**ESC Meeting Minutes**

Special meeting with Keith Molenaar

Furlough Feedback from College

June 22, 2020 3 p.m.- 4pm.

**Present:**  Lou, Victoria, Kellen, Bill, Alisha, Sharon, Mike, Stephanie, Aju, Emily, Kai, Cherie, Maria, Otha, Julie Chiron, Kim, Keith

**Not present:**  Christina, Kassie

**Meeting began:** 3:04pm

**Meeting ended:** 3:40pm

**Keith’s Goals:**

Heard from campus we would get the pay reduction coming across as furlough days, what types of actions do we need to take.

**Cherie clarification of days**:

* Campus HR 5% pay reduction will be taken out right off the top from all employees that they are permitted to.
* Giving us one day each month per year (12 days) that we can take as a vacation day.  They are paid at the reduced rate.
* Furlough days/vacation days:  staff can use them together not.  Use them prior to vacation days, can use the 5 furlough days.
* Code to use to track time used: in MyLeave: Furlough leave

**Time rate for vacation during yr 2020/2021**

Ex: if employee leaves ex. August vacation / sick will be paid out at 100% rate

Using vacation time during this coming year will be paid at the 95% rate.

**447 employees are impacted - 103 are staff**

**Summary of Feedback:**

* Many are in favor of having departments how to use hours
* Using all during winter break

**Overall feel:**

Allow employees to work with supervisor when to take the days off

Just need to have all track days used

**Will Staff council make a statement?**

Lou - prefers to have Keith do a follow up email for clarification of days and how they work.

Keith will make a note that this topic was discussed with our council and set a link to contact us.