

PED Meeting: March 21, 2019

Members Present: Cathy Buckley, Jared Neal, Kathy Brashear, Patti Williams, Candace Allen, Martin Brown, David Schlaegel

Invited Senator(s) Present: Marian Vasser, Vice Chair Staff Senate

Telecommuting Policy: Risk Mgmt Office reviewed and has returned to HR with revisions. HR currently working on these revisions. PED will be kept informed of progress and revisions.

HR RIF Management: HR currently working on training brochures for supervisors and will present at HRAC when complete. PED feels a representative from HR should be present when RIFd employee is notified and training supervisors is essential.

PED Bylaws and Charter: Reviewed and approved by committee. Bylaw and Charter will be submitted to Ad Hoc Bylaw committee for review by EC and General Body.

Cell Phone Policy: PED currently reviewing and considering revising application request form.

Action Request: See below

Policy and Economic Development Committee Action Requests

Requested By	Topic	Action Taken	Resolved
March 2019 (3 Requests)			
PED	Discriminatory Harassment Policy Sexual Consent Policy	Provost Office requested Faculty Senate review. PED requested to be included in this discussion. If Faculty Senate decides this policy should be amended, PED has requested Candace Allen be our representative on this ad hoc committee.	Yes
Senator	Convert unused vacation time to sick time rather than lose it	JS spoke to Todd Kneale. Todd was receptive. PED discussed and prepared recommendation. <i>3/21/19 PED Recommendation: Staff should be encouraged to take vacation, however realize may be difficult. Sick and Vacation policy very generous. Committee does not feel should be converted to sick. At end of academic year, pay unused vacation accrual over the maximum rollover amount at 50%. Perhaps put a cap on this unused accrual to one week. Reasoning: UL will pay 100% if staff is out on vacation, however if staff works UL getting staff production and saving 50% cost of vacation time which has already budgeted for. Staff may also look at as a bonus.</i> CB presented recommendation to EC and Todd at the 3/25 EC meeting. Todd requested PED recommendation be emailed to him. PED will monitor. CB notified Senator of discussion.	Yes
Staff	Reimbursements being taxed	JN checked UL policy – states must be submitted and approved within 60 days of expense. Sometimes this is not enough time. PED suggests changing to submission within 60 days and omit approved. JN spoke to Controllers Office – not receptive to changing. PED suggests contacting Chris Tillquist, Faculty Senate representative to Staff Senate to see if a joint recommendation from Faculty and Staff Senate would be possible. Discussed at 3/25 EC meeting – need to confirm if this is an IRS mandate or not. JN will investigate. CB notified senator.	Yes

March PED Minutes Approved: 3/26/19