

Staff Council Meeting Minutes
5-11-22 3:00 p.m. MTC 224

Present: Jeff Hoyer, Angela Boyer, Leslie Quinn, Jill Sigler, Robin Judkins, Dr. Leslie Hardin (from HR), Mary Anne Matos, Kaitlin Krumsick, Leslie Quinn, Kim Steinmetz, Betsy Timm, Latonya Hood, Kristy Howell, Allison Weber, Karen Koller, Caitlin Murphy, Jason Arnett, Dr. Andy Bowne (from President's Office), Colleen Chandler (from HR), Jimmy Keaton, Ed Lovitt, Sean Bergman

Absent: Carol Gard

- Dr. Bowne and Dr. Hardin regarding VERB/compensation plan
 - Dr. Bowne, Colleen Chandler, and Dr. Hardin were in attendance to discuss the new JCCC compensation plan, as well as the sunset of VERB
- Elections
 - Karen Koller reviewed the upcoming election, including plans and timelines
 - Ed Lovitt motioned, seconded by Kristy Howell, to accept ballot option #2 from the "2022 Staff Council Elections" document. The motion carried unanimously.
- Need workgroup to work on All Staff meeting for this fall
 - Volunteers: Mary Anne Matos, Kaitlin Krumsick, Kristy Howell, Karen Koller
 - Caitlin Murphy moved, seconded by Jimmy Keaton to approve the above 4 volunteers to serve on the all staff meeting sub-committee
- HR subcommittee update
 - First meeting went really well
 - Established some practices
 - Will be meeting on the opposite Wednesdays from Staff Council
- New topic requests
 - See below for updates
- Ongoing topic requests – need to update these
 - See below for updates
- Review bylaws for June meeting
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New Topic Requests:

- Vacation pay accrual resets to zero when an employee switches positions. Request to change practice so vacation time is not lost during a job change.
 - Jeff Hoyer motioned, seconded by Jill Sigler, to refer this to our HR sub-committee
- Request to reinstate grant funding to help part-time regular staff go to conferences.
 - Robin Judkins motioned, seconded by Jason Arnett, to refer this to our HR sub-committee
- Two ideas to assist staff at lower pay levels. Consider merit raises for hourly positions to encourage current staff to improve and stay at JCCC. Second request: JCCC property tax rebate for JCCC employees below a set income level.

- This item was responded to in the following way:
 - The first part of this item is being addressed through the new JCCC compensation plan
 - The second part would be better address to the Board
- Jeff Hoyer motioned, seconded by Caitlin Murphy, to provide a response to these items, and NOT refer them to HR. The motion passed unanimously.
- Concern about lack of clarity and transparency in the reclassification of positions into job families. Desire for details like timeline and evaluation process.
 - Jeff Hoyer motioned, seconded by Jason Arnett, to refer this to the HR sub-committee for further discussion. The motion carried unanimously.
- Question regarding who is allowed to teach as an adjunct professor. Concerns about number of hours allowed in combination with part-time workload.
 - Ed Lovitt motioned, seconded by Robin Judkins, to refer this for further discussion by HR and the HR sub-committee. The motion carried unanimously.
- Request for a timeline regarding the new job family classifications. What will the appeal process be?
 - Angela Boyer motioned, seconded by Kristy Howell, to refer this for further discussion by HR and the HR sub-committee. The motion carried by a vote of 16-1.
- Concerns about multiple issues concerning HR plans, including recruitment after VERB sunsets, new compensation plan rollout, definitions of hiring committee roles concerning the JEDI role. Also concerns about how JCCC evaluates the effectiveness of HR decisions.
 - Jason Arnett moved, seconded by Jeff Hoyer, to table this discussion until the next meeting. The motion passed unanimously
- Desire for a more detailed response to the "polling for staff interest in a union" question.
 - Response from HR/Staff Council:
 - *"Federal law governs employee and employer activities as they relate to labor practices. Specifically, federal law prohibits unfair labor practices as defined by the National Labor Relations Act (NLRA). There are several unfair labor practices identified and prohibited by the NLRA. One prohibition is that an employer may not try to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to such an organization."*

Staff Council is an officially recognized, employer-sanctioned body doing work on behalf of JCCC. Accordingly, Staff Council is prohibited by federal law from participating in or influencing the formation or administration of a labor organization."

- Request for salad bar to be half price for students during the week of finals.
 - Response from Dining Services:
 - *"Thank you for reaching out. Part of Dining Services' mission is to support the College in every way possible with a spotlight on student success. We offer a number of affordable options (\$2.99 sandwiches, cheese & grapes combos,*

yogurt parfaits, pre-priced salads) in the Market that we are told are of great value to students. We are also working on an idea that would benefit everyone who wanted a salad any day of the week. That option could launch as soon as August.

We will look at this idea for the fall semester and will have to take into account the availability of our student workers during that time to accommodate the increase in business we would expect. Normally, the College does not offset any costs for Dining Services but if there were funds for this kind of student benefit, we would work to find a way to make such an event happen. I am always available to discuss any suggestions you have for Dining at jarnett1@jccc.edu."

Ongoing Topic Requests:

- ID #11 item has a status of "following" and lists a follow-up date of 5/1/22. Request for evaluation of the flex schedule policy.
 - Will add to the agenda for the next meeting
- ID #25 item has a status of "following" and lists a follow-up date of 5/1/22. Request for job level info to be more transparent.
 - Will add to the agenda for the next meeting
- ID #35 item has no status, but I think we already had Jason A. speak to Ibby about menu options.
 - Jason will follow up with Ibby tomorrow and will provide an update to this group
- ID #37 item has no status, but I think we might have addressed it – concern about vending machines not taking credit cards sometimes.
 - Response from Dining Services:
 - *"Pepsi has told Dining Services: "We have begun programming and replacing as needed. Project is set to be completed by the 15th of June." If there are issues with a particular machine, please use Pepsi's reporting system but also feel free to send an email to jarnett1@jccc.edu with the location of the machine and an asset number if there is one visible on it. That will help speed up replacements."*