

Cornell University
Employee Assembly

AGENDA
Employee Assembly Meeting
April 17, 2019
12:15 -1:30pm
401 Physical Sciences Building

“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 & Roll Call -12:15pm
- II. Approval of Minutes
- III. Business of the Day (20 Minutes):
 - a. Tarek Chams: Time Off Policy
 - b. Discussion: Goals or Possible Issues the EA should tackle
- IV. Committee Reports (35 minutes)
 - a. Communications and Awards Committee
 - b. Education Committee
 - c. Welfare Committee
 - d. Transportation Committee
 - e. Benefits and Policy Committee
 - f. Executive Committee
 - g. Elections Committee
- V. New Business (10 Minutes)
 - a. Open Discussion:
- VI. Adjournment – 1:00pm

Future Guests:

5/15: Cassandre Pierre Joseph (Director, Diversity Engagement & Career) will be presenting on Cornell Network Groups (CNG)

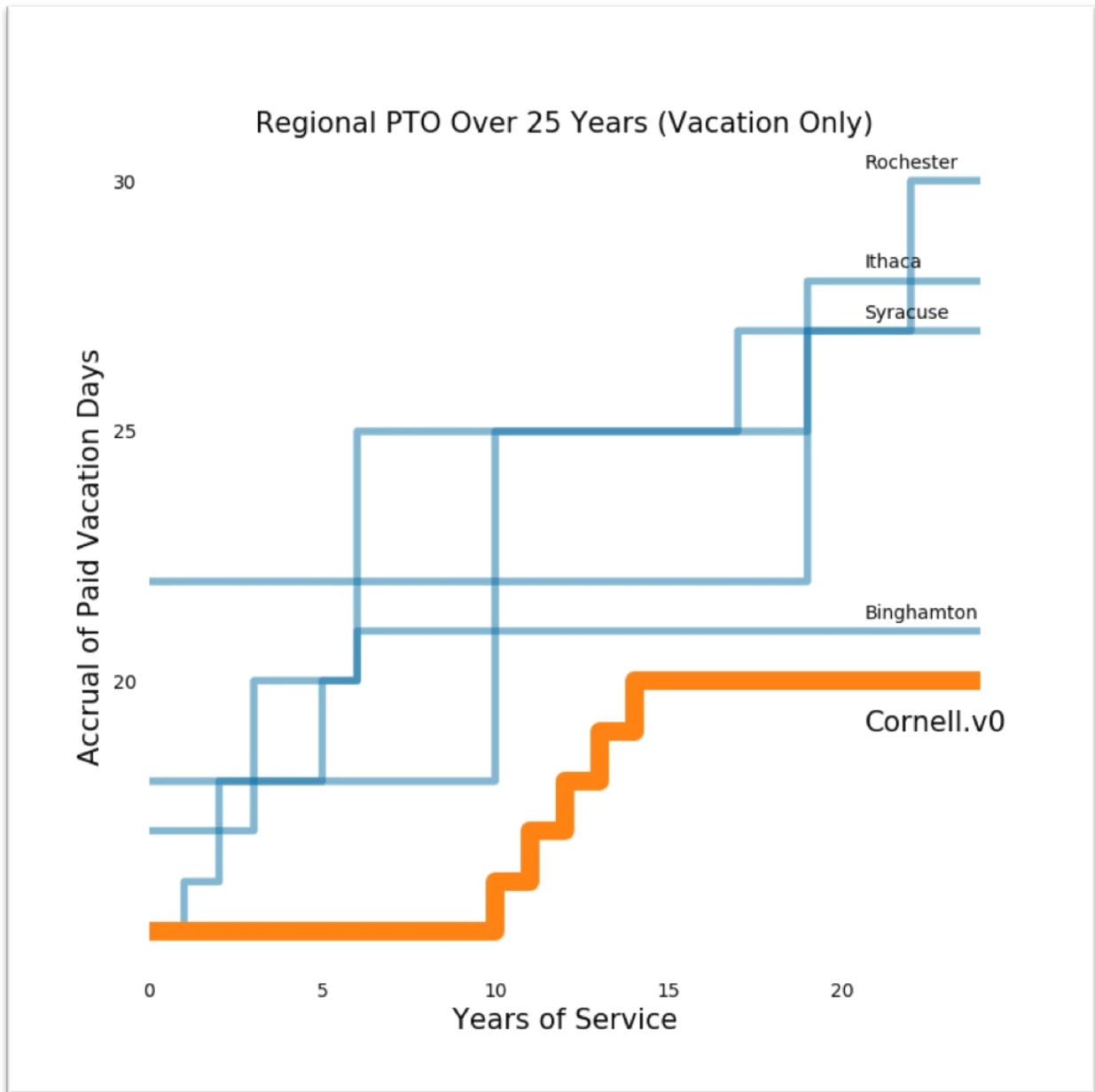
Note:

You may join via Zoom. Here is the link: Join URL: <https://cornell.zoom.us/j/258604492>

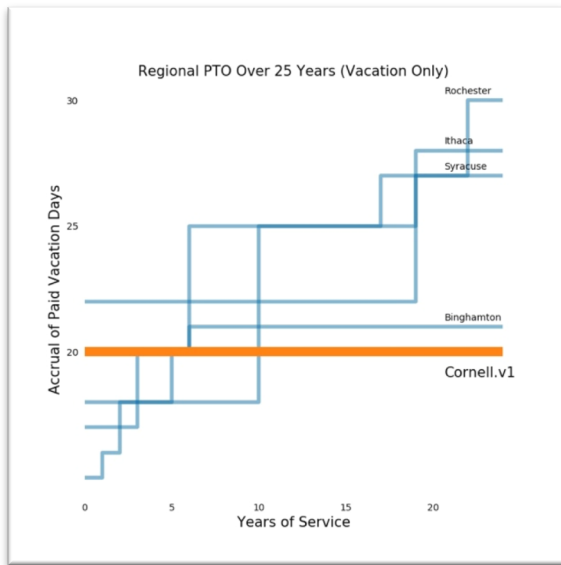
Cornell’s current paid vacation accrual policy starts all eligible employees at a rate of 15 days per year through the first ten years of employment. An extra day per year is accrued after 10, 11, 12, 13, and 14 years of employment. **Under the current policy, employees must have 14 years of credited service to reach the maximum annual paid vacation accrual, which is 20 days per year.**

The chart below shows Cornell’s current accrual policy in orange, compared to the paid vacation accrual policies of other colleges and universities within a 100-mile radius. Looking at a period of 25 years of employment, it’s clear that Cornell’s paid vacation accrual rate differs from other institutions—we start with a lower number of vacation days that can be accrued per year, and accruals don’t rise at all until ten years of employment have been completed.

Cornell’s Office of Human Resources is not currently considering an increase in the maximum annual paid vacation days (20), but they are willing to consider a limited number of options for accelerating the accrual rate, so that employees with fewer than ten years of service can begin to accrue more than 15 paid vacation days per year.



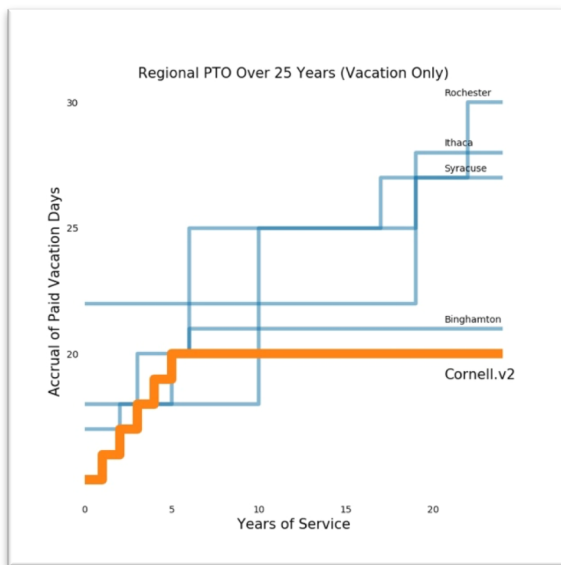
The three charts below depict three options for expediting paid vacation accrual at Cornell. Note that the total days per year do not change, but employees become eligible to accrue paid vacation days at a higher rate than the current policy. All plans eliminate the 10-year period during which accruals do not progress toward the maximum allowed.



Version 1: Set all accrual rates at the current annual maximum

In the simplest version, all employees would accrue paid vacation days at the current maximum—20 days per year—starting from their first date of eligible employment.

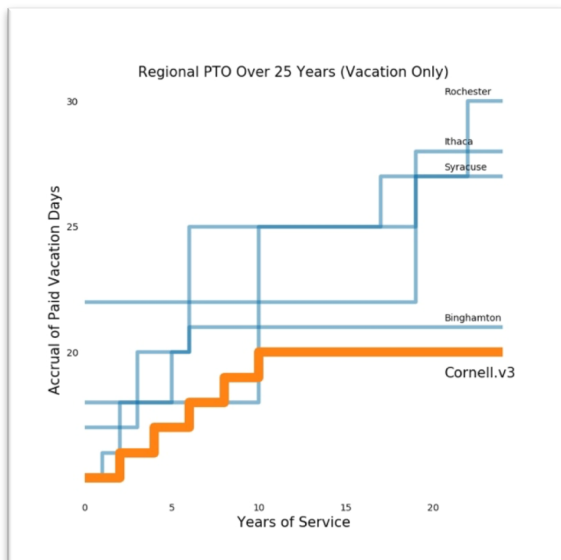
This plan effectively eliminates the 14-year employment requirement to reach the maximum paid vacation days allowed.



Version 2: Rates increase by one day per year

This plan starts new employees with an accrual rate of 15 days per year, with an additional day's accrual for the subsequent years.

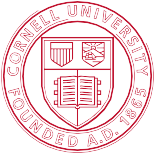
Employees would reach the 20-day maximum after 5 years of employment, rather than 14.



Version 3: Rates increase by one day every two years

This plan starts new employees with an accrual rate of 15 days per year, with an additional day's accrual every two years.

Employees reach the 20-day maximum accrual after 10 years of employment—four years faster than the accrual rate of the current policy.



Resolution 5: In Recognition and Appreciation of Nancy Doolittle

Abstract: On the occasion of Pawprint editor Nancy Doolittle’s retirement, the Employee Assembly celebrates her long career and contributions to the staff community at Cornell.

Sponsored by: Carrie Sanzone, Representative-at-Large and Vice Chair of Communications, Kate Supron, University Relations Representative, and Peggy Andersen, Retiree Representative At-Large.

Reviewed by: Executive Committee, x/xx/2019

Whereas, the Employee Assembly was established to bring about a higher visibility for employees as community members, and to ensure a direct focus on the continued involvement of staff members in the governance of non-academic affairs and in the life of the university; and

Whereas, Nancy came to Cornell in 1986 as a production coordinator in Alumni Affairs and Development, moving in 1990 over to Human Resources, where she became director of communications. She joined the Cornell Chronicle in 2009; and

Whereas, as Pawprint editor and Chronicle staff writer, Nancy championed Cornell’s staff and their contributions to the university. Nancy has interviewed presidents and provosts, custodians and groundskeepers – and she has valued all of their work equally; and

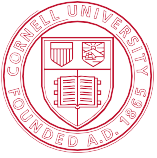
Whereas, Nancy has written hundreds of stories, many on complex topics such as campus climate, Title IX, mental health, gorge safety and housing. She also has given us stories with heart, featuring winners of the George Peter Award for Dedicated Service and the Bartels Awards, and showcasing the giving spirit reflected in the Cornell Elves program and the annual United Way campaign.

Whereas, since 2010, Nancy served as an ex-officio member of the Employee Assembly and an adviser to its Communications and Awards committee, where her institutional knowledge and the relationships she built over the years were invaluable.

Whereas, Nancy retired from Cornell University on March 31, 2019.

Be it therefore resolved, the Assembly hereby publicly recognizes and thanks Nancy Doolittle for her 33 years of service to Cornell, her support of shared governance, and for her storytelling, which raised the visibility of the staff on campus and brought us closer together as a community.

Be it finally resolved, a copy of this resolution be presented to Martha Pollack, President; Mary Opperman, Vice President and Chief Human Resources Officer; Joel Malina, Vice President for University Relations; Karen Walters, Senior Director of News, Cornell Chronicle; and Nancy Doolittle.



Cornell University
Employee Assembly

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44 **Adopted by Vote of the Assembly (x-x-x), MM/DD/YYYY.**

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46 **Respectfully Submitted,**

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48 Carrie Sanzone, Representative-at-Large and Vice Chair of Communications

49 Kate Supron, University Relations Representative

50 Peggy Andersen, Retiree Representative At-Large