Staff Assembly Council Meeting Minutes
June 13, 2019

SA Representatives:
<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>Kasey Ning</td>
<td>present</td>
</tr>
<tr>
<td>Vice Chair</td>
<td>Megan Enciso</td>
<td>present</td>
</tr>
<tr>
<td>Immediate Past Chair Pro Tem</td>
<td>Jeremy Thacker</td>
<td>present</td>
</tr>
<tr>
<td>Finance Chair</td>
<td>Kara McClyde</td>
<td>present</td>
</tr>
<tr>
<td>Finance Chair-Elect</td>
<td>Amanda Garcia-Hall</td>
<td>present</td>
</tr>
<tr>
<td>Council Communications and Special Programs Chair</td>
<td>Connie Cheng</td>
<td>present</td>
</tr>
<tr>
<td>Council Communications and Special Programs Chair-Elect</td>
<td>Jamie Hernandez</td>
<td>absent</td>
</tr>
<tr>
<td>CUCSA (2nd year)</td>
<td>Stephane Muller</td>
<td>present</td>
</tr>
<tr>
<td>CUCSA (1st year)</td>
<td>John Bodenschatz</td>
<td>present</td>
</tr>
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Standing Committee Representatives:
<table>
<thead>
<tr>
<th>Committee</th>
<th>Name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Relations</td>
<td>Alice Han</td>
<td>present</td>
</tr>
<tr>
<td>Education and Enrichment</td>
<td>Cathy Yates</td>
<td>absent</td>
</tr>
<tr>
<td></td>
<td>Kamber Lamoureux</td>
<td>present</td>
</tr>
<tr>
<td>Marketing</td>
<td>Mei Deng</td>
<td>present</td>
</tr>
<tr>
<td>Scholarship</td>
<td>Sandy Lee</td>
<td>absent</td>
</tr>
<tr>
<td></td>
<td>Lynette Mabutol</td>
<td>absent</td>
</tr>
<tr>
<td>Staff Appreciation</td>
<td>Joani Harrington</td>
<td>present</td>
</tr>
<tr>
<td>Web Communications</td>
<td>Nader Bigdeli</td>
<td>absent</td>
</tr>
<tr>
<td></td>
<td>Sarah Prom</td>
<td>present</td>
</tr>
</tbody>
</table>

Ex-Officio Representatives:
<table>
<thead>
<tr>
<th>Committee</th>
<th>Name</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resources</td>
<td>Pamela James</td>
<td>absent</td>
</tr>
<tr>
<td>Medical Center</td>
<td>Justin Wang</td>
<td>absent</td>
</tr>
<tr>
<td>Wellness</td>
<td>Dyan Hall</td>
<td>absent</td>
</tr>
</tbody>
</table>

Other Attendees:
Jason Valdry
Stephanie Fix
Jake Vo
Lou Gill
CrystalRae Lugo-Shearer

CALL TO ORDER
• Kasey Ning called meeting to order at 2:00pm

WELCOME & INTRODUCTIONS
• New council members/roles
  o Connie Cheng – Vice Chair
  o CrystalRae Lugo-Shearer – Council Communications and Special Programs Chair Elect
  o Lou Gill – CUCSA First Year Delegate
John Bodenschatz – CUCSA Second Year Delegate
Jake Vo – Finance Chair Elect

APPROVAL OF MINUTES

- Jeremy Thacker motioned to approve minutes. Joani Harrington seconded. All in favor. May minutes approved.

CHAIR (Kasey Ning)

- Sought help from council to form committee for one-time emergency funds to address housing issues for staff
  - Set up criteria, application process
  - Must exhaust funds by 2021; possibility of extension
  - Students voted to set some funds for staff ($300,000)
  - To offset financial burdens i.e. unable to make rent/mortgage payment due to layoff-one time only per staff
  - Confidential
  - Work with HR to consolidate resources and communicate to campus
- Kasey will send out reminder regarding annual report.

VICE CHAIR (Megan Enciso)

- Staff Service Awards
  - Thank you to volunteers
  - HR did majority of planning
  - 3 separate receptions for various honoree categories
  - Encouraged volunteers to wear Staff Assembly polos
- Elections
  - All winners accepted their position

IMMEDIATE PAST CHAIR PRO TEM (Jeremy Thacker)

- No update

FINANCE (Kara McClyde and Amanda Garcia-Hall)

- Excellence in Leadership awards approved

STAFF APPRECIATION (Joani Harrington)

- Picnic - Increase vegetarian and vegan options
- Arts- Working on Swan tickets

COMMUNITY RELATIONS (Alice Han)

- Heritage Museum of OC volunteer event June 29 – first time
  - Hope to have more opportunities with this venue
  - Limit 50 spots – has a waiting list

SCHOLARSHIP (Sandy Lee and Lynette Mabutol)
• Dine-Out Fundraiser June 19 (changed date due to Staff Service Awards on 18th)
• 19-20 scholarships process complete

CUCSA (Stephane Muller and John Bodenschatz)
• Meeting at Lawrence Berkeley National Laboratory
• Presented to President Napolitano
• Will distribute report and minutes to council via email

Topics included:
• Parental leave best practices
• Succession planning – 9-Box tool
  o Want to implement more broadly systemwide
  o Planning for leadership, but all staff can use
  o Helps staff identify ways to improve themselves and move up
• Staff Assembly/CUCSA
  o Two surveys developed to determine how other Staff Assemblies work
  o Engagement survey response rate exceeded
  o UCOP did not increase CUCSA budget – all campuses are looking for extra support
• Food and Housing
  o President Napolitano wants to address the fact that UC campuses are located in high cost of living areas and affect staff
  o Work flexibility – work from home options
    ▪ Reshape what it means to be a manager
    ▪ Other industries are doing this
    ▪ UCI has no official statement on flex/alternate workweek
    ▪ UCOP allows telecommuting
• Systemwide benefits committee
  o Changes to retiree health benefits
  o Recommendation to be provided on Tuesday
  o Need to hear from retirees
  o Want to hear from active employees and their long-term plans
  o How to keep sustainable benefits program
  o Contact John Bodenschatz for more information

EDUCATION & ENRICHMENT (Cathy Yates and Kamber Lamoureux)
• June 26 Mindful Morning event
  o Will include short practice
  o Small audience for intimate event
• Will meet with committee in July to plan for 19-20
  o Discuss Coffee Talks and continued collaboration with HR

COUNCIL COMMUNICATIONS AND SPECIAL PROGRAMS (Connie Cheng and Jamie Hernandez)
• No update

MARKETING (Mei Deng)
- No updates

WEB COMMUNICATIONS (Sarah Prom and Nader Bigdeli)

- Updating websites
  - Want uniform headshots with black background
  - July 11 before council meeting – those without existing photo with black background or no photo

MEETING ADJOURNED 2:31PM