

PED Meeting: May 21, 2020

Members Present: Virginia Hosono, Jared Neal, Patti Williams, Martin Brown, Jonathan Graves, Tony Robinson

Invited Senator(s) Present: Andrew Grubb

HRAC: Update given by Patti Williams, and separate report provided with details of her report.

Budget Meeting: In the budget meeting with Dan Durbin, it was discussed that the budget plan for FY21 has been created, albeit with a few different contingency plans in the works depending on how everything unfolds. Also, they are waiting on final results from the FY20 performance, to be able to have the best picture of what to expect for FY21. There were several ideas tossed around about how the University would approach the need for future budget cuts, if unforeseen circumstances were to arise. While future cuts aren't ideal, it is important to note here, the options that were presented were all surround temporary items and not RIF's.

Scheduling Committee: One of the top possibilities for the Fall semester, would be returning to campus at the normal time, but then completing the semester virtually after Thanksgiving. This would also possibly include a course layout that would be 50% online, and the other 50% as a hybrid (with between 25% and 75% available online at the professor's discretion).

Pivot to Fall Reopening of Offices: There are still a lot of discussions happening surrounding what measures will be in place as employees start to return to campus, including testing, masks, and different ways to allow for social distancing. Most of this information has already been distributed:

- A re-usable mask per employee is available for Departments from procurement, campus health with offer free Covid-19 tests for employees who have any symptoms, and those who test positive will qualify for FMLA.
- If the childcare facilities for employees remain shut, whether due to legal mandate or due to individual location reasons (ie the child care provider is high risk and can't return as quickly), then you can apply for expanded FMLA.
- Not wearing a mask will be a disciplinary action, which could lead to dismissal depending on the nature of not complying with the policy.

Transfers: Especially given the current circumstances, we felt that the University should have an easier process for employees from one unit to apply for and transition into positions in another unit. This has been a problem historically, as a lot of times employees are required to resign from their current position in the process of accepting a new position.