

Staff Senate
<http://www.staffsenate.vt.edu/>

August 20, 2020
12:00 – 1:00 p.m.
Zoom
MINUTES

Attendees: Katrina Loan, Teresa Price, Sally Shupe, Joseph Goodman, Jackie Reid, Dreama Price, Robert Sebek, Leisa Shelor, Courtney Glass, Jennifer Pike, Diane Walker-Green, Judy Taylor, Larry Jackson, Brandi Webb, Natalie Langowsky, Jonathon Poff, Tami Foutz, Adrian Ridings, Sue Teel, Jessica Pharis, Jeri Baker, Cara Conley, Sarah Windes, Jack Leff, Chelsea Keating, Becki Smith, Pat Donovan, Bruce Harper, Petie Martin, Brittany May, Brandon, Lester, Velva Groover, Andrea Kennedy, Raksha Sharma, Kelly Wimmer, Kimberly Ridpath, Amber Robinson, Heather Snidow, LaTawnya Burlison, Tasia Persson, Jenny McCoy, Sheree Montgomery, Lisa Bishop, Ashely Shew Heflin, Judy Alford, Robena Hughes, Steven Nagle, Amy Ingram, Jennifer Earley, Chris Whitlock, Kathy Wilkes, Elizabeth McLain, Justin Dalton, Tim Grant, Jamie Stein, Tamarah Smith, Melanie Darden, Sarah Owen, Amanda Villar, Nichole Akers, Emily Burns, Amy Hill, Zerita Montgomery, Serena Young, Angel Carter, Jamie Stein

Excused: Hannah Parks, Sue Ellen Crocker, Sarah Woodward, Kim Ridpath

Call to order at 12:00 p.m. by President, Tamarah Smith

The agenda was electronically submitted to senators on Thursday, August 20, 2020. With no additions, the agenda was approved at the meeting.

Approval of Minutes

Approval of the July Minutes were done electronically

Speaker: Jeri Baker, Director Parking and Transportations

Presentation: Parking and Concerns Staff Have

Faculty, Staff and Students have several concerns when the new parking rules came out. These new parking rules came into being to help pay the bill of parking, such as paving parking lots and building new parking areas since parking is an auxiliary and not paid from the state

- When Jeri first came to VT she asked questions
 - Why do Visitors get to park for free?
 - Why offer free spaces after 5pm
- Prior to Jeri's arrival:
 - Parking Master Plan
 - This said that visitors need to start paying to park
 - Looked at Parking at the University as an asset

- Parking Services set up the Perry St. student permit-to allow only a restricted number of students to park at Perry St. this reduced the sharking around for parking at Perry St and made parking easier for Faculty and Staff
- We need to reset our expectation
 - -charge visitors
- Need to have parking more toward the periphery
- Enforcement
 - 24/5 approach to begin
 - 24/7 approach rolling out over a couple of years
 - Will not cost more to enforce until 8pm-some employees will just come in early while others come in late to cover the extra hours
- Had to issue several parking refunds (students) for March, April and May and after this Parking Services was told to implement all the plans that can be done this year.
- New system to purchase online
 - Can purchase daily permits
- Working on an app-ParkMobile to purchase passes
 - Faculty, Staff and Students can purchase daily or hourly passes
- New equipment at North End Center
 - So, this garage is open right now- no charge
 - Should be fixed soon
 - This will be a 24/7 facility
- Negative Image
 - Fiscal Responsibility to the University
 - Made these Decisions with Dr. Wilkes and Dr Pinkney
 - Cannot only rely on Faculty and Staff to generate enough funds
- Collections
 - Used Bursar's Office for Collections
 - Students go through student accounts
- Since we were running out of time President Tamarah Smith will send the questions from Zoom to Jeri Baker and will post the answers to the Staff Senate website.
<https://www.staffsenate.vt.edu/>

Speaker: Elizabeth McLain, Emily Burns, Jack Leff and Martina Syyantek with the DAC

Presentation: Disability Alliance and Caucus

The number one goal of the Disability Alliance and Caucus is to make sure that no one is forgotten
DAC's Pandemic Recommendations

5 Recommendations

1. No Documentation for Pandemic Accommodation
2. Don't Walk Back Accessibility-CART, ASL, PPE
3. We Need a Policy to Protect Staff Members
4. De-individualize the Plans/Community Health
5. Information and Transparency

- Information and Transparency
 - Minor Success
 - VT Ready Dashboard
 - We still don't know the university's plans/thresholds for when we might "pivot" again in the Fall, given this information
- Don't Walk Back Accessibility-CART, ASL, PPR
 - Minor Success
 - Captioning options available, but people need to use them (pre-recorded videos)
 - Still waiting on CART (live event) updates
 - PPE-there are clear masks available, unsure about cost structures
 - Centralized Distribution of PPE
- De-individualize the Plans/Community Health
 - Uncertain
 - We are all vulnerable during a pandemic-though not all equally so. The individual "high risk" approach is inappropriate
- No Documentation for Pandemic Accommodation
 - "Business as usual"
 - Pandemics aren't usual
 - ADA isn't built to respond to a pandemic
 - No response to the potential for supervisor inflexibility
- We Need A Policy to Protect Staff Members
 - Little Response
 - Maintain pay for employees under \$50k, ensure health care coverage
 - Hazard pay
 - Remote work options (as default)
 - Assess what positions have to be on campus and only have those people on campus (this will help everyone be safer)
 - Layered-e.g., Family Care
- Moving Forward
 - Still pushing these points further with admin

- Remote as default
 - Staff-centered policies
 - Not requiring documentation
 - How can we support Staff Senate concerns?
- To get in contact with the DAC:
 - Twitter: @DAatVT
 - Listserv: disability-g@vt.edu
 - Non-VT contact: ashley.shew@gmail.com
- Buy out options for people who are close to retirement
 - Great question to pose to Brian Garey
 - Already been mentioned
 - Cost prohibitive
 - May be worth it to bring up again in the future (now that the budget has been set)
- Lack of Staff Senate Communication
 - We need to be updated
 - Need for transparency-more information the better
 - We would rather know so we can plan
 - Staff doesn't have the autonomy that Faculty has
- **Tamarah Smith** thanked the members of the DAC for helping to get things that we are concerned about brought to the spotlight. Tamarah will also be putting these same issues in her report to the Board of Visitors.
- **Shout out** to Tasia Persson for letting us know about the DAC

Questions and Comments:

- Wanting to work from home is different than not being able to work
- Water Fountain Closure-Staff was unaware of this happening
 - It was closed so you don't have to remove your mask to drink
 - Staff should have been made aware
- What if you are asked to work on site when there is not a need for it?
 - Reach out to the Om Buds office-Reece Raymos
 - Serena Young in the Om Bud's Office said to please reach out to 231-3125 or ombuds@vt.edu, She is happy to in assist you in meeting with Reece
 - Let the DAC know
 - They have talked with supervisors and asked them to be more creative and flexible
 - Reach out to Curtis Mabry with HR

Committees and Commissions:

If you are a Senator you are required to be on at least one of the staff senate committees each year-we also encourage alternates to be on a committee. Please go to this link to fill out the Qualtrics of which committee that you would like to be on. You can also be on a commission and those will be on the Qualtrics as well https://virginiatech.qualtrics.com/jfe/form/SV_02smiKm0TMEG0Bf

- Communications-Bruce Harper, Chair
 - Take care of website
 - Need help with Facebook-VT news and campus articles (Amy Ingram volunteered)
 - Zoom Help (Petie Martin volunteered)
- Elections and Nominations-Tasia Persson, Co-Chair and Judy Taylor, Co-Chair
 - Qualtrics link
 - Work to fill Committees and Commissions
 - Maintain Records of who is serving on these
 - Send VT News information about open positions
- Policies and Issues-LaTawnya Burleson, Chair
 - Policies and Commissions come down from the President
 - Responsible for reviewing resolutions and communicating directly with April Myers on all non staff senate related resolutions (always communicating with the Staff Senate President)
- James D. McComas Staff Leadership Seminar-Jennifer Early, Chair
 - New Role
 - Uncharted Territory
 - Will be Very Different this Year
- Child Care
 - Looking for people with First Hand Experience with this issue
 - Childcare will be different this year. People working from home
- Strategic Planning
 - VT Web Page-scroll to bottom
 - Review the Strategic Plan and make sure that the Staff is inserted
 - Great Ground Work
 - See how we as staff senate can work on goals and make sure our concerns are met

Next Meeting Date:

The next meeting date is Thursday, September 17th, 2020 at 12:00pm

Adjourned at 1:01pm

Respectfully Submitted:

Angel Carter