

PUUP Exec Board Meeting
Oct. 13, 2021
4 p.m.

Attending: Kim Hartshorn, Gerianne Downs, Matt Salvatore, Dan Gordon, Kathy Briggs, Ray Guydosh

1. L/M agenda for Oct. 20 meeting.

- Vacation days: one of the things would like to do as agenda item is suggest that HR send out a fairly comprehensive memo regarding vacation days that includes talking about appeal process; will suggest that we draft one and give it to them or write together but that it go out under HR cover. Several issues we need to nail down. One is, vacation can be denied on grounds of operational needs but the contract is fairly vague. Says the president can deny a vacation request if the request is denied they deserve a reason in writing. I read it as being a particular day being denied not the fact they can deny people the use of days in general. Need to nail them down on this, whether they want to talk to appropriate lead/notification time for taking days. But I think the campus and the supervisors on campus need to see some kind of document. Can also ask if there is such a document.

Discussion ensued on the issue, with Dan saying that the issue is bigger and uncomfortable: They are requesting us to do more with less, and the question is: Why are they not doing what we hired them to do? Kim mused how do we ask about their not doing their job at L/M. He said he's talked about with them privately; suggested we hit them with the question more directly.

- Request update on numbers/ comprehensive list
- Campus Climate Survey (campus generated)
 - a. Survey (campus generated)
 - b. Survey (charter generated)
 - c. MC salaries (as promised)
- Why will employees not be reimbursed? Discuss reimbursement
- Title IX and VP for DEI: why do they get replaced but others on campus are not being replaced. Who is being replaced in DEI?
- Update on telecommuting, which ended Oct. 12.
- Timeframe for responding to ADA accommodation requests
- Optional COVID tests for faculty. There are a number of employees who had breakthroughs and have been quarantined because of their kids
- DSI
- Kim said he wants to make a case at L/M why all VPs need to be there; if that's not going to happen, we want to know ahead of time so we can make a case for them being there. Lizzie or Michelle Cromwell for instance need to be there.