

## **Non-Exempt Staff Advisory Council Meeting Minutes**

Meeting Minutes from October 19, 2016

### **NSAC Members Present:**

Dawn Byrd – District 1  
JoAnn Merritt – District 2  
Eunice Wellons – District 7  
Ladonna Miller – District 8  
Cathy Corsi – District 10  
Susan Biddle – District 12  
Lisa Collins – District 13

### **Members Excused:**

Derrick Allen – District 5  
Susan Zarebicki – District 6  
Sandi Bradford – District 11

Districts 3, 4 and 9 are vacant at this time

### **Others Present:**

Tom LaPenta – CHRO, Human Resources  
Jean Neff – Director, Employee Development

Minutes from the June 15<sup>th</sup> meeting were approved.

There were no minutes from the August Meeting as the group went down to the Georgetown Campus

Jean Neff spoke to us about Connecting U which is a new Human Resources Atlas for anything related to Human Resources. Jean went over the highlights of the Atlas and let us know it will be launching soon. Any program or module done on Connecting U will go on your official transcript as completed. Uses the SkillSoft program as a training tool and all the Challenge Series are interactive modules.

### **Old Business**

Tom discussed the wall along South College Avenue by the Library. People are concerned that you can't see around it. Since the wall is historic, there are no plans to tear it down.

### **New Business**

No new business

### **Constituent Concerns**

Concerning the roadway along Townsend Hall, as you come off South College Avenue, there are no markings on the pavement and even the stop sign is past the incoming drive. The trees and shrubs tend

to block the view for oncoming traffic, both foot and vehicle. Also, can some speed bumps be put in front of Townsend Hall to slow down the traffic?

Tom said he will look into who can take care of that.

The College of Ag & Natural Resource employees would like to meet with President Assanis.

Tom said he will bring it up to the President's Office.

Is there any possibility of getting more Wellness programs down on South Campus?

Tom stated they have started having more Wellness programs down there already. Beth Finkle has been brought in to coordinate with Employee Health and Wellness to bring some programs down to South Campus and STAR Campus. Tom will ask her to our next meeting to discuss the new programs.

Buses are still running slow. People leave early to get to meetings on Main Campus and are still arriving late.

Tom said he will have Rich Rind possibly come to our next meeting to discuss the bus situation.

How will non-exempt staff be treated if they go to a conference under the new FLSA law? Will it be considered overtime, regular time, as it's not considered normal work.

Tom stated that non-exempt means you are covered by the law to be paid if you work more than your normal work week. Nothing has changed as far as that goes because a conference is generally during the day just like you are at work. If you have concerns about travel time not being during normal working hours, you can go to [FLSA-help@udel.edu](mailto:FLSA-help@udel.edu). Human Resources has discussed putting together a tip sheet for travel.

Passenger safety on UD buses is a concern. You exit at the back, but it is standing room only in the mornings. The people getting off have to go past the people standing so the bus driver can't see if someone is actually off the bus or not. A couple passengers were caught in the door before they could get off. Can mirrors or something be put on the buses so the driver can see.

Tom stated we could discuss this with Rich Rind.

This is a health concern: A dining services worker was sick and still working. When asked why they were still working, even though they were obviously sick, the person stated that they had already been out sick and couldn't be out again within 90 days. Isn't this wrong?

Tom stated that there is a way Aramark handles occurrences on a case by case basis. There must have been more to the story because they don't lose their job for being sick. It is a system that has been in place with the unions here since 1986, but Aramark works with a different union, not one here at UD.

There is a concern for a crosswalk at South College and the Library by the Visitors Center. Can one be put there?

Tom stated he would call Rick Deadwyler about this.

Is there any way the parking lot by the library could be made one way in and one way out? There was a constituent trying to make a right onto South College and a box truck was trying to make a right into the parking lot. The truck couldn't get in because the car was in the way, but the car couldn't pull out because they couldn't see around the truck. They also couldn't back up because there were cars behind them. It is a dangerous situation there. This has been an ongoing discussion and so far no progress has been made. Will continue to see what happens since the wall will not be coming down and it's dangerous to have the entrance or exit into the lot down by East Park place because of the light being in such close proximity to the entrance.

The next meeting scheduled for December 7<sup>th</sup> was cancelled. The tour of the Mineral Museum at Penny Hall is scheduled for February 15, 2017.

Respectfully submitted,

Cathy Corsi