



MEETING MINUTES

July 15 2020

President Jonathan Levesque presided over the July 15, 2020, Staff Senate meeting held by Zoom Video Conferencing at 10:30 a.m.

Attendance

Executive/Administrative/Managerial

P– Reonas, Barbara ('21)
P– Tammy Millican ('23)

Professional/NonFaculty

P– Asin, Jessica ('21)
A– Baldrige, Samantha ('21)
P– Bonner, Amber ('21)
P– Dawan, Hope ('21)
P– Henry, Rachel ('21)
P– Lane, Madison ('21)
P– Garner, Karen ('22)
P– Herman, Catherine
P– Holstein, Lindsey ('22)
P– Lee, Mark ('22)
P– Levesque, Jonathan ('22)
P– Nickerson, Jon ('22)
P– Roth, Nicole ('22)
P– Clemmons, Jill ('23)
P– Kimmell, Alyssa ('23)
P– Harb, Ryan ('23)
P– Lewis, John ('23)
P– Marrero, Ali ('23)
P– Sansoni, Gerald ('23)
P– Shows, Haley ('23)
P– Slocum, Jenee ('23)
P– Stone, Megan ('23)
A– Wilson, Derek ('23)

Service/Maintenance

Skilled Crafts

A– Corbitt, Brent ('22)

Technical/Paraprofessional

P– Matkovic, Igor ('23)

Clerical/Secretarial

P– Salesneves, Sarah ('22)
P– Salvadras, Amber ('22)

A – Indicates Absent

P – Indicates Present

Pr – Indicates Proxy

GUESTS:

Cæy Coughlin, Campus Federal Credit Union
Darcee Olson, LSU Libraries

Q: We know that Governor Edwards is moving forward with providing pay raises to classified employees for the third year in a row, despite the pandemic this year. We also know that departments, including LSU, get to independently decide if they will provide raises to

A: He is not sure of the student enforcement which may be handled through the code of conduct. For faculty and staff, we have asked for people to practice good hygiene where they wash their hands, use wipes or sanitizing solution when they may not be able to wash their hands. Also, to wear a mask when they are in close proximity of people and to try and stay 6 feet apart. Clay expects to receive some complaints which will be looked at individually. His advice is to stay away from people as much as possible. There are setting up a unit that will handle reporting and contact tracing. If an employee tests positive, we will need to know who they have been in contact with and of course they would need to be quarantined for the 14 days.

Q: Is Human Resources planning for some employees to continue working from home?

A: They have released a work from home policy. It seems that this policy has been in the works for a few years now and has now been completed. This policy does allow employees to work from home which is still happening while we are in Phase 2. When LSU gets back to a fully functioning campus, there will be announcement that if you can come back to work, they are to do so. If not, those employees will need to work with their supervisor to come to an agreement. It does require the supervisor approval to continue working from home. Human Resource Management should be more of a consulting role than a policing role. The only way Human Resources has to be involved is if the employee works out of the state due to taxing and different legal situations that LSU may encounter.

There has been some employees who have been asked to sign the agreement, (the director) may need to be some clarification from Human Resources due to some units requiring their employees to sign by July 1. There is some language in Section G of the policy which states that working from home should not substitute dependent care. Remote employees cannot care for dependents during work hours however if schools go to a hybrid teaching model, every working parent would need to submit leave for the entire semester. Will there be any flexibility there?

A: There is no harm in doing that now but it will be required when LSU comes back to full operation. With trying to care for dependents while working is a slippery slope. Clay has talked with administrators and they are not enforcing that area right now. Some universities have been. If Human Resources needs to speak with that department, they will. There is a federal law that states that employees have the right to get extended family medical leave up until December 2020. They realize that employees can file that and still get paid Clay feels that within reason, he would rather get as much as we can from employees who are working remotely rather than filing medical leave and not work at all. It is not necessarily wrong for supervisors to ask employees to sign the policy while children are at home at home.

Q: There is some confusion on taking leave, the roadmap was clear that if you test positive for COVID what leave type to put in but it was unclear that if you have been exposed but not tested yet. Do staff have to submit for sick leave if they were exposed to COVID at work?

A: Human Resources has just changed the policy in regards to that. Once the contact tracing unit is set up, so if someone is identified as being exposed, they would need to be quarantined for 14 days. It is tough if someone comes to work as gets exposed. Clay is currently working on a creative solution to that which is being reviewed by general council. If an employee comes to

PRESIDENT'S REPORT

President Jonathan Levesque reviewed relevant meetings in which he attended.

- June 23 – The Chief Information Officer Hiring Committee met for the last time providing Dan Layzell with 2 qualified candidates for selection. Dan selected Craig Woolley from Wright State University as our next CIO. He will begin August 10.
- July 1 - Staff Senate Executive Committee Members attended the LSU Inclusion, Equity, and Diversity Leadership Retreat which was an 8 hour retreat featuring halls lectures, and breakout sessions. The breakout groups will assist the university in advancing policy as it relates to improving minority representation on campus.
- July 7 – The Staff Senate Executive Committee met to prepare for the general meeting.
- July 13 – Attended the Staff Diversity Breakout Group met to set goals for the year and beyond which he will share once those approved to publicly share.
- July 14 – Attended a meeting with Provost Stacia Haynie who graciously invited the Staff Senate President to join the weekly COVID Deans and Vice President's update meeting. The meeting introduced LSU's efforts towards creating a system for contact tracing and symptom reporting via Qualtrics. This was a very preliminary design but it did provide insight on where the university is headed for fall.

OLD BUSINESS

Amendments to the Staff Senate Constitution

The LSU Staff Senate Constitutional Amendments to vote has been sent out electronically to all staff members. He encouraged everyone to place their vote by Friday's deadline. As long as we receive 2/3 of staff votes in favor, we can send it to Interim President Galligan for final approval along with the Bylaws amendments that the full Senate passed.

NEW BUSINESS

Staff Senate Appointment

President Levesque announced that the Executive Committee approved the appointment of Darcee Olson from LSU Libraries to fill the Professional Faculty category vacancy through June 2021. She has been employed at LSU for a little over a year now and reached out to the Staff Senate on how to get involved. She was welcomed to the Staff Senate.

Committee Assignments

President Levesque discussed committee assignments. The description of each committee and goals were shared with the full senate. There is a new Community Engagement Committee that has been included which is a great way to network with employees on campus.

who are interested to select. There will be assigned seats for a representative from our minority caucuses as well. The selection form will be shared in Microsoft Teams for each Senator out their selection. The deadline to select will July 22. The Executive Committee will meet on July 31 to finalize the list which will be shared during the August meeting.

Staff Senate Apparel

Staff Senate Administrative Coordinator Melonie Milton announced that the Staff Senate has

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The meeting adjourned at 12:00p.m.

Jessica Aslin, Secretary

JA/mm