

**AP Association Executive Committee**  
**Meeting Notes**  
**September 23, 2020**  
**Virtual via Google Meet**

**Attendance:** Anthony Gallina, Marie VanBuskirk, Adam McChesney, Pat Cassidy, April Thomas-Powell, Maria Ebner-Smith, Deb Cash, Don Ritenburgh, John Cebelak, Kelly Brault and Nancy Osmialowski.

**Guests:** Kelsey Zuchowicz, Meaghan Cole, Melanie Chamberlain, Ann Voorheis, Debbie Lengyel, Sarah Mullin, Kelli Dowd, Donna Raymond, Michelle Tschirhart, Jackie Keith, Eric Herppich, Dan Arnold and Laura Christian Saims.

**Approval of Minutes** - August 26th, 2020 minutes approved.

**Treasurer's Report** - No change.

OU account: \$3,256 and OU Credit Union account:\$3,183

**President/ UHR Monthly Meeting Report-**

- AP Manual- Still with the Legal Department for review
  - Should be presented at the December Board of Trustees meeting
    - AP Association would like to review the updates from Legal/UHR before presented at the BOT meeting.
- AP Association/Assembly collaboration follow up task.
  - Two separate groups but would like to collaborate on specific overlapping ideas to better serve all AP's.
- UHR updates
  - Update from Eric Herppich- Director of Compensation and Benefits
    - Additional Assistance due to Covid-19 related illness/quarantine/childcare when school is closed
      - Emergency Paid Sick Leave (80 hr Covid-19 related issue)
        - April 1, 2020- December 31, 2020
    - Expanded FMLA - use for childcare issues related to to Covid-19 situation
      - Now can use "school or daycare" as a reason to use FMLA
        - Can be used as intermittent leave or continuous leave.
      - School must actually be closed (not a choice of virtual or in-person learning)
      - UNUM is still the third party OU uses for FMLA
      - For questions related to payment and leave reporting, contact UHR
  - Other questions or concerns being heard around campus?
    - Extended FMLA vs Emergency Paid Sick Leave
      - Which to use and how to input onto Leave Report

- UHR should be emailing information to AP's

### **Assembly Updates-**

- Next AP Assembly Meeting: October 8, 2020 | 9 - 10 a.m. online.
- AP Assembly has representatives on the campus-wide Diversity committee.
- AP Professional Development sessions are offered virtually and have been successful.

### **Work Team Updates-**

#### Work-life balance (Goal 1)

1. Maria Ebner-Smith
2. Don Ritenburgh
3. Deb Cash
4. Patrick Cassady

#### Communication & outreach (Goal 3)

1. Nancy Osmialowski
2. Kelly Brault
3. Susan Hartman
4. April Thomas-Powell

### **Good and Welfare**

- Zoom is now available to the OU community! Thanks to the e-Learning staff for all your hard work!
- OU Homecoming October 19-24, 2020

### **2020-21 AP Association Goals**

- FWA: Continue to educate and advocate for flexible work arrangements
- Education: Provide education sessions to APs to learn more about benefits and resources
- Compensation: Continue working with UHR on transparency, position review, processes and reporting
- Community Service: Create one meaningful service project that assists a community in need

**Next Meeting: Wednesday, October 28<sup>th</sup>, 11:30a-1p (virtual)**