

Classified Personnel Council Meeting

Thursday December 17, 2020 1:00pm-3:00pm

FY21 Regular Monthly Meeting Minutes

Microsoft Teams – Watch Meeting [Here](#)



**CLASSIFIED
PERSONNEL COUNCIL**
COLORADO STATE UNIVERSITY

Agenda

Call-to-Order

- Approval of CPC 11.19.2020 Meeting Minutes
 - Jim Abraham moves to approve
 - Kristen Berthold seconds
 - Motion carried, approval by silent majority- 11.19.20 minutes approved and will be posted to website

Guest Presenter 1 pm – 2 pm

- Jan Pierce, EAP Coordinator CSU – view slide deck [here](#)

CPC Announcements and Updates

- CPC Membership
 - Thank you to Bob Schur who is retiring and has made tremendous contributions to CPC over the years.
 - Thank you to Kristin Stevens who is stepping into a County Commissioner role in January 2021. She has served on CPC for 8 years, several of which were as Vice-Chair.
 - With Kristin stepping off there is a partial term needing to be filled. Lourdes Zavala has expressed interested in filling this term that would end in June 2021.
 - Elections will be held in March 2021
 - This is Meg's final year as Chair of CPC – anyone who is interested in running for a spot on the executive committee please feel free to reach out to Meg or any of the other officers.
- Financial Update – Adrian
 - We haven't been spending much money, but we have spent \$67 on retirement parties.
 - Meg – Amber L. reached out from the Employee Engagement Committee to say there were a couple of folks from HDS who were retiring and they were told that they could have a small gathering with their work group but no funding was provided, so CPC helped with this (cake, ice cream, sodas). Thanks to Amber for coordinating and making this happen. It meant a lot to the retirees.

- We got a carry forward from what we didn't spend last year so we have even more to spend now. We received \$6600 in carry forward funds.
- Meg – still waiting on quotes from RamTech on CPC purchasing some tablets and other technology to create an asset library.
 - There was a concern about ChromeBooks not being able to run the full Microsoft Office Suite
- Meg – also meeting soon with FM about how CPC can support technology needs from employees there.
- Presidential Task Force: CSUPD - Jim
 - This past summer, in the aftermath of the murder of George Floyd, CSU students petitioned President McConnell to defund the police department. Her response to that was to form a Presidential Task Force around the issue. Jim sits on the Task Force which is made up of about 15 people. They were charged with coming up with preliminary recommendations by 12/14/20 – several meetings were scheduled to meet that goal. They are scheduled to meet with the President tomorrow to present their recommendations. We should expect to see something from the President's office in the next several weeks around these recommendations.
 - Question from Meg – Are there any specific things you can share with us about the recommendations?
 - Jim – I don't want to share any specifics right now on recommendations. There will be a larger communication with the campus community soon. This has been an incredibly complex issue to discuss with many members having various opinions on the topic.
 - Question from Meg – can you give any ideas of types of items or general themes that were reviewed during the process?
 - Jim – We have looked at trying to make sure that the Task Force is working in the same vein of using the same concepts we would use for the recommendations. For example, what does it mean to defund the police with respect to this campus.
 - Question from Meg – What are the next steps in the process after you give your recommendations to Joyce? Will the task force continue to meet or will it dissolve?
 - Jim – The president can choose to take this however she wants, but I'm assuming that the Task Force will continue.
- HR Update - Robyn
 - There are quite a few things on the HR side of the house happening in the New Year. Many of these items we've talked about in the last CPC meetings.
 - The Families First Corona Response Act (FFCRA) is set to sunset this month and we haven't heard about it being extended. This is going to somewhat be replaced with a State of Colorado act called the Healthy Families and Healthy

Workplaces Act that goes into effect 1/1/21. The Attorney General's office is currently making edits. The FFCRA had up to 80 hours for emergency sick leave for various reasons related to COVID-19. The Act from the State of Colorado has similar reasons and it is looking to also have 80 hours of leave. What is not clear is 1) does the governor have to engage a public health emergency stage before we can tap into this? And 2) how the state leave compliments the use of FFCRA, because we are in the same pandemic, so we aren't clear if there would be 80 hours total per person or an additional 80 hours with the State of Colorado Act. The FFCRA also extended FMLA benefits, and that will also end on 12/31 as FMLA is a federal provision.

- The State of Colorado is enacting a minimum wage increase effective 1/1/21
 - New minimum wage will be \$12.32
 - Nothing needed from employees in the system
 - HRIS will complete this prior to payroll run
- Equal Pay for Equal Work Act
 - Recently passed in goes into effect 1/1/21
 - This Act prohibits pay inequities based on gender or gender identity, alone or with other protected statuses for employees performing "substantially similar" work

CPC Committee Reports:

- Communications – Leah Bosch
 - We sent out the Communicator on Monday of this week
 - Still working on plugging Facebook as much as we can
 - Meg – the Communicator was sent out to the entire State Classified Listserv
- Employee Recognition – Anselma Lopez
 - We shared the FB page at the APC meeting along with the award links
 - Received new nominations today for awards
 - If you want to nominate folks for any of the awards please do so
 - Still sending out certificates and meal vouchers to the award winners
- Legislative – Adrian MacDonald
 - Not updates, but things will start picking up soon with the new legislative session for the State of Colorado
- Climate Survey Subcommittee – Adrian MacDonald
 - Meetings are set up for Tom Satterly and Nick Sweeten to understand what they are doing in their respective areas with the information from the Climate Survey.
- Employee Engagement & Experience – Meg Skeehan/Laura Snowwhite
 - Continued the conversation about what we can possibly do at our January CPC meeting to do something more personal and engage everyone
- Executive – Meg Skeehan
 - We will be scheduling our Spring meetings soon.

- In January we are going to use Zoom in January for the breakout room function, but will return to Microsoft Teams in February 2021.
- Our January meeting will be focused on connecting with each other!

Meeting adjourned – **Thank you!**

Dates to remember:

- December 23, 24 and 25 are university holidays
- CPC Outstanding Achievement and Positive Action award deadline January 29th