Staff Council Officer's Report

March 2021

SCIFADERSHIP WITH HUMAN RESOURCES SERVICES.

On March 8 and again on March 16, 2021, Caleb, Laura, Elisabeth and Alan met with Mary Brodsky, and Andrea Mast. There were many items to cover, thus the reason for the two meetings.

- As of the 3/8 meeting, UA & UE were still in mediation. It is up to the mediator to declare a 2nd impasse, not at that point yet. If mediator does declare a 2nd impasse, the process goes to fact finding if the mediator determines all other methods have been exhausted, again, not at that point yet.
- Salary reinstatement conversation and the senior administrators 8% reduction and reinstatement. Senior Administration will receive their 5% back, but the voluntary 3% additional taken will not be returned. Any bonuses that may have been given in the past 2 years have been to some in athletics where it was built into their signing contract, thus a contractual obligation to pay if benchmarks were met.
- The topic of Gift Card given for service awards as last year was discussed. The amount
 was discussed, in hopes of increasing the amount over last year. A more personalized
 presentation recognition was discussed as well as a better statewide offering of
 cards to locations outside

SC LEADERSHIP WITH VP OPERATIONS & PUBLIC SAFETY

On March 17, 2021, Caleb, Laura, and Alan met with Gary Derr, VP for Operations & Public Safety.

- Continue to work with LER to be sure Staff Council is not giving poor or incorrect information regarding staff representation. SC remains nutural on the topic especially since it is an advocacy body for all NR Staff with diverse opinions on many topics.
- There was a brief discussion on division/unit/college alignment with regard only to Staff Council representative allocations. This happens every year to account for any UVM changes that may have taken place during the year to ensure there is appropriate representation across campus.
- The Our Common Ground Award process has been handed over to Paul Yoon who has been gathering information on the program. We have reached out to Paul for any additional updates and offer of support.

SC LEADERSHIP WITH UVM PRESIDENT

On March 18, 2021, Caleb, Laura, and Alan met with Suresh Garimella, UVM President.

- Not on the agenda, but a discussion regarding current COVID/Student issues in the press and on campus. It was stressed that 96% of students to date have not needed any type of reprimand or sanctions, only 4% have and a vast majority of those have been simple 1st time offences for mask wearing and missing a COVID Test. For privacy reasons, the press does not paint an accurate picture of this situation. Administration, however, is still and continues to review its policies and processes on COVID. It is recognized that while Staff and Faculty have been through a lot, students have been asked to conform too many restrictions at a young age and have been doing an overall great job in doing so.
- The conversation on salary reinstatement was a high level view of how it came to be. With 400 students that returned to campus that were not planned, this provided additional, unexpected revenue. While certainly not out of the original \$26 million dollar short fall woods yet, the President expressed that this first recommendation and thought he had when he was made aware of the additional unplanned revenue was how to give back to the staff that took the original cuts.