FULL COUNCIL AGENDA
Wednesday, January 11, 2022
12:15 p.m. - 2:15 p.m.
Zoom and In-Person (CASE E422)

In Attendance:

<table>
<thead>
<tr>
<th>Nick Aniol</th>
<th>Shelby Javernick</th>
<th>Mark Palacio</th>
<th>Karrie Pitzer</th>
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<tr>
<td>Omunu Abalu</td>
<td>Ian King</td>
<td>Jan Owens</td>
<td>Michael Reynoso</td>
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<td>Cameron Brooks</td>
<td>Natalia Johnston</td>
<td>Bradley Albus</td>
<td>Alisha Stewart</td>
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<td>Crystal Cyr</td>
<td>Catherine Oja</td>
<td>Claudia Acosta</td>
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<td>Sara Abdulla</td>
<td>Grace Maniscalco</td>
<td>Jessica Sandoval</td>
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<td>Mike Williamson</td>
<td>Leah McDaniel Parvez</td>
<td>Clara Smith</td>
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<td>Madison Lane</td>
<td>Lydia Darlington</td>
<td>Sarah Seibold</td>
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<td>Jasimine Evans</td>
<td>Kaitlyn Rye</td>
<td>Tanida Ruampant</td>
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<td>De’Ron Jasper</td>
<td>Josh Turnquist</td>
<td>Blake Trujillo</td>
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<td>Vanessa Luna</td>
<td>Elyse Sutton</td>
<td>Colleen Ehrnstrom</td>
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<td>Betty Rasmussen</td>
<td>Danielle Young</td>
<td>Andres (Schemel) Morales</td>
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Not in Attendance: Chantal Baca, Carina Gattas, Esther Horowitz, Maggie Mucci, Claudia Numan (On Leave), Sarah Safadi, Dan Steinke, Dylan West, John Zizz

HR Liaison: Kenny Nelson

Guests: Lisa Landis

12:20 p.m. CALL TO ORDER

12:30 p.m. ROLL CALL

12:30 p.m. Approval of December minutes – Motion passes by Majority by acclimation

12:30 p.m. Guest Speaker: Lisa Landis, Associate Vice President of Employee Operations & Chief of Staff – FAMI

1. FAMI – Family and Medical Insurance Act
   1. Colorado voters approved the creation of the FAMI enterprise fund by passing Proposition 118 by 57.75% in November 2020. The measure is funded through a premium to be paid by employers and employees (.9% of wages) in a 50/50 split. Everyone who earns a wage in Colorado is affect by this.
      a. 0.45% of insurance co-pay is removed monthly from employees paycheck and then the benefit will go into effect in 2024. 1 year of collections before benefit is enacted.
      b. .9% is collected from CU for Classified Staff for the state benefit.
      c. Post tax deduction
   2. Covered individuals may take paid leave to care for a new child, to care for a family member with a serious health condition, because of a serious health condition, for qualifying exigency leave, or for safe leave.
a. During the leave, the covered individual is eligible for family and medical insurance benefits up to $1100/week paid through premiums charged to the employee and employer. The employee may also qualify for job protection benefits.

b. The insurance program will be run by the Division of Family and Medical Leave Insurance (“Division”) within the Department of Labor and Employment (“CDLE”). The program was intended to be structured like unemployment insurance.

c. The Division will pay employees directly while they are on leave. Employers are not responsible for paying an employees’ salaries or wages while they are on leave.

d. An employer may adopt a private plan approved by the Division instead of participating in the state insurance program. Private plans must be equivalent or better than FAMLI.

3. FAMLI Reimbursement

a. Similar to FMLA Leave – you can qualify for this benefit based on your weekly wage earnings.
   i. The more you earn each week the smaller percent of your weekly wage you receive.
      1. $500/week = 90% ($450 weekly benefit)
      2. $3,000/week = 37% ($1,100 weekly benefit).

4. Private Plan Replacement Option

a. Self-Insure benefit and utilize 3rd party to administer
   i. Private plan fee to state of Colorado: will be based on the utilization of state service for appeals.

5. Review CU Leave Policies

a. Revise Paid Parental Leave APS, Short-Term Disability, campus policies

6. Additional Coverage to FMLA

a. Covered Individuals
   i. A covered individual is defined as “any person who . . . (e)arned at least $2,500 in wages subject to premiums . . . during the person's base period” as defined by workers’ compensation statute

b. Length of employment
   i. A covered individual who has been employed by the university for at least 180 days prior to taking FAMLI leave is entitled to job protection and must be restored to the original position or an equivalent position with equivalent pay and benefits. The university is required to maintain any health care benefits during FAMLI leave.

c. Family Member Definition – FMLA is very restrictive due to federal laws.
   i. Grandparents, siblings (biological, foster, adoptive, step)
   ii. Covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship
      1. They would still need to qualify for this benefit

d. Using FAMLI and FMLA in the same year
   i. An employee may be eligible for 12 weeks of paid FAMLI leave to care for a non-FMLA qualifying family member and then 12 weeks of paid FMLA (using sick and vacation time) to care for an FMLA-qualifying family member.

7. Outstanding questions

a. University counsel, CU Health Plan and employee services are currently compiling questions and awaiting answers
   i. There is a CU FAMLI Leave Taskforce: made up of HR employees from each of the campuses. (Kenny is on this taskforce as well as other members of ER and HRSC)
      1. We will be expanding to include Research Faculty and Students
b. Great resource – their website: [https://famli.colorado.gov](https://famli.colorado.gov)
c. Poster that needs to be circulated - [https://famli.colorado.gov/employers/famli-toolkit-for-employers](https://famli.colorado.gov/employers/famli-toolkit-for-employers)
d. Staff Council Questions:
   i. Is that website have a fact sheet to give to anyone with questions? Especially out of state students who are paying into this but may feel frustrated if they won’t be around post-graduation to benefit? (Basically, a good-will /justification doc)
      1. Out of state employees do not have pay into this benefit
   ii. How often can the benefit be used? Once per year? Once ever? Or with every approved need?
      1. This can be used once a year just like FMLA – recertification may be needed.
      2. So when I say it can be used once a year. It's not calendar or fiscal it's a rolling 12 month period.
         a. So if you start your family, leave in October that 12 month period starts then, and it would end in September, and then you would not get the new allocation to the next October.
   iii. Please note that this is for every state of Colorado employee – not just higher ed employees.
   iv. New employees can’t use FAMLI until being employed for 180 days, but will they see the deduction right away?
      1. You can use FAMLI once you earn $2,500 worth of the benefit.
   v. [https://www.cu.edu/employee-services/collaborative-hr-services/cu-campuses/colorado-famli-program](https://www.cu.edu/employee-services/collaborative-hr-services/cu-campuses/colorado-famli-program)

12:45 p.m. **OFFICER REPORTS**

Chairs’ Report and Announcements – Jasmime Evans, Mike Williamson, Karrie Pitzer

1. AVC Meeting
   - Our focus for the coming semester is to focus on Health & Wellness for employees
   - We want to utilize this new partnership especially since there are some startling statistics around mental health & work right now.
   - They have launched some great new programs that we can help publicize
   - Staff Appreciation Breakfast
   - Thank you everyone for your assistance and it was a great turnout! 1,000 people!!
   - Great feedback for including the YOS slideshow
   - Academic LiveCare
   - Now have access to Tele healthcare whether it's urgent care or mental health care, and it's free! This is full health care benefit.
   - We can invite Jess Doty to talk through this benefit more
   - No Copays! And not just used for mental health
   - Encouraging committee engagement within Staff Council
   - Continued effort throughout the year
   - PRAs/RAs
   - 2,500 to 3,000 employees without representation by a shared governance groups
   - Anschutz already has this group of employees added to their Staff Council
   - Executive Council has created a PRA/RA Working Group
      - Betty, Alisha, Vanessa, 1 Tri-Chair and Kim Kruchen
      - Looking for one more member – please email Eryn with interest
   - Digital Accessibility is going to do an accessibility test for our Staff Council website to see if there are updates we can do to make sure we are practicing what we are preaching and our website is accessible.
   - **Social Justice Summit** – January 31st
- Happening at the end of this month! Virtual Only
- Bettina Love is the Keynote Speaker: author, scholar, Jack of all trade
- We need more Faculty and Student involvement if you can help spread the word
- Community Meetups are on 1/30:
  https://www.colorado.edu/dei/social-justice-summit/community-meetups
  - Please sign up to attend community meetups happening on Jan 30th.
Vice-Chair Report/Speaker Series— Blake Trujillo and Dan Steinke
- We reached out to Lisa Landis to invite her to today's meeting to talk through FAMLI
Treasurer’s Report – Bradley Albus
- Money has hit the books for Staff Appreciation Breakfast and first round of Years of Service gift cards.
  - Staff Appreciation Breakfast. $15,000 total.
  - Chancellor contributed $7,500 so Outreach owes $8,500
  - YOS Gift Cards – A little over $6,000. Still need to move around these expenses.
  - Communications – payment for Student Employee is hitting
Human Resources Report – Kenny Nelson
- Thank you for bringing Lisa into today's meeting to discuss FAMLI
- January Merit is going live! These increases will hit on January paycheck
  - Assigning percents based on certain scores (3s = 2.8%, 4s = 3% and 5s = 3.2%) – this was a campus leadership decision based on the Colorado Equal Pay for Equal work Act. These concerns around equity within the merit practice have been heard and are trying to decide how to adjust for the next cycle
  - If we want to decouple Merit Pay and Performance Review – then Regent Policy would need to be changed. But that's definitely not out of the question. We're definitely looking at all of our options in front of us to try and find a different way.
  Questions:
  1. Is there going to be another round of calibration meetings? Or a more standardized process for performance reviews? Right now it seems that not every office even uses cornerstone and if they do use it, there's no consistency on how ratings are given
    - So what I was speaking to was the structure of having a 3 equals x a 4 equals. Y. if we go down that route, Blake, you're right. We're going to be having to do. We're going to be doing more calibration meetings and trainings for our campus leadership. What? What does it mean to do that? What does the 3 mean? What does a 4 mean? So that everyone's hopefully going from the same playbook. And it's ultimately up to them to assign that score. So we're we're looking at ways that we can do that calibration meeting for campus leadership. But there's more to be done in terms of supervisor training to help them understand how to be a better.
  2. Somewhat related question, who do you consider “campus leadership”? Deans/chairs, anyone who supervises anyone, or somewhere in between? A lot of emails from those higher levels end up being filtered like a game of telephone and the “training/guidance” becomes ineffective and inconsistent
    - So when I talk about campus leadership when I'm like, campus leadership ultimately decided, we're going to do this route. I'm talking about Phil, Russ and Pat, primarily, those 3 deciding Here's what we are going for performance and scores this way in terms of percentages based on budget. When we talk about decoupling and separating it. That'll be a Phil Russian hot decision in terms of campus leadership.
- Cornerstone Coaching reminders will be going out soon
  - For University Staff – January 16th and for Classified Staff – February 1st
Additional information: Cornerstone has a variety of accessibility issues. We’re currently working with the vendor, but still not there. Mandating its use would be problematic in its current state.

- Holiday Leave – Dec 26 – Dec 30 – this was counted as Admin Leave.
- Personal Leave for Juneteenth was awarded by a rolling day to be used by Dec 31st and has disappeared if it wasn’t used.
  - This was based on the physical year for 2022 and then the fiscal year for 2023 so July 1, 2023 we will get a new a floating holiday.

Staff Council Administrator – Eryn Van Poole

1. Screps – moving to Google Groups in March 2023
2. Qualtrics – Email triggers will be Qualtrics based vs Personal Email

Questions for the Secretary? – Cameron Brooks
Questions for the Parliamentarian? – Crystal Cyr

1:15 p.m  DELEGATE REPORTS

UCSC – Dan Steinke, Jan Owens, Esther Horowitz, Alt: Josh Turnquist – will move to next month
BFA – Alisha Stewart

1. Last meeting was December 1st and was kicked off by Provost Moore
   - Supporting Iranian faculty and staff is something campus has stepped up to do - working with that community to improve services and support.
   - Academic LiveCare – than you Tri-Chairs for this announcement
   - Sonia will hire a Native American Campus Liaison - That'll be an external facing position
   - Equal Pay Act Updates
     - Salary Compression/equity issues should be looked at by end of 2023. campus HR has been tasked with having structural salary compression adjustments for staff before the end of the year.
   - CFO & CPO – have been tasked with creating a new compensation plan for Boulder
   - Online Sports Betting – pretty heated debate amongst faculty – BFA actually passed a resolution recommending that campus creates a campus policy on sports wagering.
   - New committee – Administrator Appraisal Committee to review the Provost

Pathways Safety Committee – Vanessa Luna

- Haven’t met with this committee since September. They kept getting cancelled.
- Discussions around the new conference center in University Hill on Broadway near Starbucks and discussions about how to adjust the flow of traffic to make this more safe.
- Use the Close Call form – found on Staff Council Website – to report close calls.
- expansion of Lime scooters into town and an affordable/low income plan and there is currently no information about this on the website so it was brought to the city’s attention.
- Oh! And Parking Services DOES have a Comms person, they have just been on leave for several months. So with any luck, SC Comms won’t also be the press office for PTS for much longer 😁

CUSG – Motion to appoint Sara Abdulla as Delegate – Seconded by Blake Trujillo
- Motion passes by majority vote

GPSG – Motion to appoint Kaitlyn Rye as Delegate – Seconded by Michael Reynoso
- Motion passes by majority by acclimation

1:35 p.m.  COMMITTEE REPORTS

• Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB)– Leah Parvez and Clara Smith
  1. We are working on a setting up 3 subgroups to make movement on our main goals; these subgroups will meet during the last part of our regular committee meetings.
    o The only update that I have is just to say that we’re continuing to work on our 3 goals, which are focusing on disability advocacy, translation resources and our list of businesses from folks with historically minoritized identities in order to help push those along a little bit.
    o Meetings will include Break Out groups so you can work on these goals during our scheduled meeting time.
2. We would like all of full council to personally reach out to groups/individuals to spread the word about the Social Justice Summit and how that is different from the Diversity Summit that will not be happening this spring.

3. Impact Grants, please continue to work on these -

- Awards & Staff Recognition (ASR) – Kaitlyn Rye and Jan Owens
  1. Chancellor’s Employee of the Year Women’s Basketball Game in February 23rd @ 3pm
     - ASR will have representation at this game to represent Staff Council
  2. Recognition Gift for End of the Year – Question was asked about apparel and if SC Shirts would be ordered: Yes, we need to order these since they were put off previous years due to COVID.
     - You can look at whatever you want for End of Year gift – it doesn’t have to be apparel.
     - You personally can opt out of receiving the gift if you would like

- Blood Drive & Community Service – Alisha Stewart and Michael Reynoso
     - Join us for decorating Valentine cards for members of our community with the Meals on Wheels program.
     - We always need volunteers for the Rec Center and tabling for UMC
     - We will be giving out 2 free tickets to the February 23rd Women’s Basketball games for volunteers and donors.
     - We will send out an email soon with all the details and volunteer sheet soon
  2. Save the date for our 50th Anniversary April 4-6
     - Huge milestone for Staff Council and Vitalant
     - Vitalant will provide cake, decorations and testimonials from Vitalant Ambassadors
     - Looking at getting Chip to pop by!

- Communications – Vanessa Luna and Dylan West
  1. Next Newsletter publishing Tuesday, January 31st, 2023
     - Article submission deadline January 12th, 2023
     - If you have submitted content, Vanessa will look at that hopefully tomorrow once I get back into the office.

- Elections – Interim – Betty Rasmussen and Josh Turnquist
  1. Elections are coming up! Nominations will be accepted January 31 – February 14
  2. Two information sessions are scheduled
     - In Person Option: Wednesday, January 18, 2023; Noon - 1 p.m. at UMC 425
       - Betty would like to know who from each committee will be joining in-person.
       - Mike will be looking at the presentation for accessibility
     - Virtual Option: Tuesday, February 7, 2023; 2 - 3 p.m. on Zoom
  3. Week of January 23rd – Eryn will be sending out an email to notify current reps who term is ended on June 30, 2023 that they will need to nominate themselves again to be considered for the next year.

- Front Line Staff (FLS) – Crystal Cyr and Claudia Numan
  1. We will be ironing out details for round table discussions for Front Line Staff that most likely will happen around Spring Break and Mid-May when things start to slow down in those areas, and folks may have more flexibility to step away and chat with us I'm still trying to figure out topics and specific questions that we want asked. So if in your committees you have certain questions that you want more information about from our frontline staff, please reach out to us.
  2. Letter from the Tri-Chairs will be translated into 3-4 languages for this upcoming newsletter. Wanted to make it more accessible.
• Outreach and Events – Karrie Pitzer and Jessica Sandoval
  1. April 27th is take your kids to work day! We are figuring out logistics for bringing this back to campus this year and are working with Rec who previously handled this for campus.
     - Rec is happy to provide space for us for this event and help gather previous partnerships.
     - Sara Abdulla – I can share inflatables from the Alumni center for Photo Ops
     - Connect with Jess Doty from Health & Wellness
     - Connect with Lydia Darlington and Crystal – Lydia is on our committee.

• Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
  1. Meeting with Pat next week to discuss our Child & Elder Care White paper
  2. Looking at Merit Increases for how we stack up into to other universities

1:55 p.m.  PULSE
1. Shelby Javernick - Guaranteed ride home states "In order to support sustainable transportation options, CU provides a free taxi ride home in the event of an emergency or work schedule change." However, I had an emergency last week and I was unable to get a taxi for 45+ minutes, whereas an Uber was available in 2 minutes. It was the first week that my little one was being cared for by someone other than his parents, and this caused a lot of fear, frustration and anxiety that I couldn't get to him as fast as I could've using Uber or not carpooling. It is 2023, and I think this is an antiquated "benefit" for staff. An Uber/Lyft partnership would be much more modern, timely and helpful.

   - Parking & Transportation Services is who provides the Guaranteed Ride Home and is run by Clark Rider. I ended up having to pay for $30 to get home when this should have been free.
   - Vanessa chats with Clark Rider quite a bit around newsletter deadlines, can someone send me an email and I'll follow up with him.
   - Colleen, works in CAPS, said that she has heard this taxi service has always been a headache and talked with my supervisor about this since we are working on new Uber/Lyft contracts for the students.
   - Blake mentioned she has been here for over 2 years and have never heard of this resource, disappointed to hear that it's been a bad experience for folks
   - CU Boulder Sustainable Transportation is in charge of this "perk" btw (guarantee ride home)
   [https://www.colorado.edu/ecenter/sustainable-transportation](https://www.colorado.edu/ecenter/sustainable-transportation)
     - FYI using Lyft/Uber could compete directly with CU Night Ride (Only starts 6pm)
     - Jasimine will make sure to connect with Student Affairs
     - Guaranteed Ride Home – allows for one-stop (like a pharmacy) and Uber/Lyft who I believe now provides stops
     - Bradley thinks guaranteed ride home is specifically for folks using the carpool and other rideshares to get to work etc (This is for any employee)

2:15 p.m.  ADJOURNMENT

Next scheduled Full Council (FC) Meeting – February 8, Zoom/UMC 384, 12:15PM – 2:15PM

Online access to Roberts Rules  Upcoming Events: Staff Council Calendar  Newsletter: October 2022

Delegate Assignments

(Reports to be delivered to the Secretary, Cameron Brooks, 3 days prior to full council meetings and to be circulated to Full Council prior 2 days prior to full council meetings. Discussion to follow during Staff Council meeting/s. Urgent information will be shared with the Executive Council.)

Current assignments:

Group 1:
- BFA, Boulder Faculty Assembly: Alisha Stewart/ Back up: Bradley Albus
UCSC, University of Colorado Staff Council: **Daniel Steinke**, Jan Owens/ Esther Horowitz
CORB- Community Oversight Review Board: **Clara Smith** and Andres Schemel/Blake Trujillo

**Group 2:**
- Pathways Safety Group: **Vanessa Luna**
- Student CUSG: Sara Abdulla / Back Up: **VACANT**
- Graduate and Professional Student Government (GPSG): Kaitlyn Rye / Back up: **VACANT**