



Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
June 9, 2021
12:15 – 1:30 pm
Remote Via Zoom

“An Active Voice for Cornell Staff”

We strive to make all events accessible. If you are in need of accommodations in order to fully participate, please contact the Office of the Assemblies at (607) 255-3715 or assembly@cornell.edu.

- I. Call to Order 12:15pm
- II. Roll Call
- III. Land Acknowledgement
- IV. Approval of the minutes from [May 19, 2021](#)
- V. Business of the Day
 - a. Assembly Voting
 - [2021-22 Meeting Schedule](#)
 - Seating of Committee Chairs
- VI. New Business
 - a. Open Discussion
- VII. Adjournment – 1:30pm



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Minutes of the May 19, 2021 Meeting 12:15-1:30 PM
Zoom

I. Call to Order

- a. Chair H. Depew called the meeting to order at 12:15pm.

II. Roll Call

Members Present [20]: M. Cherry, J. Creque, J. Duong, H. Depew, B. Fortenberry, B. Goodell, A. Haenlin-Mott, D. Howell, R. Lochner, M. LoParco, K. Mahoney, V. McAuley, A. Miller, E. Miller, M. Newhart, M. Podolec, K. Supron, K. Tannenbaum, L. Taylor, L. Zacharias

Members Absent [8]: S. Barry, J. Cannella, B. Fisher, E. Ivory, J. Michael, N. Siadat, J. Townley, J. Withers

III. Approval of the minutes from May 5, 2021

- a. Motion to approve May 5, 2021 minutes **approved** unanimously.

IV. Business of the Day

- a. CARE Rep Presentation
 - i. B. Goodell stated that around 2001, an accident that caused an employee to end up at the hospital made many other employees and caused the beginning of the Cornell Employee Emergency Care Fund.
 - ii. B. Meeds stated that the CARE Fund provides grants between \$200 - \$1500 experiencing sudden financial hardships, illness, or domestic violence, grants funded entirely from donations. Employees who have worked a full or part-time position for over six months are eligible for the fund.
 - iii. E. Miller stated that for the May newsletter, a promo for the CARE Fund Bottle Drive will be included.
 - iv. K. Tannenbaum stated that a monthly donation- automatic payroll deduction -is very helpful and encouraged everyone to make contributions.
 - v. H. Depew questioned if there have been times when there haven't been enough funds and employees have been rejected from the fund.
 1. B. Meeds stated that no one has been turned away from the fund due to lack of money, but that M. Opperman has occasionally had to pool extra money into the fund to meet the demand of requests. B. Meeds emphasized that coming out of Covid-19, there might be possibility of illness or domestic abuse requests for the fund that would necessitate more funds.
 2. T. Henry noted that the process is very thorough and requires documentation, which gave her confidence in the selection process.
 - vi. V. McAuley questioned if faculty were aware of the possibility of donation.

1. B. Meeds stated that she is working with a faculty member to make awareness of the fund more apparent.
- vii. G. Giambattista noted that as the fund originated with the EA and that the selection committee includes a seat for an EA member, its roots with the EA are admirable.
- viii. E. Miller suggested the inclusion of the logo and link to the CARE Fund at the bottom of one's email signature to help spread awareness.
- ix. B. Meeds stated, in response to H. Depew's concern that there are not enough funds to meet the needs of demands, that there is anticipation of increased need.
- x. H. Depew thanked B. Meeds for presenting and emphasized the importance of the fund. B. Meeds noted that the presentation was designed by M. Benda and gave thanks.

V. Committee Reports

- a. Executive Committee – M. LoParco
 - i. H. Depew stated that the Executive Committee has been working with the upcoming Executive Committee on transitioning smoothly for the new academic year, and that an upcoming financial forum in June is also being planned and coordinated.
 - ii. E. Miller thanked the Committee and its members for all its hard work.
- b. Communications and Awards Committee – E. Miller
 - i. E. Miller stated that the George Peter Award is being wrapped up and that the winner has been voted upon but cannot be revealed until later, and that the new award for Staff Integrity and Inclusion will be focused on moving forward. There was also a recent discussion on ideas for the future and how word on the EA can be out more.
 - ii. H. Depew stated how glad she was that E. Miller will be continuing in her position and thanked her.
 - iii. E. Miller stated that for those continuing in the EA in the next term, she is looking for someone to inherit the position after the next year and would love to help guide anyone going forward.
- c. Education Committee – J. Withers
 - i. E. Miller noted that Workday is launching a new mentorship program.
- d. Welfare Committee – K. Mahoney
 - i. K. Mahoney stated that a meeting was supposed to happen today for planning for the return to work model, but that the meeting was postponed and that there are no updates.
- e. Benefits and Policy Committee – B. Goodell
 - i. B. Goodell stated that there have been no new meetings and no new updates.
- f. Elections Committee – N. Siadat
 - i. N. Siadat was not present and will email an update.

VI. New Business

- a. K. Tannenbaum questioned who would be making the decision on whether and in what ways the EA would meet during the summer.

1. G. Giambattista stated that the decision would be up to the new assembly in June, typically if there is collective agreement by consensus.
- b. B. Goodell questioned if new chairs for the committees will be elected in the next meeting.
 1. G. Giambattista stated that the elections would happen at a meeting of the new assembly whenever it may meet.
- c. G. Giambattista expressed gratitude towards the EA members for all their hard work the difficult past year, especially thanking the committee chairs for their leadership during tremendously hard times.
- d. B. Goodell questioned if certificates of appreciation could be given to departing EA members, to which G. Giambattista stated that they have already been worked on.
- e. E. Miller expressed thanks towards G. Giambattista for all her support.
- f. K. Tannenbaum noted concern over the stipend for return to work that would be given to those voluntarily returning to work in-person at events such as convocation but would not be eligible for those mandated to return.
 1. A. Miller stated that asking why this decision was made in this way would be helpful.
 2. B. Fortenberry stated that for those mandated to come, working these events would be part of your workday and one would thus already be getting paid for their time while for volunteers, working these events would essentially be like coming in on a day off. Instead of offering a comp date like in previous years, the stipend is given instead.
 3. K. Tannenbaum noted that she is aware of people who have been assigned to work commencement weekend outside of their scheduled hours.
 4. E. Miller noted that since visitors to Cornell campus aren't allowed to volunteer this semester, the exponential need for additional volunteers has appeared.
 5. G. Giambattista stated that additionally since there are lots more events since one big one cannot take place, the need for large groups of volunteers in different events and places is much higher.
- g. B. Goodell stated his appreciation towards the EA Executives.
- h. B. Fortenberry questioned what the EA members have heard about the return to work.
 1. H. Depew stated that from guidance she has seen there is a real push to return to work this semester and give students a more traditional experience, and there will be lots of flexibility given to individual units and colleges to make their own decisions.
 2. E. Miller stated that when the initial emails were sent out a month ago, her unit green-lit a return to campus.
 3. B. Goodell stated that changes in comparison to the current semester will occur including changes to testing and testing sites.
 4. M. Podolec noted that she has a child who is learning remotely and that having to negotiate dealing with returning to work alongside dealing with childcare needs is extremely stressful and frustrating.

- i. H. Depew thanked all the EA members for dedicating their time and energy.
- j. H. Depew motioned to adjourn at 1:17, and B. Goodell seconded. The motion was approved unanimously.

VII. Adjournment

- a. The meeting was adjourned at 1:17 pm.

Respectfully Submitted,
Office of the Assemblies

Cornell University Employee Assembly

EXECUTIVE COMMITTEE
Jessica Withers, Chair
Andrea Haenlin-Mott, Executive Vice Chair
Kit Tannenbaum, Vice Chair for Internal
Operations & Finance
Ellen Miller, Vice Chair for Communications
Lisa Zacharias, Parliamentarian

Employee Assembly Meeting Schedule (Draft) 2021-2022

Fall 2021 (11 meetings)

June 9, 2021

July 14, 2021

August 11, 2021

September 1, 2021

September 15, 2021

October 6, 2021

October 20, 2021

November 3, 2021

November 17, 2021

December 1, 2021

December 15, 2021

Spring 2022 (10 meetings)

January 5, 2022

January 19, 2022

February 2, 2022

February 16, 2022

March 2, 2022

March 16, 2022

April 6, 2022

April 20, 2022

May 4, 2022

May 18, 2021

Meetings are held on the first and third Wednesdays of each month from 12:15 – 1:30 p.m.

Until further notice, all Employee Assembly meetings are held virtually via Zoom. For security purposes, we ask that individuals who would like to attend this meeting to send an entry request via email to assembly@cornell.edu.

Last Revised 6/7/21