

Staff Congress Meeting Minutes

December 6, 2022

Location: Campus Center Rm. 202

Staff Congress Members in attendance: Cindy Long (President,) Jessica Leonard, Fernando Gonzalez, Pam Baughman, Lisa Smith, Rachel Gause, Sharon Duncan, Clay Contini, Clay Taylor, Angie Hagan, Lois DeLong, Ben Nelson

- Absent: Gina Robidoux, Kathe Andrews
- Call to Order
- Review of BBCD and suggestion boxes
 - **Items to be referred to the Human Resources Standing Committee of College Council**
 - I would like to suggest Staff Congress review the faculty phased retirement plan options in comparison to the lack of phased retirement plan options for staff. Also, can you all review retirement options for staff in general - for example, Is there a way to base retirement on years of service rather than age and/or people needing to wait until they are eligible for Medicare health benefits, i.e., after x number of years of service a staff member can retire from Centre and the College will pay for all or part of their Centre College Health Care plan until age 65 when they qualify for Medicare.
 - PTO in two-hour increments
 - Get paid weekly instead of bi-weekly
 - On-campus evening childcare for coaches and staff with nontraditional work hours
 - For those who don't use tuition exchange for children, provide an option for other benefits such as put towards health insurance to retire prior to Medicare age eligibility
 - **Items to refer to Senior Staff or Extended Senior Staff**
 - Listening sessions with senior staff and above
 - Resume posting minutes of SS and ESS meetings (with discretion), or send minutes or a link to minutes via email, to improve transparency around decision-making processes, particularly for those members of staff who don't receive regular reports from their supervisors
 - Suggestion of monthly newsletter to disseminate information (wait until new college council structure is in place to determine who will send?)
 - **For follow up**
 - Make parking on College Street faculty/staff only
 - This is a city street and as such Centre has no jurisdiction. Talk to Scott Messer to clarify what next steps might be taken
 - During summer months, provide work-from-home options
 - Already being considered by the HR committee
 - Organizing (or encouraging the administration to organize) more staff outings and get-togethers
 - Ask Lesley Bilby how much funding we might have for such endeavors

- Based on funding amounts, submit a poll to all stakeholders for ideas or vote on multiple choice options
- Volunteering in the community was suggested as an options
- More On Centre Days, randomized
 - Faculty gets more days off than staff, such as Fall, Spring and Winter breaks
 - Clarify whether ONCC Days will continue and, if so, can the rules guiding their use be relaxed
 - Review PTO and holiday practices
 - Equity – Example, admission can't take off over the December holidays; development can't take off over New Years
 - It is harder for some offices to schedule PTO than others
 - Raise the cap on PTO rollover or expand the amount that can be reallocated via the PTO exchange program
 - New item: review OT policy (Ben to review)
- Casual Fridays
 - Check with Sarah Nolan about Centre Gear days
- Free/reduced meals for staff as a means of bringing people together
 - Reduce the inequality of affordability
 - Discussion centered on the staff of some offices can eat free in Cowan. We resolved to ask for policy clarification from Brian Hutzley.
 - Meal vouchers? Frequency?
 - Ben suggested something different such as the boxed lunches served to the Seven Pillars working groups in a space such as a gym. He saw this as much more collegial than meals at Cowan typically are. We need to determine how to move forward with this.
- Tailgating for sporting events; staff tables and tents
 - Suggestion: Staff Days at different sporting events such as “Staff Day Lacrosse,” or “Staff Day Women’s Basketball.” We need to determine how to move forward with this.

Cindy’s Challenge to the group: How can we incentivize participation in Staff Congress?

Adjourn

Respectfully Submitted, Cindy Long

22/23 Staff Congress President