

PED Meeting: June 20, 2019

Members Present: Jared Neal, Kathy Brashear, Patti Williams, Candace Allen, David Schlaegel

Invited Senator(s) Present: Kevin Ledford, Andrew Grubb

HRAC: The Executive Committee determined that if the Staff Senate representation on HRAC is reduced from four to two, then those two should be Chair of PED and the Secretary/Treasurer, that way an elected member remains on the committee. Jared Neal and Candace Allen will continue to advocate for more Staff Senators to remain on the committee at the July meeting of HRAC.

Reimbursements being taxed after 60 days: Discussion regarding IRS mandate versus UL mandate (refer to PED March, April, and May Meeting Minutes). Jared Neal followed up with Mary Alexander-Conte for further clarification. Mary said the Controller's office would have a really hard time monitoring a policy that required a reimbursement be submitted within 60 days, instead of approval within 60 days under the current policy. Jared will follow up with the Executive Committee on the status of their recommendation to the Controller's office not to change the Travel policy, but to change the current practice to align with the IRS requirement. Jared will also follow up with the Faculty Senate to see if they would be interested in a joint recommendation.

Shared Leave Policy: Due to the fact that this policy has gone back to HR to be reconsidered, before being presented back to the full Staff Senate body, PED is in a wait and see approach.

Policy Implementation: PED has collaborated with both the VP of Finance Office and the VP of Human Resources Office to create a framework for how policies created in those offices should flow through the Staff Senate. This process was previously attached in our minutes, but as we are coming into a new year we wanted to re-communicate that process.

Term Limit for Standing Committee Assignments and Committee Chair Assignments: The feedback at the Executive Committee was mixed, and our committee would like feedback from the Staff Senate body on this issue.

Action Request: The PED Committee began action requests last year, and plan to continue them through the next year. The objective is to route constituent concerns, problems, or suggestions that relate to Policy to our committee, so that we can connect with the appropriate leaders to either find answers, suggest solutions, or at the very least provide the appropriate feedback.

New Initiatives: Our committee identified climate surveys as well as the feedback from the Great Places to Work Strategic Planning group, as resources that could help us cultivate new initiatives for the advancement of staff concerns in the coming year. We also identified Flex Schedule/Comp Time and Professional Development, as key policy areas that we would like to explore to make sure they are up to date.

Cell Phone Policy: Our committee has gotten a lot of feedback that certain staff members have felt their supervisors were using this new policy to deny their request to have their phone costs covered, while still expecting them to fulfill work duties that require their phone. We are drafting additional language to be added to this policy, that would make clear the expectations a supervisor can't have of their subordinate if they deny paying for their phone. Once we have the language drafted, we will submit to the full body for feedback on possible changes before it is submitted to the VP of Finance's Office.

Approved 6/24/2109