**System Staff Counsel Meeting Minutes**

**Thursday, March 11, 2020**

**Zoom Meeting**

In Attendance:

1. Stacy Gomez
2. Katie Princo
3. Kayle Lingo
4. Grace Shattuck
5. Christina Beck
6. Tara Dressler
7. Bethany Highfill
8. Kit Barwick
9. Nate Dietrich
10. Mayank Mittal
11. Phillip Curry
12. Ashley Eschler (HR Representative)

Absent: Tanya Cohen, Dave Korman, Laura Isacco

Regular Monthly System Staff Council meeting called to order at 9:02 am by Katie Princo.

Approval of the Agenda:

*Motioned by Unanimous consent*

Approval of the Minutes:

*Motion by Unanimous consent*

OFFICER REPORTS

Treasurer Report: Nate Dietrich

* Budget 510: $5300
* Budget 526: $4692
* The Budget is available for review in the T Drive.
  + Tara has made a chart of future events.

HR Activity: Ashley Eschler

* Show the group something that you can’t live without.
* SSC Elections
  + Nominations are due tomorrow (3/12/21).
    - There are currently 4 nominees.
      * All supervisors have approved their employee’s participation.
    - An election will be held because there are so many nominees.

Chair/Vice Chair: Katie Princo

* Kathy Nesbitt is leaving CU.
  + There is going to be a transition meeting with her replacement.
* System Garage Sale
  + An email will be sent out to volunteers soon.
  + Elizabeth Collins is open to planning this event around our Staff Appreciation SWAG Pick-Up.
* The SSC Q&As went really well.
  + There was a lot of participation.
  + Staff showed interest in joining committees without committing to SSC.
    - Employees want to use this benefit to determine whether or not they want to join SSC full time.

GUEST SPEAKERS

Kathy Nesbitt, Felicity Herron, Mark Kennedy, Leonard Dineger

* The Strategic Plan has been restarted.
  + Campuses are currently in the Action Step Phase.
  + AMC and UCD are implementing their own strategic plan.
    - They will provide their input in May.
      * We hope to learn from them.
* Vaccines
  + Leadership worked with the governor in order to make the vaccines available to students, staff, and faculty.
  + Vaccines are not going to be required in the System building because we do not have access to that information.
    - Leadership encourages everyone to get veaccinated.
  + System is following AMC’s lead.
    - System won’t require anyone to be back in the office until it’s been deemed safe and social distancing requirements have been lifted.
      * The amount of time an employee is required to be in the office is up to the supervisor.
* 1800 Grant Update
  + Conference rooms will be updated to keep up with changing technology.
  + Advancement is being moved into the building.
  + President Kennedy wants to have a return to the office party once social distancing requirements have been lifted.
  + System will transition to pay by the day parking instead of monthly fees because employees won’t be in the office every day.
  + Cleaning protocols will be updated in order to assure employee safety.
* Merit Increases
  + CU is in a better financial place than expected.
    - Furloughs will be relieved by July 1.
  + Merit increases are not guaranteed this year.
    - If there are merit increases, they will happen mid-year.
  + With pay equity in mind departments need to be more consistent with merit increases.
* Furloughs
  + All furloughs will be lifted by July 1.
    - UCD has already lifted all furloughs.
* Pay Equity
  + Every opening has to be posted and include the salary range.
  + HR is working to compare job duties to identify inequities.
    - System is in good shape.
  + HR is reviewing all policies pertaining to pay.

HR UPDATE

* The remote work handbook has been routed and everyone should have signed up to attend one of the webinars.

COMMITTEE REPORTS

Events: Bethany Highfill

* The Welcome to Grant Street event has been moved from April to May 5th.
* Ryanne Scott will be at the next Events meeting.
  + Her team has a few events already planned.
* Staff Appreciation Event will be held in May.
* Years of Service is tentatively set for August.

Brown Bag: Tara Dressler

* The Last Brown Bag was held in February.
  + A YMCA nutritionist spoke about healthy eating at home.
    - The Documents from the event are now available on the website.
* Next Brown Bag will be held on June 10th.
  + Regina Reynolds – AMC Diversity Coordinator

Diversity Inclusion and Outreach: Kit Barwick

* Working with Kayle Lingo to avoid duplicate information on the website.

Communications: Kayle Lingo

* New layout on the newsletters with the blog
  + There was a 20% increase in open rates from previous issues.
  + There was a 10% increase in clickthrough rates from previous issues.
* Ask the President has been well received, so questions will be solicited from UCSC as well as the System staff.
* Newsletter content is due March 23rd
* The newsletter will be routed on March 25th

Health and Wellness: Bethany Highfill

* Alex Yannacone will speak on the 17th about stress management.
  + A reminder will be sent out next week.
  + She wants to come back to talk about selfcare, but a date has not been determined.
* Beach Body Teams workout will be held later today.
  + 5 or 6 people have accepted.

UCSC UPDATE

* A few members that left the University and they are trying to fill these roles.
* The Professional Development Day is scheduled for April 30th.
  + Tara Dressler will work with Kayle Lingo to find ways to collect RSVPs.
* Tuition Assistance has been made a priority again.
  + The biggest improvement is to make the registration dates the same for both students and staff.
  + Campuses have taken steps to correct these issues but it should be more consistent across the campuses.
* Ryan Unitz has been selected to participate in UCD’s Return to Work Committee.
  + Tara Dressler will act as interim chair for the next few of months.
* UCSC is using Governspot software this year.
  + If the year trial goes well SSC can also demo the product.

ADJOURNMENT

*Meeting Adjourned at* 10:45 am *Unanimous Consent* by Council

*Meeting Minutes by* Laura Isacco