

Staff Senate Agenda
October 13, 2022, 9:30AM
Unity House – Multipurpose Room

- I. The meeting was called to order by chair, Roy Cordell at 9:32 a.m.
- II. A motion was made, seconded, and passed to adopt the agenda.
- III. Roll Call – Myrlinda Soedjede
- IV. Campus Updates
 - A. Human Resources Updates – Debbie McLoud
 1. Had the Employee Awards Banquet
 - a. Ashley Ingram may lead this going forward
 2. Open enrollment is October 31-November 14
 - a. Need to do tobacco attestation. Please don't forget. There are QRGs out there
 - b. No mandatory wellness exam
 - c. HR makes an effort to reach out to those who aren't doing it, but their emails may be being ignored.
 - d. There are no premium increases, but HSA accounts are increasing
 - e. Adding accident and hospital indemnity protection
 - f. FSA limits are increasing from \$2750 to \$2850, and medical carryover limit is increasing to \$570.
 - g. No change to dependent care limits
 - h. Increasing pharmacy max out of pocket – increasing to \$1800 for individual and \$3600 for family
 - i. Increasing infertility benefit to \$30,000 - \$20,000 medical, and \$10,000 pharmacy
 - j. Dental plan – have to manually add children. No more automatic enrollment when they turn 2
 - k. Legal shield – new plan and rates, and payroll deduction available during open enrollment
 - l. Two general information sessions: November 1 10-12 and November 2 10-12
 - 1) Benefits team is going around campus to discuss open enrollment for departments
 - m. Questions
 - 1) Contact for benefits questions – Katherine Moore
 - 2) HR does everything it can to reach employees who fail to do the tobacco attestation
 3. Bringing in candidates for Chief People's Officer/AVC position to replace Debbie's position in HR.
 4. Class/Comp analysis project – in the data gathering phase. Pulling information out of Workday and meeting regularly with consulting group
 5. No updates on the chancellor candidates
 6. Questions
 - a. Procedural question
 - 1) Is there a deciding vote if the BOT is split as has been rumored? Don't know.
 - B. Parking and Transit Updates – Gary Smith

1. Transit, Parking, and Traffic met Tuesday. Two things voted to change –
 - a. Garland Ave garage has small number of spaces for faculty/staff. Now, it is full of residents during fall and spring semesters
 - b. Athletics requested use of lots 44, 52, 54, and 57 for men’s basketball. They’re all faculty/staff lots
2. Working on a permit for facilities 3rd shift folks. Talked to supervisors, who advocated for a 2-hour permit (7-9 a.m.) for the 3rd shift folks. If they make more than \$40K, whole year cost is \$51.18, which will be prorated, and if less than \$40K, whole year cost is \$35.09. Paying the same rate as people who pay a full-year rate. Will write up and send down to facilities.
3. Should have an articulated bus on campus next week – will allow 50 more people on buses with one driver. Three routes it will operate on.
4. Roy created a form that will be online – please give 3 recommendations on how to improve parking and transit for staff
5. Still need to fill bus driver and parking control officer positions
6. Questions
 - a. Lot 3 near SCEN. ADA ramp put in didn’t meet requirements. Had to go back to engineering group for redesign. Should start seeing activity again soon.
 - b. Do those larger buses require more skill to operate, and will that mean an increase in the pay rate for those drivers?
 - 1) No extra pay for those specific drivers – drivers swap out a lot. Does not require extra skill. May have to do extra training.
 - 2) Working to increase pay for all drivers to help recruit and retain
 - 3) What is the training period, and are they paid for that?
 - i. Yes, they are paid for training. We used to require that they have a CDL before hiring. Removed that requirement and train them
 - ii. Can take 1-2 months to train.
 - iii. After they have their license, they are still in training
 - c. Prior to the pandemic, relocated about 150 vehicles per football game – towed before games. Changed priorities on garages to prioritizing resident-reserved
 - d. How student apply for the PT Parking Enforcement Officers positions? They will apply at jobs.uark.edu.
 - 1) Part-timers can become full-timers and take advantage of tuition discount.

V. A motion was made, seconded, and passed to approve the Staff Senate September minutes

VI. Treasurer’s report – Wayne Bell

- A. Some expenses have gone through on the retreat and some additional expenses are coming through.
- B. Wayne has polos and nametags for those that needed them
- C. Will have the new storage contract soon.
- D. Questions
 1. Remaining expenses from the retreat?
 - a. Breakfast catering – taken care of and should post shortly

VII. Committee Reports

- A. Awards – Aaron Abbot

1. Awards committee took nominations over the last month, and Maggie Roberson was awarded at the Banquet on Tuesday. She will receive a certificate and monetary award. Won't have much else until next semester with the team award
- B. EOQ/EOY – Roy on behalf of Autumn
1. EOQ1 Nominations are due October 15.
- C. Internal Affairs – Erin Butler
1. Just keep on everyone's radar the flex/remote work task force activities. Will try to keep this on the agenda each month
 - a. Task force met yesterday discussed the fall pilot and that one size fits doesn't work for all departments
 - 1) Some departments were able to be more flexible in the summer than they are in the fall
 - 2) Preparing for recommendations for staff that have to be onsite only. Brainstorming perks for those who can't work remote – e.g. parking benefit, dining hall, office apparel
 - 3) Continuing to create a workplace environment/culture that makes people excited to come to work – e.g. massages/stress relief activities, support animal events for employees, other stress management ideas
 - 4) Training and support for employees using flex/remote work and their managers
 - 5) There are staff who prefer to work on campus and prefer the 8-5 M-F. However, they like that it's been made available to them. Appreciate the option to take advantage of it at another time.
 - b. Trish told everyone that there is a deadline to request your remote work.
 - 1) Most people were not aware of this deadline
 - c. Any feedback? Please share, or email Trish or Erin.
 - d. Questions
 - 1) Any feedback from the executive committee?
 - i. Unit leaders are able to input any boundaries or restrictions, as needed
 - 2) Miscommunication was shared that a department leader told their staff that remote work was limited to one day and that the limitation came from central
 - i. Debbie recommended sharing with Trish or Margaret when things like this occur – miscommunications or issues with implementation.
 - 3) There are several units that learned from the summer but said this time around, there will be certain blackout dates for one reason or another.
 - 4) Morale issue with the way some departments are implementing
 - 5) Leaders don't feel like they can have difficult conversations – need some training
 - 6) Need for good public communication. Roy said there are a lot of empty positions for communications folks.

- 7) Fulbright is building a SharePoint document to provide guidelines for policies and procedures that are unit-specific
- 8) Are we within rights as the Staff Senate to write up a request for a master policy site where stricter policies than central are required to be listed?
 - i. Trish said she will suggest to Margaret that the guidelines be shared widely to minimize confusion and miscommunication
- 9) There was additional discussion on this issue regarding inconsistencies in communication on the pilot guidelines

D. Legislative – presented by Roy Cordell

1. Early voting is available at Bud Walton Arena again this year. Dates and times are:
 - a. Wednesday, Oct. 26, from 8 a.m. to 6 p.m.
 - b. Thursday, Oct. 27, from 8 a.m. to 6 p.m.
 - c. Friday, Oct. 28, from 8 a.m. to 6 p.m.
2. On October 7th an Arkansas news article was published that has a lot of information on other polling places even if you aren't a Washington county resident. Here is the link: https://news.uark.edu/articles/62186/register-to-vote-by-tuesday-oct-11?utm_source=newsletter&utm_medium=email2022-10-07&utm_campaign=news_headlines&utm_content=register-to-vote-by-tuesday-oct-11

E. Special Events – Chantel Moseby

1. Staff Senate snack break yesterday – a lot of maintenance workers from the Union. About 20 people showed up.
 - a. People expressed a desire that we do more snack breaks more frequently and at different places on campus
2. Questions
 - a. Amber was asked what Staff Senate was going to do for Staff Appreciation.
 - 1) Suggested that it be advertised earlier and that it run everyday during Staff Appreciation Week and that it be advertised more widely
 - 2) Roy said that we were delayed in getting it going this year. The only event was the snack on Wednesday.
 - b. Employee Development – could we use that calendar to advertise events?
 - 1) Debbie said they're working on moving the trainings to Workday Learning. May be able to do that in the future

VIII. New Business

A. ASG Senate Resolution

1. Earlier this week, got copied on a resolution from ASG. A resolution to create a University holiday on election day to allow students, faculty, and staff to vote. Hoping to have asynchronous classes, etc. that day.
2. They note other campuses that have an official university holiday on that day
3. Questions
 - a. Is faculty supporting it?
 - 1) Roy hasn't seen anything indicating that they are.

IX. Old Business

A. Childcare Assistance Committee Update

1. Myrlinda walked through the proposal provided to the chancellor's office. It has been made available on Teams.
2. Trish discussed a campaign a few years ago called "Give Me 5," which allowed staff to give \$5 per paycheck per month to go to a Staff Senate scholarship. Can we look into doing this again to help low-income families pay for childcare? It would likely come from the annual fund.
3. Myrlinda attended the Chancellor Commission on Women meeting the day before, and attendees discussed many of the same issues, concerns, and solutions mentioned in the proposal
4. Questions/discussion
 - a. Consider issues around elder care
 - b. Childcare availability at the HPER? Some other gyms provide childcare. It may be something that could be considered.

X. Chair's Report – Roy Cordell

A. The Employee Awards Banquet

1. Discussion on the fact that many service award recipients didn't show up.
 - a. May do a survey to see if something else should be done to encourage more participation
2. Suggestion that they read the paragraphs written by those with longer service, but Debbie said many people said they just wanted the names read, so there are mixed opinions on this.

B. Cleston Murray is leaving the University. Beginning at Dartmouth on Monday.

C. Roy shared some shuffling due to Senators changing departments

D. Catastrophic Leave bank – 59,000 hours currently in the bank

1. If you know anyone with an illness or need to access, let them know.
2. Have to have been there 1 year and have to have at least 80 hours of leave before accessing.
 - a. There are reasons that exceptions can be allowed

E. Laura Jacobs asked for an appointment to the Chancellor's Commission on Women.

XI. Upcoming Meeting

A. November 10, 2022 – Unity House, Multi-purpose Room, 9:30am – 11:00am

XII. Around the Senate

A. Campus Council – October 26 at 3:00 p.m.

1. Vince is the new secretary for Campus Council

XIII. A motion was made, seconded, and passed to adjourn at 10:57 am

Senators in attendance: Aaron Abbott, Wayne Bell, Karmen Boddie, Tony Boyd, Betsy Bushmiaer, Chris Butler, Erin Butler, Garry Butler, Vince Capps, Roy Cordell, Michela Cupello, Tracy Deffebaugh, Kim Gillow, Rachel Gray, Derrick Hartberger, Travis Hefley, Alli Johnson, Chelsea Martin, Elizabeth Miller, Chantel Moseby, Ben Pollock, Allen Porter, Ashley Reeves, Kaitlyn Riggan, Stephen Ritterbush, Amber Roth, Amy Shell, Myrlinda Soedjede, Trish Watkins, Carrie Whitmer

Senators not in attendance: Jen Boyer, Autumn Parker