

**PED Meeting: May 16, 2019**

**Members Present:** Cathy Buckley, Jared Neal, Kathy Brashear, Patti Williams, Candace Allen

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

**Telecommuting Policy:** Has been approved and will be rolled out with Strategic Planning – goal is August 2019

**HRAC:** PED original recommendation regarding committee make up was submitted to and approved by the EC Meeting (refer to April PED minutes). At May HRAC meeting, PED recommendation presented to John Elliott. Our recommendations were not met with approval. CB and PW will again voice our concerns at the June HRAC meeting. If there is a change to have two staff senate representatives on HRAC, PED recommendation is: one seat assigned to Chair of PED and one seat assigned to an At-Large senator.

**Reimbursements being taxed after 60 days:** Discussion regarding IRS mandate versus UL mandate (refer to PED March and April Meeting Minutes). CB communicated with Mary Alexander-Conte for clarification. UL requires submission and approval within 60 days, however this requirement is not in an official policy. Mary said the Controller’s office is looking into adding “submission within 60 days” distinction to the Travel Policy. PED will submit recommendation to EC for approval to suggest to Controller’s office not to change the Travel policy and to also change the current practice to align with the IRS requirement. Perhaps a joint request from Faculty Senate would be beneficial.

**Shared Leave Policy:** PED recommendation:

1. Change the employee eligibility from suggested 30 day cap every 24 month period to 30 day cap every 12 month period.
2. PED agrees with change to pool donation only
3. Keep intermittent basis, but align it to FMLA Intermittent policy.

**Policy Implementation:** Concern that Staff Senate is not being advised by HR about policy changes. Back in February 2019, (refer to February PED minutes) PED submitted a process for this to HR and HR took under advisement. Current PED recommendation is that John Smith address this concern with John Elliott and Todd Kneale and ask HR to commit to the PED process suggestion (note: the CFO office agreed to the process in February) and let Staff Senate take a more active role in policy discussion.

**Staff Senate Professionalism:** PED discussed the recent raise/gym issue. Felt several questions and comments sent out through the Staff Senate listserv and at the May General Body meeting were very harsh, accusatory, and unprofessional. There is a profound amount of negativity that permeates through the Staff Senate. This negativity and lack of professionalism harms the way the Staff Senate is perceived by Administration and also amongst the Senators. Senators have brought up whether they even wish to continue to be a part of the Staff Senate. This is a very concerning problem and CB will discuss at May EC meeting.

**Term Limit for Standing Committee Assignments and Committee Chair Assignments:** Several PED members would like to see term limits implemented. This would give a variety of senators an opportunity to be involved in committees. CB will address this at the May EC meeting.

**Action Request:** See below

**Policy and Economic Development Committee Action Requests**

Requested By	Topic	Action Taken	Resolved
<b>May 2019 (1 Request)</b>			
Senator	Health Insurance Copay	Employee states \$0 copay ULP office visit has been removed. Reviewed 2018 and 2019 overview of key health plan components – no changes in this area noted. Reached out to Todd Kneale. Todd confirmed no changes occurred in this area. Asked senator to pass this information on to the constituent and advise them to contact their doctor’s office as to why the change. CB spoke with Jennie Beckham, Dir Comp Benefits. Jennie says this was an error on the part of the Cardinal Station practice and will be corrected. Employee will be reimbursed and Jennie will review to see if any other employees were affected.	Yes

**May PED Minutes Approved: 5/17/19**