

**October 21, 2021 – 10:00 A.M. Zoom Meeting – Hosted by Dana, Sandie, and Gretchen**

**Attendees: Dana Watson, Sandy Smetzer. Gretchen Avery, Danielle Burkin, Deb Lucio, Nestor Rave**

**Excused : Deb Huff, Deb Carden, Deb Lowery**

**AGENDA**

10:00-10:10 AM – Call to Order

10:10-10:30 AM – Welcome HR Guest speakers Konnie Nicholson and Tonya Swantek on Open Enrollment

* No changes in plans at all – coverage stays the same. Colonoscopy can now happen at 45 years old.
* Plan A increase ~3%, Plan B cost decrease ~7%
* Even if no changes to insurance coverage, If you want to have spouse on bGSU insurance - renew spousal form must be completed every year, FSA or HSA – must reenroll with those every year (IRS rule), Life Insurance beneficiary update/review, check HR website for details & summary of benefits, Open enrollment starts Nov 1st to Nov. 19th at 5pm (hard deadline), supplemental insurance forms have to go through HR first
* If questions regarding FMLA or retirement, email Tonya directly.
* Spousal rule – if spouse is employed outside of BGSU and employer offers 70% or higher, have to use that plan.
* Email [benefits@bgsu.edu](mailto:benefits@bgsu.edu) for any questions.

Questions

* Any progress on Red Circle employees? – No progress. Will ask HR again (asked by Mary Toth) Not feeling appreciated when Red Circle don’t get above pay grade, but Administrative staff do. Is this specific to BGSU? ORC have anything to do with it? – Should Salary Comp bring it up? – Can we get an updated list of who is red circled? Or at least a number of how many?
* When are we getting a new retention list? Multiple months of asking. People are getting restless/upset. This is a high priority with people. Makes a difference for people who are undergoing an audit. Looking at a new position (Stay or leave BGSU?)
* Ask President to meet with red circle employees?
* Want to know our morale – We aren’t getting answers – what can we tell people other than we are working on it? People are frustrated for lack of communication. Re: red circle, retention schedule, pay scale research. Ex: We had 50 CS on our meeting and they are upset there is no concrete progress or communication from above.

Reports

* Secretary Report – Danielle Burkin – minutes approved
* Treasurer Report – Deb Lucio – no changes, in or out
* Administrative Staff Report – Jordan is new rep. Sandy attends their meetings on our behalf
* Retirees report – Pat Wilhelm
* Firelands Report – Deb Carden/Nestor Rave – Second Harvest Oct 12th food drive – very well attended, BGSU volunteers and many community members participated
* **Chair’s Report** – Dana and Gretchen –
  + HR & President are aware of climate/situation, S. Stoll, V. McCarver, & President are meeting to find solutions to improve situation. Campus Ops are the highlighted group, but not only group looked at., Performance evals & merit vs. cost of living increase.
  + Same % of pay increase. Where is the incentive to work harder., Job cuts – ppl are doing new duties or more of the same. Why can’t ppl be recognized without us having to do the work to blow our own horn. Would like to see supervisor initiate reanalyze position instead of us. Train the supervisors on how to start the process.
  + (Lisa Molnar) Don’t need ice cream. Can we suggest things to improve?

Other:

ENG dept doing food drive in Oct, Media & Comm just did a coat (and other winter things) drive

Send idea emails to Deb Lucio for Friday Facts

Grab & Go food bags are available for all students, staff, and faculty at the Main circulation desk at the Library. No income verification needed.

Old Business – updates

* Committee Chairs and Updates – Finishing filling positions. Need chair for one committee
* Campus Fest-Charge “Campus & Community” committee – Charged
* BOT update (Gretchen) – Reminder to register vaccine status, Admin building starting to come down, BGSU got high rankings in US News & World Report and the Wall Street Journal, IT passwords will start to require 16 characters in December
* Wellness Fair Participation (postponed until next year) -
* Future meetings-motion passed to have a separate 15-minute open forum at the beginning of monthly CSC meetings. – Get more feedback from Classified staff members to see if we need to open the whole meeting back up. Info shared in meeting minutes

New Business

* Food pantry (Gretchen)
* Faculty & Staff appreciation hockey game gathering – Nov 5th, hockey game is the Staff & Faculty night with giveaways, should we gather as a group before the game? Promote in Friday Facts? What other events can we do as a group to be active as staff and cohesiveness? Stay diligent as a council to suggest things to do as a group.
* Committee Business (Diversity & Belonging)- Jennifer McCary – need to make an intentional effort to diversify council. How do we represent Classified staff as a whole? Do we need to start as an Ad-hoc committee first? Invite J. McCary to speak to Executive Team to start the process
* Coffee and Donuts with President Rogers – Can we tie this conversation to red circle employees? Dana will email to request a date.

Committee – reports Critical months

|  |  |  |  |
| --- | --- | --- | --- |
|  | **CSC** |  | **University** |
| • | Bylaws -all year | Salary Compensation- Jan.-March | CIO Advisory Board |
| • | Election - April | Professional Development - All year | Public Safety |
| • | Personnel Welfare- All year | Outstanding Service Award- March | PACHWI |
| • | Campus & Community-Feb.-May | Outstanding Team Award- March | University Council |
| • | Website - All year | Spirit of BG Award- All year | Service Award |
| • | OSCHE - All year | Scholarship Award- March | Equal Opportunity  Information Technology  Professional Affairs  Strategic Plan |

Announcements/Concerns:

Good of the Order

**Next CSC meeting – Thursday, November 18, 2021 at 10am**

Adjournment