

# CWU Exempt Employee Association

## General Body Meeting Agenda

December 16, 2022

### Call to Order

The meeting was called to order at 1:35pm.

### In Attendance

Tami Sawyer, Amber Hay, Kathy Johnson, Kyle Carrigan, Daminon Garza, William Thelen, Ian Miller, Wendy Holden, Patrick Coffey, Hannah Barta, Mal Stewman, Manuel Rodriguez, Laura Brant, Della Gonzales

### Minutes

Wendy motioned to approve the minutes; Manuel seconded the motion. The motion was passed unanimously.

### Old Business

#### HR Forums

Data is being compiled – currently sitting with the President and ELT. As soon as decisions have been made at that level, we assume that HR will present it to us, and as soon as they do we'll be able to share with everyone.

#### New Business

- Old goals
  - Salary Equity
  - Employee Wellness
    - Manuel reported that a subgroup of the EEA put together a survey that was distributed and they have compiled the data from it. Their goal is to analyze, report out and provide recommendations on the data in Winter quarter.
    - The goal is to identify what their employee wellness needs and concerns are, and then to provide resources and be able to consider ways by which needs can be addressed if at all possible.
  - Recognition/Employee of the Month
- Open Comment
  - The question was raised as to where the data for surveys like the employee wellness or salary equity survey lives, and whether or not that could be shared/made available publicly for transparency purposes
    - For Salary Equity, HR is the owner of this data, so we as the EEA are unable to make it public/shareable
    - For Employee Wellness, This data does reside with the EEA, and we will be able to make the data available to all exempt employees when it is available (Ian's recommendation to encourage transparency is to make sure the raw data is available

- New goals
  - Patrick opened the conversation up to the public attendees to provide input on what they thought the EEA should be focusing on this year; no one provided any suggestions
  - We will continue to solicit input from the exempt employee population to ensure that the goals we focus on are representative of our community
- Committee Chairs – EEA Standing Committees
  - Code
    - Wendy volunteered to chair this committee
      - Bereavement Policy
        - HR did not update anything for Exempt, just the non-represented classified staff.
      - Grievance Procedures / Policy
        - CWUP 6-80 Grievance
        - CWUR 6-80-010 Grievance - Definition and General Information
        - CWUR 6-80-020 Grievance Hearing
        - CWUR 6-80-030 Grievance - President / Designee Review
          - Mal provided a brief overview of the situation that raised the grievance procedures/policy as a concern so that the public attendees had context
  - Professional Development, Mentoring & Networking
    - Mal volunteered to chair this committee
  - Salary
    - Patrick volunteered to chair this committee
  - Public Relations
    - Della volunteered to chair this committee
  - Community Involvement
    - Manuel volunteered to chair this committee
  - Work/Life
    - Ian volunteered to chair this committee
  - The EEA will send out a call for participation on the above committees; if anyone is interested, please reach out to us!
- University Committees – EEA Representative Reports
  - No university committees that have EEA representatives have met in the past two weeks
- Other Committee Reports
  - VP Search Committee
    - Manuel reported that first round interviews have begun
  - HR Recognition Sensemaking Taskforce
    - No updates
  - Gender-based Violence Prevention Work Group
    - We have submitted recommendations for representatives; we are waiting to hear back on who the President/work group selects

### **Other Issues/Concerns/Announcements**

- Ian raised the following question: How do you want the EEA to represent you all? How do you want us to share and obtain information?
  - Information sharing/keeping the website updated
  - Publicizing more – making sure people know we exist
  - Communicating what we do in all of the different spaces we are involved in; provide context
  - Giving historical context on issues that have been addressed or are being addressed
  - Sending information through individual divisions to ensure that folks know about meetings and where/how they can participate
  - Providing more detailed information on the help that is needed from the CWU community in order to make progress (e.g. what would be involved if someone chose to participate on a committee)
  - It was noted that more inclusive language around sex/gender in the Bereavement policy is needed as well
  - Providing insight as to what the EEA can help with and are realistic goals for change
  - Ian asked if we have the ability to get a list of the exempt employees in each of our areas so we know who they are; Patrick suggested that we would probably have to go through HR but it was definitely something we could request and should have; Della will work on this. It will allow us to be more intentional in our outreach.
- PFML Payroll Tax Increase
  - The PFML Payroll Tax will increase from 0.6% to 0.8% on January 1, 2023
- Overtime Eligible Threshold Changes
  - The overtime eligible threshold will change to \$65,478.40 on January 1, 2023. This means that anyone making less than that amount will be eligible for overtime and need to start entering their time into the MyCWU time keeping system
  - We have requested that HR provide training for those staff who need to learn how to input their time
  - It was mentioned that it would helpful to understand more about how this affects exempt employees:
    - How many exempt employees will fall over/under this threshold?
    - What about those who are interested in teaching but can't due to the overtime issue?
    - How are on-call employees impacted?

#### **FTGOTO**

- n/a

#### **Adjournment**

- A motion was made to adjourn the meeting; the motion was seconded and passed unanimously. The next meeting is scheduled for December 30<sup>th</sup>, 2022.