

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, September 16, 2020

Chair Crystal Ary called the meeting to order at 1:30 p.m.

Officers present – Crystal Ary, Chair; Sarah Connelly, Immediate Past Chair; Kristi Wright, Recording Secretary

Officers absent – Justin Daniels, Chair-Elect

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Paul Box, Jessica Rossman, Tanya Miller Eager, Ross Mehl, Will O'Donnell, Judy Estes, Karla Pitre, Joe Northcutt, David Kizer, Jen Elsner, Sharrie Sanders; Informational Staff Association: Christine Young, Chris Cook, Daniel Deering, Elaine Bradshaw; Organizational Staff Council: Rhonda Hill, Anjanette Pierce, Steven Hanger, Jenny Lang, Betty Love; Administrative Staff Council: Heather Todd

Representatives absent — Hourly Employees Council: Mona Springfield; Informational Staff Association: Corey Helms; Organizational Staff Council: Julia Rouse

Guests — Robin Stroud, Debra Levy Martinelli, Katherine Bayliss, Jordan Hayden, Michelle Meazell, Patrick McClain, Krystina Sariff, Linda McCarty, Beth McCoy, Ann Seely, Cindy Clark, Jeremy Oxenford, Chase Abbot, Cathy Yeaman, Amanda Warren Marshall, Aimee Hardesty, Katherine McRae, Kelly Thompson, Matthew Rom, Diana Fitzpatrick, Amber Williams, Jennifer Ille, Danielle Walkers, Beth Young, Colin Fonda, Angela Church, Leslie Vennoch, Makenzie Dilbeck and Ashley Langley

SPEAKER

Lee Camargo Quinn, Benefits

ACCEPTANCE OF MINUTES OF July 15, 2020

On a motion by Paul Box, the minutes of July 15, 2020, Staff Senate meeting were accepted.

CHAIR'S COMMUNICATIONS

I want to start off by saying, "THANK YOU!" Thank you to each staff member for having flexibility and showing grace to the leadership of OU as they have and are continuing to navigate the unknown of COVID-19. We are all in uncharted waters and not sure what is next on the horizon. We each have shown resilience and innovation in some way or another, I am so proud and honored to be your Staff Senate Chair.

Ok, I'm done being sappy!

An update to the Staff Handbook is being made concerning the Breastfeeding Policy. I know that I have mentioned this in a couple of meetings I have attended but if anyone is interested in reading the new policy, it is attached to the meeting invite. If you did not receive it and would like to read it, let me know we will get it to you.

Friday of last week, Justin, Sarah, Melissa, and I met with President Harroz and Sean Burrage. We discussed the Payroll Tax Deferral, which OU will not be participating in. We also had a great conversation concerning the Overtime Policy. Decisions have not been made concerning this policy, we are still actively advocating for staff on this policy. Also, in our meeting with the president, he is very pleased with the enrollment numbers of students. OU is in a much

better place than first anticipated but it has been requested that spending of budgets slow down, and a 2% budget cut was requested across all EDGEN funds.

In the next couple of weeks, Staff Senate has a meeting scheduled with Dr. Hyppolite. I'm looking forward to having conversations on how we as Staff Senate can create a partnership with the DEI office.

Again, I want to "thank each of you" for continuing to stand tall, holding your head high, and having HOPE.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council: President Heather Todd reported that they have not met, but are in process of identifying the remaining leadership positions and will establish set monthly meeting dates right after.

Hourly Employees Council: President Paul Box reported HEC met last month they welcomed the 5 new incoming members to the council, elected the President-Designate position, and Secretary/Treasurer position. Addressed concerns about Staff's anxiety as well as the Staff Town Hall meeting and how the two correlate. Updated the council on the disposition of the overtime policy change. New business addressed a suggestion from David Kizer to correct the current typos to the HEC constitution Article II last sentence in parentheses (doesn't need to be stated twice) to be removed. Also, Jessica Rossman suggested that we allow persons to attend and/or view the meetings via-zoom in the future online with permissions from an HEC member or the President and or view them at a later date being that they are being recorded. A link would be provided on the HEC web page.

HEC also met last week they welcomed one new member. The Committee continued the conversation to strike the excessive verbiage from the Constitution with a motion and second to remove the verbiage at the end of the second paragraph in parentheses of Article II (doesn't need to be stated twice). Also elected chairpersons for the sub-committees that had been vacated due to natural attrition. The Committee continued the discussion of the pros and cons of having the HEC meeting being recorded and the aspect of all of OU's staff having access to the live meetings. They finished the meeting with a lengthy discussion of the proposed changes to the Universities policy on PTO and Holiday pay that would change the current policy to not be included as time worked and provided additional information to the Staff Senate to present to President Harroz on the following Friday.

Informational Staff Association: President Christine Young reported that they will meet next week

Organizational Staff Council: President Rhonda Hill reported that they discussed the timeline for their annual Operation Comfort and Joy, introduced our new representatives, and discussed speakers and topics for 2020-2021.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email, Chair Liz Cooley reported that they did not meet.

Communications Committee: By email, Chair Dalton Brasington reported that they did not meet in person, but via email to review and produce the Staff Senate Chair Welcome letter.

Staff Initiatives Committee: By email, Chair Jami Houston reported that the committee met and discussed the initiatives they would focus on for this year: Shared Leave Recommendations; Bereavement Leave policy; Staff Tuition Waiver

Staff Week Committee: By email, Chair Terri Smith reported that they did not meet.

REPORTS OF SPECIAL AD HOC COMMITTEES

Policy Review Ad Hoc Committee: By email, Chair Justin Daniels said that the committee is waiting for information from Human Resources.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported the Employee Benefits Committee met via Zoom on July 16, 2020.

Benefits Update

- Benefits plans for 2021 remain with senior leadership for approval. The benefits team expects to have approval in the next few weeks to submit to the Board of Regents for final approval at their October meeting.
- Update on COVID-19 benefits:

<i>Benefit</i>	<i>Effective Date</i>	<i>Projected End Date</i>
COVID-19 Testing Related Benefits	3/18/20	Cost-share waiver ends with the end of HHS public health emergency
Telehealth Expansion	3/18/20	8/31/20
COVID-19 Treatment	4/1/20	8/31/20 (COVID-19 treatment is covered after this date, but applicable copays, deductibles and co-insurance will apply.)

The COVID-19 pandemic is a fluid situation; the university continues to monitor the developments and may alter its policies and response accordingly.

- Medical spending in May ran lower than expected. Norman campus ran approximately 76% of the expected budget. Norman is running around 83% of the budget for the year.

Wellness Update

- Six hundred fifty individuals in Quarter 1 and 569 individuals in Quarter 2 logged over 1,500 points in the wellness portal.
- Magellan continues to offer live webinars. The webinars are recorded, allowing access if an employee cannot attend the live session.

The next meeting will be September 17, 2020, at 1:30 via Zoom.

OTHER REPORTS

The following reports were linked to the September agenda:

Staff Senate Foundation account report

Minutes of Employment Benefits Committee meeting for June 2020

COVID 19 Updates: By email, Justin Daniels reported that the COVID dashboard is up and running. Updates are made by Goddard a couple of times per week. Research teams are evaluating wastewater for the residence halls to potentially help identify where COVID outbreaks may occur. We have secured a LARGE number of surgical masks for distribution to staff, faculty, and students as needed. Departments need to coordinate with their Building Safety Coordinator if they need masks and Campus Safety will deliver them. Approximately 25,000 cloth masks have been distributed so far and we are preparing to conduct another big distribution for spring semester. Discussions are beginning for classes in the spring which will include some changes and lessons learned from this semester. Emergency Management and MARCOMM conducted an emergency notification test on Thursday, September 10th and we are working on some issues that were identified regarding phone calls and delayed email notification.

OLD BUSINESS

NEW BUSINESS

Rhonda Hill brought it to the Staff Senate's attention that according to Goddard's website, you do not have to submit the mandatory COVID-19 screening and reporting tool when you attend any events or gatherings, which does not match the information on the OU.com/together website. She also said Goddard does not mention traveling as a requirement for filling out the form. Rhonda stated she emailed Goddard about the situation was told they would be getting the Together website updated to reflect the same information as Goddard's website. Rhonda was concerned people would be attending these type events and/or traveling and not do the online screening tool each time.

A motion was made by Chris Cook for the Staff Senate to support the Faculty Senate Healthcare Benefits Equity Resolution, a second was made by David Kizer. After discussion, a voice vote was taken and passed unanimously.

ANNOUNCEMENTS

None

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:34 p.m.

NEXT REGULAR MEETING: October 21, 2020

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary