



Staff Senate

UVA Staff Meeting September 14, 2022

1 p.m.

Hybrid and In-person
Carruthers Hall/Zoom

Agenda

Welcome/Opening Remarks – 5min

- Announcements – 10min
- Flex Work Working Group Final Report – 35min
- Open Enrollment presentation by HR – 30min

Adam Griggs co-chair

Discussed how to find the Staff Senate website <https://staffsenate.virginia.edu/>

Discussed the new ***Hoos Making an Impact*** - <https://staffsenate.virginia.edu/hoos-making-impact>

Committee Reports

Advocacy

Adam Richard

Constituency Corner is re-tooling to target issues during meetings to bring up later in the committee. Most pertinent questions/ideas will become targeted issues. Will take selected issues to Senate leadership monthly.

Leah Gould

Preparing a survey for senators to share with constituencies. Eight issues will be ranked in the survey and the Senate will take the top two as action items.

Membership

Amy Muldoon

Working on election guidelines and guidelines. Please join the working group if you're interested in helping out.

Ashley Ayers

Qualtrix survey and drafting a policy on attendance guidelines.

Bylaw changes to be voted on.

Proposing Staff Senate adds two directors.

Minutes, website building, and potentially newsletters.

Voting to take place in the next couple of weeks.

University Partnership

Leanne Carver

Connecting upward with administration.

Working on ways how senators connect to each other.

Research different structures from which senators get information to constituents and how they report back to the Senate.

Understanding how senators serve each other.

Kendall Howell

Trying to cut down on the white noise we get in form of email, texts, and media. How do we get the main points to senators to pass along to constituents? Newsletter-ish? Will convene a working group to start the process.

Executive Committee

Adam Griggs and Patrick Wood

Met with President Ryan and JJ Davis (UVA COO)

Expressed what the Senate is focusing on in near term/long term.

Spoke with HR about how to hire-distill down job descriptions – create ways to see your career path.

Senate continues to build a great relationship with leadership.

Touch base with co-directors if you have any agenda items.

To join any committee please reach out to a co-director for more information.

If you are new to the Senate, dive in to learn about opportunities to serve.

Note

Cynthia Douglass: Oct. 11 training active attacker prevention

<https://uvapolice.virginia.edu/active-attacker-training-uva>

Flex Group Working Group

Cynthia Douglas

Myron Ballard

Leigh Ann Carver

Elizabeth Jackson

Abby Palko

Flexwork Survey Results – Highlights

Over 1500 responses from Staff.

Many hours were spent on assembling data. Big lift to look at individual results/raw data.

Working on a one-pager to send to Administration.

Staff results: 83% have some type of flex work schedule. Top two reasons for Flex:

More Productive

Less Commuting

Staff desires consistency in Flex policy; the Flex policy will continue; person-specific flex plans; teleworking; and additional schedule options. There is not one “Grounds-wide” flex policy.

Manager results:

Managers want more clarity in Flex policies, including training, guidance, and communication.

71 percent of managers have some kind of flex work schedule.

82 percent of managers feel supported in flex work decisions. 1-5 do not.
35 percent of managers feel flexibility is needed for recruitment needs.
12 percent feel lack of flex has contributed to an inability to fill vacancies.

Managers' ranking of top benefits of Flexwork/Remote work

- Happiness
- Efficiency
- Worklife balance
- Productivity

Managers' number one issue with Flexwork:

Connection in the workforce.

Managers say there are more benefits to Flexwork than challenges.

Flexwork needs to stay; equity issues need to be addressed; and leadership needs to adapt hybrid/remote work as the norm.

Recommendations from working group:

- Unified strategy.
- Focus on Family/work-life balance.
- Consistent policy across like jobs.
- Supervisor training.
- Priority on getting the job done.
- Develop an employee Toolkit focusing on having conversations with HR/managers and how to review a manager's Flexwork decision.

Open Enrollment 2023

Presentation by Erica Wheat-Manager, Benefits, Leave and Payroll at The University of Virginia

There is a recording of the presentation of the open benefits Plan for the year 2023 which will commence October 3-14, 2022. www.Hr.virginia.edu/oe2023

This is the time of year staff can make changes to benefits at will.

Staff can make changes throughout the year however, there must be a life change and you can only add/remove people, not change the plan.

This is the only time of the year for staff to choose a Flex spending account and the only time to make Optional Life Insurance changes without answering additional medical underwriting.

There are some changes to the Medical Center Staff plan to bring into line with the Academic Staff plan.

There will be some increases to the Monthly Health Plan Premiums.

Please see the site: www.Hr.virginia.edu/oe2023 to see all changes.

Retirement www.hr.virginia.edu/oe2023/retirement2023

Contribute up to \$20,500 annually in tax-deferred savings.

50+ may save an additional \$6,500.

\$40 per paycheck gets a \$20 match.

The new HSA administrator this year is Fidelity.

Staff may transfer Chard Snyder HAS balances to Fidelity or leave with C/S.

Max contribution limits are going up-**remember the UVA contributions count toward contribution limits.** (Subtract UVA's HSA contribution from the total Federal Allowance to arrive at maximum contribution by the employee).

Basic Plan next year **must elect HSA** during open enrollment, even if staff has an HSA now.

FSA elections: **must elect FSA** during open enrollment.

Staff must spend Flex Account down to \$0 if enrolling in an HSA.

Medical Center employees: increased tuition reimbursement to \$5,250.

Expos live and in-person this year

October 4 at UVA Health, ERC.

October 5 at Newcome Hall 3rd floor

HoosWell

Must complete activities by November 30 to earn entire \$500 in rewards.

Cash rewards are added to staff person's payroll and taxed.

Meeting ended at 2:37 p.m.