The following web submissions were discussed during the October 13, 2020 meeting.

**Idea/Rationale:** All remote staff members should not come to campus during business hours. This presents a concern for the health of all. Many have applied for medical exemptions not to come to campus so they should not be permitted to as it increases the risk of those on campus and working. We do not permit students with remote status to come to campus even if living locally.

**Response:** With the transition to the orange phase, “employees [should] continue to work remotely when appropriate. For those employees returning to campus, no more than 50% of employees in a work area at any time.” All staff should follow safety protocols when on campus (e.g., face covering and physical distancing). Please direct specific compliance concerns to your HR Business Partner. Staff may also report concerns anonymously using this form or by calling the University’s Ethics and Compliance Helpline at 804-287-1800.

**Idea/Rationale:** The Covid pandemic began with a great deal of mystery, and was presumed to be extremely deadly for people of all ages. As a result, the University responded in an unprecedented, and frankly unexpected way. Students were sent home, the campus was closed, and many employees were sent home for months performing only those tasks which could be done remotely. I’m sure that all staff and faculty are eternally grateful that the University saw fit to continue providing pay and benefits throughout the crisis - that response was truly something to be thankful for. However, there was a very small group of people who remained on campus for the entirety of those months, and whom did not receive the benefit of a reduced work load or days at home. For them, it was business as usual, clocking in and clocking out, putting in the hours on campus while others were at home. As the crisis has begun to wane, and things start to return to normal, those employees learned that their fate would be the same as all others, no raises and possible benefit reductions for the coming year. Further, there has been no acknowledgement of this group, no effort to provide them with some extra time off at their convenience, or any other token of appreciation to offset the disparity of maintaining a full-time schedule while nearly everyone else did not. I’d like to propose giving those employees some extra time off, a few weeks at their convenience; or, if it’s too much to allow them to take that much extra time in a year, give them a week a year for the next three years just to say we appreciate you too, and thank you for punching that clock every day and dealing with the threat of the virus on a daily basis. As far as I know, the only two groups that really were required to be here consistently were the police and steam plant/React, but there may be others. There certainly were groups like our dining crew that didn’t have to be here every day, but stayed on campus longer than the majority, that should receive some fraction of that benefit as well. I’ll leave the list of benefactors and the details to USAC, but I think some proposal should be made to the administration to reward those who worked through the crisis.

**Response:** This web submission was discussed with Carl Sorensen, Dave Hale, and Jeff Legro on Friday, October 2. We recognize that everyone was impacted by the coronavirus (and in different ways) and that many of our colleagues in positions like those mentioned above bore much of the burden to keep campus “up and running” in these unprecedented times. We are endlessly grateful to these colleagues and also recognize that verbal praise falls short of capturing the magnitude of this moment. To that end, conversations are being held at the upper leadership level to adequately thank and acknowledge staff. In the meantime, staff are encouraged to use the existing Staff Bonus Program to financially recognize those staff members who went above and beyond over the last several months.

**Idea/Rationale:** First off, I would like to thank everyone that serves on this council. It is not easy under normal conditions but during a pandemic it is twice as hard. My question or concern has to deal with the lack of
representation from our HR department on campus. With the amount of staff that our currently working on campus, why is there no one, that I am aware of, working in person in HR? Many staff have questions about their specific circumstances and do not have an initial contact person here. We must email our questions and hope for a reply as soon as possible but that may take days. If there are immediate personnel issues and the answer is needed quickly, or if an employee has issues with their supervisor, we have to wait for a response. I know we are trying to social distance and work from home but it seems with the amount of staff working on campus, we should have a representative from HR here as well.

Response: Due to time constraints, this web submission was not discussed and shall be discussed during our November meeting. However, this web submission was shared with Carl Sorenson on Friday, October 2.