



## UNC Charlotte Staff Council Minutes

May 12, 2021 - 9:00-10:30am

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**Present:** Adrienne Bowman, Annette Parks, Annie Krieger, Brenda Shue, Carrie Lindquist, Celeste Corpening, Chris Duncan, Christin Lampkowski, Dalya Beckett, Dave Tabone, Fredrica Higgs, Fredricka Sweeting, Jennifer Hicks, Jenny Becic, Kara Killough, Katie Renaut, Kyle Thomas, LaTonja Miller, Latonya Newbill, Laura Holland, Le'Aira Hames, Leigh Murray, Linda Reece, Marina LeLeux, Melody Steigerwalt, Reagan Hill, Shanda Wirt, Stephanie Lazzaro, Pam Erickson, Jan Mullman, Mary McLean, Sarah Johnson,

### Welcome

Celeste Corpening

**Guest Speaker(s)** - Marina LeLeux & Stephanie Lazaro - UNC Charlotte Benefits Office

- FMLA - offers 12 weeks of job protection (480 hours). Shared leave is returned if not used. Direct staff to the Benefits website for questions or information. Interchangeable leave can be used thru June 30.
- Sick time may be used for retirement.
- Paid Administrative Leave - can use 80 hours unless previously used FFCRA. See Benefits website for details. Send return to work documents to Benefits. Documents must be complete to process.
- Full FMLA are not required to respond to emails or phone calls while on FMLA. Intermittent FMLA are required to respond.

### **Officers' Reports:**

\* Celeste Corpening, Chair

- IMT Committee Report - new guidelines for indoor/outdoor gatherings, university policies have not changed. Hand sanitizer stations, signage removal, etc. will happen in July. Positive tests are trending down. Vaccination attestations are continuing, approximately 100/day. Share your stories and pictures of vaccinations. 3.7% of North Carolinians have been vaccinated. Clinics on campus will end in June, continuing Pfizer and Moderna. Blood clots, 15 total, 13 under age of 50. Encourage anyone in that category to contact their doctor. May 27 Town Hall to cover expectations of return to campus.

- DEI - moving forward with training for faculty and staff. The Task Force has sent a report to Dr. Spellman with recommendations for diversity training, accountability, and incentives.



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- House Bill 243 - Staff Council is not lobbying for this bill, information was sent out. Please do not try to explain the bill but simply point staff to the legislative body in charge of the bill. Salaries can be impacted through December 31, 2021. Bill has not been passed as of today. Another Senate Bill SB355 has been presented that would make employees permanent records available to the public. UNC Charlotte is not advocating for this bill, they are actually against it. Additional questions can be directed to Anna Helms, [ahelms35@uncc.edu](mailto:ahelms35@uncc.edu) .

\* Kara Killough, Vice-Chair - nothing to report

\* Le'Aira Hames, Treasurer - nothing has changed since last month. [May Report](#)

\* Pam Erickson, Secretary - April Minutes - Dave Tabone motioned to approve, Le'Aira Hames seconded. April Minutes are approved

\* Annette Parks, Communications Officer

Golden Nuggets - 14, Area 7 had 6 nominations, Area 2, 7, 9, 12 and 14 received awards. Julie Howell received 2 awards this month. Nomination details are available on the Staff Council website. Nominations are gathered by calendar month and distributed at the beginning of the following month. Area Reps are asked to be sure all recipients are recognized.

### **Committee Reports:**

Education & Events, Latonya Johnson

Wellness Week, May 17-21, 242 registrations so far. Registration closed on May 9. Thanks to the committee for coordinating this effort.

Operational Support, Celeste Corpening - nothing at this time

Staff Relations, LaTonja Miller - nothing at this time.

**New Business** - none

**Adjournment** - Annette Parks motioned for adjournment, Dave Tabone seconded. Meeting adjourned at 10:04 am

**Chat notes:**



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Jennifer Hicks9:16 AM

For FMLA, are there restrictions for the paid leave that was recently passed regarding birth/adoption of a child? Also, do these benefits uniformly apply to both parents, or only the "mother" figure? I've heard some say father's don't get the same benefits but that may be just their company...

For VSL, what does the university do with any differences in salary between the leave recipient and donator? Like if the recipient is paid less hourly than the donator, where does the extra money go that the university would have paid if the hours weren't shared? Or perhaps the pay differences are just an ignored fluctuation...

Stephanie Lazzaro9:17 AM

Hi Jennifer - Birth of a child/adoption actually can run with two leaves through our office - FMLA and Paid Parental Leave.

Stephanie Lazzaro9:18 AM

Paid Parental leave will be based on hours received if you are a birthing parent or non-birthing parent. Here's the link for more PPL information <https://hr.uncc.edu/benefits/paid-parental-leave>

Stephanie Lazzaro9:19 AM

FMLA for the purpose of a newborn can be varied because the birthing parent (mother) can be out for her own serious health condition and bonding with the newborn. The non-birthing parent can take FMLA in several different ways depending on the reason they are out - caring for their spouse or bonding with their newborn. The bonding piece can only be taken within 12 months from the birth date.

Adrienne Bowman9:20 AM

Can we receive VSL from other state employee institutions/departments?

Stephanie Lazzaro9:20 AM

As for VSL question, they are just donating hours, they aren't donating salary.

@Adrienne - yes they need to contact Marina with what they are donating and who they are donating to through their HR office.



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Jennifer Hicks9:21 AM

Thanks, Stephanie :)

Stephanie Lazzaro9:22 AM

@Jennifer - when it comes to the birth of a newborn, it's very situational and it's always best to speak with our office about specifics to your situation.

Stephanie Lazzaro9:30 AM

<https://www.myncretirement.com/>

<https://hr.uncc.edu/retirement-information>

Annette Parks9:31 AM

How do you know which plan you are in? Are mostly faculty in ORP? On paystub, RO1 = TSERS, RO4 or OR6 is ORP.

LaTonja Miller9:32 AM

For clarity, does ORP look at your highest 4 consecutive years opposed to your highest 5? Was it previously 5?

Stephanie Lazzaro9:32 AM

No, ORP just looks at your balance and 5 years of vesting.

Adrienne Bowman9:33 AM

Any conditions ever allowed to switch from ORP back to TSERS if you were previously in TSERS at another unc system school?

Laura Holland9:36 AM

Just a quick note on the PAL leave turn around time - I applied for it and was notified that I was approved on a Friday, it was available in my time off balance bank in Kronos on the following Tuesday



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Stephanie Lazzaro 9:38 AM

@adrienne it's very small circumstances.