

LSU | Staff Senate

MEETING MINUTES
December 20, 2023

President Joshua Duplechain presided over the December 20, 2023, Staff Senate meeting held in the Event Room at Barnes & Noble at LSU at 10:30 a.m.

Unclassified

Executive/Administrative/Managerial

P - Tammy Millican ('24)

Professional/Non-Faculty

P - Bonner, Amber ('26)

Pr - Breaux, Kevin ('25)

P - Campen, Ryan ('24)

Pr - Canady, Robyn ('26)

P - Carney, Mo ('24)

P - Compton, Skylar ('26)

P - Duplechain, Joshua ('24)

P - Ferguson, Amanda ('24)

P - Gresham, Deanna ('24)

Pr - Guttner, Ginger ('25)

A - Hicks, Emmy ('24)

P - Jeffcoat, Danielle ('26)

P - Kennison, Jennifer ('25)

P - Lee, Quinneka ('24)

P - Martin-Whitaker, Neely ('25)

P - Miller, Cassandra ('24)

P - Mimms, Anissa ('26)

P - Oster, Anthony ('24)

P - Owens, Jace ('26)

P - Phelps, Olivia ('26)

A - Rafati, Karina ('24)

A - Robison, Becca ('26)

P - Roser, Kimberly ('25)

P - Smith, Henri ('24)

A - Trahan, Amy ('25)

P - Washington, Valori ('26)

Pr - Waters, Bradley ('26)

A - White, Dayton ('25)

A - Williams, Amberlon ('24)

A - Williams-Carter, Tyrslai ('24)

P - Williamson, Jeannie ('26)

Classified

Skilled Crafts

P - Constance, Taylor ('25)

Pr - Corbitt, Brent ('24)

Technical/Paraprofessional

A - Matkovic, Igor ('26)

P - Nehlig, Mark ('24)

Clerical/Secretarial

A - Jensen, Jerri ('26)

P - Smith, Celeste ('26)

Service/Maintenance

A - Robertson, Winkeyssa ('24)

P - Indicates Present

Pr - Indicates Proxy

A - Indicates Absent

GUESTS:

Casey Coughlin, Campus Federal Credit Union
Zacki Soliman, Campus Federal Credit Union

CALL TO ORDER

The meeting was called to order by President Joshua Duplechain at 10:30 a.m.

ATTENDANCE

There was a quorum with five proxies noted.

PLEDGE OF ALLEGIANCE

President Joshua Duplechain led the Pledge of Allegiance.

APPROVAL OF THE MINUTES – November 15, 2023, Staff Senate Meeting

A motion to accept the minutes was made by Senator Jace Owens. The motion, seconded by Treasurer Henri Smith, carried.

PRESIDENT'S REPORT

President Joshua Duplechain reviewed relevant meetings in which he attended.

- November 28 – attended Holiday on Campus which was successful with about 400 people in attendance.
- December 6 – attended the Executive Committee meeting in preparation for the December General Meeting
- December 8 – attended the Board of Supervisors Meeting to give the Council of Staff Advisors Report
- President Duplechain and Past-President Tammy Millican met with Ryan Landry and Jackie Bach with the Office of Academic Affairs and Inessa Bazayev, Faculty Senate President to discuss revisions to PS-22, which allows for staff who are also students to have a class absence excused if the reason they've missed is because of a work commitment or they are representing the university in an official capacity for their job which is in response to a staff member who is having an issue with one of her professors who had an absence due to her role with the Space Grant Consortium
- President Duplechain and Secretary Quinneke Lee met with LGBTQ+ Caucus leadership to discuss having mental health services that are able to handle issues from the LGBTQ+ community at LSU. The Caucus is creating a survey to release on campus for input which

will also be shared in the next Staff Senate Newsletter. They also discussed a collaborative effort to advocate for the same fertility benefits for all employees.

- President Duplechain helped judge the Staff Senate Holiday Decorating Contest and the winners are:
 - 1st Place: LSU Olinde Career Center, The TV Sale! “Everything must Geaux”
 - 2nd Place: Human Resource Management, Polar Express “Anyone can take a Ride.”
 - Honorable Mention for the Most Food Items Collected: Accounting Services
 - Best In Show: Gordon A. Cain Center, Die Hard “The Word Christmas appears 18 times in the Script, so it’s a Christmas Movie”

The photos are on the website if you would like to view the winners. The contest produced over 2,000 food items that were donated to the LSU Food Pantry.

- President Duplechain met with Kaylee Aulds, Interim Director with Parking and Transportation, who mentioned that as of right now, there are no plans to raise parking fees and there are no plans to implement the front license plate for electronic readers for the fall 2024.
- President Duplechain and Member-at-Large Mo Carney delivered two of three Staff Stripes Award this week. The third award will be delivered after the holiday break.

COMMITTEES

Education and Professional Development

Treasurer Henri Smith announced that the committee met and discussed the application process for the Professional Development Fund. The committee would like to release the applications in January 2024. The link for applications will be posted on the Staff Senate Website. Smith also mentioned that the Staff Senate should announce in the newsletter.

Staff Appreciation & Events

Member-at-Large Mo Carney reported that the committee has been meeting every other week to discuss upcoming events. The next event is the New Employee Breakfast and Dinner Reception in the spring.

Member-at-Large Mo Carney announced the Staff Stripes Award Recipients who are:

- Elizabeth Hlucky who works in the Department of Biological Sciences
- Lauren Zabaski who works in Bert S. Turner Department of Construction Management
- Stephanie Jones who works in Department of Physics and Astronomy

OLD BUSINESS

Staff Senate Budget

Treasurer Henri Smith provided a written financial report for December that was included in the meeting packet for Senate review.

Senator Portraits

President Duplechain is still scheduling professional headshots with the College of Engineering. Please reach out to him to schedule. Secretary Quinneka suggested to have a photo session after the January meeting.

NEW BUSINESS

LSU Staff Senate Resolution 23-01 to Pursue Legislative Changes that Remove the Irrevocability of Optional Retirement Plan Enrollment, sponsored by the LSU Staff Senate
Read by President Joshua Duplechain

Whereas the Optional Retirement Plan (ORP) was established July 1, 1990, as an alternative to the defined benefit plan under the Teachers' Retirement System of Louisiana (TRSL) in order to provide maximum portability of retirement savings, and

Whereas according to Louisiana Administrative Code 58 §1507 G "Any person electing to participate in the ORP shall always be ineligible for membership in the regular retirement plan of the TRSL even if he is employed in a position covered by the TRSL, as prescribed by RS 11:928," and

Whereas LA RS 11:925 states that "Academic and administrative employees of public institutions of higher education...may make an irrevocable election to participate in the optional retirement plan" and states in other parts that the decision to enroll in ORP is irrevocable, and

Whereas state employees in Louisiana are excluded from participating in Social Security because the state of Louisiana did not opt-in to the Section 219 Agreement with the Social Security Administration, and

Whereas employees who enroll in ORP are members of TRSL and receive a TRSL retirement benefit and are thus subject to federal regulations under the Windfall Elimination Provision, which reduces earned Social Security benefits, and

Whereas employees who enroll in ORP do so with limited information of their career opportunities at Louisiana higher education institution, and

Whereas employees who enroll in ORP but who seek a secure retirement benefit through a pension are compelled to seek employment outside of Louisiana or in the private sector, and

Whereas elimination of the irrevocability clause in LA RS 11:925 and the concomitant clause in Louisiana Administrative Code 58 §1507 G will help to retain highly qualified employees in the state of Louisiana,

Therefore, be it

RESOLVED, that the LSU Staff Senate and the LSU Faculty Senate jointly call on the Louisiana Legislature to eliminate the irrevocability clause from LA RS 11:925 and permit employees with a one-time opportunity to enroll in the defined benefit plan after enrolling in the ORP, and

RESOLVED, that the LSU Staff Senate and the LSU Faculty Senate jointly call on LSU leadership to work with Staff Senate and Faculty Senate leadership to pursue such changes in legislation in a timely manner, and

RESOLVED, that the Senate leadership encourage their peer leaders at other higher education institutions and campuses to join them in pursuing this legislative change.

A motion to approve LSU Staff Senate Resolution 23-01 was made by Past-President Tammy Millican. The motion, seconded by Member-at-Large Mo Carney, carried.

The Staff Senate approved the Resolution with no abstentions.

ANNOUNCEMENTS

Staff Senator Birthday

Staff Senator December Birthday:

- Senator Kevin Breaux celebrated his birthday on December 2.
- Senator Taylor Constance celebrated his birthday on December 12.
- Senator Cassaundra Miller will celebrate her birthday on December 31.

Happy Birthday!

MOTION TO ADJOURN – With there being no more business, President-Elect Olivia Phelps made a motion to adjourn. The motion, seconded by Secretary Quinneke Lee, carried.

The meeting was adjourned at 12:00 p.m.

Quinneke Lee, Secretary

QL/mm