

## **Staff Matters – April, 2008**

### **Play It Safe! SU's Family Safety Event is Saturday, April 26.**

SU employees with children are faced with the everyday challenges of keeping kids safe, from dangers at home to those encountered elsewhere. Together with MetLife, the Office of Human Resources is coordinating "Play It Safe". This Saturday morning safety event is for SU employees and their families and will run between 9:30 a.m. – 1:30 p.m. Safety experts will show you how to keep your kids safe in every environment.

Car seat checks, digital child finger printing and an SUV rollover demonstration are just some of the many activities planned. For a complete list of events and presenters, visit the HR website at <http://humanresources.syr.edu/highlights/playitsafe.html>.

There is no admission fee, but employees are asked to let HR know that they are planning to attend. Contact Kristen Otter at 443-2413 or [kkotter@syr.edu](mailto:kkotter@syr.edu).

### **Corporate Challenge 2008:**

**Save the Date to Walk or Run** - The annual JPMorgan Chase Corporate Challenge will be held at Onondaga Lake Parkway on Tuesday, June 24, 2008 at 6:25 p.m.

The Corporate Challenge is an annual 3.5 mile walk/run that brings local businesses together to promote health and exercise. SU's team will join over 275 other companies to walk or run the 3.5 mile course at Onondaga Lake Parkway, with an estimated 6,000 people attending.

### **Faculty and staff: Design the SU Corporate Challenge t-shirt and win an iPod**

SU faculty and staff are invited to submit designs for the SU team t-shirt to be worn at the upcoming JPMorgan Chase Corporate Challenge. The winning design will be professionally printed on the SU's team t-shirts for the June 24 event and also featured in on-campus event advertising.

The deadline for submissions is April 21 at noon. The winner will receive an Apple iPod.

Details, including design and submission requirements, are available online at: [http://humanresources.syr.edu/worklife/corp\\_challenge\\_tshirt.html](http://humanresources.syr.edu/worklife/corp_challenge_tshirt.html).

### **Performance Partnership Process to be complete by June 6**

All non-bargaining unit, non-faculty staff members are asked to engage in the performance partnership process. *All performance reviews should be completed with original documentation submitted to Mickey Lord, director of WorkLife and Organizational Development, Human Resources, by June 6, 2008.* We encourage you to start early to meet this deadline. Staff are encouraged to initiate the process by completing a self-assessment worksheet and scheduling a meeting with their supervisors.

HR stands ready to assist with planning, facilitating, and documenting this year's performance partnership process. All information and forms related to performance partnership can be found online at [http://humanresources.syr.edu/staff/nbu\\_staff/performance.html](http://humanresources.syr.edu/staff/nbu_staff/performance.html).

Contact Mickey Lord at x-9287, [dmlord@syr.edu](mailto:dmlord@syr.edu) or Lisa Brennan at x-2099 [librenna@syr.edu](mailto:librenna@syr.edu) with any questions and/or comments.

## **SEIU's Workplace Partnership Council (WPC) Continues Important Work on Campus**

The Workplace Partnership Council (WPC), brings together representatives from the SEIU union and University to identify and resolve issues before they become workplace problems and specifically addresses issues that most often lead to grievances.



## **Workplace Partnership Council**

The 2007/08 academic year began with a successful negotiation and resulting contract, thanks in large part to the work of the WPC leading up to negotiations. Significant strides have been made toward building a solid foundation for stronger relationships and workplace improvements.

The following initiatives were introduced as a result of WPC work:

- Elimination of the step system. This critically important element was one of the keystones in reaching an early contact settlement in 2007. The new economic package eliminates the current wage step system over the life of the contract and establishes a single job rate for each grade.
- Retirement health plan and benefit enhancements
- Establishment of a summer and winter temporary pool for Food Services employees subject to layoff.

The labor/management sessions that the WPC facilitates resulted in four joint proposals that improve internal processes for establishing the wage rate and overtime distribution processes for employees in temporary assignments; the bidding process; and, employees receiving upgrades.

The WPC continues its important work with the following projects either in process or recently completed:

- Introduction of trades internships for local students as an expansion of the CNY Works Summer Youth Employment program. This will provide local low income students the opportunity to explore career paths in the trades.
- Creating a maintenance repair technician position by combining the current millwright and machinist classification.
- New process to post temporary bargaining unit positions for layoff periods to ensure food services employees subject to the layoff periods are provided the opportunity to work in positions held by temporary employees.

### **CNY Works Summer Program Comes to Campus**

This summer your department can host a local high school student to work 25 hours per week and CNY Works will pay their wages! It only takes six weeks to change a life.

Syracuse University is again partnering with the CNY Works Summer Youth Employment/Mentoring Program to offer youth, ages 16 - 21, an opportunity to earn money, develop work skills, and try out different occupations at numerous work sites throughout the city of Syracuse and Onondaga County. In addition to building a strong work ethic, the program will also include enrichment activities for the youth in which they will learn work-related skills.

Syracuse University's Office of Human Resources is coordinating this effort at SU. Job duties for participants may include answering phones, filing, computer work, and general office duties; while at the same time, learning about the workplace and what it takes to succeed. If you are looking to make a difference in a young person's life by offering coaching, mentoring and workplace skills, there is no better time than this summer. Interested in hosting a student this summer?

Contact Sharon Cole in the Office of Human Resources at 443-4823 or at [sdcole@syr.edu](mailto:sdcole@syr.edu). 25 departments have already registered to host some of the 50 students. The remaining students will be assigned on a first come, first served basis as departments sign up. HR will maintain a waiting for next year's program in the event that all of the placements are made for 2008.

### **On My Own Time Exhibit Opens April 25**

SU will once again be participating in the "On My Own Time" program, co-sponsored by the Cultural Resources Council and the Everson Museum of Art.

"On My Own Time" is an opportunity for SU employees to share their artistic talents and creativity in a variety of art categories with the campus and community-at-large. The SU juried in-house exhibit will open on Friday, April 25 and run through Thursday, May 15 in the Noble Room of Hendricks Chapel. The exhibit will be open weekdays from 8:30 a.m - 5 p.m.