

Welfare Council Meeting Minutes

*9/14/2020

9:00 a.m.

Via Zoom: <https://ufl.zoom.us/j/93310800466?pwd=TVVhaXJRWGI2UDMxbUdHZIV3dE1TZz09>

*This meeting was moved forward from its originally scheduled date to allow the faculty and Faculty Senate to respond to the university's proposed furlough policy and regulation.

Present: Sarah Lynne, Lisa King, Jodi Gentry, Chris Hass, Brady Alexander, Brook Mercier, Melissa Curry, Joe Riley, Ray Issa, Sean Trainor, Sylvain Doré, Mei-Fang Lan, Laurie Bialosky, and Shannon Edwards.

1. **Call to Order** – Sarah Lynne, Welfare Council Chair
 - The meeting was called to order at 9:00 a.m.
2. **Introductions**
 - Council members and guests were introduced.
3. **Approval of June 2, 2020 Minutes**
 - The minutes were approved.
4. **[Regulation 1.017 - Separation from Employment, Layoff and Furlough](#)**
 - Brook Mercier, Assistant Vice President, UF Human Resources & Jodi Gentry, VP of Human Resources
 - A furlough is a mandatory unpaid partial or full leave of absence from work.
 - The regulation language is intended to be broad to allow flexibility and account for the diverse budgetary and functional make-up of university units and departments.
 - VP Gentry presented a furlough policy draft to obtain council feedback and to walk through policy details.
 - The draft policy is designed to allow the university to implement a furlough given budgetary scenarios in which one of the only other mechanisms of budget remediation is through layoffs. Implementing a furlough policy would allow modifications which are more modest and equitable, particularly as layoffs tend to typically target more junior faculty and staff.
 - A furlough policy would still need to be bargained through the Collective Bargaining Agreement (CBA), where applicable.
 - The scope of the furlough application was discussed and inquiries pertaining to Visas were raised and discussed. It is expected the furlough will apply to Faculty, TEAMS, USPS, Sworn Law Enforcement and Postdoctoral Associate employees.
 - The draft proposal framed various circumstances in which the plan would be implemented, such as projected and actual budgetary losses, national emergencies, natural disasters, work losses, etc.
 - A furlough could be implemented at college and departmental levels, could be a partial

or full furlough, and could impact some or all employees in a unit, as implemented. If things worsened, layoffs would then be considered, but the hope is that there would be situational improvement. Procedurally, the criteria of a furlough would be identified in a proposal before being implemented.

-Furloughs would be highly tailored and driven by department, unit, or college needs.

The head of each area would confirm implementation of the furlough, and such decisions would be announced by the head of the unit (i.e. examples may be: UF Health President & Sr. VP of Health Affairs, Dr. David Nelson, for the Health Science Center (HSC) area; Provost Joe Glover for the academic area; VP of Student Affairs D'Andra Mull for the Office of Student Affairs, etc.)

-The proposal aims to minimize disruptions to unit operations and the academic enterprise and employee's livelihoods.

-The draft policy allows for furlough volunteers in areas or the re-assignment of an individual to other duties or to a different area of need in the event of a work stoppage or severe slow-down in a particular area; the goal is to be as thoughtful as possible about which options work best for an employee and unit.

-On a unit basis, there may be a structure of progressive implementations. Furlough implementation on a university-wide level does not easily account for both the work needing to be done in each unit and the often widely varying funding and budget realities between units. Additionally, the mandatory restrictions of the use of certain money sources 'across categories' adversely influences an 'across the board' furlough approach. Thus, it is anticipated furloughs would most likely not be implemented on a university-wide level.

-VP Gentry noted the non-discriminatory statement and misconduct disallowance statement.

-Human Resources anticipates providing directives to assist units with doing analyses.

-The draft policy proposes providing a 14-day notice of a furlough and that employees would not typically be furloughed more than 640 hours during a 12 month period, although an extension for two more months could be requested.

-Inquiries raised and discussed included: adjustments in course assignments, reduced teaching load or FTE, and effects on nine-month versus 12-month faculty.

-UF spends approximately 70 million dollars every two weeks on payroll.

-Health insurance would continue during a furlough. A layoff does not include health insurance benefits, except for the use of COBRA, which can be costly.

5. Report from Chair / Steering Committee Updates

-A proposal to move Spring Break to what was originally slated to be the first week of the Spring semester will appear as an Information Item on the Faculty Senate agenda Thursday. In effect, Winter Break would be extended by one week and the start of Spring semester would be delayed by one week. The proposal aims to help reduce infection rates of students and employees returning from a mid-semester Spring Break,

would allow additional time for the predicted increased Fall wave of infections to subside, and would allow additional time for a vaccine to become available.

-The [Faculty Titles Resolution](#) will be an Information Item in September and an Action Item in October.

-Human Resources continues to host town halls and informational panels to assist with inquiries and share available resources and will host a 9/30 10:30 a.m. panel for faculty and one for staff on Thursday at 1:30 p.m.

6. Update from Compensation Committee – Sean Trainor, Compensation Committee Chair

-The committee will meet tomorrow to establish priorities for the academic year. Two resolutions, including a [Parental Leave Resolution](#) and an [updated Compensation Committee charge](#) were shepherded through Faculty Senate last year with Welfare Council support.

7. Proposed 2020-2021 Agenda topics

-Council would like to consider issues related to:

-COVID, including furlough and other policies.

-Diversity, equity, inclusion, with consideration of the Black Lives Matter movement and challenges facing black faculty and students at UF. Consider inviting faculty at UF and outside of campus who can speak to these topics to council.

-Retirement equity for faculty.

-UF Police Department funding, particularly in comparison to services (such as fire and rescue services, etc.) available through the city or county and in consideration of a reduced population being on campus due to COVID-19. A clarification of which areas of campus and which services are now handled by Gainesville or Alachua County, rather than UFPD, may be helpful to consider re: fund utilization.

-Council is interested in staying abreast of Baby Gator & UF HR proposals for childcare currently in discussion with Board of Trustees member Daniel O'Keefe.

-Faculty annual evaluation issues and updates.

8. Adjournment

-The meeting was adjourned at 10:03 a.m.