# SAC/Forum Meeting Notes 6/3/19

Less discussion in faculty meeting re: weather-related absences (focused more on Department chairs and expectations for department admins)

Concerns:

* Lack of equity in application of policy! Every supervisor interprets or applies policy differently
* Punitive side of policy when weather continues to be bad
* HR messaging: “Do what you need to do to be safe” and “It’s up to your supervisor” which results in unfair practices and very difficult decisions
* School cancellations meaning that kids come to work or employees without kids feel that they have to come in to keep the office open
* Keeping students safe—lack of awareness of how to navigate in bad weather (students walking in streets)
* Administration not appreciating the fear that people had about getting home
* Accessibility of campus buildings after snow storms (scooters, wheel chairs, fibromyalgia, arthritis, etc.)

Challenges:

* SAC often doesn’t have laptops to take home to work on
* Identifying essential staff (who can shut down when students are here). For example, Bon App shutting early, etc.
* No acknowledgement that administration wants to engage in conversation about this
* HR FYI event was still held when maybe people couldn’t make it. Didn’t cancel due to having paid for food, but Bon App also was understaffed…

Ideas:

* What options are there for NOT using vacation time? Consider closing and/or comping vacation so people don’t feel like prioritizing their safety had a negative impact on their experience? Sick days? Flex time?
* More guidance to supervisors about expectations
* More transparency in the guidance to ensure the policy is applied fairly
* Avoiding mixed messages
* Thinking about human motivations: Paycheck, vacation days

Next steps:

* Better understand how people use the system currently (e.g. Flexing hours instead of getting paid overtime for certain times of the year? Checking email when you’re not at work?)
* Connect with Facilities to better understand their situation. Janitorial staff informed about office closure. Conversation with Patty? Who are union reps? Do we want students involved in the conversation?
* Identify who in Forum attends faculty meetings and could serve as liaison
* What does the satisfaction survey say about it?
* Exit and stay interview information (Kerstin has a PowerPoint)
* Poll and/or listening session (may be some hesitation to go directly to information session)
* Approach as policy NOT as a benefit (otherwise, this can open a discussion of what we’ll give up for this)
* Bring to Security Services Advisory Group and/or Campus Safety Response Team
* Fred reported that administration has already created list of “vital” campus employees and there was pushback/fear about bigger implications
* Discussions about perceptions of student traffic during bad weather events
* Role of student employees? Can they keep offices open if necessary?
* Publicizing the event where we ask about staff/faculty experiences
* Eva Posfe (rep to SAC starting next year) and George Shuffleton

Invite SAC to next meeting with faculty and facilities. Opening it up to staff to attend/gathering interest in serving on committee.