



Staff Senate Agenda

February 2, 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 January 19, 2020

Reports

- Campus Updates

New Business

- Staff Senate Website Manager
- Colin's Departure

Unfinished Business

- Update on Status of our 2020/21 Goals
 - Communication
 - Evaluations
- Update on Bereavement Leave Policy
 - Proposal Made, See Attached
- Executive Committee Contingencies

Announcements

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

Adjourn



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Upcoming Meetings:

- Tue, February 16, 2021 (11:30am–1:00pm)

To the Senior Administrators at Western Oregon University:

We, the staff senate, believe 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. In order to promote parity in staff positions across campus, we request that the language in the Unclassified Employee Handbook be changed to reflect the language used in the most current Collective Bargaining Agreement in place between the University and Classified staff; and would be subject to change as any terms may be updated in future contracts. If Western Oregon University hopes to maintain the sense of family that has helped retain employees, we implore you to treat those in 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 under ARTICLE 37 on page 58 of the SEIU Collective Bargaining Agreement 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 in conformance with the Classified CBA replace the policy on Page 11 of the Unclassified Employee Handbook, which mandates employees must use “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. 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 and alter this policy to reflect the sense of community and togetherness we all expect from our University. Thank you.

On Behalf of the Staff Senate,



Colin G. Haines
Staff Senate President

Supplemental Information

- From Page 58 of the SEIU Collective Bargaining Agreement

ARTICLE 37: BEREAVEMENT LEAVE

Employees shall be eligible for a maximum of four (4) work days of paid bereavement leave arising from a death in the immediate family of the employee or the employee's spouse or domestic partner. For purposes of this Article "immediate family" shall be defined as in Article 36, Section 2(A) of this Agreement. If necessary, an employee may use no more than ten (10) additional days of accrued leave, including sick leave, or if leave is not available, leave without pay, at the time of death of an immediate family member. Additional leave, other than sick leave, may be granted to discharge additional customary obligations, arising from the death of an immediate family member and such request shall not unreasonably be denied.

- 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).