



BCSC Full Council Meeting Summary

Wednesday, May 12, 2021

12:15 p.m. to 2:15 p.m.

Zoom

In attendance:

Omunu Abalu	Alex Macmillan	Betty Rasmussen	Elyse Sutton
Chantal Baca	Grace Maniscalco	Michael Reynoso	Lauren Tomkinson
Alisha Stewart	Quiana Martin	Leslie Safadi	Josh Turnquist
Crystal Cyr	Chris Muldrow	Aimee Santistevan	Eryn Van Poole
Kelsey Draper	Cameron Najera	Hannah Simonson	Shing Kit (Jackie) Wong
Angela Gorbod	Jan Owens	Alan Slinkard	Danielle Young
Donna Hamm Reilly	Mark Palacio Sr.	Kelly Smith	
Natalia Johnston	Linda Park	Barry Sparks	
Vanessa Luna	Karrie Pitzer	Dan Steinke	

Not in attendance: Susan Baumgartner, Jasimine Evans, Shelby Javernick, Blake McAllister, Kati Monday, Andres Schemel, Clara Smith, Dylan West

Guests: Beth Ahmad, Elaine Paul, Lisa Landis, Robyn Ronen, and Lauren Thompson

Call to order: 12:17 p.m., quorum

Approval of minutes: Moved to approve April 2021 meeting minutes

Approved by unanimous consent

Announcements/Chairs' Report:

- With Lauren moving to a new position we will be working on posting the Staff Council Administrator position soon
 - EC will work on the position hiring
 - HR will be the hiring manager for the position
 - If you are interested in serving on the search committee please let the Co-Chairs know
- Final shared governance meeting just happened
 - Chancellor did mention multiple times how important it is that staff participates in shared governances
 - Also, a lot of DEI discussion
- Committees please be sure to update the [impact sheet content form](#)
- Winter break discussion to come during the pulse updates
- June meeting looks like it will be in person
 - The vast majority looks like they are interested in that
 - Will be in June 2nd in Boulder
 - Looking at Chautauqua in Boulder
- Campus Q & A updates:
 - Moving to level clear
 - Masks through June 30th at least
 - Travel starting back up
 - Summer into fall will be a trial period



Vice Chair Report:

- Speaker series 2pm to 3pm tomorrow: Navigating change

Treasurer's Report:

- Still have some surplus in this fiscal year
- Will work with Lisa to roll them over to the next fiscal year
 - Will have more R&R for next year
- Anticipating more in person events next year to use those funds on
- Beginning of June we will be closing the books

Secretary's Report:

- This will be Elyse's last FC meeting as her baby is due May 29th

Parliamentarian Report:

- For the new members your term starts July 1st and you will not be able to vote yet

Human Resources Report:

- Questions we've been getting from staff:
 - The announcement of the 2% pay the regents mentioned
 - Merit process has been moved to January 1
 - The 2% of 6 months' salary
 - 1% of 12 months or 2% of 6 months
 - This is just for University Staff and Research Faculty
 - It is the same amount
 - [Town hall yesterday](#) and post pandemic email went out yesterday
 - Between May 17th and September 15th all faculty, staff, and students will need to go in and log their vaccination or apply for an exemption
 - Medical or non-medical:
 - Religious and personal exemptions
 - At that time we will be able to tell how many of our community is vaccinated
 - Still working on how to monitor this
 - Students, there will be a hold on their accounts
 - Staff, looking at tying it to merit
 - New hires will have 8 weeks to get vaccinated
 - Future of work: HR has been working with departments and supervisors on what the future of work will look like
 - Supervisors still have a lot of discretion that employees need to come back for any amount of time for the week
 - There needs to be some organization to it
 - Departments can start coming back to campus on June 1st
 - Winter Break update, but that will be held to the longer conversation
 - Do you have information or clarification if an employee comes back to campus who makes the decision on spacing in the office?
 - That is a department issue
 - In HR, if you will be in the office 3 days or more you will have your own space
 - If you are going to be in fewer than 3 days you will have a hoteling space
 - We are not recommending departments get rid of space until after the trial period



Staff Council Administrator Report:

- Lauren switching positions as of June 1st
- Please reach out if you have any questions or concerns about moving projects back to the committees

UCSC Report:

- Professional development day went well
 - Please let Alan know if you have any follow up questions on it
- Kennedy announcement was a surprise to everyone on UCSC
 - Expected to convene the EC of the UCSC to discuss what it means for everyone

Committee Reports:

- ASR (Eryn Van Poole):
 - Second round of Brightest Buff Awards went out
 - 20 more submissions for April
 - Getting great feedback on it
 - Responses are all positive so far
 - We have gotten our end of year Staff Council gifts for everyone
 - If you are able to make it to the June 2nd meeting we will have those to hand out at that meeting
 - If you aren't able to attend please let Eryn or Lauren know an address to ship it to
- Blood Drive (Alisha Bennett Stewart):
 - Last blood drive of the year is coming up June 14th through June 26th
 - Will have water bottle and mug giveaways
 - Use code 0248 when donating
- Communications (Vanessa Luna):
 - Newsletter deadline for submission is May 20th
 - So far, we have very few submissions
 - We have June blood drive and that
 - Elections will have article to announce election results
 - Two articles from the SC Chairs
 - Possibly run the B-Cycle article again
- Elections (Alex Macmillan and Andres Schemel):
 - Officer Elections Results:
 - 2021 to 2022 Officers:
 - Co-Chairs: Jasimine Evans, Kelsey Draper, and Quiana Martin
 - Vice-Chair: Chantal Baca
 - Secretary: Cameron Najera
 - Treasurer: Shing Kit (Jackie) Wong
 - UCSC 2024 Term: Daniel Steinke
 - UCSC 2023 Term: Jan Owens
- Inclusive Excellence (Ana Martin and Jasimine Evans):
 - Normalizing [Pronouns](#) in Digital Footprint (Zoom, Email Signature, etc.)
 - Please consider adding pronouns to your email signature and/or Zoom)
 - Updates on Committee Projects
 - More information coming soon
 - CUPD did hire a counselor
- Inclusive Practices for Blood Donations (Aimee Santistevan and Michael Reynoso):
 - Getting resolution getting finalized and hoping
- Outreach and Events (Kati Monday and Betty Rasmussen):



- Finishing up our last May event last week
- Ice Cream Social looks like it will happen in Fall
- PBRL (Alan Slinkard):
 - Looking to have a child care town hall for returning to campus
 - Taking 5-6 main initiatives for the year and create a one, two, and three year plan for what we envision for them
 - Decided to view that on where we are at and then move forward

New Business:

- BFA censure of President Kennedy
 - [UCSC Chairs Response to Censure](#)
 - Providing this document just for reference of the UCSC response to this issue
 - Written by UCSC leadership when the motion was presented
 - Topic that the BCSC leadership talked about several times over that month
 - Chose not to initiate any action from the Chairs
 - Since this was distributed President Kennedy will be moving out of his position
 - This was not due to the BFA Censuring
 - Move forward and see how the selection of the next President will be
 - Work to get staff shared governance on the search committee
- Extension of Inclusive Practices for Blood Donations (IPBD) Committee as a Special Committee
 - Extend the Inclusive Practices for Blood Donations Committee as a special committee of the Boulder Campus Staff Council for the 2021-2022 academic year (ending June 30, 2022).
 - Only for current voting Reps of this year
 - Motion passes, IPBD will continue for another year
- Secretary for 2021 to 2022 early appointment
 - Appoint Cameron Najera to start her term as Secretary of the Boulder Campus Staff Council immediately when the current Secretary, Elyse Sutton, begins parental leave through June 30th, 2021. This transition is expected to occur in May or June 2021. Cameron Najera will then serve her elected term as Secretary from July 1st, 2021 through June 30th, 2022.
 - Approved by general consensus
 - Executive Committee will be Appointing in an individual to fill Elyse's vacancy for 2021 to 2022 academic year
- Senior Vice Chancellor of DEI Update – Ana Martin
 - The following dates are open sessions being offered for **staff** on campus:
 - Monday May 17th (10:30-11:30 AM): finalist Sonia DeLuca Fernandez
 - Tuesday May 18th (10:30-11:30 AM): finalist Michelle Manno
 - Wednesday June 2nd (10:30-11:30 AM): finalist Raechele Pope
 - [Sign up online](#)

Pulse:

- Winter Leave—Chancellor's Announcement – Leslie Safadi
 - Staff being forced to take 16 hours of vacation time
 - What if they do not have 16 hours of vacation
 - What about staff who need to be on campus regardless
 - HR also received some concerns
 - Received comments on both sides
 - The email from the Chancellor did not say the campus is closing
 - Academic offices closing
 - Ability to continue operations



- The intent is to provide the collective time off for everyone
- Moving Christmas Eve between Christmas and New Years
 - Just needs some type of leave to cover those two days
- The idea is not to punish anyone
- Departments have always been able to give leave as recognition
- HR is absolutely willing to work with new hires or anyone who wouldn't have the vacation time
 - HR won't be docking time
- Colorado Springs has been doing this for years
 - Denver does this as well, but to do so they lump all of their holidays during that time
- Departments have a lot of flexibility
 - Governor's holiday can be added, Administration can add an Admin day
 - Budget is a factor in both of those instances
- Is this a one off because of the way the calendar is this year or will this be carried forward
 - This will be carried [forward](#)
 - December 25th through January 1st
- Seen that there will be energy saving to have everyone off campus
- APS 5062: (Administrative Policy Statement) University Staff and 12-Month Faculty Usage. Upon approval by the supervisor, vacation may be taken after the close of the pay period in which the leave is earned.

The appointing authority may establish periods of time when vacation leave will not be allowed, or must be taken, based on business necessity for the specific department or division. These periods cannot create a situation where the employee does not have a reasonable opportunity to use requested leave.

- There will be more explanation at the HR Liaisons meeting on Friday
- SC will be creating an FAQ about winter break
- [Non-Base-Building Payment](#) Concerns – Lauren Tomkinson
 - Why were temporary employees excluded from this?
 - Merit component: some individuals didn't get very fair performance reviews this last cycle
 - Inflation has risen 2.6% in the last year and this percentage base payment doesn't even cover that
 - Some of our lower paid staff on campus are really suffering right now
 - The 1% annual salary will be paid a relief funds that are coming in
 - The central administration is funding this for everyone including grant and auxiliary positions
 - Amount was decided by regents and how much we got
 - Our main source of funds is tuition so our salaries don't rise with the cost of living
 - Salaries lag after hire date
 - With the equal pay act they will be able to target different groupings that are lagging
 - Temps don't get merit year as they are not expected to be around year after year
 - Merit score is not included in that calculation
 - There are baseline factors to get it, but not any more for a higher score
 - HR has an [update and FAQ page](#) on this
- Boulder is looking at vendors to start e-scooters coming

Adjournment: 2:14pm

Respectfully submitted,
Lauren Thompson
Staff Council Administrator
Boulder Campus Staff Council