

CPAC Monthly Meeting
Microsoft Teams | 3:00pm-4:30pm | December 14, 2020

CPAC Attendees: Anne Bruno, Jeanette Carson, William Casterlow, Will Cole, Carly Debord, Greg Dieringer, Ali Doehring, Brittany Ferguson-Mike, Kristin Foy Samson, Dorothy Gruich, Courtney Johnson-Benson, Stephanie Kiba, Joe Minocchi, Cora Moretta, Alan Parker, Abbey Shiban, Chris Stimler

Excused: Laura Conley

Absent:

- 1. Open Meeting:**
 - a. Will Cole, Chair of CPAC, opened the meeting at 3:03pm
- 2. Approval of the Agenda**
 - a. (Motion) Dorothy Gruich, (Second) Cora Moretta; no opposed.
- 3. Approval of the Minutes**
 - a. (Motion) Anne Bruno, (Second) Dorothy Gruich; no opposed.
- 4. Committee Reports:**
 - a. **Chair:** Will Cole updated CPAC on the recent meeting with President Miller regarding our Open Benefits Enrollment. President Miller was open to listening to concerns. The meeting resulted in an extension in benefits enrollment to allow employees to have more time to review the changes. Unfortunately, changing the contributions will be more time consuming and challenging as the change was made through a board rule.
 - b. **Treasurer:** Submitted the carryover request and we our total budget is currently \$3390.33.
 - c. **University Council**
 - d. **Budget and Finance**
 - e. **Communications**
 - f. **Institutional Advancement**
 - g. **Information Technology**
 - h. **Physical Environment**
 - i. **Recreation and Wellness**
 - j. **Student Engagement & Success**
 - k. **Talent Development & Human Resources**
 - l. **Childcare Working Group**
- 5. Old Business**
 - a. **Discussion Regarding Benefits Changes**
 - i. Many CPAC members expressed frustration with the changes to benefits. Most of the committee reported receiving concerning feedback from contract professionals including:
 1. General concern over the increased cost.
 2. Cost increases during a global health pandemic, when employees already received cuts to their pay. Specifically, employees were concerned about making ends meet and

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providing for their families.

3. Making choices to select the lower benefit plan.
4. Making choices to seek employment elsewhere as the benefit cost increase was not sustainable.

ii. Letter/Survey:

1. Letter to Contract Professionals for the end of the year/beginning of new year to bullet point CPAC actions and collect feedback.
2. Create a survey to quantify responses and share ideas for changes. Include questions:
 - a. How are you feeling about the current campus climate?
 - b. Did you utilize work from home this past year? How did work from home impact your workload? Would you recommend a work from home/flex policy?
 - c. Benefits related questions regarding changes.
 - d. What concerns do you currently have?

iii. Addressing the Changes

1. Identify a Process:
 - a. Codify a process to involve Human Resources to ensure Contract Professionals are represented.
 - b. Create board rule that would create a level of equity with benefits
 - c. Change CPAC work rule (BOT Rule) to include requirement that HR must provide notice to benefit changes.
2. Data:
 - a. Seek information on the disparities of benefit contributions; Inequity in banding pay scale; no explanation was provided.
 - b. What was the average change in cost for benefits for CP's?
 - c. How many CP's changed to lower health care plans due to cost increase?
3. Address Human Resources lack of communication:
 - a. HR met with CPAC a few weeks prior to the Board Rule change to benefit contributions was announced. When asked about proposed changes, HR did not share information about changes to benefit contributions at this meeting.
 - b. CPAC raised concerns to HR regarding equity

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among the employee groups and asked that changes be equitable. CPAC cautioned that changes should not be finalized until after the union contracts were negotiated to ensure contract professionals were treated equitably.

4. Monthly meetings:
 - a. Invite HR to CPAC meetings.
 - b. Invite HR to attend CPAC special meetings with constituents,
 - i. Concern that this may not have the intended outcome given HR met with CPAC previously and did not share proposed benefit changes with members.
5. Submitting information to UC Executive for discussion:
 - a. Submit agenda items to UC Executive regarding benefits.
 - b. Make regular submissions with concerns of CPAC.
6. **New Business**
 - a. Set meeting date with President Miller at our January or February meeting.
7. **Comments and Announcements UC Committee Assignments:**
8. **Adjournment from CPAC**
 - a. Will Cole, Chair of CPAC, adjourned the meeting at 4:20pm: (Motion) Alan Parker, (Second) Greg Dieringer; no opposed.