



University of New Mexico

STAFF COUNCIL MEETING

October 16, 2012

SUB, Lobo A&B

Members Present: Kendall Alexander, Elisha Allen, Emily Arzate, Anne Burtnett, Pam Castaldi, Bob Christner, Mary Clark, Marjorie Crow, Renee Delgado-Riley, Theresa Everling, Janisha Garcia, Mike Gatchell, Danielle Gilliam, Veronica Griego, Gene Henley, Traci Jastrzemski, Karen Kinsman, Ana Parra Lombard, Karen Mann, Linda McCormick, Marie McGhee, Kathy McKinstry, Amie Ortiz, Ann Rickard, Joni Roberts, Candy Romero, Carla Sakiestewa, Michael Snyder, Marie St Claire, Kathy Turner, Gina Urias-Sandoval, Justin Walters, Daniel Weems, Tracy Wenzl and James Wernicke.

Members Excused: Carol Bernhard, Natalie Bruner, Kenneth Carpenter, Michael Chavez-Kerr, Lisa Gilmore, Carolyn Hartley, David Luna, Cindy Mason, Suzanne McConaghy, Shannon McCoy-Hayes, Lee McGehee, Stella Ramos, Mark Reynolds, Frances Rico, Susy Salvo-Wendt, Bridgette Wagner-Jones and Chelsea Beth Walker.

Members Absent: James Clayton, Richard Goshorn, Juan Larranaga and Andrea Rodgers.

Parliamentarian: Adam Hathaway, Professional Registered Parliamentarian.

Call to Order: at 1:01 p.m. by Speaker Tracy Wenzl.

Agenda, approved.

Minutes of September 18, 2012, approved.

Constituent Comments:

Maria Wolfe from Alumni Relations Office provided cookies for the Councilors and thanked them for their participation in the Homecoming 2012 events.

Guest Speakers:

President Robert Frank and Provost Chaouki Abdallah spoke about Responsibility Centered Management, Student Retention and the Foundations of Excellence Survey.

Executive Committee Report, President Elect Gene Henley:

President Frank recently approved a funding request of \$2000 to supplement the Gerald W. May Outstanding Staff Award fund. This will allow the Council to present three awards at \$1000 per award. The Office of Student Affairs also approved a funding request to cover the shipping costs of Operation Gratitude donations. Proposed changes to nine university policies were reviewed by the Committee and the proposed changes were supported. The Staff Council Mission Statement has been revised and was approved by the Committee. The Committee approved a retreat for Councilors during the December business meeting.

President's Report, President Mary Clark:

President Clark reminded Councilors to RSVP to the Staff Council Office if they plan on attending President Frank's Inauguration on Sunday, 11/18/12. President Clark encouraged Councilors to communicate with their constituents about

supporting Bond C in the upcoming elections. President Clark thanked Alumni Relations for providing cookies.

Speaker's Report, Speaker Tracy Wenzl:

Speaker Wenzl noted that there were Safety Posters available for Councilors to take back to their offices. Speaker Wenzl recommended the appointment of Nathan Holscher to the vacant Grade 13 seat. The appointment was approved by the Council.

Unfinished Business:

President Elect Henley noted that he incorporated one revision in the Staff Council Committee Reorganization proposal and moved for adoption as amended. This was approved by the Council. (See attachment #1).

New Business:

Councilor Christner, on behalf of the Executive Committee, moved to amend Staff Council 2012 Resolution #2, which was previously approved in August 2012. This was approved by the Council. (See attachment #2).

Committee Reports:

Environs – Linda McCormick: The Committee is working on an “Ugly Duckling” campaign to identify landscaped areas of the campus that need beautification. There will be an eWaste collection on 11/10/12 sponsored by the Committee. American Recycling Day is 11/15/12.

KUNM Radio Board – Elmo Riggs: Riggs asked Councilors to email him with their comments/concerns. Katherine Cordova, from KUNM, spoke about the station’s On-line Auction which runs from 11/16/12 to 11/30/12. She also asked Councilors to consider donating items to the Auction.

Councilor Comments:

Kathy McKinstry reminded Councilors about the Gerald W. May Outstanding Staff Award and encouraged them to nominate staff for the award.

Renee Delgado-Riley reminded Councilors about the upcoming Staff as Students event on 11/14/12.

Karen Mann commented on the Lovelace/ABQ Health Partners issue.

Meeting adjourned at 2:01 p.m.

Minutes submitted by Kathy Meadows, Administrative Officer, Staff Council Office.

The meeting, in its entirety, can be viewed by going to <http://staffcouncil.unm.edu>.

**Reconfiguration of Staff Council Committee Organization Structure
Proposed Merging of Committees**

Approved by the UNM Staff Council on 10/16/12

Current Committees	New Title	Duties and Responsibilities
Career Development Compensation Employee Rights and Policy Review Work-Life	Employee Life	Responsible for Employee compensation, health and wellness, dependent care and alt work models, training/career development and employee rights including policy review affecting staff.
Ethics	Ethics	Ethics issues as requested by the Staff Council President.
Retirement Government Relations	Government Relations	Responsible for open dialogue with Legislative/Funding groups, including UNM funding formula and retirement benefits.
Rules and Elections	Rules and Elections	No change.
Parking and Transportation Environ's	Campus Environment	Responsible for the general and overall environment of campus including safety, sustainability, events, parking, safety and emergency preparedness.
Health Sciences Staff Councilor	Health Sciences Staff Councilor	Responsible for communication of HSC perspective to other committees to assure inclusiveness and collaboration.
Student Success	Student Success	No change.
Communication	Communication & Marketing	No change.
Rewards and Recognition	Rewards and Recognition	Responsible for Staff Recognition and Appreciation.
Executive	Executive	No change.

UNM Staff Council Resolution #2

Name: Alignment of the Definition of “Immediate Family” in Catastrophic Leave and Family and Medical Leave Act

Author: Bridgette Wagner Jones, on behalf of the Employee Rights and Policy Review Committee

Presented to Staff Council on August 21, 2012

Council Action: **ADOPTED**

1. WHEREAS the University of New Mexico complies with the federal Family and Medical Leave Act (FMLA) through the University Business Policies and Procedures Manual policy (UBPP) 3440; and
2. WHEREAS the University of New Mexico also includes an employee-funded Catastrophic Leave Program that provides paid leave hours to qualifying staff under UBPP 3430; and
3. WHEREAS the current definition of “Immediate Family” in the Catastrophic Leave Program as outlined in UBPP 3430.3.3 reads exactly, “the employee's spouse or domestic partner, and children (natural, step, adopted, and foster children), or if the employee is the primary custodian and caregiver of grandchildren or siblings,”; and
4. WHEREAS the current FMLA definition of “Immediate Family” as outlined in UBPP 3440.4.2 reads exactly, “children, spouse or domestic partner, parents, grandchildren, and siblings,”; and
5. WHEREAS federal employment guidelines and regulations such as FMLA should be viewed as the minimum standard for fair and humane work environments; and
6. WHEREAS the definition of immediate family under the Catastrophic Leave Program is inconsistent with and more restricted than the FMLA definition; and
7. WHEREAS evidence supports that the United States workforce is experiencing and will continue to experience an increase in the number of workers providing in-home elder care to parents; and
8. WHEREAS the University of New Mexico has made employee wellness a publicly-stated priority in recent years; and
9. WHEREAS employees are currently ineligible to receive catastrophic leave for the care of a parent and must forgo compensation, in order to care for his/her parent, thus incurring significant additional financial and emotional hardship in a time of crisis;
10. THEREFORE BE IT RESOLVED that the UNM Staff Council recommends that the University President approve revision on the UNM Board of Regents to revise the definition of “Immediate Family” found in Catastrophic Leave Policy (UBPP 3430.3.3) to make it more consistent with the FMLA definition: read “the employee’s spouse or domestic partner, natural, step, adopted and foster parents, and children (natural, step, adopted, and foster children), or grandchildren or siblings,”;

11. Copies of this resolution shall be sent to ~~the UNM Board of Regents~~; Robert Frank, President of UNM; David Harris, Executive Vice President of Administration; Pamina Deutsch, Manager, University Policy Office and Helen Gonzales, Vice President of Human Resources.