Staff Congress November 2018 Notes

Absent:

Dave Frey

Michael Spears

Jessica Chisley

Items from online comment/suggestion box (3):

1. A post pointed out that “staff seem neglected in receiving money from the college”, since they learned in the opening meeting that the college had reached the goal for the fundraising campaign, and that most of the funds will go to scholarships and faculty pay. Further, the poster believes that donated funds should help the College free up money to increase staff salaries “for those that are underpaid” and to “hire more staff for departments that are understaffed”.

Response: Members of Staff Congress discussed these concerns. The decision was made to discuss this further at the next meeting.

2. A post asked why there are no pictures of Facilities Management employees in the Directory. The post pointed out that staff members are listed, but not custodians. The author believes they should be included because of the important work they do to “keep Centre looking good”.

Response: A Staff Congress member will contact Wayne King to find out why this is the case.

3. A post suggested that we should consider making Centre’s campus smoke-free, rather than require employees to complete a nicotine affidavit and charge nicotine users $50/month. The author believes that “pursuing a smoke free campus option seems far more proactive than trying to discourage employees from using nicotine by implementing a usage surcharge….a smoke-free campus seems to be more beneficial to the College in the long run, as opposed to trying to force employees to quit by charging them a surcharge or forcing them into nicotine cessation programs.”

Response: Members of Staff Congress discussed this concern. First, this situation is legal (the laws around this are familiar to at least one member). Concerns were voiced about how this practice could lead to similar insurance requirements in the future – for high BMI, alcohol abuse, etc. Also, there is concern about the limited information included on the affidavit. For example, there may be a legal threshold for what amount of nicotine exposure defines a person’s *nicotine user* status. Staff Congress will seek more information from Human Resources.

Ongoing work:

-Work will begin on recommended revisions for the Staff Parental Leave policy in January

-Data is being gathered about public safety staffing on other similarly sized campuses in response to concerns about current number of after-hours DPS staff

-Staff Congress decided to begin posting the anonymous comments and our responses on the website

-Gary Crase shared updates from recent Diversity and ADA Committee work. This included a discussion about the Campus Climate Survey results and a need for improved accessibility for individuals with various obstacles

- Gary updated the group on plans for handicapped accessible ramps to be built for Boles and Wiseman Halls in the Benefactors Plaza.

-December’s Staff Congress Meeting has been changed from the 21st to the 14th