FULL COUNCIL MEETING SUMMARY
Wednesday, April 12, 2023
12:15 p.m. - 2:15 p.m.
Zoom and In-Person CASE E422

In Attendance:

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

Guests: Deborah Lowe, Rebecca Derr, Alex Mollek, Nimisha Mallela, Ysatiz Pinero, Meagan Gabaldon, Meagan Combs, Susan Nasher

12:20 p.m. CALL TO ORDER

ROLL CALL

12:30 p.m. Approval of March minutes – Motion passes by majority vote by acclamation

12:30 p.m. Guest Speaker: Deborah Lowe & Rebecca Derr & Alex Molleck – Employee Services – Open Enrollment

1. **Open Enrollment** open from Monday April 17th – Monday, May 5th – can make changes to benefits. [Basics of CU Health Plans and Pretax OnDemand Course](#)
   a. Passive – you do not have make any changes if you don’t need to
      i. Take Action on: Flexible Spending Account, Medical, Dental, Vision, AD & D, Short Term Disability
         1. **Flexible Spending**: You do need re-enroll into these programs
         2. **Premium Only Plan**: Only can be changed during Open Enrollment
         3. **Short Term Disability** - 60% of your salary if you need to go on Disability – only can be added during Open Enrollment
      ii. Add dependent – this does need to be verified.
   b. Can Make Updates throughout the Year
      i. Optional Life w/AD&D
      ii. **Long Term Disability (Classified)**
         1. University Employees are automatically enrolled after 1 year
      iii. [Health Savings Account HSA Website](#)
         1. Option for those enrolled in High Deductible Insurance
iv. Enroll in 403(b)
v. Enroll in 401(k)
vi. Enroll in 457
c. Open Enrollment Website for all the details
d. CU Advantage - Tile on MyCulinfo now
   i. One Stop Shop for all benefits to have easier awareness for what is available
e. Employee Mental Health Resources
f. CU Wellness Program Website
   i. Employee Mental Health Resources
   ii. CU Wellness Program Website
   iii. Move – allows employees to receive $25 for 30 minutes of exercise for 12 days
g. ID Cards
2. How to Enroll
   a. Enroll in MyCU
      i. Access Your Portal website if you forgot your credentials
   b. Benefits Website
      i. How to enroll instructions
      ii. How to verify dependents
3. Resources
   a. Open Enrollment Website
   b. Digital Vendor Fair
   c. Benefits Website
   d. New Hire Open Enrollment Guidelines (For employees joining after Open Enrollment)
   e. Employee Services – Payroll and Benefits Administration
      i. www.CU.edu/benefits
      ii. Email: Benefits@cu.edu
      iii. Phone: 303-860-4200
         1. Payroll: Option 2
         2. Benefits: Option 3
4. Question:
   a. CU Digital ID Cards – Used for Standard CU Enrollments – yes!

1:00 p.m.  Guest Speaker: Nimisha Mallela – CUSG - Physical and Mental Health and Safety Chair
   1. Emergency Contraceptives Initiative: Launched after International Women’s Day and this will be available to students who need it and will be available through Campus Markets since the hours are longer than the pharmacy
      1. Questions: Nimisha – can you please send a 1-page summary
         a. Yes, I can create and share that
      2. Are you looking for support?
         a. Yes, Helping spread the word and awareness around campus that people are aware.
         b. With mifepristone potentially being banned, this is more important than ever! Please send a one-pager, I want to share this with as many people as possible!
            i. This is such critical health care for our students!
   3. Pharmacy is in Wardenburg

1:10 p.m.  OFFICER REPORTS
Chairs’ Report and Announcements – Jasimine Evans, Mike Williamson, Karrie Pitzer
   1. Wrapping Up for the end of Year
      a. Budget Requests for next year- start thinking about needs
      b. Still focusing on Translation as a Council
Vice-Chair Report/Speaker Series— Special Vice-Chair Election
   1. Motion to temporarily suspend Elections Code B. 2, to allow for nominations for Vice-Chair Special Election folks within their first year (need a 2/3 vote to pass that), suspension would end after today’s vote.
a. This would only take into effect for today’s election
b. Current language for Elections Code B.2. for those interested
"The elections committee shall solicit nominations for each elected officer position from the Staff Council membership, and from any staff employee for each elected delegate and appointed representative. Nominees for officers must be elected Staff Council representatives who have served at least one year on Staff Council prior to taking office. Any staff employee may be an elected delegate or an appointed-at-large representative. Only staff employed with a front-line service job code as dictated by CU Boulder Human Resources may serve as an appointed-front-line-service representative."

Results: Esther is our new Vice-Chair through June 30, 2023!

Treasurer’s Report – Bradley Albus

It wasn’t a fraud charge, just a speedtype entered wrong. This has been fixed!

Human Resources Report – Kenny Nelson – Absent

Staff & Faculty Engagement survey emails (From: admin@ajgsurveys.com) went out on April 10th. Please fill out!

Responses are kept anonymous and you will be entered into a raffle for prizes

Staff Council Administrator – Eryn Van Poole

Will keep everyone updated on status of SC Shirts – thank you for sending sizes.

1:35 p.m  DELEGATE REPORTS

• UCSC – Jan Owens, Esther Horowitz, Cameron Brooks, Josh Turnquist
  o SC Professional Development Day coming up on Friday, April 21, 2023 at 10am at Douglas county library the Highlands Ranch Branch
  o Possible Elitch Gardens Day
  o Allotting Admin time for Staff Council events/meetings – we are working on this
  o CU Advantage – this is a pretty cool tool!
• BFA – Alisha Stewart – absent
• CUPD ORB – Clara Smith

1:40 p.m. COMMITTEE REPORTS

• Advancing Equity, Diversity, Inclusion and Belonging (CAEDIB) – Leah Parvez and Clara Smith
  1. The business list subcommittee will collaborate with Teresa Hernandez, DEI Recruitment Program Manager in HR, and Bernadette Stewart, Asst Dean of Administration in A&S. Teresa had already begun a similar project by launching a survey to gather information on cultural resources and ideas for new/existing staff and faculty to help build a sense of belonging for employees. Next steps: we will be meeting in a couple of weeks to brainstorm ways that we can collectively move this project forward.
  2. Mike has been facilitating digital accessibility and disability professional development mini-series trainings for CAEDIB members.
  3. CAEDIB members are liaising with the SRS project team to ensure collaboration on the campus-wide translation services discovery project.
• Awards & Staff Recognition (ASR) – Kaitlyn Rye and Jan Owens
  1. One more match of YOS Certificates will be sent out next month.
  2. End of Year Luncheon – June 14th Koenig Alumni Center, Illegal Pete’s for Lunch
     o Gift: SC Varsity Sweater or Vest – Eryn will send out Qualtrics to collect sizes once we confirm which item we will be ordering
• Blood Drive & Community Service – Alisha Stewart
  1. 50th Anniversary Blood Drive Results from all three days:
     o = 175 units!!
       ▪ 31 first time donors!
       ▪ 117 Whole Blood donations
29 Power Red donations = 58 red blood cell units!! (We had 19 yesterday! That’s the most I’ve ever seen at a drive that I’ve been a part of.)

- Communications – Vanessa Luna and Dylan West
  1. Great Engagement for April Newsletter
     o Top 4 Articles:
       ▪ Faculty & Staff Engagement Survey
       ▪ SC Survey
       ▪ Tri-Chair translated letter
       • This was a concerted effort by the Tri-Chairs to help bridge the gap towards translation efforts to show we are prioritizing this as a council and trying to reach employees in their native languages.
         o Anyone receive comments about seeing the Tri-Chair letter in Spanish when they first clicked into it?
           ▪ No comments.
     ▪ Staff Discounts at Rec Center & Fitness Classes

- Elections – Betty Rasmussen and Josh Turnquist
  1. Elections Results – 883 Votes were counted!
     o General Elections Results emails will be going tomorrow 4/13
     o No ratification needed! This was handled in our Elections meeting
  2. Appointed At-Large Representatives Voting – Secret Ballot Vote to Cameron as secretary
     o In the future, Cameron can set up a poll for quicker voting.
     ▪ Motion Passes! Congratulations new appointed At-Large Reps!
  3. Officer Elections – Call for Nominations will be going out on Monday, April 17th
     o Please nominate yourself or anyone listed in the survey for available officer positions
       ▪ Mike is our current 2-Year Chair so whoever else runs for Tri-Chair will be serving with Mike Williamson.
       • There will be a 1 Year and 2 Year Chair office open

- Front Line Staff (FLS) – Crystal Cyr and Claudia Numan
  1. Round Table – details still in progress
  2. DEI Impact Grant for Translation Services – we were not approved.
     o Our proposal did help amplify the need for translation services for campus to Sonia DeLuca Fernandez – so our work did not go unnoticed. Great job!

- Outreach and Events – Karrie Pitzer and Jessica Sandoval
  1. Update for CU Boulder Campus Kids Day – April 27th
     o Volunteer Spreadsheet - please signup!
     ▪ Pizza party is for Staff & Kids only, since we will be covering the cost

- Payroll, Benefits, Retirement and Legislative (PBRL) – Grace Maniscalco and Ian King
  1. Shared the Child & Elder Care paper at March Shared Governance Meeting
     o It was brought to everyone’s attention hat not only staff but that GPSG, BFA all struggle with these benefits with the costs associated and non-ease of use
       ▪ More of an assessment vs tangible next steps
     o Supervisor Training: Very important for training faculty supervisors (GPSG brought this forward)
       ▪ Pat brought forward that this is really important
     o Benefits Survey - Chatted with Pat & Robyn about creating this
       ▪ What is most important to Staff (differentiated benefits - would this work) and what is being utilized

1:50 p.m.    NEW BUSINESS
  1. Motion: PRA/RA Working Group
Please look over this document for the next month and we will bring this to a formal vote next month:

i. Formal Recommendation: Formal Recommendations: Our recommendation would be to include RAs and PRAs in the CU Boulder Staff Council. The majority of their concerns align with those of other staff members. The other challenges raised can be discussed and worked on in RIO, within the individual units, and with improved communication.

This group needs representation, and the mission of the Staff Council aligns with many of the needs discussed by this group. Specifically, providing the research faculty with information, representation, and education about opportunities to improve their employment experience.

A key to the successful representation of this group will be clear communication and concrete examples of the benefits and opportunities that the Staff Council can offer this group. We also recommend discussing and being open to the value this group can offer in return.

We suggest 2-4 Research Faculty seats be added to the Staff Council (or number proportionate to depending on total number of staff/research faculty). Long term, if there seems to be an interest in a separate Research Faculty Council, campus could investigate that pathway.

2:15 p.m. ADJOURNMENT

Next scheduled Full Council (FC) Meeting – May 10, Zoom/CASE E422, 12:15PM – 2:15PM

Current assignments:

Group 1:
✓ BFA, Boulder Faculty Assembly: Alisha Stewart / Back up: Bradley Albus
✓ UCSC, University of Colorado Staff Council: Jan Owens / Esther Horowitz, Cameron Brooks
✓ CORB- Community Oversight Review Board: Clara Smith and Andres Morales

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