Resolution #42 2014-2015
College Senate
Supersedes Res #: _____________

TO: Dr. John R. Halstead, College President
FROM: The College Senate: 05/04/2015
RE: I. Formal Resolution (Act of Determination)
    II. Recommendation (Urging the Fitness of)
    III. Other, For Your Information (Notice, Request, Report, etc.)

SUBJ: University Faculty Senate addressing Family Medical Leave Policy (H59-14-1SEC)

Signed: [Signature] Date: 5/4/15
(P. Gibson Ralph, 2014-15 College Senate President)

Please fill out the bottom portion and follow the distribution instructions at the end of this page.

TO: P. Ralph Gibson, College Senate President
FROM: John R. Halstead, College President
RE: I. Decision and Action Taken on Formal Resolution (circle choice)
   a. Accepted - Implementation Effective Date**: Immediately
   **Implementation of resolution requires final approval from SUNY- State Education Department.  YES  NO

   b. Deferred for discussion with the Faculty Senate on __/__/____
   c. Unacceptable for the reasons contained in the attached explanation

II, III. Response to Recommendation or Other/FYI
   a. Received and acknowledged __/__/____
   b. Comment:

Signed: [Signature] Date: 5/12/15
(Dr. John R. Halstead, President, The College at Brockport)

DISTRIBUTION: Upon approval, the College President will forward copies of resolutions to his staff who will, in turn, forward copies to their staff. The College Senate Office will post resolutions to the College Senate Web at http://www.brockport.edu/collegesenate/resolutions.
INSTRUCTIONS
- Use committee guidelines available at brockport.edu/collegesenate/proposal.html.
- Prepare ONE complete document in Word format: include this proposal cover page, proposal, attachments and support letters from your department chair and dean if applicable.
- Locate the Resolution # and date this proposal will replace at our “Approved Resolutions” page on our Web site.
- Email completed proposal to senate@brockport.edu. (General Education Proposals and questions go to dlamphron@brockport.edu in the Vice Provost's Office first.)
- Make revisions on the paperwork emailed to you from the Senate office that shows the assigned routing number on top. Submit updated document to senate@brockport.edu.
- Questions? Call the Senate office at 395-2586 or the appropriate committee chairperson.

1. PROPOSAL TITLE: Please be somewhat descriptive, ie. Use a course number and/or title, indicate if for GED code, etc.
   University Faculty Senate addressing Family Medical Leave Policy

2. BRIEF DESCRIPTION OF PROPOSAL:
The University Faculty Senate (UFS) is working on a resolution asking the SUNY administration work with it and UUP to create a uniform and fair Family Medical Leave policy that is comparable to those that private industry has found promotes retention of valuable employees and increases employee morale while addressing issues of equity. The University Faculty Senate is asking for resolutions in support of these efforts as it moves forward on this initiative. The following resolution endorses the efforts of the UFS.

3. WILL ADDITIONAL RESOURCES AFFECTING BUDGET BE NEEDED? _X_ NO ___ YES EXPLAIN YES

4. DESCRIBE ANY DATA RELATED TO STUDENT LEARNING OUTCOMES ASSESSMENT USED AS PART OF THE RATIONALE FOR THE REQUESTED SENATE ACTION.
   N/A

5. HOW WILL THIS AFFECT TRANSFER STUDENTS:
   N/A

6. ANTICIPATED EFFECTIVE DATE:
   Immediately

7. SUBMISSION & REVISION DATES: PLEASE DATE ALL REVISED DOCUMENTS TO AVOID CONFUSION.

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<th>First Submission</th>
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<td>04/27/15</td>
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8. SUBMITTED BY: (contact person)

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
<th>Phone</th>
<th>Email</th>
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<tbody>
<tr>
<td>Alison Parker</td>
<td>History</td>
<td>5689</td>
<td><a href="mailto:aparker@brockport.edu">aparker@brockport.edu</a></td>
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9. COMMITTEES: (Senate office use only)

<table>
<thead>
<tr>
<th>Standing Committee</th>
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<tbody>
<tr>
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<td>_ Enrollment Planning &amp; Policies</td>
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<td>_ Faculty &amp; Professional Staff Policies</td>
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<td>_ General Education &amp; Curriculum Policies</td>
<td>Passed GED's go to Vice Provost</td>
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<td>_ Graduate Curriculum &amp; Policies</td>
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<td>_ Student Policies</td>
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<td>_ Undergraduate Curriculum &amp; Policies</td>
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NOTES: RES# 42
University Faculty Senate addressing Family Medical Leave Policy

Whereas the University Faculty Senate will be addressing policy issues related to Family Medical Leave; and
Whereas the United University Professions has advocated for Paid Family Medical Leave in recent contract negotiations, and will do so in the upcoming negotiations; and
Whereas this is a critical issue for many of our faculty and staff,
Therefore Be It Resolved we support the University Faculty Senate in its development of a resolution related to the policies surrounding Family Medical Leave.