



UNC Charlotte Staff Council Notes

October 14, 2020 – 9:00 am
Via Google Meet

Present: Tammy Hickman, Celeste Corpening, Annette Parks, Michael Garrett, Meredith Klaus, Emily Teitelbaum, Jacki Lynn Baynks, Jan Mullmann, Jennifer Hicks, Jessica Waldman, Kara Killough, Kerrie Stewart, LaTonja Miller, Le’Aira Hames, Liz Rosenberger, Mary McLean, Pearl Brown, Sarah Johnson, Susan Bunton, Tim Carmichael, Virgie Fewell, Ronnie Bell

☑ Welcome, Celeste Corpening

☑ **Guest Speakers:**

Krissy Kaylor, Benefits Dept.

Krissy presented regarding that Open Enrollment is Oct. 15 - Oct. 31, shorter time period. Effective date of changes is January 1, 2021. Clear Pricing Plan was rolled out last year. Using a CCP reduces or eliminates a copay. Tobacco attestation is again in use. Can use PCP if they offer the attestation. Flex Spending account has increased to \$2750. If interested in NC Flex, you must enroll annually. Should receive a “Congratulations” message at the end of enrollment. The Benefits website has all the information. Spanish versions are also available on the Benefits website, <https://hr.uncc.edu/benefits>.

Questions:

1. Why is adding a spouse so expensive? The State office makes those determinations and UNC Charlotte doesn’t get to decide the premiums/coverage. Krissy Kaylor contacted the State Health Plan office and asked this question, the response was, “The State Health Plan benefit is meant to be an employee benefit which is why the premiums are low for employees. Since employing units pay the majority of the premium for its enrolled employees; employees are expected to pay more of a premium for their added dependents.”
2. Can an out-of-state doctor be a PCP for a UNC Charlotte employee? Use the Contact list on the Benefits website to locate doctors in and out of the State.
3. NC Flex roll over, is the amount the same every year? It happens automatically with a minimum of \$25 and up to \$550 through March 30 of the following year.

Cheryl Waites-Spellman, Interim Special Assistant to the Chancellor for Diversity & Inclusion
cwaites.spellman@uncc.edu.

This is a new position for UNC Charlotte. Chancellor Gabor recognizes that this position is necessary. Dr. Spellman is a full Professor in the Social Work department. Previously held a Dean position in the School of Social Work in Michigan, and the Department of Social Work at NC State. Has extensive experience in the areas of diversity and social justice. Her charge at UNC Charlotte is to assess functions across campus in the areas of diversity and inclusion, and to develop strategic goals for the university to be included in the university's Strategic Plan. She will also serve on the Chancellor's Cabinet, assisting in making decisions.

Questions:

1. In your plans, will all of the diversity groups on campus be centralized? Yes, one of the goals is to create one central diversity group with separate task forces to accomplish the goals. The Task Force that Liz and Celeste participate in has met twice and are working to establish goals for the task force. Dr. Spellman will be working with this group. This is an Interim position and a search will be held beginning next Spring.
2. Is there a benefit to having Ombudsman programs to work with the diversity groups. Yes, there is value in having both groups work together.
3. Why does FM have a separate HR department?
4. Disparity of pay is a concern in some departments. Hiring individuals into positions that are less qualified than others and are being paid more. Degrees should count when considering pay for employees. Celeste will send an email to Dr. Spellman with more detail. Need to look at market values outside of the UNC System, i.e, positions in larger cities.
5. Need to look at mass departures from specific departments and what is causing those exits in staff.

☑ Officer's Report

Celeste Corpening, Chair:

- URec is open, practicing social distancing. Buildings on campus were opened as of Sept. 7 and should remain unlocked.
- Leave bank is available, contact Cindy Edwards. Labor Day is a floating holiday that must be used by Dec. 31, 2020. Leave can be used interchangeably until Dec. 31, 2020.
- The Chancellor will attend the November and February Staff Council meetings.
- Questions for the Chancellor should be given to Celeste:
 1. Can overtime pay be received instead of comp time?
- Governor's order - 7% occupancy for events, 10 people for dining. Phase III doesn't impact UNC Charlotte anymore. Town Hall meetings are recorded on Niner Cares website. Equity committees have been created campus-wide and have created sub-committees.
- UNC System Task Force - has created committees. Staff Council members are encouraged to participate.
- Flu Shots will take place beginning Oct. 16. Anyone can come on campus for the shots. Flu Shot Attestation is required. Daily Niner Health Checks are mandatory. Niner Net credential will be turned off if employees are not complying. Open Enrollment will be affected if credentials are suspended. Incentives are in place for participating in the Health Checks and Flu Shots
- COVID test in Lot 10 for faculty/staff by appointment. Results are 24-48 hours. If symptoms or direct exposure, tests are free, otherwise, insurance will be filed. A dorm on campus was affected.

- After Thanksgiving break, students will be 100% remote learning. Students can be tested before leaving campus for Thanksgiving break.
- The Discount list on the SC website is available.
- Voting will begin at the end of October for next term. Second week of December will be the start of the term for new Executive Board and Area/Alternate Reps. Current Board will remain in an advisory role.

*Le'Aira Hames, Treasurer Started with \$4,000, after expenses we have \$3,947.60. Waiting for final Discretionary carry over was \$1,035.93, now \$891.30 remaining.

* Julia Stuart – Golden Nugget Awards

Eleven Golden Nugget Awards were received for October. Awards were delivered to Area Reps

- Pam will send August Minutes to all Staff Council members for review by Oct. 16.

☐ Committee Reports:

- Staff Relations, Annette Parks - Committee met yesterday. Discussed employee concerns relating to the Niner Health Check and how the information is collected and used. Annette will contact Legal and other higher-level officials for response. With Audra Esposito's exit, LaTonja Miller expressed interest in serving as Co-Chair. All members present agreed.
- Education & Events, Latonya Johnson - Committee is meeting today at 11am.

☐ New Business - Annette showed everyone how to access the Staff Council list by Area in the Team Drive. Use the BCC feature to eliminate all email addresses showing, taking up space on the page. An email template is being created to make sending emails to areas easier. Check the date on the list to be sure you are using the current list.

☐ Adjournment - Kara Killough made a motion to adjourn the meeting, Annette Parks seconded the motion. Meeting adjourned at 10:30am.