FIRST PROPOSAL OF A SMOKE FREE-CAMPUS IN 2001…

Senate debating suggestion to make Emory ‘smoke-free’

By Adam Sklar
Asst. News Editor

Smoking breaks, both on the ground and empty cigarette cartons could soon be things of the past at Emory.

The Emory University Senate is considering a proposal to prohibit smoking on Emory’s campus, according to the University’s anti-smoking initiative. The proposal is being drafted by the Senate’s Committee on Student Life, which has been working on the issue for several weeks. The committee is made up of students from all five undergraduate schools and is chaired by Sen. Caroline K. (None provided). The proposal would prohibit smoking in all public areas on campus, including sidewalks, parks, and plazas.

The Senate has already passed a resolution supporting the proposal, and it is likely to be voted on by the full Senate in the coming weeks. If approved, the proposal will go into effect immediately.

Emory is one of many universities across the country that are considering or implementing smoke-free policies. The proposal was introduced in response to a growing concern about the health effects of secondhand smoke.

Supervisor’s office

The Supervisor’s office is responsible for enforcing the smoking policy on campus. The office received a call from a student who reported that someone was smoking in a public area. The supervisor responded and found a student smoking in a designated smoking area. The student was asked to stop smoking and was given a notice of violation.

The supervisor’s office received 10 calls about smoking violations last week. The office has received 50 calls about smoking violations this month.

Emory Hospital

Emory Hospital recently added a new smoking area on the fourth floor.

The new smoking area is located on the fourth floor of the hospital and is open to all hospital staff and visitors. The smoking area is equipped with a ventilating system to reduce the amount of secondhand smoke in the rest of the hospital.

The new smoking area has been well-received by hospital staff and visitors. "It’s great to have a place to smoke," said one hospital staff member. "It’s a big improvement over the old smoking area on the sixth floor."
SGA vetoes smoking ban, calls proposal ‘unacceptable’

By Adam Sklar
Asst. News Editor

The Student Government Association passed a resolution Monday combating the University Senate’s proposal to limit smoking on Emory’s campus.

The resolution states that the Employee Council recommendation to prohibit smoking from most, if not all, entrances to campus buildings, including residence halls, was unacceptable and provoked serious opposition from the student body.

SGA President Anna Manasco said University President William M. Chace would read both the Employee Council and the SGA proposal regarding tobacco use and then make a decision. She said the SGA needed to propose a clear and passionate resolution to counter the Employee Council’s recommendation.

The resolution stipulates that the SGA realizes the needs of both smoking and non-smoking students, and that the SGA believes that this issue is particularly relevant to the 3,300 students who live on campus.

“In doing so, [the SGA] strongly opposes any policy that would change the status quo with regard to residence halls,” the resolution read.

According to the resolution, there has been very little history of smoking-related problems in residence halls, and because of limited control when selecting on campus housing, the resolution stipulated that the designation of entire buildings as “smoke-free” is unacceptable.

“Given that the University has embraced and stated the goal of increasing on-campus living, it should not make any major policy changes that might deter some upperclass students from becoming residential, as the proposed change might,” the resolution read.

Manasco said the passing of the resolution does not automatically translate into the campus being smoker-friendly.

See PRO-SMOKING, Page 8

Wheel, December 7, 2001
...BUT PLANTED THE SEED FOR CHANGE
ADVOCATING ON BEHALF OF EMPLOYEES ON BENEFITS

Trustees approve cut to employee benefits package

By Jeff Borenstein, Staff News Editor

The University Board of Trustees approved a series of cutsback recom- mended by University President William M. Chace to reduce employee benefits and to protect fur- ther financial losses.

Careful deliberation and discus- sion between University employees, faculty and administrators took place in the months leading up to the April 9 board meeting. All groups involved researched ways to best combat the slowing economy while preserving key components of the benefits package.

The Trustees approved changes that include a percentage reduction in employer retirement contributions, a rise in the number of years of service before vesting begins, a graduated step system of courtesy scholarships and a decrease and removal in contributions to retiree medical care plans.

Many of the changes will only affect employees hired after Dec. 31, 2000. Items like the full country scholarships will remain for current employees; however, new employees will gradually advance from 50- percent coverage to two to five years of service, to 75 percent coverage for five to 10 years, to 100- percent coverage after 10 years of employment.

“We were through two months of analysis of our fringe benefits costs and it was determined that our costs were rising at a hefty and fast pace,” Executive Vice President and Chief Operating Officer John Temple said.

After analyzing the number of employees, faculty and staff under coverage of the old plan, the report concluded that fringe provided ben- efits at a comparatively high rate, according to Temple.

“The employee retiree medical cost was one part of the benefits package that was so great and so out of line that we felt it needed to be most addressed,” he said. “However, it is still a substantial amount of coverage relative to other academic institutions and the pri- vate sector.”

Under the old benefits package, some employees reached a combined age and years of service of 70 years, which enabled an average of 69 percent to retiree’s monthly health care premiums. The new system decreases the minimum combined age to 75, cuts contribu- tions to 50 percent, caps any increase in contributions at 4 percent each year and eliminates any contrib- ution by the University to new employees hired after December 2002.

The latest reductions in health care coverage for retired employees are revisions in the number contribu- tions plan that, according to Acting Chair of the College Executive Committee, Professor of Sociology Robert Saugey, “in essence, will be paying upward of $5,000 per month on health care premiums if the current projections of the health care industry continue to hold true.”

“Essentially, retirees will be paying a much higher percentage of med- ical costs if the trend of premiums continues to rise at a rate of about 15 percent.”

In recent weeks, many of the faculty community have voiced their disapproval toward the administration through open letters, University Senate-endorsed resolutions and other venues.

Despite reaching certain conces- sions between administration, faculty and staff, according to Employee Council member Bill McBride, who works for Facilities Management, the University could have come to a more equitable conclusion between the community.

“We faced squarely the need to contain future costs and to remain competitive with other universities."

— University President William M. Chace

“We, the Employee Council, appeal the Trustees for reducing the minimum age set by the University to match retiring retire- ment funds,” he said. “Yet we are still concerned and disappointed that the retirees would have their match- ing health care funds reduced for items like prescriptions and drug treat- ments.”

The University held a series of forum with Chace, Temple and Vice President for Human Resources Alice Miller to explain to the com- munity the reasons for these costs in an era of growth for the University.

“We are committed to preserving affordable health insurance for all employees, and certain hardships are required to sustain these benefits,” Miller said. “We believe, however, that even with changes, we will con- tinue to offer attractive and competi- tive benefits while better ensuring our ability to do so for the long run.”

Members of the College faculty and staff endorsed a letter that requested the University cover its losses by expending savings from the endowment, rather than cutting items like health care.

“The feeling is that these problems will not last, and we were hoping something maintaining the endow- ment would have been covered,” Agnew said. “I would like to ask at our next scheduled College Faculty meeting what suggestions, if any, the faculty has in response to the late- est benefits package.”

In times of financial uncertainty and rising medical costs, Chace said the University and the administra- tion make a myriad of complicated decisions but tried to minimize the negative consequences to the faculty community.

“We faced squarely the need to contain future costs and to remain competitive with other universities,” he said. “I believe we have succeeded, and these changes will help as do just that.”
Upset employees drill Chace, Miller at Wednesday meeting

By Michael de la Merced
Senior Editor

University President William M. Chace defended his positions on pre-employment drug testing and fringe benefits at the Employee Council’s Town Hall Meeting Wednesday.

The crowd of approximately 70 employees sat quietly in Winship Ballroom as Chace and Vice President for Human Resources Alice Miller fielded 10 questions from attendees and questions submitted to a LearnLink conference before the meeting.

Former Employee Council President Ron Foust, a senior financial analyst for the Information Technology Division, asked Chace to explain the new drug-testing policy, which Foust said was "a difficult invasion into the rights of the people of the University." Foust said it was important to hear the rationale behind the decision.

Resting his and Miller’s reasoning behind the policy’s implementation, Chace said Emory was the "only truly major employer" in Georgia currently not using pre-employment drug screening. He also said that drug abuse in the University’s workforce could have serious ramifications on employee productivity.

Chace emphasized that at this point in time, no one in the room would be subject to drug testing. So far, only new hires must submit to such screenings.

According to Chace, one of the most important reasons considered in making the policy was the standing of staff members as role models for students. He cited a colleague whose department works closely with students as in favor of drug testing, as proof that desire for the policy came from within the University.

“We want people to work well here, to do well here,” Chace said. He added that he was split “60-40” in favor of testing, saying he could not definitively say drug testing was a flawed policy.

Chace defended the administration’s decision to exempt faculty from any drug testing. He argued that they have extra rights and privileges, such as tenure, that naturally exclude them from such procedures.

“Everything revolves around the faculty,” Chace said. “We work for them, so they can do their teaching and their basic research. Since time immemorial, they have been expected to do that.”

See EMPLOYEE, Page 10

Employee Council passes motion advocating suspension of drug tests

By Leigh Friedman
Sports Editor

After months of relatively muted opposition to the University’s decision to begin pre-employment drug testing, the Employee Council voted to issue a recommendation to the University Senate to suspend the policy.

The motion, which passed last month with only one opposing vote, was drafted by the staff of the Carter Center.

It argues that the policy violates employee rights and will be ineffective in keeping drugs out of the University.

Employee Council President Cheryl Bowie said Council members have concerns regarding the necessity of the drug testing policy.

“The Council’s opinion is that the policy would affect morale, and there’s a fear that it would eventually be expanded,” she said.

The recommendation calls for “a full consultative review and redesign of a more effective and just policy.”

Bill co-author Gabrielle Mertz said last month’s Council meeting and discussion with Director of Human Resources Del King finally satiated the employees’ desire for a safe forum to discuss the drug testing issue.

She and bill co-author Bryan Conley said it has been difficult to publicize their argument, as many employees are unwilling to speak out against institutional policy for fear of reprisal.

She said drug testing is a particularly touchy subject.

Don Newsome, Employee Council president-elect and the chair of special issues, said the meeting was "impassioned," as it became evident that most Council members and their constituents were very upset with policy.

The motion will be presented Jan. 28 at the University Senate meeting.

University President William M. Chace, who supports the testing policy as a way to maintain a drug-free campus, said the motion is a step in the right direction. He said the University is committed to maintaining a safe and healthy environment for students and employees.

See SENATE, Page 6
CREATING NEW WAYS OF REACHING OUT – FIRST WEBSITES!

www.emory.edu/EMPLOYEE

1997-98 Employee Council
THE EMPLOYEE COUNCIL, BY-LAWS Established in 1978 by the president of Emory University, the Employee Council facilitates communication between Emory employees and university administration and serves as an advisory body to the president. There are the bylaws of the Employee Council.

The Employee Council represents the perspectives of employees to the administration, recommending change when appropriate, facilitates communication between the administration and employees at all organizational levels regarding university policies, practices, and programs and fosters closer working relationships between organizational units and groups of employees.

- Presidents Council Re Lousi(abinet)
- Membership/Role

EMPLOYEE COUNCIL OFFICERS FOR 1997-98
President Erik Oliver
President-elect Ron Foust
Secretary Ann Roser
Secretary Elect Ann Holt
Treasurer Kathy Barby
Parliamentarian Cibell Johnson
Historian Patricia Chubat

1997-98 Initiatives
Please send your comments to MCOUNCIL@emory.edu

- Employee Council Minutes

Committee Chairs
Special Issues Re Foust 7-4672 her@emory.edu
Membership Karen Fain 7-6213 kmor@emory.edu
Communications: John Ward 7-0112 wards@emory.edu

updated 3/10/98

1998

EMORY Employee Council

Established in 1978 by the president of Emory University, the Employee Council facilitates communication between Emory employees and university administration and serves as an advisory body to the president.

The Employee Council represents the perspectives of employees to the administration, recommending change when appropriate, facilitates communication between the administration and employees at all organizational levels regarding university policies, practices, and programs and fosters closer working relationships between organizational units and groups of employees.

Events:
Ongoing events:
- Monthly Brown Bag with the Senior Leadership Group
- Five-Points Business School - even 221
- Seat Brown Bag - 12/7/00 (Launch of Gjager Gym & Gary Hook)

Past events:
- Annual Town Hall with Provost William Chace
- September 25, 2001
- Service Hall Information
- INFORMATION HALL Five Points Employees
- October 2, 2001 11:30 AM until 3:00 PM
- Asia - Apprentices Room, One Johnson Wha - Study Commus

Servant Leadership Initiative

Special Issues:

Current issues:
- 1. Career Pathways
- 2. Title and Salaries
- 3. Health Care
- 4. Departmental Meeting Plans
- 5. Departmental Expenditure
- 6. OSHA

Past issues:
- 1. Unit-based work hours
- 2. Physicians/Physician Assistants
- 3. New Asbestos
- 4. OSHA Training at HR
- 5. IBUS Survey Practice
- 6. IBUS Financial Assistance/Incentives
- 7. Employee use of computer equipment that is in your name
- 8. Employee use of computer equipment that is in your name
- 9. Employee use of computer equipment that is in your name
- 10. Employee use of computer equipment that is in your name

Meetings:

2001
CREATING NEW WAYS OF REACHING OUT – FIRST WEBSITES!

www.emory.edu/EmployeeCouncil

2004

Established in 1970 by the president of Emory University, the Employee Council facilitates communication between Emory employees and university administration and serves as an advisory body to the president.

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Employee Council ByLaws
Welcome President James Wagner
Have a question? Contact the Employee Council at emocouncil@emory.edu

Webcast of 2004 Town Hall Meeting with President Wagner
EMPLOYEE COUNCIL ACTIVITIES – A SUMMARY

Much thanks to Paul Ficklin-Alred!
EMPLOYEE COUNCIL THEMES

UNITY AND EQUITY

HEALTH, SAFETY, AND WELLBEING

CAREER GROWTH AND SATISFACTION

BENEFITS

COMMUNICATIONS
UNITY AND EQUITY

• Maintaining and promoting Hardship Fund
• Equity in benefits for Oxford and Grady
• Unity Emory campaign
• Improving in discriminatory harassment procedures
• Advocating for Black History Month
• Supporting the United Way campaign
• Servant Leadership initiative
• Addressing racism on campus and in hiring
HEALTH, SAFETY, AND WELLBEING

- Creating crosswalks on Clifton
- Supporting Healthy Emory
- Promoting volunteerism
- Addressing building contamination and unsafe conditions in older buildings
- Speaking out against smoking at building entrances; supporting a smoke free campus
- Supporting shuttle service and Lullwater Trail
CAREER GROWTH AND SATISFACTION

- Improving employee morale
- Promoting Staff Service Awards
- Supporting courtesy scholarship for employees
- Challenging implementation of criminal background checks for staff, but not faculty
- Promoting internal promotions
- Advocating for flexible work arrangements (FWA)
- Addressing salary compression issues
- Supporting career growth and development
BENEFITS

• Opposing increases in health insurance premiums
• Advocating for retirement plan and child care subsidies for lower-paid employees
• Supporting inclusion of employees under age 26 in matching pension contributions
• Requesting vendor discounts
• Addressing parking rate increases
• Supporting parental leave for fathers and adoptive parents
• Advocating for email service for retirees
COMMUNICATIONS

• Town Hall meetings
• *Campus Report* to all employees
• Brochures and newsletters
• Presence at Staff Fest
• Representation on University Senate
• Employee Council website
• Advisory body to the University president
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