



UNIVERSITY OF VIRGINIA • FACILITIES MANAGEMENT
EMPLOYEE COUNCIL
MINUTES

SUBJECT: Employee Council Meeting (*Zoom Meeting*)
DATE: **August 18, 2020**
ATTENDANCE: J.R. Richardson, Chair *Kevin Lawrence*, Vice-Chair (*absent*)
John Quinn *Mira Macakanja* (*absent*)
Keona Loving (*absent*) Joe Gitz
Jon Tolbert (*absent*) Molly Shifflett
AJ Young David Morgan (*absent*)
Christine Alencar Paige Herndon (*absent*)
MANAGEMENT *Mark Stanis*, Director (*absent*)
REPRESENTATIVE: Capital Construction & Renovations
GUESTS: **Elsa Burnette**,
HR Business Partner

The meeting convened shortly after 12:00 Noon. February 2020 minutes stand as being approved.

OLD BUSINESS:

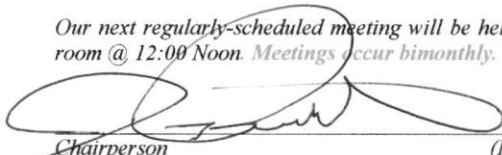
Soda Pop Top Drive – if you need a container for your soda pop tops, please see Molly. This is an ongoing drive.

NEW BUSINESS:

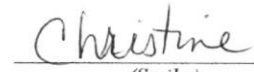
1. **Will insurance rates go up for 2021?** - JR Richardson
 - a. Elsa: No word yet; Updates will be provided as soon as available
2. **Expected furloughs and pay cuts?**
 - a. Elsa: No way to know. Keeping people working (i.e., with students on grounds) we have a better chance to avoid cuts and furloughs.
3. **Elsa fielding many, many COVID related questions.** Encourages COVIDwise and HoosWell apps to alert employees to possible symptoms and help facilitate contact tracing on Grounds and in our community.
4. **What are repercussions for not wearing masks?**
 - a. If an **employee** fails to comply with requirements of this policy, (<https://uvapolicy.virginia.edu/policy/SEC-045>), it may result in disciplinary action in accordance with relevant University policies.
 - b. "Just report it" app - <https://uvaemergency.virginia.edu/netbadge/covid-19-compliance-reporting>
5. **Staff FAQs**
 - a. <https://returntgrounds.virginia.edu/faqs/staff>
6. **City and County mask policies-- Fines**
 - a. <https://www.nbc29.com/2020/07/28/lawyers-weighing-new-albemarle-co-charlottesville-mask-ordinances/>
7. **OHS PPE requirements for Facilities Employees**
 - a. https://www.fm.virginia.edu/docs/ohs/resources/2020/UVA_FM_COVID-19_Guidelines_20200716.pdf
8. **John Quinn: Are we allowed to discuss who has been diagnosed with COVID-19?** Is this a HIPAA violation? HIPAA in a nutshell covers Health Plans, Health Care providers, Health Care clearinghouses, Business Associates and Business Associate Contractors.
(<https://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html>)
While the HIPAA laws do not cover individual employees (unless you fall into one of the above categories), we recommend not talking about other employees and their health diagnoses.

9. **For more information on available leave types, please visit :** <https://hr.virginia.edu/covid-19/financial-mitigation-steps/managing-leave-during-covid-19>
 - a. Emergency Administrative Leave via UVA: ended June 30th 2020 (Q: Could this return with expected COVID spikes in fall and winter? A: No current plans to revive this leave type.)
10. **How long before hiring freeze ends?**
 - a. Departments with critical business needs may work with their management team and HRBP to determine if a posting exception will be made.
11. **12-Key Recommendations put forth by the new Racial Equity Task Force, outlined here:** <https://news.virginia.edu/content/racial-equity-task-force-releases-report-12-key-recommendations-action>
12. **P&T question: Why / how were W1 and E1 lots combined?** Elsa looked at the website & saw the change listed. She is not sure if it's permanent, but it looks like it may be for the 2020-21 parking year...she suggested employees need to reach out to P&T for clarification.
13. **NEXT MEETING - September 30th at 1pm (Zoom Meeting)**
14. **New members and outgoing members?** When are elections happening? Senate waiting until Spring 2021. Employee Council to follow suit? Will be discussed during September's meeting.

*Our next regularly-scheduled meeting will be held **Wednesday, September 30, 2020** in the upper level conference room @ 12:00 Noon. Meetings occur bimonthly.*


 Chairperson
 (EC August 18, 2020)

8/25/20
 (Date)


 Christine
 (Scribe)
 alencar/jc