

Weeknight Parking Working Group  
Public Safety Building – EOC  
21 March 2018  
3 PM

Minutes:

1. Call to order: 3:03 PM
2. Weeknight Feedback Process  
Brad Ives, Associate Vice Chancellor for Campus Enterprises
  - a. Where the process is now:
    - i. T&P team completed feedback sessions with various groups
    - ii. Continued outreach over the next month
    - iii. Collecting data to better understand concerns and issues from different users and fine tune the program before implementation
  - b. Next steps:
    - i. Bringing recommendations and concerns to Vice Chancellor for Finance and Operations Jonathan Pruitt and Provost Bob Blouin
    - ii. Making decisions about implementation plan
  - c. Purpose:
    - i. Weeknight Parking is an issue of equity and implementing a system that is more equitable among users.
    - ii. We have time to address issues
    - iii. Thank you to working group members for participating in the process
3. Change in Advisory Committee on Transportation (ACT) Charter  
Cheryl Stout, Director for Transportation and Parking
  - a. Request from Vice Chancellor for Research Terry Magnuson
  - b. Include Office of Post-Doctoral Affairs
  - c. Request for charter change sent to Office of Finance and Operations for approval
  - d. T&P will confirm that two appointed representatives for the Five-Year Planning Process will be one from Office of Post-doctoral Affairs (OPA) and a post-doctoral fellow from the Post-doctoral Association (PDA)
4. Post-doctoral Concerns  
Lindsay Costantini & Sibby Anderson Thompkins
  - a. See handout – Post-doc versus Permeant Employee & Ideas for alternate options
  - b. Post-docs are time-limited employees
  - c. Schedules vary among post-docs
  - d. Work during business hours and return in the evenings for additional work
  - e. Among post-docs, there has been an overwhelming feeling of frustration and demotivation associated with weeknight parking due to feeling like the population was not well represented, so representatives are having to “push back” now
  - f. Overall concerns about late night safety, cost/budget
  - g. Understand the need for equity, but believe that the post-doc circumstances have not been considered for equity as non-permanent employees.
  - h. Post-docs are a “hybrid” research workforce
  - i. Asking post-docs to pay for parking affects faculty mentors

- j. Hoping for compromise going forward.
  - k. Nick – Biology & Campus Health Representative
    - i. Not considered employees in the same sense as permanent employees.
    - ii. Unique health insurance treats post-doc fellows differently.
  - l. Post-doc member
    - i. Consider the financial burden, especially for international students
    - ii. After hours work is already difficult
    - iii. Other expenses are already difficult to manage
  - m. Tatiana
    - i. Understand sharing the cost, but commuting at night is different
    - ii. Concerned for safety of late night travel
    - iii. Feels unfair when it is during unpaid work hours
  - n. Sibby
    - i. Considering the sporadic work schedule
    - ii. Options that are not for an entire year
    - iii. Occasional use parking
    - iv. Brad asked Sibby to group post-doc fellows into patterns of use if possible to better plan
  - o. Alex Tuttleman – Neurology
    - i. Prices matter to cost of living
    - ii. Would like to see more outreach
5. Outreach Update
- Cheryl Stout, Director
- a. Outreach so far: see slide
  - b. Upcoming outreach meetings: see slide
  - c. Recurring concerns:
    - i. Concerns for costs to users, especially those who have not been charged before
    - ii. Concerns for permitting and availability of resources to employees, students, and visitors
    - iii. Concerns for late night transportation options
  - d. Timeline for next steps:
    - i. Outreach (November 2017 – April 2018)
    - ii. Plan recommendations (May 2018 – August 2018)
    - iii. Feedback and plan finalization (September 2018 – December 2018)
    - iv. Advertising/Marketing and plan implementation (January 2019 – July 2019)
6. Late Night Travel Update
- Than Austin, Associate Director for Transportation & Planning
- a. Improve on campus to off campus travel
  - b. Tatiana – include employees that do not live close to campus in conversation
    - i. Started as student initiative, but growing needs will include other user groups.
  - c. Alex – is there a late night escort service?
    - i. Yes, safe walk

7. Additional comments from non-present members Sally Stearns and Tom Thornberg received.
8. Round Table:
  - a. John Brunner, Athletics
    - i. What is the best source to educate the community due to the general unrest around the issue of weeknight parking?
      1. Website
      2. Also working with marketing and media
      3. ACT & Weeknight Parking Working Group members bring back to constituencies.
  - b. Tatiana, Post-Doc
    - i. Suggests signs in front of lots to tell people about weeknight parking
    - ii. Response: Rely on representative process for information.
  - c. Alex, Post-Doc
    - i. Feels that meeting wasn't announced in time.
    - ii. Lindsay is looking into the listserv issue for communications.
    - iii. Suggests more outreach, such as Chapel Hill Transit survey through app.
  - d. Sibby, Post-Doc
    - i. Feels excluded from process
    - ii. Brad:
      1. University needs time and opportunity to synthesize and analyze feedback
      2. Feedback from working group and feedback sessions are useful and feed into the implementation plan.
      3. Looking for ways to make the program equitable.
      4. Would like to be partners towards the solution, so data and information requests may be asked of user groups
    - iii. Sibby agrees to provide data for implementation (e.g. post-doc PIDs)
  - e. Herb, Housekeeping
    - i. Willingness to communicate will move the process forward
    - ii. Group will continue to have conversations about implementation
  - f. Tatiana, Post-doc
    - i. Is there another open meeting?
    - ii. Next ACT meeting is April 18 at 3 PM in EOC
  - g. Jeff, UNC Health Care
    - i. Glad to see that data from 5-Year Plan was used to create the program
    - ii. Sees value in the information
  - h. Herb, Housekeeping
    - i. How many post-docs are on campus? ~1250
    - ii. Housekeeping has about 400, with 200 working at night
    - iii. Someone has to pay
    - iv. Communicating why there are fees has been helpful in understanding the program
    - v. Now working for what is an equitable share/cost
  - i. Justin, Playmakers
    - i. Feels that T&P has a good grasp on what concerns for Playmakers are

- ii. Will continue to think about solutions and service needs for his group
9. Adjournment: 4:11 PM

Participants:

Brad Ives  
Cheryl Stout  
Than Austin  
Wil Steen  
Deborah Hawkins  
Karen Jenkins  
Sibby Anderson Thompkins  
Lindsay Costantini  
Jeff Watson  
John Brunner  
Herb Richmond

Conference:

Tonu Kalam  
Justin Haslett

Guests:

Post-doctoral fellows (4)



## **3 ALTERNATE OPTIONS: NIGHT PARKING FEES**

**Postdocs typically work during the day and between 40-60 hours per week. Unlike second or third shift employees, postdocs may extend their workday by returning to campus in the evenings. When postdocs park during evening hours, it is to check on experiments, run reports or teach classes. The majority of postdocs currently do not have daytime passes.**

- 1) Allow postdocs to use the same fee structure as graduate and professional students.**
- 2) For postdocs who teach between 5-9 pm (no more than 3 times per week for one semester), provide a nighttime parking pass with their teaching assignment.**
- 3) Offer a weekly (pro-rated fee) or daily fee option for a night parking pass similar to the daytime parking options.**

# Permanent Employees vs Temporary Postdocs

At The University of North Carolina at Chapel Hill, postdoctoral scholars support and contribute directly to the labor of **1 Billion Dollars** in research across the campus.

PERMANENT		POSTDOC
<b>3</b> Health Insurance Plan Options <b>8</b> Supplemental Plan Options	<b>Health Insurance</b>	<b>1</b> Health Insurance Plan designed specifically for Postdoctoral Scholars w/Campus Health Services
<b>ELIGIBLE</b>	<b>Flexible Spending Accounts</b>	<b>INELIGIBLE</b>
<b>options:</b> <b>401K, 403B, 457B</b> (system or state)	<b>Retirement Eligibility</b>	<b>ONLY 403B</b>
<u>Vacation</u> <u>Sick</u> <b>24 12</b> Leave is accrued-possible payout	<b>Leave</b>	<u>Vacation</u> <u>Sick</u> <b>12 12</b> Leave not used is forfeited

Postdocs, in terms of policy, hiring, and benefits make up a unique categorization of temporary employees. These positions are a ***HYBRID*** of research staff (employee) and training (student/trainee) in their relationship to the University.



The University recognizes this unique status allowing Postdocs to use Campus Health with a similar fee structure as other students