**Staff Senate General Meeting**

**11/10/20**

**10:00**

**Microsoft Teams**

Present: M. Brown, G. Gates-Fowler, P. Hallman, S. Howle, B. Harris-Johnson, S. Louis-Jeune, J. Peterson, D Pollock, A. Ratz, A. Ruiz, K. Sellers, B. Vojnovic, T. Wilds, R. Chapman, A. Ravenel, M. Dolson, C. Curbelo, B. Holt, and W. Jennings.

**Speaker – Marry Shedden, News Director, WUSF Public Media**

* Radio station – NPR affiliate – local 89.7 FM.
* News websites – NPR, WUSF.org, HealthNews.org.
* All Night Jazz – 9:00 p.m. – 5:00 a.m.
* Classical Music – WSMR – 89.1 FM and 103.9 FM. – music 24/7.
* Coming soon:
* Interactive arts hub connecting the community to arts organizations in the Tampa Bay area.
* Independent, locally owned, and operated as a non-profit.
* USF holds the broadcasting license for WUSF.
* No public TV station affiliated with it. Partner with WEDU.
* 245,000 listeners per week.
* Online streaming at WUSFNews.org, WUSF.org. and WSMR.org.
* NPR One – on demand news and podcasts.
* WUSF News
* Sixteen daily newscasts between 5:00 a.m. and 6:30 p.m.
* Also digitally online.
* In depth weekly features on Florida Matters.
* Pandemic didn’t slow us down. Most of the news team works from home. Created new programs on Facebook Live.
* News internships.
* USF Mass Communications.
* Digital, radio visual, and social media.
* All Night Jazz – WUSF 89.7
* Decades long program.
* Some hosts are jazz musicians.
* 10:00 p.m. Jazz Trip Around the World.
* Bring live music during the pandemic.
* Classical WSMR 89.1, 103.9
* Only Florida classical station.
* Masterworks at 7:00 p.m.
* Support from local donors and businesses is 80% of revenue.
* USF supports us with employees and facilities.
* Underwriting and media sales.
* Community outreach.
* Produce podcasts (e.g., CyberFlorida).

**President – M. Brown**

* Follow up on President Currall’s forum.
* Post-election wellness check.
* University Wide Chair is currently vacant.
* K. Sellers will serve on the President’s Salary Equity Task Force Committee.
* HR and General Counsel attending our meeting today.
* Idea Challenge – Kim is our communications contact in the President’s Office. We made sure to let her know we are a separate entity from ASFCME.
* Website – working on the President’s message for our website.

**Vice President – K. Sellers**

* Senate Membership Drive – need new members. If you know of an interested party, send their information to our Sergeant at Arms, P. Hallman.
* Senate Survey – put off until after the new year.
* Bylaws Committee – will meet to consolidate our recommendations.
* Pay Equity Issues – need input from us and the staff.
* Union Information:
* Requested an 8% pay increase, $15 minimum wage, a 15-month recall, and a no bullying clause.
* USF offered 1.5% increase and did not address the other issues.
* Still in negotiations as we are at impasse.

**Secretary – W. Jennings**

* A motion was made by T. Wilds to accept the October 2020 minutes as is. B. Harris-Johnson seconded the motion. The motion was unanimously approved.

**Assistant Recording Secretary – A. Ratz**

* Nothing to report.

**Treasurer – T. Wilds**

* E&G - $3,036.00
* Carry Forward - $10,479.00
* Concession Funds - $675.00
* Dollars for Staff Scholars - $1,916.56.
* Submitted the funds for the Dollars for Staff Scholars scholarships.
* Finalizing Pcard arrangements.

**Sergeant at Arms – P. Hallman**

* Nothing to report.

**Parliamentarian – B. Vojnovic**

* Nothing to report.

**Committee Reports**

* **Communications – A. Ruiz/G. Gates-Fowler**
* M. Brown, K. Sellers, and Javier now have access to the website.
* Escalating the request for a general email address.
* Working on a recruiting flyer.
* Haven’t heard anything more about our logo.
* **Quiet Quality Awards – S. Louis-Jeune**
* Inventory is completed.
* Some mugs are defective. Will distribute to anyone who would like one.
* Found a place for one of the cabinets. One cabinet is one wheels if anyone has room.
* Will send a QQA nomination request to Senators to distribute.
* **Senate Operations – B. Deen**
* Sent the form to the President’s Office to sign for Financial Aid.
* Thirteen scholarship applicants will receive their funds.
* **Staff Morale – B. Harris-Johnson**
* Working on ideas for some type of virtual celebration for the holidays.
* **University Wide – vacant**
* No speaker for December.

**Guest Speakers:**

* **Liz Gierbolini, Senior Associate General Counsel**
* **Angi Asklenka, Chief Human Resources Officer**
* **Angela Badell, Assistant Director, Benefits**
* **Sheri Neshiem, Director, Human Resources**

**Subject: Furloughs**

* Increased expenses and reduced revenue due to the COVID pandemic.
* Cuts are 8.5% this year and 10% in 2022.
* Still need to retain preeminence and performance metrics.
* Furloughs – option to retain employees and save cash.
* Mandatory temporary unpaid leave of absence.
* Employed during budget reductions or lack of work.
* Must be approved by the appropriate VP and reviewed by Human Resources.
* It’s not a layoff or reduction in the workforce.
* Restrictions:
* Can’t use leave during the furlough period.
* Can’t work at all during furloughed time.
* Advantage:
* Won’t lose your health insurance benefits.
* Employees must pay their portion of their benefits if their paycheck doesn’t cover it. Payroll will set up the payment process for them.
* Will be given as much notice as possible and it will be no less than 14 calendar days.
* Cannot grieve the furlough process.
* Questions
* Can employees receive unemployment benefits during a furlough?
* USF doesn’t determine unemployment eligibility. Must contact the Dept. of Economic Opportunity. They would make that call.
* What about retirement benefits?
* Retirement contributions are based on a percentage of earnings. If you are furloughed for an entire week, you would lose the contribution.
* Unless you are furlough for an entire month, the state doesn’t recognize it and it would have no impact on retirement.
* What about a reduction in FTE?
* Any benefits you currently have would continue.
* There would be no change until the next plan year.
* Payroll deductions would still come out as scheduled. Benefits can assist with any arrangements that might need to be made.
* What about open positions?
* Will try and use internal candidates for any open positions.
* Anyone laid off will have recall rights. Will transition employees to another position if one is available.

Note that there haven’t been any month-long furloughs yet. Most involve a drop in FTE for five to six weeks (e.g., from 40 hours per week to 32 hours per week). We are trying to explore other options before using furlough.

With no further business, the meeting was adjourned at 12:15 p.m.

Respectfully submitted,

Wendy S. Jennings, Secretary