



UNIVERSITY OF NEBRASKA AT OMAHA  
**STAFF ADVISORY COUNCIL**

**General Assembly Meeting Agenda**

**August 10, 2021**

**9:00 am**

**Zoom**

This meeting will be held under Chatham House Rule. Topics and decisions will be fully and accurately represented but not individual speakers.

I. Call to Order – 9 A.M.

II. Senior Vice Chancellor Kopp to discuss Flexible Work Schedules Concept

\*Email ideas to unosac ideas and current flex options that offices are already doing.

- 1) Summer versus academic year; 4 – 10-hour days; heavy & light days, etc.
- 2) Leave for quarantine – children, etc. Used all leave options and
- 3) Questions:
  - a) Is there discussion on extending the emergency leave options for staff? Those of us with young children are still facing quarantines with our kids who cannot be vaccinated yet.
    - i) Lack of communication on quarantining
      - (1) <https://nebraska.edu/-/media/unca/docs/offices-and-policies/policies/policies/nu-emergency-administrative-leave-ffcra-policy.pdf?la=en>
        - (a) Salary individuals may have enough sick time to cover weeks on end of quarantine if they cannot work on campus, but hourly people do not get a giant pot at the beginning of the year.
  - b) Can you speak a bit more to the decision factors that surround requiring masking on campus? If UNMC and now OPS are requiring masks, why is it difficult / hard to UNO to have a similar mandate to help stop the spread of Covid on campus?
    - i) Mask up!
  - c) Our unit is very student-facing and has faculty contact and consultation. During summer, as we phased back in from fully remote work, we had an alternating schedule during the week. Each person had 2/3 days in the office, with 2/3 days remote, on an alternating schedule. The office was staffed to receive students every day while still providing staff with the health security of reduced contact (fewer staff present) and flexibility to work remotely. Going forward, is this going to be something that a unit can decide collectively, vs individuals applying for flexibility and support from HR or their director?
    - i) Department level decisions on how to handle staffing
  - d) Some of us have heard discussions that we may lose office space if we don't return to the office, or offices may need to be shared. Can you speak to those long-term ideas and/or what may determine those situations?
  - e) Can you talk about campus plans of updating/remodeling buildings? I work in a building where we do not have adequate ventilation or filtration and our office doesn't seem like a physically healthy place for staff to work in.



- i) May need to hotel space as there is not enough space on campus right now for the departments that we have.
- f) I read that UNL is allowing faculty to require masks in classrooms. Do you know if UNO will follow the same guidelines? And if so, are staff allowed to request students to wear masks?
- g) Dr. Kopp is asking for options to offer up to unit leaders – will have homework with HR team and Dean’s on how to get things
- h) Thanks for bringing that up, Nicki. We have staff with underlying conditions, and even though they're vaccinated, they're worried. They do have to meet with students face-to-face, and they want to require students to wear masks, but my understanding of the current guidance is that they can't. Is this being addressed on the university level?
- i) Can you speak more about the timeline of when staff will know about our proposed Alternative Workplace Agreements?
- j) Could we perhaps put together an optionally anonymous Qualtrics survey to collect this type of information and other related thoughts?
  - i) Yes
- k) So many great questions here. This is a very tough space for everyone to live in, and grace during this time is the greatest tool we have as we navigate through even more uncharted territory. Just a suggestion - could we package questions/concerns and potential solutions together to send to leadership? There are so many moving parts, and this group has an intense skillset of thinking critically and creatively.
- l) How can we be involved in the flexible work schedule guidelines?
  - i) Bring menu of options to the table – especially starting in summer 2022.
- m) Do you think we need to submit these in the future as a unit versus individually (depending on how this "experiment period" works?)
- n) A complication is that many offices are not big enough to accommodate a meeting with a student because we do not have 6 feet.
- o) Social distancing
  - i) 3 ft in classroom, offices – really recommend masks
  - ii) 6 ft with food involved
- p) articulating evaluation criteria? not advocating this, but spot-checks throughout the semester or some other metric from UNO to track to see if/how the hybrid approach is working? and where it's working?
- q)

### III. Approval of Minutes

#### III. Officer Reports

- A. President’s Report
- B. Treasurer’s Report
- C. Community Engagement Chair
- D. Events Committee Chair
- E. Professional Development Chair
- F. Strategic Planning and Culture Chair



G. Other Reports

IV. New Business

- A. Approval of the Goals and Budget

V. Old Business

- A. Staff Advisory Council Resolution
  - a.

VI. Discussion

- A. Sick Leave Equity

VII. Announcements

VIII. Adjourn