- B. Kepner said this is currently a Student Assembly Resolution and they need to change the heading to Employment Assembly.
- The Resolution will be presented in the next Employee Assembly meeting.
- G. Lovely encouraged people to read over the Resolution and if anyone has any questions or would like to meet him in order to talk about the timeline and action plan he can be reached at tgl25@cornell.edu
- L. Majani, S. Cowles and J. Kruser will work with G. Lovely on the Resolution.

VIII. Adjournment

T. Grove adjourned the meeting at 1:27p.m