Staff Council Meeting Agenda
January 13, 2021 | Wednesday | ONLINE (WebEx)
Participants: Professional Staff of University of Hartford

Discussion and approval of the minutes from previous general meeting: December 9, 2020

Staff Council Reports

Treasurer’s Report: (Linda Zigmont) Balance is $1,422.98
  • No change

Benefits Taskforce: (Cindy Oppenheimer)
  • Nothing to report. The next meeting is Jan 21

Resource Planning & Priorities committee: (Laura Heemskerk/Laura D’Angelo-Gohn)
  • The most recent RPPC was on Thursday, Jan 7. They had completed the review of UHart Start priorities planning

Faculty Senate: (Ben Ide)
  • There was a presentation from Lisa Zawilinski, the Executive Director for the Center for Teaching Excellence and Innovation, on teaching resources available for faculty. Provost Fred Sweitzer talked about plans for the spring semester, including contingency plans for a start date and ramping up Covid testing for students. He also announced that construction for the new academic building is on time and under budget.

Human Resource Department: (Lynn Thibodeau)
  • HRD has completed reviewing employee elections for calendar year 2021 open enrollment. You can now view your elected benefits for calendar year 2021 in your Employee Self-Service portal. The benefit summary is grouped in alphabetical order by type of payroll deduction. As you are reviewing your benefits, please scroll through the entire page and review each benefit/deduction grouping to review your elections. If you cover dependents for medical, dental or vision insurance and do not see them identified under the specific benefit, please contact HRD at hrd@hartford.edu.
    
    As a reminder, some benefits include both Employee and University premium contribution while others are either Employee or University premium contribution only.
    NOTE: The University contribution to the Health Savings Accounts will reflect only half of the annual contribution.

  • On June 25, 2019, Connecticut passed legislation to create a comprehensive paid family and medical leave insurance program (PFMLI Program) through the signing of Connecticut Public Act 19-25, An Act Concerning Paid Family and Medical Leave, as amended sections 232 through 235 of Public Act 19-117. For covered employees in the State of Connecticut, the Connecticut Paid Leave program offers the opportunity to take time to take care of personal and family health needs without worrying about lost income while you are away from work.
Beginning with the first paycheck in January 2021, the University is required to deduct this new payroll tax from all employees including full and part time, temporary and student employees. The deduction is .5 percent (.005) of wages up to the social security tax maximum earnings. For example, an employee earning gross wages of $1,500.00 per pay period would see approximately a $7.50 deduction for the CT Paid Leave Program tax.

New Business
- United Way
- There is a revised version of the Civility Statement from the Faculty Senate:

> As a University we foster a climate of civility; as members of our community we engage with one another, maintaining the highest standard of ethical, inclusive, and empathetic behaviors. We assume responsibility for our words, choices, and actions and their impact on others as we expect other members of the community will do the same. Our community is a place where people can have a free and open exchange of diverse ideas and disagree respectfully.

This reflects changes recommended by the SGA and the Staff Council executive board.

Old/Continuing Business
- Delegate elections: Nominations closed, candidates have been notified, election via Google Forms later this month
- Outstanding Staff Member Awards (the “OSMAs”) will be presented at the Spring Kickoff event on January 27
- Staff Council website improvements, with shortcuts to often used sites (forms, HRD, DEI, etc.)

Announcements
- DEI professional day, Jan 14 - Racial Equity: Building a Culture of Inclusion at UHart Part II
- Call for nominations for the Staff Spotlight
- Updates from Community Representatives

Future Staff Council general meetings (always second Wednesday at 1 p.m.)

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<td>May 12, 2021</td>
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<td>Jun 9, 2021 (Pres. Woodward)</td>
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