



UNIVERSITY OF VIRGINIA • FACILITIES MANAGEMENT
EMPLOYEE COUNCIL
MINUTES

SUBJECT: Employee Council Meeting
DATE: **June 28, 2018**
ATTENDANCE: Molly Shifflett, Chair Kevin Lawrence, Vice-Chair
Jennifer Watson Mira Macakanja
Norman Werlitz Joe Gitz (*absent*)
Paige Herndon (*absent*) Jess Wenger
Robert Bishop JR Richardson
AJ Young Todd Stroupe
Christine Alencar Keona Loving
Chris Page
MANAGEMENT Mark Stanis
REPRESENTATIVE: Director, Project Services
GUESTS: Sarah McComb, Senior Business Partner
June Bates, Materials & Fleet Manager
SAFETY REP: Forrest Johnson, Safety Representative
DATE PREPARED: **6/28/18**

The meeting convened shortly after 12:00 Noon. Ms. Shifflett called the meeting to order.

April 2018 minutes stand as being approved.

Introduction of New Members: Keona Loving to replace Norman Werlitz, Christine Alencar to replace Jess Wenger, Joe Gitz was re-elected, and Paige Herndon filled the vacancy of Duane Taylor. All other members/staff introduced themselves.

OLD BUSINESS:

- **Soda Pop Top Drive** – if you need a container for your soda pop tops, please see Molly. This is an ongoing drive.

NEW BUSINESS:

1. Human Resources (Ms. McComb):

- UFirst **Workday** to be delayed to start January 2019.
- In reference to the Governor's executive order giving state workers 8 weeks of **paid parental leave**, Sarah is seeking clarification at the UVa level...more details to follow.
- **Staff Merit Pay:** Sarah reported **University staff have been approved for a merit adjustment based on a 3% pool – effective July 9th**. No salary increases have been approved for Classified Staff. There are no incentives currently being offered to switch from Classified to University staff; many benefits, including Virginia Retirement System (VSR) stays the same for both staff types.
 - There have been **'no' early buyout proposals**.
 - Forrest stated (in the last Staff/Senate minutes) there is a proposal on the table (if you have 30 years of service and are 55 years old) where an employee can acquire a part-time job @ UVa to offset the insurance premiums, or supplement the employee money every month for their health insurance. *Jess Wenger clarified this is one of several ideas around retirement that Staff/Senate has proposed for further conversations with University Human Resources and is in the very early stages of discussion & review.*
- **Career Path (CP):** Sarah reported there is no plan to eliminate the Landscape CP and she has been making some adjustments to the plan in order to load it into WorkDay.

2. Project Services: (Mr. Stanis):

- a. **FM Yardwork – Phase II:** A new truck wash will be installed (once pricing has been approved) with the ability to power wash, have a heat container as well as a Storm-to-Sanitary switch, vacuum, and a planted strip.
- b. **Electric Car Charging Station** to be installed.