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October 2021

SC LEADERSHIP WITH HUMAN RESOURCES SERVICES

On October 12, 2021, Jon, Alan met with Jes Kraus, Peter Blackmer, Greg Paradiso, and Andrea Mast. The discussion included:

- On teleworking, beta testing was happening, if all goes as hoped and planned, it should go live the week of 10/18. Various supports will be available for all to access. This electronic process allows exceptionally good tracking of usage and staffing. Flexibility continues to be stressed with leaders to avoid the options of all or nothing scenarios. There will also be the opportunity to request both flex and remote work in this online form. If an employee wishes flex work alone, they would still need to speak directly with their supervisor and not use the online form.
- Kait Rooney will now be heading the on-boarding process. There will be a cross campus team formed to re-imagine this process
- Discussion around tuition remission for certificate series opportunities. This would be considered a benefit and negotiable by the bargaining units on campus. Non-represented staff should continue to work with their leadership for support. A brief conversation was had about the CDE reorganization to PACE.
- Morale on campus was discussed, HRS is very aware of this issue and have regular conversations regarding. Hiring continues to be a challenge but this is not a UVM, or Higher Ed issue alone, most employers are having difficulty finding candidates and filling positions across the country.
- It was confirmed the Staff Council Professional Development Fund is open to non-represented staff alone. Bargaining units on campus can decide if they wish to negotiate for anything similar.
- Jon continued to stress the partnership with SC and HRS and building on that relationship now and in the future.