

UNIVERSITY ISSUES & POLICIES COMMITTEE

END OF YEAR REPORT

2017-18

MEMBERS

Dianne Simpson, *Executive Committee Liaison*
Gina Coyne, *Committee Chair*
Michael Bice
Donna Black
Becky Kiely
Autumn Madden
Tom Mix
Katie Pastecki
Paul Smarsh
Shawn Thomas

SUMMARY

The University Issues & Policies Committee focused on issues brought forth by our Constituents. We communicated with the appropriate departments/colleagues and investigated, supported, resolved and shared concerns and outcomes with Constituents and Staff Council members. We remained proactive in our approach to managing issues with a solution-based focus.

ISSUES ADDRESSED

1. **Tobacco-Restricted Policy [C16.0]:** Student government and some staff brought their concerns to SC regarding the Tobacco-Restricted Policy with concerns due to people smoking in areas other than the designated smoking areas. Mike Stojkovic came and presented to Staff Council regarding this issue. This issue at some point will be brought to President Munson's administration to get his perspective on this policy.
2. **LOA - Leave of Absence Policy:** Was updated to reflect the semester information.
3. **Flex Time/Scheduling:** UIP worked to gather information on Flex Time/Scheduling. We discussed this with RIT Human Resources as to what the university's perspective is on this topic. It was shared with UIP that at this time there is no policy regarding this issue; HR is continuing to research this topic.
4. **Sick Bank:** UIP looked into some possible changes to the Sick Bank Policy (for those employees hired before 2005). After some discussions with HR, this policy will not change.
5. **Staff Grievance Policy E30:** UIP worked diligently on the Staff Grievance Policy this year. From November 2017 – May 2018 we made significant progress with this policy. UIP worked closely with RIT Legal and HR to revamp this policy. It has been a long road since the beginning of this process (approximately 3 years ago) until now, and we are hopeful that the proposed Staff Grievance Policy E30 will be approved by University Council in the fall.