

CAMPUS SERVICE STAFF ADVISORY COMMITTEE MINUTES

July 14, 2020

Members Present/Absent	See attached attendance.	
Item #1 Meeting Called to Order & Adoption of Agenda	<p>Chair called the meeting to order at 1:30 p.m.</p> <p>Addition to Unfinished Business: Staff Memorial Update Addition to New Business: Resource Fair</p> <p>A motion to adopt agenda with changes: Seconded:</p>	<p>J Wampler</p> <p>F Nesvold M Sigman</p>
Item #2 Approval of Minutes	Chair asked for any corrections/additions to the June 2020 minutes. Hearing no corrections, the minutes are approved.	J Wampler
Item #3 Announcements	<p>Reminder that all subcommittee chairs and university committee representatives should submit their written reports to Melissa Jasek by noon Thursday prior to the full meeting so that they may be included with the agenda</p> <p>Member of the Quarter nominations being accepted for August</p> <p>Chair nomination and selection</p> <ul style="list-style-type: none"> • Sara Mellady is eligible and has accepted the nomination • Vote will be taken to confirm <p>Link to list of black-owned business in Lafayette and West Lafayette: https://blacklafayette.wixsite.com/guide</p>	<p>J Wampler</p> <p>M Geiger</p>
Item #4 University Officers' Reports	<p>Unable to attend</p> <p align="center">*****</p> <p>Unable to attend</p>	<p>Bill Bell VP for Human Resources</p> <p>Gina DelSanto Chief of Staff</p>
Item #5 Standing Committee Written Reports	<p>Executive</p> <ul style="list-style-type: none"> • Membership application update <ul style="list-style-type: none"> • 10 eligible, one additional to apply • Schedule interviews next <p>Communication</p> <ul style="list-style-type: none"> • No update 	<p>J Wampler</p> <p>J Scruggs</p>

	<p>Professional Development</p> <ul style="list-style-type: none"> • Grant selections made <ul style="list-style-type: none"> ○ 26 dependents \$750 ○ 1 partially eligible dependent \$375 ○ 1 employee \$750 • Community Spirit Award – begin working with MaPSAC in August <p>PEAP</p> <ul style="list-style-type: none"> • No update <p>University Relations</p> <ul style="list-style-type: none"> • Discussed holding WebEx meeting for the university staff regarding CSSAC 	<p>F Nesvold</p> <p>R Celeste (Interim)</p> <p>B Turner</p>
<p>Item #6 Regional and University Reports</p>	<p>Purdue University Fort Wayne</p> <ul style="list-style-type: none"> • PFW Prepared Committee advising Chancellor and leadership team on reopening for modified face-to-face in the Fall Semester • Working on safety and sanitation policies • Had few buildings open for summer session but there were concerns about people not social distancing • Custodial staff into professional development sessions • CSSAC membership - four openings for 5 applicants <p>Purdue University Northwest</p> <ul style="list-style-type: none"> • Two CSSAC members on task force to reopen campus • Employees concerned about furloughs • Amanda asked if there was any information on additional sick days <p>University Reports</p> <p>Protect Purdue Task Force</p> <ul style="list-style-type: none"> • Jeremy and Brock on task force and attend weekly meeting • Sick time was discussed • First meeting was about campus climate, Second more about COVID, and third was about campus climate. • Asked Provost what the scope of the group is or what do they want of task force members • Submit any campus climate or COVID questions to Jeremy <p>De-Densify Task Force</p> <ul style="list-style-type: none"> • Manager and Employee Task Stream group is working to get resources to managers and employees so that it is more clear and defined about what to do when working remotely. • Good links and resources for managers who are managing remotely • Checklist created to complete with managers if employee will continue to work remotely 	<p>J Miller</p> <p>A Timm</p> <p>J Wampler</p> <p>M Geiger</p>

	<p>Policy Review Committee</p> <ul style="list-style-type: none"> • One policy for review - on communicable disease, emergencies, and pandemics • Policy would be so that whatever the state or government puts into place, the university can do the same • University would be able to adapt and change 	B Turner
<p>Item #7 Unfinished Business</p>	<p>Staff Memorial</p> <ul style="list-style-type: none"> • Working to create plan for a memorial for Purdue family lost in 2019 • Will run in Purdue Today and newsletters – list names • Stacey Baisden, MaPSAC chair, reached out to president’s office requesting a statement to run with memorial <p>Personal Protective Equipment</p> <ul style="list-style-type: none"> • New process for ordering that started this week • Link to the story and how-to on Protect Purdue 	<p>J Wampler</p> <p>B Turner</p>
<p>Item #8 New Business</p>	<p>Resource Fair</p> <ul style="list-style-type: none"> • MaPSAC looking at possibly holding a virtual Resource Fair • Asked for volunteers from CSSAC to assist 	J Wampler
<p>Item #9 District Updates and Bridge Submissions</p>	<p>District I</p> <ul style="list-style-type: none"> • None <p>District II</p> <ul style="list-style-type: none"> • None <p>District III</p> <ul style="list-style-type: none"> • None <p>District IV</p> <ul style="list-style-type: none"> • None <p>District V</p> <ul style="list-style-type: none"> • None <p>Bridge Submissions</p> <p>Questions submitted to Bill Bell, VPHR</p> <p>1) Suggestion, question, or concern for CSSAC: What I have to say might upset some people but I want to make it clear that is not my intention. Now according to Bill Bells email "the overwhelming majority of our workforce will remain secure, particularly if they can be flexible, creative and are willing to contribute in new and different ways." This is not true. I know of several people who were willing to comply with all of these aspects and were still RIF'ed. They were never even offered the opportunity to try.</p>	J Wampler

People are being told that this was in the works before Covid struck. Again this is not true. Aramark hadn't even placed a bid or been decided upon until after the pandemic had already taken place. I know discussions were in place before hand about a possibility of outsourcing but I feel that once COVID had struck we should've tabled it until the economy opened back up. This would've given employees the time and opportunity to prepare and find other jobs instead of having to worry about a hiring freeze. Nobody seems to know where this decision even came from or who made it. Even some of those working closely with Mitch Daniels didn't know about the list of people getting RIF'ed, or that people were even getting RIF'ed at all, until it was done with.

It seems to me that Purdue has a big problem with communication and when people's lives are affected they deserve more than being left in the dark. At the very least they deserve a chance to reapply at Purdue. And giving them 120 days to do so, when the job market is almost nonexistent, with a hiring freeze in place, isn't the way to go about it.

Purdue's colors are black and gold, but the golden rule doesn't appear to be practiced here. If we want our employees to be proud of this company, and to recommend others to work here, then change needs to occur.

I thank you for taking the time to read this and for all the hard work you do for us.

2) Suggestion, question, or concern for CSSAC:

I am an essential employee here at Purdue and when the news, government, and everyone else said that COVID-19 was going to peak I spoke with HR, my supervisor, and my manager to try and get time off because my mother recently got over cancer and my wife's son, who lives with us, has a bad immune system. No one was any help. I even talked to my doctor and psychiatrist to try and get a note but they were no help either. I ended up using 1 week vacation and 1 week sick time because that is all I had due to not being at Purdue very long.

Now my father is not doing well and I may need time off or would like to have time to take off to see him and I

	<p>can't. I feel this is unjust do to the fact that so many people work from home and were given time off here at Purdue during the crisis but those of us deemed essential were over looked and ignored.</p> <p>People where I work have been in contact with between 30-50 people every day from everywhere. we have packages and drivers come in from all over the world and we had no procedures, and no one cared until about 1 week ago when it was suddenly mandatory to wear masks and use hand sanitizer. It infuriates me that Purdue has done nothing for their essential personnel and that they only implemented procedures after COVID was on a downward turn.</p> <p>Thank you for Listening.</p>	
<p>Item #10 Call for Adjournment</p>	<p>With there being no further business, the meeting adjourned at 2:20 p.m.</p> <p>Motion: Second:</p>	<p>J Wampler</p> <p>M Signman D Montgomery</p>