

Charlotte Staff Council Minutes November 8, 2023



Meeting Called to Order: 9:02am

Guest Speakers:

Lucian Wilhelm, Senior Associate Director, CRES

Demonstration Activity Resource Team (DART)

Lucian came to present to the Staff Council about the role of DART on campus. The desired outcomes for DART include supporting free speech and activism, educating event organizers and bystanders on their rights and responsibilities, maintaining the University's ability to meet its academic mission, and planning and responding to events in order to ensure a safe living and learning environment.

The basics of Free Speech and what speech is protected and what isn't was covered, as was the type of events where DART oversight may be needed or relied upon.

There is no such thing as too much communication - if you are aware of something happening on campus or that students may know is being planned, and DART oversight might be helpful, please communicate this to Lucian and or Sujit. They would rather be over prepared than underprepared!

Similarly, DART could always use more support so if you are interested in volunteering with DART please contact Lucian directly. She is also happy to come to a staff meeting or present more information and training about DART to a specific unit.

Attached in Appendix I is the DART powerpoint presentation with more information as well as contact information for Lucian and Sujit.

Christina Al-Khateeb, Events Coordinator, Division of University Advancement

The Commencement Office is seeking volunteers to help with the several commencement ceremonies coming up on December 14th and 15th.

A sign-up link will be in the NinerInsider in the coming weeks - please keep an eye out for it!

There are several different opportunities to volunteer and several different roles you can volunteer for, including being stationed at the information desk, ushering important guests to their seats, ushering students who need to support to their seats, handing out name cards to the students lined up prior to the ceremony, etc. You can also opt to do whatever is needed and Christina and her team can place you where they need you!

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Staff Council Chair Report, Audra Esposito:

Audra will Kick off Town Hall meetings next week - just about all meetings have been scheduled, they will be a mix of in person and virtual.

A call out for support - if anyone else on Staff Council that knows WordPress and can help with updates and some clean up on our Staff Council website, please email Audra!

Staff Council Vice Chair Report, Tracy Beauregard:

Nothing to report at this time!

Treasurer's Report, Latonya Newbill:

Full report attached here in Appendix II.

- General Fund: \$3,375.98
- Discretionary Fund: \$2,780.91
- Total Staff Council Funds: \$6,156.89

Secretary's Report, Jessica Waldman:

Communications Report, Carrie DaSilva:

A total of 31 Golden Nuggets went out this month to staff in areas 2, 3, 4, 7, 9, 10, 11, 12, 15B, and 16.

We will be changing the way we do Golden Nuggets now due to the new flexibility with remote working - instead of sending the Golden Nuggets to the area representatives we will be sending them directly to the person who is being honored.

Carrie will be putting out a monthly newsletter for all areas starting in December. Please provide any and all area updates and content you may want included by 11/27/2023.

Education and Events Committee, Lora Barbara and Jill Gosnell:

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Lora and Jill attended the meeting and gave updates about the Fall Festival. They also spoke about the upcoming service event planned for December 6th, and the importance of using community service leave (since you lose it if you don't use it!) Secretary is still waiting for an updated final report from the committee for the November meeting.

Operational Support Committee, Audra Esposito:

Committee members will be reviewing the final draft and completing updates/edits by Nov. 17. These will be presented to the full council in the December meeting.

Introduced adding the role of Technology Manager to the Board. Will begin a draft of the role and then work on updating the By-laws will bring this to the full council for review and vote in the coming months.

Staff Relations Committee, LaTonja Miller:

Staff Relations met on November 1, 2023.

Our meetings are held on the first Wednesday of each month from 2:00 - 2:30PM. Our next meeting is December 6th.

Staff Relations received the following concerns:

1. Parking rates increase when our incomes do not. It was suggested that parking permits rates be tiered by income level.

SR Recommendation: Fortunately, parking costs did not increase this year. We have previously suggested tiered parking rates. PaTS noted the complexity of a tiered system. The recommendation was not adopted. However, it was not ruled out as an option in the future.

2. We also received a thank you for advocating for parking rates not to increase this year.

3. The Faculty/Staff Textbook Loan Program has been affected by the new Niner Course Pack which allows students to rent textbooks. The option to rent textbooks is now the default option which places a hold on students' accounts. Then, students are not able to register for classes until they opt out of the program. It was suggested that the Niner Course Pack be removed from staff accounts.

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SR Recommendation: Request that opting out of the Niner Course Pack is the default for staff members.

4. There are no left turn signals on campus and it's difficult to make a left turn. It was suggested to add left turn signals.

SR Recommendation: We do not have a recommendation at this time. We are reaching out to request more information.

5. There is a concern that expected personnel changes may negatively impact staff. It was suggested that a seat on the search committee be reserved for a staff member.

SR Recommendation: Referred to the Ombuds Office.

We recommend discontinuing the Staff Council Retail Discounts webpage (<https://staffcouncil.charlotte.edu/retail-discounts/>) since HR now has a Discounts and Perks webpage (<https://hr.charlotte.edu/benefits/benefits-overview/discounts-and-perks>) that is appropriately listed under Benefits.

Respectfully submitted,

LaTonja Miller,

Staff Relations Committee Chair

Staff Assembly Update:

Staff Assembly Delegate Meeting Human Resources Update

October 23 - 24, 2023

Darryl Bass, Vice President for Human Resources addressed Staff Assembly and provided the following updates:

1. Appropriations Act (Budget Bill) of 2023 includes legislative salary increases. *A 4% increase for all SHRA and EHRA employees for FY 2023-24 effective July 1, 2023 was reflected in our last October paycheck.
*A 3% increase for all SHRA and EHRA employees for FY 2024-25 will be effective July 1, 2024.
*Further adjustments to longevity, overtime calculations, etc. for July-October may be completed in November.
*Universities did not receive allocations for the Labor Market Adjustment Fund

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(LMARs) this fiscal year.

*Previous legislation established a paid parental leave program for state employees. Additional provisions were included in this bill. Approval of revisions is expected later this fall.

*It was also suggested that full-time employees become eligible for three weeks (120 hours) of paid eldercare leave to provide care for an elderly parent with a serious health condition as defined by the Family Medical Leave Act. The paid leave runs concurrently with FMLA, and employees must qualify for FML.

2. Classification and Compensation Initiatives

Compensation and Hiring Flexibility (2023-25 pilot program) allows more flexibility on classifying positions, allowing applications the option to have their application considered for future job postings with comparable classification, and allow agencies to make job offers sooner.

*Career banding salary ranges are being updated again. Approval is expected in the Winter. Not everyone will get an increase. However, managers will have more flexibility on who gets increases.

*Once the new SHRA salary ranges and new EHRA classifications and ranges are completed, existing SHRA exempt employees will be given the opportunity to convert to EHRA status or remain SHRA exempt while they remain in their current position. Vacant positions will be converted to EHRA prior to posting the positions.

3. UNC Policy Manual Revisions are underway. Proposed revisions were sent to campus leadership for comment in October with presentation to UNC Board of Governors in November. Final review and approval of revisions by the Board of Governors is expected in January 2024.

Significant actions include the repeal of outdated policies and regulations; streamline EHRA classification structure and appointment provisions; and establish a single EHRA leave policy that combines several policies and regulations.

4. The 2024 Engagement Survey by ModernThink is expected between March and April. It will be streamlined to from 60 to 40 statements.

5. Benefits Update: The current plan administrator for the State Health Plan is Blue Cross / Blue Shield. Aetna will take over plan administration effective January 1, 2025. Information sessions will be held throughout 2024 to explain the transition.

*The current employer contribution rate for TSERS is 17.64%; the Optional Retirement Program (ORP) rate is 6.84%. The General Assembly sets the employer contribution rates for all state-sponsored retirement programs. Any change to the ORP contribution would require legislative action. The University has advocated for increasing the ORP employer contribution rate.

A powerpoint with additional details regarding all information shared in this report will be included in the meeting minutes.

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Respectfully submitted,

LaTonja Miller,

Staff Assembly Alternate Delegate

Discussion of New Business:

Some questions came up about EHRA staff and SHRA staff after the Staff Assembly update - the main question was why the positions will be changed or staff will have the option to change them. Ultimately, it sounds like SHRA salaries are primarily dictated by the state, where EHRA salaries have more flexibility and are dictated by University.

See attachment, Appendix IV, for the differences between SHRA staff and EHRA staff.

There is a proposal to change the December meeting from December 13th to December 6th - moving away from the busy pre-holiday week. All members are in favor of moving the meeting and it will be updated on the calendar to reflect the new date.

Adjournment: