

## **MONTGOMERY COLLEGE GOVERNANCE**

### **Employee Services Council**

**Thursday, January 24, 2019**

**2:00 p.m. - 4:00 p.m.; Location: CT S108**

### **Minutes**

#### Attendees

Present: Christopher Campanella, Richard Cerkovnik, Rowena D'Souza (via phone), Liz Feldman (via phone at beginning), Nicole Given, Chayanne Samuels, Tori Strickland (via phone), Krista Leitch Walker

Absent: Sabrina Bielefeldt, Aggie Harrell, Michele Harrell

#### Call to Order

Chayanne called the meeting to order at 2:08 pm.

#### Constituent Concerns/Comments

- There were no constituent concerns.

#### Prior Meeting Minutes

- The December minutes were approved with no corrections.

#### HRSTM Update

- Krista spoke about a new Workday implementation partner, Collaborative Solutions, that has experience working with higher education. Many of the processes at the College are not self-initiated and have to be started in HR. The way these processes are done will be discussed with the new partner to see if they can be initiated in Workday. Union negotiations continue but are moving well. The Ask HR panels this spring will be targeted towards administrative aides so everyone is aware of the same processes. New supervisor orientation will be implemented and is intended for those who have been newly hired or promoted to a supervisor role. The orientation will be held three times per year, one time each semester and one in the summer.

#### Chair's Report

- Rich gave updates from the recent College Council meeting and spoke about a concern brought to the College Council from Staff Council. The issue was related to increased communication about employees with frozen salaries and the general wage adjustment.

#### Constituent Concerns Discussion

- The part-time faculty concerns brought to the council's attention are in progress.
- The concern brought by the locksmith at TP/SS has been resolved.
- There was a discussion about EAP funds and the option to expand the program to include other wellness opportunities along with gyms. The ESC voted to form an ad-hoc committee to look into expanding the program and discuss practices. Chris motioned the vote and all were in favor.

Rowena and Chris will join the committee. Rich will contact Paula Hadzima in HR to start the process.

#### Goals

- The ESC reviewed the FY 19 goals. Krista is drafting an alternate work arrangement policy with Sharon Kauffman and Kevin Long to include telework, alternate schedules, and working remotely. Krista will talk with Donna Schena about providing an update on the revised policy.
- The council also discussed making at least one recommendation related to standardization. There was a discussion about whether or not the part-time faculty constituent concerns should be included as part of the standardization goal.

#### Open Topics

- Rich will contact Shawn Harrison and Marcus Rosano to speak at a future meeting to discuss the safety and communication concerns related to all three campuses.

Meeting adjourned at 3:38 p.m.

After adjournment, an ESC photo was taken with those members at the meeting.