



# Staff Senate Meeting August 5, 2009

## *the Voice*

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The following provides information and updates from the August 5, 2009 meeting of the NC State University Staff Senate.

### **Guest Speakers:**

Dr. Mary Bengtson, Student Health Service Medical Director/Physician  
Mr. Marc Okner, Director of Employee Relations

Dr. Mary Bengtson, Student Health Service Medical Director/Physician

#### Facts about H1N1:

- New strain of influenza A (unpredictable)
- Most people younger than sixty have no immunity
- One-third of people over sixty might have some immunity
- H1N1 is a combination of swine, avian, and human
- H1N1 will likely still be around during "traditional" flu season

#### Symptoms of H1N1:

- Fever over 100
- Body aches
- Headache
- Cough
- Sore throat
- Runny or stuffy nose
- Fatigue
- Vomiting and diarrhea
- Severity can vary

#### How H1N1 is contracted:

- Incubation period is 1-7 days from exposure to symptoms
- Spreads from a sick person or sick thing
- Direct contact (e.g., a kiss, sharing a drink)
- Through the air (i.e., sneezes or coughs) from as much as 6 feet
- Touching contaminated items – virus can live minutes to hours on surfaces

#### How to avoid contracting H1N1:

- If you are well, avoid sick people
- Avoid touching your mouth, nose, or eyes
- Wash your hands often with soap and water or use alcohol-based hand sanitizer
- Decontaminate your space periodically
- H1N1 vaccine should be available sometime in mid October or later

#### What to do if you think you may have H1N1:

- Stay away from school and work for 7 days or 24 hours after symptoms are gone, whichever is longest
- Cover mouth and nose with tissue when coughing or sneezing
- Friends don't cough on friends
- Discard tissue
- Frequently wash hands with soap and water or sanitizer
- Decontaminate space
- Flu treatment is over the counter medicine for fever, cough and sore throat
- Prescriptions of anti-viral meds (tamiflu or relenza) sometimes are given to shorten the course

Dr. Bengtson stressed this is all new information and may change frequently. For more information please visit the Student Health Services website at: [www.ncsu.edu/student\\_health](http://www.ncsu.edu/student_health)

### Mr. Marc Okner, Director of Employee Relations

Employee relations partners with faculty, staff, and managers in order to promote a successful work environment in which individuals can succeed and realize their potential.

Common services employee relations offers include:

- Helping you identify and evaluate options
- Facilitating interpersonal relations and communications
- Organizational interventions and retreats
- Support in supervising others, including training programs
- Guidance on performance, conduct, discipline, and grievance/complaint concerns
- Interpreting policies and procedures
- Providing tools and resources to help address workplace problems
- Personal assistance resources (FASAP)
- Addressing separation/resignation needs

Mediation is an informal, semi-structured process in which an impartial third party (a mediator) assists disputing parties in working through and resolving work-related problems or conflicts. It is a non-judgmental, voluntary process that focuses on helping parties find mutually satisfying resolutions to their problems, consistent with each of their interests and without formal grievance proceedings.

The University has established grievance procedures in order to ensure the fair, orderly, and prompt resolution of job related disputes that may arise between an employee and anyone who is in a position of authority.

To volunteer to be on the University grievance panel, contact Vickie Porter with Human Resources.

### **Faculty and staff assistance programs**

- The Faculty and Staff Assistance Program (FASAP) (<http://www7.acs.ncsu.edu/hr/er/fasap/>)
  - no cost, confidential, professional assessment and referral services for employees who may be experiencing personal or work-related concerns (e.g., emotional, family, marital, alcohol, drug and other personal issues).
  - Deer Oaks EAP Services
    - Services and support to employees and their dependents
    - 24 hours a day, 7 days a week, 365 days a year
    - Contact: 1-877-EAP-SOLV (1-877-327-7658) or <http://www.deeroaks.com/> (web site login and password for NC State participants is FASAP)
- Legal Assistance
  - Deer Oaks website
    - library of legal documents (e.g., eldercare, domestic violence, family health)
    - small claims and consumer "self-help" series
    - online document preparation
    - telephone information and services from a full service legal and financial Consumer Resource Center
    - free preparation of a simple will by an attorney, and professional review of many types of legal documents
    - lawsuit avoidance assistance through dispute resolution
    - discounted attorney's fees
  - NC State legal services plan (NC State benefit for eligible employees)
    - Low-cost legal services plan through Hyatt Legal (A MetLife Compan)
    - Access to wide array of legal services to meet personal and family needs
    - Services and referrals are available through a network of providers at an affordable cost

**Administrative News:**

Provided by Barbara Carroll, Associate Vice Chancellor for Human Resources

NC State has submitted its proposed budget to the University of North Carolina General Administration. The proposed budget contains a 10 percent reduction in state funding to cover an expected 6 to 7 percent cut and also allow for budget reversions if lower tax revenues force the state to take back funding during the fiscal year. President Erskine Bowles is reviewing each of the university submissions to make sure he is comfortable on how each of the universities have proposed to take their cuts, to ensure each university did not take a cross the board cut and were thoughtful on how they were going to approach these issues.

The Governor signed into law Senate Bill 202, The Appropriations Act of 2009 (Session Law 2009-451). A provision of the Act reduces the number of free courses full-time faculty and staff may enroll in per academic year from three to two courses, effective July 1, 2009.

**Want more information?** The Budget Central website ([http://www.fis.ncsu.edu/rm/budget\\_central/](http://www.fis.ncsu.edu/rm/budget_central/)) has general information about the university's budget, along with recent communications, links to external resources, cost saving tips, and an opportunity to share your ideas or suggestions.

**Announcements:**

Travel the Triangle FREE with GoPass! GoPass is a partnership between NCSU Transportation, Capital Area Transit (CAT), and Triangle Transit Authority (TT) to provide a free transit alternative to NC State students, faculty and staff. GoPass users **do not** have to be WolfTrails participants, **nor are they required to give up their parking permit**. Pick up your GoPass at NCSU Transportation, 2721 Sullivan Drive. For more information, go to <http://www2.acs.ncsu.edu/trans/transportation/GOPASS.html>. Need help planning your transit trips? Visit [gotriangle.org](http://gotriangle.org) or call (919) 485-RIDE (7433).

**Officers for the 2009-2010 Staff Senate:**

Steve Carlton, Chair  
Randy Colby, Chair-elect  
Joan Lassiter, Vice-chair  
Carrie Levow, Parliamentarian

The next Staff Senate meeting: September 2, 2009

The next Executive Committee meeting: September 16, 2009

**Staff Senate Contact Information:**

Please remember this is your Senate and your issues and concerns are important to us. If you do not know your Senator, visit our website at: [http://www.ncsu.edu/staff\\_senate/senators.htm](http://www.ncsu.edu/staff_senate/senators.htm) . **All Staff Senate meeting are open to the public, please join us!** What can the Staff Senate do for you?