

THE UNIVERSITY OF OKLAHOMA

STAFF SENATE

(NORMAN CAMPUS)

Wednesday, March 17, 2021

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

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

Staff present – Melissa Lane, Administrative Coordinator

Representatives present – Hourly Employees Council: Paul Box, Jessica Rossman, Ross Mehl, Joe Northcutt, David Kizer, Sharrie Sanders; Informational Staff Association: Christine Young, Daniel Deering, Elaine Bradshaw; Organizational Staff Council: Rhonda Hill, Anjanette Pierce, Steven Hanger, Jenny Lang, Betty Love, Julia Rouse; Administrative Staff Council: Heather Todd, Andrea Flores

Representatives absent — Hourly Employees Council: Tanya Miller Eager, Will O'Donnell, Judy Estes, Karla Pitre, Jen Elsner, Terri Smith; Informational Staff Association: Corey Helms

Guests — Robin Stroud, Debra Levy Martinelli, Matthew Rom, Diana Fitzpatrick, Leslie Vennochi, Katherine McRae, Kelly Thompson, Chris Cook, Patrick McClain, Rusanna Hardesty, Amber Williams, Debbie Barnett, Jami Houston, Diana Biggerstaff, Marilyn Korhonen, Minerva Quinonen-Willingham, Carrie Irwin, Cindy Clark, Darla Madden, JA Prryse, Amy Bradshaw, and Shameka Johnson

SPEAKER

Lee Camargo Quinn

ACCEPTANCE OF MINUTES OF January 20, 2021

On a motion by Christine Young, the minutes of the January 20, 2021, Staff Senate meeting were accepted by an email majority vote.

CHAIR'S COMMUNICATIONS

February:

I hope everyone is staying healthy and warm!

Staff Senate met with President Harroz and Sean Burrage January 25th. Items that were discussed was Insurance negotiations, Fall Semester updates and Staff Awards Ceremony. I am going to start with the easiest subject first, Staff Awards will be held the same as last year, virtually. Currently, the plan for fall semester is to go as much in-person as possible. Risk Management team is currently working with classroom management to reach a capacity load for each classroom. Insurance, I hope that you all are aware that BCBS is in contract negotiations with OU Physicians. An agreement should be made by the end of this month but if you would like to voice your concern please email those concerns to staffsenate1@ou.edu. There have been some staff members who have emailed their concerns to us, we have forwarded them to Sean Burrage. As a result of these concerns a town hall has been set up for Friday at noon; if anyone DID NOT receive the email to register please let me know I will get it to you. Please make it a point to attend this town hall to stay informed of any updates.

Scheduled upcoming meetings are: Staff Senate w/ HR – March 1st

March:

Staff Senate met with Carrie Irwin and Lee Camargo-Quinn from HR March 9th. An update was given on steps moving forward to include OU Physicians Group doctors in OU's health plan, since OU is self-insured. As far as I am aware an agreement has not been made concerning BCBS and OU Physicians Group. Please continue to voice your concerns if you choose to do so at 918.551.3500 or email them to staffsenate1@ou.edu. All concerns will be forwarded to OU Physicians Group.

Also, broadbands will disperse in August. The policy ad hoc committee has been meeting to determine the upcoming structure of Staff Senate.

Staff Merit Award recipients have been decided and notified. All staff that was nominated but did not receive an award were also notified.

Scheduled upcoming meetings are: Staff Senate Executive – March 24th

Any questions?

If anyone has any questions or concerns, please feel free to contact me.

REPORTS FROM MEMBER GROUPS

Administrative Staff Council and Informational Staff Council: President Heather Todd and Christine Young reported in February, they continue to work on the ISA website, both associations agreed to reschedule the next meeting to Thursday, March 11 at 3 pm, discussion about BCBS regarding both OU Physicians and Dental coverage, and Q&A /Show & Tell to get to know members and where they work at OU. In March Monique Ramirez Lemus with the Office of Diversity Equity and Inclusion was our guest speaker. She talked about upcoming events they are hosting for faculty, staff, and students. Also, Monique spoke about how colleges/depts can utilize their services to train employees. Lastly, she discussed how the OU community could be a part of and help with DEI events. There was no old or new business discussed.

Hourly Employees Council: President Paul Box reported that they did not meet in February and in March they met via Zoom starting with the appointments of vacated positions. Judy Estes volunteered to replace Tanya Miller Eager as the HEC secretary and Minerva Quinones-Willingham volunteered for the vacated Staff Senate officer position. There is still one vacant position in Group 3 and the Election Committee is currently working on filling that position. Brief discussions were had on the topics of Cell Phone, Shared Leave and other policies for the University, updates to come. Also, the HEC spoke about the various sub-committee's vacated position replacements and brief updates on the various Sub-Committees.

Organizational Staff Council: President Rhonda Hill reported that in February Justin Daniels discussed the OU COVID vaccine distribution and they did not meet in March.

REPORTS OF STANDING COMMITTEES

Awards Committee: By email, Chair Liz Cooley reported that they will not meet the rest of the year. The Ceremony this Spring will be a virtual celebration.

Communications Committee: By email, Chair Dalton Brasington reported that they did not meet.

Staff Initiatives Committee: Chair Jami Houston reported that they did not meet in February and in March they reviewed the survey that the Shared Leave group would like to send to staff. The Bereavement leave group has a proposal ready for review. We will review as a committee at our next meeting.

Staff Week Committee: By email, Chair Terri Smith reported that in February they met via Zoom and are still discussing options for virtual events. At the March meeting it was determined that one of the games we wanted to try to incorporate would not be cost effective for the amount of people we have to consider, so it was canceled. We set up our days for Bingo, Staff Awards, Art Show, Health Fair, and Craft Fair. Correspondence will go out in the next week to two weeks regarding calls for the art show and craft fair.

REPORTS OF SPECIAL AD HOC COMMITTEES

Policy Review Ad Hoc Committee: Chair Justin Daniels said that the committee has completed the documents and are ready to share with the Staff Senate Executive Committee. After feedback is received from the group the hope is that the Staff Senate will see the documents on the April agenda.

REPORTS FROM UNIVERSITY COUNCILS, COMMITTEES, AND BOARDS

Employee Benefits Committee: Matthew Rom reported the following:

Benefits Update

- Virtual visits were approved in April 2020 in response to the pandemic. The OU community responded positively to a virtual option, and the HR benefits team has worked to continue the availability of virtual visits in 2021. There have been a few areas for improvement, especially with specialty appointments. The HR benefits team continues to work with those impacted to resolve issues.
- HR Benefits team is auditing the 2021 medical plan to ensure no significant differences exist compared to the 2020 plan.
- Negotiations between OU Health Physicians and BCBS continue.
 - Members of the committee noted constituents are having difficulty contacting BCBS to discuss how the contract negotiations impact their coverage. Some are routed to BCBS representatives who are unaware of the contract negotiation. The HR Benefits team mentioned calling the Health Advocacy telephone line may be the better solution. The number is 1-855-649-9614 and can also be found on the back of the medical card. Members can also contact BCBS through their website by using the “contact us” option.
- November expenses were 89% of budget, with the year to date at 83% of budget.

Retirement Update

- Fidelity is continuing to offer virtual services. There will be several virtual workshops during Fidelity’s “America Saves Week” (February 22 – 26, 2021).
- The “Retiring from OU” guide has been updated with 2021 plan changes and uploaded on the HR website.

Wellness Update

- There are currently 8,532 registered users, with 154 new in 2021.
- Magellan EAP: overall utilization, training, and website visits are up compared to 2020. However, counseling appointments are down compared to 2021. HR benefits team working with Magellan to determine the reason for the decrease in appointments.
- Monetary incentives were down compared to 2019. However, part of the issue may be the switch to remote work, which limited wellness opportunities. The wellness team provided many digital opportunities to make up for remote work.

New Business

- Member asked if DispatchHealth was still available.
 - DispatchHealth is still available with a \$50 copay on the PPO plan and subject to the deductible on the HDHP (around \$250).

The next meeting will be on March 18, 2021, at 1:30 via Zoom.

OTHER REPORTS

The following reports were linked to the March agenda:

Staff Senate Foundation account report \$1,285.30

Minutes of Employment Benefits Committee meeting for November 2020

OLD BUSINESS

NEW BUSINESS

Paid Parental Leave Proposal: Jami Houston gave an overview about the proposal, a few questions were asked. Crystal Ary asked for everyone to continue to look over the document and have questions ready next month. This will appear on the April agenda and hopefully action can be taken.

ANNOUNCEMENTS

ADJOURNMENT

As there was no further business, the meeting adjourned at 2:05 p.m.

NEXT REGULAR MEETING: April 21, 2021

Respectfully submitted,
Melissa Lane
Administrative Coordinator

Kristi Wright
Recording Secretary