

**Staff Advisory Council General Council Meeting Minutes**  
Thursday, October 22, 2020 @ 10:00am - 11:30am via Zoom

**Welcome** at 10:02am. This is Jean Seneff's first meeting as chair. And welcome to our newly elected members!

**Minutes approved without amendments:** Motion by Theresa Grigger, seconded by Elizabeth Miller.

**Speakers**

- John Sideras, *Senior Vice President and Chief Financial Officer*
  - *Social Security Tax Deferral*
    - CWRU as an employer decided not to opt in to the Social Security Tax Deferral as it would be beneficial to employees as any social security tax withheld in 2020 would have to be paid back by the employees in 2021. If there are further questions please email Jean.
- Amy Sheldon, *Director of Benefits, Human Resources*
  - *Update on Single Insurance Plan Administrator Choice Highlights*
    - CWRU decided to go with Medical Mutual as the single insurance plan administrator beginning in January 2021.
    - Medical plans will see no premium increase and this saves employees over \$1 million. Dentemax, VSP and Life Insurance premiums will not increase. The *only* increase is the SDM which will increase 1.5%.
    - No plan changes HMO, PPO and HDHP will still be offered. Employees in Anthem who do not elect Medical Mutual during open enrollment will be automatically put into the Medical Mutual plan comparable to their Anthem plan (for example, Anthem PPO would be put into MM PPO).
    - MedImpact will not change. Benefit Wallet will stay the same.
    - HSA yearly contribution caps now set at: \$3,600 single, \$7,750 for family. FSA no change at \$2,750 per year.
    - Information on town halls to discuss plan change and the phone number for new MM members can be found at [case.edu/hr](http://case.edu/hr).

**Reports of Standing Committees**

**Communications:** Shannon Swiatowski, Bob Slovenec

- 30th Anniversary t-shirts are in Crawford 507, Theresa Grigger's office. She is in on Fridays and please call or email her to pick them up.
- 30th Anniversary celebration will take place in 2021. Information on the last 30 years of SAC is on the website [case.edu/SAC](http://case.edu/SAC)
- Welcome new members! Constituent lists are ready and information will be sent out after the meeting. *It is very important to send all emails to your constituents when directed by Jean or Dawn. This is how we communicate with all staff members.*

**Community Service:** Theresa Grigger, Laura Huffman

- Usual activities of Back to School Drive and Basket Raffle are curbed because of Covid. Instead, held a Volunteer Version 2020 initiative Sept - October. Staff could send Cleveland schools requested supplies via Amazon, and complete a day of service. Pictures and summaries will be put together in a slideshow for the virtual benefits fair.

**Elections**, Karyn Newton, Jim Prince

- Two openings remain: (1) an exempt representative from the Case School of Engineering, and (2) one for a non-exempt representative from the School of Dental Medicine. These vacancies will need to be filled by appointment from the SAC chair.
- Orientation for members newly elected in August will be held via Zoom for the near future – please look for details in the coming weeks.

**Fringe Benefits**, Bob Lanese

- No report given. Please refer to the Fringe Benefit Committee report.

**Staff Policy**, Jim Nauer

- Concerns from many staff asking, what CWRU's policy on Covid? Staff concerns that they have to come in, policies are inconsistent and not communicated clearly. This will be brought to President Cowan's attention and discussed later in the agenda.

**Staff Recognition**, Elise Geither, Paul Keeley

- The virtual staff recognition program was successful! Congratulations to Laura Huffman!
- Next meeting 10/21 @ 12PM.

**Staff Development and Training**, Melissa Van

- Five question survey to be sent out to staff soon. There are staff burnout discussions, staff members being expected to cover work from early retirees with no extra compensation.

**V.Reports of Ad-Hoc Committees and Liaisons to the University Committees**

**Faculty Senate Meeting**, Jean Seneff

- Approval of the new academic calendar.

**Sustainability Initiatives**, need a replacement liaison.

**Fringe Benefits**, Barbara Juknialis

- The Virtual Benefits Fair will be 11/9-11/20/20. Since 8/3/20, there have only been 47 positive cases. A cumulative total of 5,097 tests have been administered. There are currently 5 people in isolation (i.e., have been diagnosed with COVID), and 15 in quarantine (i.e., have been directly exposed).
- Next meeting, December 9, 2020. By then, we should have all the open enrollment information.

**Diversity Leadership Council**, Dawn Ellis

- Latest discussions are around how outside events affect staff, faculty and students. There are various virtual events being held to address and educate on different issues.
- OIDEO is accepting stories for the annual Diversity Report with focus on diversity accomplishments, special actions during COVID, actions with a focus on social justice. Due Oct 30
- Preparing for a new Diversity strategic plan- expired in 2019.

**Parking Advisory, Paul Keeley**

- Next meeting in November. Email [pek@case.edu](mailto:pek@case.edu) with any parking questions and concerns and he will bring them up.

**Old Business** None.

**New Business**

- The SAC Executive Board will be meeting with Interim President Cowan, 10/26 @ 4:30pm.
  - Items discussed to bring to his attention: staff climate + Covid 19, staff burnout and extra burdens by work left by early retirees and no additional compensation. Child care subsidies - can we broaden eligibility to encompass more staff? Governance structure. Pathway 4, and how is the university moving forward? HR is not as supportive of staff because they balance between administration and staff members. Restructuring causes a lack of trust among staff. What has HR done to move forward with results from Compensation study? It's hard to hire professionals needed because of compensation constraints.
- We are seeking volunteers for:
  - One representative for the Sustainability Initiatives Committee. If interested please email Jean Seneff.
  - Chair for Fringe Benefits Committee If interested please email Jean Seneff.
  - HEC Interprofessional Committee (two representatives from SOM, SODM, SON) If interested please email Jean Seneff.
  - One representative for the Parking Advisory Committee who currently holds a parking permit. Volunteer: Jeffrey Daberko, Representative from University Administration

**Adjourned** at 11:30am.

**Not in attendance:** Excused: Kim Bible

Did not attend: Anne Kumer, Bob Slovenec, Christian Kalan, Colleen Friday, George Smiltins, Kaitlyn Lioni, Kasey King, Lakisha Waller, Matthew Kucmanic, Pearline Cartwright, Sara Donnelly, Vicki Moore-Holzhauser, William Bassett, Xavier Nieves