

Council of UC Staff Assemblies (CUCSA) held its quarterly meeting December 4th – 6th, 2019 at UCSB (Santa Barbara, CA)

Work Group Updates

Basic Needs Workgroup: The Basic Needs work group focus is on affordable housing and food along with other items staff need to fulfill their jobs. The group provided an update in regards to their timeline. They are currently reviewing options available to students to determine if they can tap into these resources to provide services for staff. They will continue with the review of all campuses and provide more information in the coming months.

Fostering a Flexible Work Schedule Workgroup: The group has reviewed UC Campuses to determine which UC has guidelines. The group also reviewed some of the challenges surrounding flexible work, which is based upon the supervisor's discretion. It was determined trust was a major factor with supervisors in regards to allowing flexible work schedules. They will create FAQ's and best practices to provide positive examples of instances in which remote and/or flexible work is successful. LBNL delegates plan to meet with leadership to review and discuss options to offer alternatives such as the 9/80 or 4/10 schedule for roles that require more of a physical presence.

CUCSA Updates:

Paid Family Leave (PFL) Update: Chancellors have interest in PFL and need more information in regards to the policy. They have researched this and it is still under review. Amanda will share an update from the CUCSA group and provide the report that was written by the members of the **UC Working Group on Equitable and Inclusive Paid Family Leave**. CUCSA supports paid family leave and would like to lend any support necessary to help.

UC Retirement Contributions: CUCSA's letter was presented to the UC Regents in regards to the retirement contributions. The Academic Assembly provided their voice and offered huge support to staff in regards to the retirement contributions. The Chancellors have provided support as well.

UC Presidential Search: A closed session was held on November 6th at UCLA with the Regents. CUCSA delegates provided feedback in terms what staff is looking for in the next UC President. CUCSA Members of the committee spoke about staff equity, deficiencies, needs and some of the qualifications staff would like to see in the new president. The committee emphasized the possibility of having staff representation on future search committees.

Health Benefits Advisory Committee Update: John Bodenschatz is charged with reviewing the health benefits and how they are currently delivered. The Office of the President is looking to secure a new consultant. The goals of the committee are to help ensure competitiveness, consistency, choice, affordability, protection for employees and the UC and support the use of UC providers that includes Innovation, wellness and convention.

Presentations & Speakers

At the December meeting CUCSA enjoyed presentations on the Staff Engagement Journey by Cynthia Seneriz, Director of HR at UCSB, Reflections on a Career in Higher Education by Willie Brown, AVC of Housing, Dining & Auxiliary Enterprises at UCSB, Kieran Flaherty, AVP and Director of State Government Relations at UCOP, Garry MacPherson, Vice Chancellor of Administrative Services at UCSB and Kum-Kum

Bhavnani, Distinguished Professor of Sociology at UCSB and Chair of the Academic Senate and Faculty Representative to Board of Regents along with various other information.