

**Attendees:** **Co Chairs:** Marc Seigfred, Caterina Caiazza **Members:** Lauren McKenna, Rich Wattie, Amanda Sharpe, Janelle Kohlman, Sherri Gunter, Paul Wlosinski, David Vanwey, Anthony Siragusa, Matthew Spielmann, Melinda Adelman, Dawn Marshall-Hosier, Kari Kafka, Theresa Danylak, Yennifer Hernandez, Rebecca Walters, Terra Buttram, Josh Spenard, Rani Bhagwat, James Chudyk, Alexander Pita, Chris Apple, Kristi Brock, Michael Osadciw, Laurel Contomanolis

Lauren McKenna started with a group warm up. She asked folks to share their goals or intentions for the year 2021.

Please let Marc or Cathy know if you would like to organize February's warm-up.

### **Announcements and Membership Update**

- Seven nominees received for Aux Union election for the open seat to replace James
- The balance of candidates will be going out in two weeks
- Matthew Spielmann's last day with the University is today-he has accepted a new position with a local technology company. Matthew stated how working with the Genesee Staff Council has been a point of professional pride for him during his 8 years at the University and he looks forward to hearing about all the good things the GSC will continue to accomplish.
- The meeting series has been published and Marc has sent meeting invites for 2021.
- There is a full day workshop in September-this will be the first meeting with new members
- The Council needs volunteers to help with Agenda Planning and/or Facilitation Opportunities- Reach out to Marc or Cathy if you're interested

### **Meeting Minutes**

- Christine Federation has completed the minutes for October, September and December which have been handed off to the secretary for approval. We will get those out shortly and have them approved at the February meeting.

President Mangelsdorf will be joining the February meeting. We will put out a call for questions and topics which will be reviewed and put together in advance of this meeting.

### **Emergency Childcare Program**

- There is now an emergency childcare program available that is being facilitated by YMCA- it is onsite at two separate locations on both River Campus and the Medical Center
- Available to front-line workers in healthcare and Student Services staff and is on a first-come first-serve basis
- Available until sometime in February and pricing is based on a sliding scale
- An email was sent to healthcare workers on December 28<sup>th</sup> and a mention of it was included in the January 5<sup>th</sup> addition of @Rochester

### **Faculty/Staff Survey**

- It is still being planned pending approval from Senior Leadership
- It will be sent to all faculty and staff to access their basic needs and childcare

- When it is released it will explain the purpose of the survey, when results will be published and what future action might take place as a result

#### **Faculty Senate Benefits Committee Opportunity**

- The Faculty Senate has invited the GSC to participate in the committee work on a regular basis
- Two seats are available-Marc Seigfred will start out and will also be looking for one or two people to take over participating on that committee
- The committee meets with Total Rewards and Benefits and Senior Leadership on a regular basis to advocate for changes or improvements to the benefit structure here at the University
- The first meeting that we are invited to is at the end of the month
- Anyone interested in participating please let Marc or Cathy know

#### **Onboarding “Task Force” Opportunity**

- Looking for two or three people that would be interested in working on an onboarding program or checklist for new members joining the Council
- This most likely doesn’t need to be a full committee, but we need a couple of people to put together materials for all new incoming members

#### **Learning and Development Feedback**

- Michelle Lewis has started a new position with the University to develop professional training and learning and development opportunities
- Michelle will determine what is currently being offered and what additional opportunities could be added
- Michelle will join us to discuss opportunities in the March meeting
- She will put together a survey to send to the GSC to collect feedback on what training we are taking advantage of and what might be missing
- Michelle will also do some training with us at the March meeting

#### **Administrative Support**

- The Council needs administrative support and has put together a job description that was sent to Kathy Gallucci
- We hope to secure this position in the near future-more information to follow

#### **GSC Updates**

- Lauren McKenna shared that she has been in contact with a colleague in Advancement who expressed concern over the fact that the Wellness programs are only available to employees who are on the University’s healthcare plan, and that some of those individuals who aren’t would love to be able to participate in some of these opportunities.

#### **Filling Vacancies**

- How quickly should we fill vacancies?

- People shouldn't have to re-run if they have been brought in during the interim
- We may not always have the flexibility to choose what seats sit longer
- Is there a way that if it is a year that a seat would have been up for election to have anyone appointed within 6 months prior to the scheduled election to be grandfathered in?
- Elections Committee should consider all feedback given today and then gather for a separate meeting to put together a proposal to bring back to GSC for approval
- We will need to be very explicit at any election as to how long the term will run
- Anyone elected this year shouldn't have to be re-elected this summer
- If someone leaves mid-year, someone is selected on interim basis but then would have to go through the official election process during the summer, to eliminate so many elections
- If it's less than 6 months, perhaps we can nominate someone for the position, more than 6 months we could have an election
- If we need to replace someone within the 6 months since an election, we could reach out to the previous candidates to see if they are still interested
- The person leaving could nominate one or two people to back fill them
- If someone had to step down in districts that have one representative, maybe there could be someone nominated to sub for that person until we arrange an election
- Should Council be choosing members to represent a district, particularly ones that might not have any other folks on the Council?

### **Committee Breakout Rooms**

Election Committee-The group discussed what we were just talking about with elections and what changes we might want to make to the bylaws. If anyone has anything else to share, please reach out to one of us at [GSC\\_elections@lists.rochester.edu](mailto:GSC_elections@lists.rochester.edu) is the elections committee

Professional Development-Rich will serve as new Chair. They will have monthly meetings to discuss what the University currently has in place for professional development and what opportunities people would like to see in the future. We also discussed how to communicate these requests to Senior Leadership.

Employee Engagement-Meetings were scheduled, and the Committee discussed issues with getting results from past surveys and how to keep employees engaged, not just with the University but also with the community.

Communications-The committee discussed increasing the presence and visibility of the GSC through social media, and possibly bringing Lori Packer to one of the meetings to discuss what the best outlet is for us. Communications also discussed the staff stories that were mentioned a few months ago. These stories would be added to the new website to feature interesting ways in which people are doing their jobs and modifying new skills.

### **Wrap-Up**

- Send discussion topics for next month's meeting with the President to Marc and Cathy
- Let Marc or Cathy know of any interest in volunteering to assist with the onboarding process

- Let Marc or Cathy know if you are interested in participating in the Faculty Senate Benefits Committee
- Dawn Marshall-Hosier stated that there has been notification that some of our furloughed employees have been receiving demand letters for repayment for money received over the summer and some of our folks who are still on furlough have not been paid by NYS. Some others have been told they are not eligible for unemployment. We will be following up on this.
  - Terra Bertram suggested reaching out to Kelly Angier regarding this situation
- Dawn also wanted to touch on what is currently happening in our country's Capitol and to make people aware that with students coming back we may see some activism on campus and in the community.
- Janelle Kohlman asked if anyone had people out on furlough in their department's and if anyone had heard any news about the wage compression
  - Very few if any are still out on furlough
  - Wage compression adjustments were sent out in December and were communicated to employees by their supervisors. The adjustments were calculated based on national market valuations of similar positions and were done by pay grade to Grade 55
  - These adjustments were intended to compensate for multiple years of compression and though they will continue they will not be as large each year going forward
  - Wage compression adjustments are not based on performance and will not affect merit increases
- Dawn reminded everyone to do something good for the community on MLK Day.

*Next meeting is scheduled for February 5<sup>th</sup> from 9 am to noon*