Labor-Management Council Minutes

Meeting Date: November 12, 2019 (approximately 9 AM to 10:00 AM)

Cochran Room, Kilcawley Center

**In Attendance:** Atty. Holly Jacobs, VP for Legal Affairs and HR; Atty. Cynthia Kravitz, AVP and Chief Human Resources Officer, Stacey Luce, Manager Employee Benefits, Atty. Kevin Kralj, Director, Labor and Employee Relations; Ms. Debbie Moy, ACE representative; Dr. Brien Smith, Provost and VP for Academic Affairs and Council Co-Chair; Ms. Caroline Smith, SGA President; Mr. Shawn Varso, YSU Chief of Police; Mr. Ed Villone, President of APAS; Dr. Steven Reale, YSU-OEA President; Mr. William Rogner, Campus Safety & Emergency Preparedness Officer; Mike Sherman; Vice President for Institutional Effectiveness and Board Professional; Gina McGranahan, Assistant Director of the Center for Student Progress Disability Services; and Dr. Rebecca Curnalia, YSU-OEA 1st Vice President.

Minutes from the September 10, 2019 meeting were approved.

1. **Emergency Exit Update:** Gina McGranahan, Assistant Director of the Center for Student Progress and Disability Services, shared information she had gathered concerning emergency exit procedures for disabled staff and students. Shawn Varso, YSU Chief of Police, introduced William Rogner, Campus Safety & Emergency Preparedness Officer. Mr. Rogner will look into options for assisting disabled staff and students and report back to the Labor-Management Council (Council).
2. **SPOT Committee Update:** Vice President Mike Sherman distributed a one-page document beginning with the title “Plan for Strategic Action to Take Charge of Our Future”, discussed the strategic planning process and brought the Council up to date. Mr. Sherman referenced the “Take Charge of Our Future Resolution” adopted by the Board of Trustees in March 2019.
3. **Benefits Fair Update:** Stacey Luce, Manager Employee Benefits indicated that the October 2019 2-day Benefits Fair was successful and attended by 100 employees. Further, open enrollment, from November 1, 2019 through November 22, 2019, with changes effective January 1, 2020. Ed Villone, President of APAS, asked about a cap on the 457 plan and there was discussion about IRS regulations. Dr. Steven Reale, YSU-OEA President, raised concerns about the High Deductible Health Plan and the reductions in contributions by the University. Ms. Luce responded to Dr. Reale’s concerns.
4. **Any labor related problems or concerns:** None.
5. **2020 LMC meeting schedule:** Atty. Kevin Kralj, Director, Labor and Employee Relations, presented the 2020 Council meeting schedule. No conflicts raised concerning the schedule.
6. **Check-In Updates:** None.
7. **Announcements:** None.