MINUTES

Date: Thursday April 8, 2021
Time: 12:00 pm – 1:00 pm

MINUTES

1. Chair Lisa Habel opened the meeting at 12:05. A Land acknowledgement was visually displayed, and Lisa spoke to this change from a visual acknowledgement from a verbal acknowledgement.

2. Report from UWSA President Kathy Becker:
   President’s Report to the UWSA Area Representatives Committee 2021-04-08
   It’s Staff Conference season, and I hope you’ve had a chance to enjoy some Staff Conference sessions – I particularly enjoyed the keynotes by Anna Maria Tremonti and Jesse Wente. I thought they were fantastic, and both included messages that I appreciated hearing. And I want to thank every one who joined us at the UWSA drop-in session yesterday over lunch. I will admit
that I wasn’t sure how that would go – would it be like a sad party nobody shows up for? But you came out, and you asked questions, and it was great to connect! So great that we’ve been talking about offering more regular virtual drop-in sessions. Let us know what you think about that idea! In my report today, I’d like to give an update on Policy 14 – Pregnancy and Parental Leaves. This revised policy was approved by the UW Board of Governors (BOG) on Tuesday, which is fantastic news. The new policy includes a number of improvements and is a giant leap forward in terms of gender equity. It really brings UW into alignment with other university employers, and we are grateful to the P14 Policy Development Committee (PDC) for their hard work and dedication to revising this policy. As you may have heard me say in the past, it’s been a long road to get to this point. The P14 PDC was originally struck in May 2017, which is almost four years ago now. Now that the revised policy has been approved, folks are wondering about implementation; in particular, what about those UW employees who are currently on a pregnancy or parental leave? During the open session of the March 22, 2021 meeting of Senate, President Hamdullahpur informed members and guests that Policy 14 would be going to the BOG for approval. Senate had no decisions to make; it was just an information item. But one member asked about the eligibility of those currently on leave for the improved benefits afforded to employees by the revised Policy 14. In response, President Hamdullahpur said that the normal approach is for a new policy to be applied when it has been approved by the BOG – that is the date it comes into effect. He added that he didn’t think he would be able to say how far they would go back, but that the effective date of a policy would generally be the date that the BOG approves it. At Tuesday’s BOG meeting, the question of eligibility of employees currently on leaves for the improved level of benefits was brought up again. The President Hamdullahpur indicated that after consultation with the VP Academic & Provost, the VP Administration & Finance, and the Associate Provost, Human Resources, it seemed that those currently on related leaves would not be eligible for the improved level of benefits. He indicated that Human Resources would be sending out communications about the implementation of the new benefits afforded through the approval of the revised Policy 14. So that’s where we are today. We have a much-improved Policy 14, but we don’t yet know for sure whether staff currently on leave will be eligible for these improved benefits. I have one thank you to extend today, and it’s to our members for responding to the COVID Campus Climate Survey #2. Between March 24 and April 8, 2021, we received over 650 responses! We’ll use the results to learn how you’re doing and what issues are top of mind for you right now so that we’re informed as we advocate on your behalf. So thank you for taking the time to respond. Prepared by Kathy Becker

Q&A
Q: Lawrence Folland congratulated Policy 14 reps on drafting committee. Any comments about the compensation agreement or the vision care benefit approved by BOG, also this week.
A: $85 every 2 years per participant (includes dependents). Not huge but it is a start. SEF is going to continue, $250,000 per year for next 3 years. Bill 124 salary increases means 1% limit for next 3 years. Will continue with staff appraisal review. An hiring equity review will take place for hiring and onboarding.
Is there any progress on what happens when we return to campus for work? Short answer is No. Ongoing talks. Things are changing quickly. This is on staff’s mind. We are working to bring suggestions to UW Admin for a best path forward.

Q: Will Health Services do vaccines for staff?
A: Not sure. Essential workers and educators are higher on the vaccine roll out list, but none of that seems to apply to universities, despite us having both.

3. Approval of minutes from March 11, 2021.
   Motion to approve the minutes by Merrirose Stone, Shelly Jordan. Carries.

4. Meeting adjourned at 12:25 p.m.

Next meeting: Noon on Thursday, May 13, 2021

Chair: L. Habel

Minutes: C. Bolger