

Staff Senate Constituency Report
Virginia Tech Board of Visitors
March 26, 2018
Presented by Robert Sebek, Staff Senate President

Good afternoon Rector Treacy, members of the Board of Visitors, President Sands, administrators and distinguished guests. It is an honor to present to you updates from staff at Virginia Tech.

Staff Senate continues to explore issues of concern to our lowest paid staff members at the university. Jeri Baker, Director of Parking and Transportation, gave an informative presentation and had a valuable conversation at our March meeting on alternative transportation options, reduce parking pass fee options, and other services, highlighting changes that will improve the affordability of traveling to and parking on campus. Staff Senate will assist in raising awareness of these options.

As we near the end of tax filing season, staff have again raised the issue that employees who live in West Virginia, Maryland, and D.C. do not have taxes withheld as Virginia residents do. Senate leadership is continuing to reach out to Payroll to find out why we do not provide this service when many state agencies do. The burden of paying quarterly estimated withholdings hampers household budgeting for these employees.

I have established a Senate ad hoc committee to gather information and suggest solutions to issues around child care. The lack of access to affordable child care in the NRV affects the recruitment and retention of staff, faculty, and graduate students.

The Commission on Staff Policies and Affairs is continuing to look at the Winter Closing policy. After some researching, we have found that every other public college and university in Virginia moves some state holidays so they are observed between Christmas and New Year's. CSPA plans to survey employees on four possible ways of handling Winter Closing: 1. Do nothing. Employees will continue to use leave, or go on Leave Without Pay for those days. 2. Move state holidays to that time period. Some A/P faculty who do not receive state holidays would continue to use other leave for that period. 3. Declare those days Authorized Closing Days, like is done for severe weather and weeknight football games. There will be issues with how this is funded and entered in leave systems. 4. Cancel the Winter Closing. Individual departments may choose to close during that period and employees would negotiate with supervisors for time off, as they would any other time of the year.

Finally, Staff Senate is completing planning for our annual James. D. McComas Leadership Seminar, which invites staff across campus to attend a day-long program of speakers and discussions for improving and growing leaders on campus. This year's theme is mentoring leaders.

Respectfully submitted,

Robert Sebek
President, Staff Senate