



Staff Senate Agenda

January 19, 2021 (11:30am–1:00pm)

Online Via Zoom

Call to Order via ZOOM video conference

<https://us02web.zoom.us/j/82419371680?pwd=Q1BiN1R5ckhORTh1cHZnbTlyN1p1UT09>

Start recording

- Reminder that meeting is being recorded, which includes all chats

Approval of minutes

- Draft in Staff Senate Team Drive for December 1, 2020

Reports

- Board of Trustees Special Meeting
- Keegan Gormally will be our UBAC Representative
- Campus Update Committee

New Business

- Strengthening Committee Numbers
- Dr. Adry Clark - American Council of Education's Learner Success Lab
- Bereavement Leave for Unclassified Staff
- "Rightsizing" Staff Senate

Unfinished Business

- VP Election
- UTAC Representative

Announcements

- Public Comments - Anything for the good of the order?

Adjourn

Upcoming Meetings:

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- Tue, February 2, 2021 (11:30am–1:00pm)

Supplemental Information

- From Page 12 of the Classified Employee Handbook

Bereavement Leave

The current CBA indicates classified employees are eligible for a maximum of four (4) days paid bereavement leave arising from a death in the immediate family member of the employee or the employee's spouse or domestic partner. "Immediate family" members are specified in the current collective bargaining agreement. Leave, other than sick leave, may be granted to discharge additional customary obligations, arising from the death of an immediate family member.

- From Page 11 of the Unclassified Employee Handbook

Bereavement Leave

Professional staff must use earned sick leave for any period of absence from service where the employee's presence is required because of death in the employee's or their spouse's immediate family (parents, spouse, children, brother, sister, grandmother, grandfather, son-in-law, daughter-in-law, or another member of the immediate household).

- Proposed verbiage in support of bereavement leave for unclassified employees:
 - We, the staff senate, believe that in the spirit of compassion and empathy, along with a sense of fairness and equity across employee classifications. The death of an immediate family member can be a devastating blow and it is unreasonable to expect an employee to simply continue working in times of such hardship. If Western Oregon University itself hopes to maintain the sense of family that has helped it retain many employees over the years, we implore you treat those under your employ with the same compassion you would give and expect from members of your own family. We believe that the policy for bereavement leave on Page 12 of the Classified Employee Handbook provides a sufficient amount of time for employees to grieve and demonstrates a degree of empathy from its writer. We would like to see something with similar verbiage replace the policy on Page 11 of the Unclassified Employee Handbook, which mandates employees must use



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“earned sick leave” in the event that an immediate family member should pass away. Requiring an employee to use sick leave, in the event that they have sick leave to use, to mourn the loss of a loved one does not reflect a culture of caring; it reflects a culture that disregards the feelings of an employee in their toughest moments. This policy does not reflect that Western Oregon University culture that we know. Having such an unempathetic policy for a single subset of employees does not reflect togetherness and flies in the face of our slogan, “Together We Succeed.” We ask that you rectify this oversight in empathetic thinking and alter this policy to reflect the sense of community and togetherness we all expect from our University. Thank you.