

Council of UC Staff Assemblies (CUCSA) Quarterly Meeting:

June 3rd – June 5th, 2020: Hosted by UC Office of the President (Via Zoom)

Work Group Updates

Staff Basic Needs Update: The recommendation is for Staff Basic Needs to continue as a workgroup tackling access to affordable housing and nutritious foods. Some positive steps have occurred in which staff are allowed to access campus food pantries, access to small amounts of monetary aid and some housing assistance. The group recommended finding ways to utilize this information. In regards to housing, the recommendation is to consider staff in reviewing housing initiatives within the UC system. In regards to food, the recommendation is for the expansion of tools currently available to staff, (i.e. UC Master Gardeners, food pantries, etc.) on campus food redistribution and the expansion of the teaching kitchen. The group emphasized when staff members needs are met it results in a stronger, more productive and positive work environment for all of us.

Fostering A Flexible Work Culture Update: The workgroup has shifted their direction due to the new work environment surrounding COVID-19. They reviewed flex, compressed, job sharing and telecommuting schedules. They found many staff are often more productive when working remotely. For example, it also resulted in reduced absenteeism, reduction in carbon footprint, cost savings to the University and decreased stress levels when given the option to work alternatively. Additionally, business continuity has also continued in terms of telework during the current COVID-19 global pandemic. The groups recommendations include the following: 1) Clear guidelines for alternative work arrangements, 2) Training for managers and best practices such as the benefits of flexibility, 3) Encouragement of managers to model the ability to work alternatively, 4) Re-framing the discussion around positives/healthy culture change and 5) Metrics in regards to successes.

Strategic Plan Update: Dana Huffman conducted a review of the Strategic Plan. The 80% goal for each location to meet with a new member of leadership has been reached and therefore completed. Marie Anne Hairston suggested the campus staff assemblies work with their CHRO's. Chair Chavez suggested contacting the Melanie Carr from UCOP Systemwide Policy. In regards to the increase of staff influence on organizational decisions, It was suggested we partner with the Academic Senate. The group added an item to advocate for Regental policy to include CUCSA staff representation in regards to future presidential searches.

CUCSA Updates

Paid Family Leave Update: Marie Anne Hairston provided an update on Paid Family Leave. President Napolitano has expressed her support. The proposal is for 8 weeks of paid leave generally based on FLA and 100% wage replacement. Systemwide will review the proposal and determine ways to operationalize considering our financial forecast.

Other Items: The CUCSA delegation held open dialogue, titled *What's Going On* in regards to current events related to COVID-19, the UC Budget and the efforts surrounding George Floyd and the Black Lives

Matter Movement. The first CUCSA virtual Town Hall meeting was held on Friday June 5th in which staff from all 10 campuses including UCOP and Berkeley Lab participated.

[Presentations & Speakers](#)

At the June meeting CUCSA enjoyed presentations from **Nancy Pluzdrak**, Executive Director UCOP Local HR, **Rachel Nava**, Executive Vice President and Chief Operating Officer at UCOP, **Kum-Kum Bhavnani**, Chair of the Academic Senate and **Janet Napolitano**, University of California President.