

Staff Council Meeting  
January 26, 2010

Members present: Shaleen, Dave, Penny, Randy, Sara, Dave, Michelle, Linda, Joseph, Terri, Stephanie (left early)

Guests present: 0

- Budget committee report
  - They haven't met yet, they are meeting tomorrow.
- Update on co-chairs meeting with Dick Celeste
  - Notes from Dicks meeting were outlined (as per e-mail sent to council Jan 25)
- Discuss possible event with Athletics (Basketball games) on Feb 12
  - Friday night during block break, no hockey game
  - Students will mostly be gone
  - Reception for staff
  - Conference room was reserved for food and drink
  - Athletics is very excited about this event
  - No special event tied in with this
  - Cost would be food- pizza would be easiest and most convenient way to do this
  - Reception 5-6pm, game starts at 6pm, then open doors for food again between women and men's game.
  - Both teams have been doing great and athletics is so excited about the support
  - Could we have dessert between the games? Yes, this was supported.
  - Little Ceasars is an athletic sponsor, they don't deliver though.
  - RSVPs would be nice to get an idea of how many people will come (Joseph)
  - Joseph moves to give budget for this event (\$200)
    - Seconded
    - All in favor, no opposed
  - Dave going to see if they can get coolers to set out
  - Asking about door prizes for the event (hockey tickets)
  - Randy bringing left over soda
  - Randy will take care of set-up
  - Dave taking the lead on this event
  - Dave will talk to marketing to see if they want to do t-shirts at event.
  - Maybe Diane can help with flyers and advertising
  - Joseph will do the digest
  - Randy going to get pizzas
- Update on consensual relationships policy
  - Staff on WCC met with Chris Melcher and Barbara Wilson
  - They are going to rewrite policy again
  - They can use the word "strongly discouraged"
  - They will send it back to us for review once they revise
  - They pulled the 4-year thing out because you can't draft a policy for exceptions, it should be a basic policy for the norms.(Chris gave this great feedback)

- Discuss any feedback about the Bookstore outsourcing
  - Echo about Joseph taking the time to write a response and summary of the bookstore decisions.
  - Faculty member- he is a music coach. He is on the border of being a subcontractor and an employee. He would be closer to being a faculty, rather than staff member. We don't offer benefits through contracted companies typically.
    - IRS is getting really strict on contractors and their role in positions.
    - We shouldn't be hiring a contracted employee in a role that a CC employee should fill.
    - We do not feel we should be providing benefits to contracted employees.
    - We do sympathize with this feedback, but we would like to have this individual address it with the Dean's office rather than through staff council.
- Update on Ombudsperson meeting
  - She just outlined the position and determined if she wants to do it.
  - She would be more of a resource than an official channel
- Parental Leave Proposal
  - Doesn't look that different than our current policy
  - Primary thing that changed:
    - Exempt and non-exempt employees would get parental leave pay (up to 8wks) and then they could use FMLA vacation time. Parental Leave will run the same time as FMLA.
    - Exempt and non-exempt fathers can have 10 days
    - Faculty fathers would get a block off.
    - Faculty and exempt staff don't accrue sick time, that's the reason for this change. Non-exempt used to need to take sick time.
  - This was initially brought up so they could have a written policy rather than it being left up to the goodness of the supervisor/dept head
  - Birth mothers do have better benefits due to medical care and needs
  - Staff Council feedback
    - Seems more equitable across the board
    - It is good that it is defined better for everyone and more clear
    - Move to support this parental leave policy
      - Seconded
      - All in favor, one abstention
- Athletics events this weekend
  - Friday night pink zone- women's basketball raising money for breast cancer
  - Saturday around 4:30- National Girls and Women in Sports Day
    - Meet athletes
    - Play the sports
    - 4-olympians present
    - Begins in El Pomar
    - No charge to get in
- Anything else?

- Randy contacting McKinnley about the tours/programs to see if we have any upcoming.
- Hot Topics?
  - Should we discuss the parental leave policy?
    - Lets start with a digest message to have people read these documents
  - Hot topics meeting could get face to face feedback.
    - We could open it to talk about Benefits more in general
      - This would be way to broad for a short time
    - Open it only for Parental Leave
    - Discuss benefits that aren't HR benefits
      - CC Cabin
    - Could staff council help manage a website where vendors could post their own discount options for staff?
      - Staff Council could approve and post
      - Have vendors set an expiration for their deal
    - Joseph will add vendor/benefit stuff to website
    - Sub committee for parental leave policy
      - Karen Klein, Ann DeStefano, Alex Vargo
      - We will ask Ann to help present since she sent it to us
      - Joseph will coordinate this
      - Brown Bag lunch