

# USC Staff Assembly

UNIVERSITY OF SOUTHERN CALIFORNIA  
General Assembly Meeting – Friday, June 26, 2020  
Zoom Meeting

## Present:

Abrahamyan, Ann	Kirchner, Jake
Acevedo-Lam, Tanya	Lee, Paul
Acosta, Dulce	Lewis, Kierra
Adcook, Steve	Low, Theodore
Aguilar, Carmen	Luna, Sarah
Akulov, Anton	Lynn, Crystal
Almassizadeh, Renee	Malan, Mark
Arce, Bertha	Martinez, Naomi
Andalon, Tiffany	Mizushima, Linda
Arce, Bertha	Morataya, Claudia
Ault, Vannesa	Nieto, Lou
Boeck, Kathleen	Ochoa-Springer, Liliana
Bonagofsky, Kathleen	Olivos Romero, Deborah
Boyd, Robert	Ortiz, Bryan
Brown, Amber	Reano, Cory
Castaneda, Agustin	Reyes, Natasha
Chesley, Erika	Rivera, Lillian
Culpepper, Kristi	Sandhu, Juggy
De Vera Mata, Nicole	Schroth, Richard
Estrada, Laura	Sinclair, Sandry
Halfacre, Gloria	Turner, Philip
Hinojosa, Shannon	Vazquez, Lydia
Hoang, Queena	Wang, Jonathan
Jebavy, Erin	Welch, Ryan
Jones, Michelle	Williams, Even
Kidder, Eric	Yu, Jenny

## Absent:

Alarcon, Patricia	Jacobs, Anette Jeltsje
De la Rosa, April	Mico, Brian
Gallegos, Lisa	Ramirez, Sergio
Gorse, Michael	Williams, Debbie

1 Erika Chesley, Staff Assembly President, called the meeting to order at 9:02AM.

2  
3 Words of welcome were extended to all assembled by President Chesley.

4  
5 **July Staff Monthly Recognition Award**

6 Chesley introduced Linda Rock, Vice Dean for Administration of the Viterbi School of  
7 Engineering who introduced and shared very kind words and sentiments on the July  
8 awardee, Nicole Phillips, Director of Research Administration. Rock said a few words  
9 and Chesley relayed that once we are back on campus, we would invite her to come to  
10 our meeting and celebrate her in person.

11  
12 **Approval of May 29, 2020 General Assembly Meeting draft minutes**

13 Katie Boeck, Secretary, referenced the minutes that were distributed to the members in  
14 advance of the meeting for discussion and approval.

15  
16 The minutes were approved by unanimous consent.

17  
18 **President's Report**

19 While we were waiting for our guest speakers, Chesley gave an update on the Staff  
20 Assembly communication efforts.

- 21 • The General Assembly meeting minutes have been made more visible.
  - 22 • Every time something is posted on the Staff Assembly website, it will be included  
23 in the weekly newsletter email (goes out on Saturdays).
  - 24 • The Communication Committee has been charged to get more information out.
  - 25 • Going forward, after each meeting we will come up with the top 5 takeaways, the  
26 Executive Committee will review it and then it will go out the following Monday in  
27 the Employee Gateway.
  - 28 • A Staff Assembly Slack group has been created and Erin Jebavy will be the  
29 champion of it.
  - 30 • The Executive Committee is working on the yearly update and hopes to have it  
31 out in early July. It will be shared with the body and then sent to the University  
32 Administration.
  - 33 • Looking to attract new members for fall elections.
- 34

35 Question in chat: Is subscribing to the website different from subscribing to the  
36 newsletter?

37 Answer: When you subscribe to the website, you are automatically subscribed for the  
38 newsletter.

39  
40 **Guest Speaker: Greg Condell, Vice President of Finance**

41 Greg Condell gave the General Assembly an update on the Health Plans.

- 42 - The University spends \$300M on health care
- 43 - Health Plan Goals

- 44 ○ Employee Well-Being
- 45 ○ Bend the Cost Curve
- 46 ○ Align with Keck Goals
- 47 - Health Plan Strategies
  - 48 ○ New Health Plan- A new high quality affordable health plan featuring Keck
  - 49 ○ Operational Excellence- Efficient vendor relationships, leverage
  - 50 economies of scale and implement best in class operations
  - 51 ○ Population Health- Develop healthcare navigation infrastructure in
  - 52 collaboration with Keck
  - 53 ○ Wellness Incentives- Motivate and reward employees for healthy choices
  - 54 ○ Salary-based Premiums- Make health insurance affordable for those who
  - 55 need help
  - 56 ○ Disease Management- Identify and implement cutting edge and innovative
  - 57 disease management programs.
- 58 - Overview: USC Trojan Care EPO Plan
  - 59 ○ A low-cost plan especially designated for USC employees, with access to
  - 60 Keck Medicine of USC providers and an exclusive network of additional
  - 61 carefully selected providers in the Southern California Region.
  - 62 ○ EPO stands for “Exclusive Provider Organization” plan. As a member of
  - 63 the EPO Plan, you can use the doctors and hospitals within the EPO
  - 64 network, there is no out-of-network coverage (except for emergencies).
  - 65 ○ The EPO Plan has lower monthly premiums than a PPO. While the PPO
  - 66 plan provides more flexibility than an EPO by allowing members to access
  - 67 out-of-network providers (the EPO doesn’t include Cedars or UCLA)
- 68 - PPO is a national plan whereas EPO is a CA plan
- 69 - EPO “Plus” (Dependent Out-of-Area Coverage)
  - 70 ○ The EPO Plus will now cover dependents who reside outside the EPO
  - 71 service area (i.e. dependent children going to college out-of-state)
  - 72 ○ Option for 2021
    - 73 ■ Introduce an out-of-area (OOA) coverage component to the EPO
    - 74 plan
  - 75 ○ Who would be covered by EPO+?
    - 76 ■ Covered dependents who reside and seek medical care outside the
    - 77 EPO service area.
  - 78 ○ Is the coverage different?
    - 79 ■ No. Benefits are the same for everyone covered under the EPO
    - 80 plan.
  - 81 ○ What networks apply to those covered by the EPO OOA plan?
    - 82 ■ For services obtained outside the EPO service area: Anthem
    - 83 BlueCard network
    - 84 ■ For services obtained inside the EPO service area: EPO Custom
    - 85 Provider Network
  - 86 ○ What is the cost?

- 87                   ▪ Estimated \$100-150 additional per month
- 88           ○ How many employees are impacted?
- 89                   ▪ Over 250 employees would now be eligible to enroll in the EPO
- 90                   Plus Plan

91 Question from chat: Is the max child age still 26?

92 Answer: yes

93

94 - RX Specialty Drug Costs

- 95           ○ In 2020, the PPO/EPO plans have experienced a 15.5% increase in
- 96           members utilizing specialty drugs while costs increased by 20.1% in
- 97           comparison to last year. To mitigate growing costs we propose moving to
- 98           an exclusive specialty pharmacy network which would include: PBM
- 99           Exclusive Specialty Pharmacy network, Keck Specialty Pharmacy and
- 100           USC retail pharmacies.
- 101           ○ Potential savings from BID Carriers
  - 102                   ▪ Medipact (incumbent): \$760K
  - 103                   ▪ Optum Rx: \$2.1M\*
  - 104                   ▪ Navitus: \$2.2M\*
  - 105                   ▪ \*Optum Rx mandates exclusive Specialty Network to be
  - 106                   implemented as part of their RFP bid whereas Navitus allows for
  - 107                   carve-out of Specialty Pharmacy network. However, Navitus
  - 108                   projected savings would decrease if we go the carve-out route.
- 109           ○ Member disruption: minimal- estimated 409 unique members
- 110           ○ How to minimize disruption
  - 111                   ▪ Communication Plan: The plan will mail notices to all Members
  - 112                   filling a specialty drug at a pharmacy that will no longer be
  - 113                   participating in the network. (2 mailings- at the beginning of Open
  - 114                   Enrollment and early Dec 2020)
  - 115                   ▪ Valid Rx Prior Authorization: (Only if we change PBMs) a file will be
  - 116                   transmitted to the new PBM to keep current prior authorization
  - 117                   active and avoid member disruption.
  - 118                   ▪ New Scripts Required: Only members (approximately 10) taking a
  - 119                   controlled substance that is categorized as a specialty drug will
  - 120                   require a new prescription from their doctor. All other specialty drug
  - 121                   prescriptions with refills will be transferred on a file to the PBM.
  - 122                   ▪ IPA Concierge Services: Services through PBM consultants will be
  - 123                   offered to those affected members taking a controlled substance to
  - 124                   assist in getting a new script from their prescribing physician.
  - 125                   ▪ Refill Request as of 2021: Members will need to set up their profile
  - 126                   with the new Specialty Pharmacy to include insurance information,
  - 127                   payment credit card for copays, delivery addresses etc.
- 128           ○ Wouldn't help with premiums in 2021, but it will help with savings in 2021
- 129           and we'll see that in 2022 premiums.

- 130 - 2021 Premiums (For Decision)
- 131     o Recommended 2021 premium changes (estimate 5/15/2020)
- 132     o Current national health care cost trend in the PPO industry is tracking an
- 133     increase of 7.1% (Source: Annual Segal Trend Survey)
- 134     o The PPO plan premiums will increase by 8%. This is 1% lower than the
- 135     increase last year and trending close to industry. Current Rx formulary
- 136     savings have not been realized and savings should be reflected in 2021.
- 137     Need to consider more medical management and changes to benefit
- 138     design to reduce costs.
- 139     o Ongoing Medical and Pharmacy management program in the EPO have
- 140     allowed us to keep the growth of the rates low at 1.5% this year for the
- 141     EPO.
- 142     o Anthem and Kaiser HMO plans are fully-insured. We have no control over
- 143     the premiums quoted by Kaiser. Anthem premiums are negotiable.
- 144     Premiums have increased slightly due to decrease in membership and
- 145     some catastrophic/high dollar claims.

PLAN	2021 PREMIUM INCREASE
PPO	8.0%
EPO	1.5%
KAISER HMO	3.9%
ANTHEM HMO	1.7%
ANTHEM MYCHOICE HMO (UNION)	1.0%

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150

151 Question from Chat: Has there been an attempt to discover why employees who do not

152 choose USC are making that choice (specifically for the PPO/EPO)? Can we lower the

153 premiums for all if we get more participation?

154 Answer: For those folks that opt out of USC coverage could we lower the cost and

155 spread the risk. Both plans have crossed critical mass to give us a good range of

156 people. Our population tends to have more health issues than the average. Continue to

157 look at areas where we can economize without people losing their care. COVID

158 changed things this spring.

159 Question from Chat: Has there been any discussion about the "Wellness" impact of

160 USC employees who continue to use Keck knowing that Keck employees continue to

161 receive full 403 benefits, while non Keck employees are having our benefits

162 suspended?

163 Answer: Retirement pause to start 2021 due to the COVID-19 (retirement matching  
164 benefit). It is a University response. The Healthcare System is contemplating not  
165 following it. They also have a financial gap that they have to close in one year. The  
166 University is trying to avoid layoffs where they can. Healthcare System is separate from  
167 us and they are under a much greater pressure to close the gap in one year whereas  
168 the University is not under the pressure to close it in one year.

169  
170

### 171 **President's Report (cont.)**

- 172 • Chesley read a memo that came out last night about the Dean of Dramatic Arts  
173 transition
- 174 • Joint Committee of OCAP Reform
  - 175 ○ Chesley thanked Mark Malan for catching an issue with SharePoint.
  - 176 ○ The SharePoint had the OCAP Committee recommendations
  - 177 ○ Two investigative units within the University
    - 178 ▪ OED (Office of Equity and Diversity)
      - 179 • Assess and reports on specific class issues.
    - 180 ▪ OCAP (Office of Accountability and Professionalism)
      - 181 • A homegrown office that was created after the 2018
      - 182 scandals.
      - 183 • A lot of confusion around what it is and what it does.
      - 184 • Provost Chip Zukoski and Felicia Washington, Senior Vice
      - 185 President, Human Resources created this committee to
      - 186 suggest recommendations.
    - 187 ▪ Chesley would like everyone to read it, but especially read page 18
    - 188 which has issues that were uncovered during the process and the
    - 189 recommendations of the committee which might affect staff
    - 190 members.
    - 191 ▪ The Rights and Responsibilities Committee has been asked to pay
    - 192 close attention to it, help work on other issues like this, and to help
    - 193 create a staff handbook.

194  
195 Question from chat: Can the recommendations be shared with colleagues?  
196 Answer: Yes, it will be on our website later today and it is already up on the  
197 Academic Senate website.

- 198  
199 • President Folt's call to action email
  - 200 ○ Celebrated the removal of Rufus von KleinSmid from one of the prominent
  - 201 buildings on campus.
  - 202 ○ Chesley thanked the members who had been on the Nomenclature
  - 203 Committee who had previously suggested the removal.
  - 204 ○ Chesley thanked President Folt for her leadership.
- 205 • Community Advisory Board for the Department of Public Safety.
  - 206 ○ Tiffany Andalon previously sat on this committee and Chesley has asked
  - 207 her to continue serving which she has agreed to do.

- Chesley will also have a seat on this committee.
- Chesley has also asked Kristi Culpepper to serve on this committee.
- Officer of Diversity and Inclusion Search Committee
  - Chesley has asked that the Staff Assembly have a seat on this committee during the hiring process.
- Diversity and Equity Committee
  - Culpepper and Jonathan Wang are working on this behind the scenes.
  - If you have any interest in joining the committee please reach out to them.
  - Hope to have an update next month.
- USC Policy Advisory Committee
  - Chesley was invited to sit on it.
  - Chaired by Washington.
  - The committee was formed three weeks ago and has already met three times.
  - Focus is on rewriting the policies that apply to the community but focus is on the new Title IX regulations and the resolution that the University is working on for the Department of Education's Office of Civil Rights report.
  - Falls under Rights and Responsibilities Committee and may have a sub-committee work with her.

**Marisol Marks, Associate Vice President, Strategic Communications and Kelly Moy, Associate Vice President, Strategy and Programs**

Marisol Marks introduced the TrojanLearn Training and the Trojan Check In app

- These were both piloted by the researchers
- Log into Employee Gateway, and then go to TrojanLearn. There is a link on the landing page that will take people to the current available modules.
- There is one for employees and soon there will be specific ones for faculty and students.
- Official Communication will go out later in the day about it.
- They understand that not everyone has access to technology to do this and they are willing to work with people.
- Staff should take the "Health, Hygiene and Safety for Employees" only once
  - Things that feel natural will no longer be allowed like walking with colleagues or how we take lunch breaks.
- Trojan CheckIn App is available on paper for those who don't have access to technology.
- Marks showed the assembly the training so we could see what was involved.
- Within an hour of completing the TrojanLearn training, the employee will be able to use the Trojan Check In.

Questions from Chat:

Question: I work in a research laboratory, but I am not a researcher. I think there should be a clearer explanation of who should take the "Research Employees" course.

253 Answer: Researchers are contacting their lab members. At this time, they are  
254 only expecting the employees that are on campus and those who are approved  
255 will take this training. There may be changes over time so wait to take it until you  
256 are asked to.

257  
258 Question: Is there a place that other staff on campus would have the opportunity  
259 to share feedback on the tracker and check-in? I have some ability to share my  
260 feedback, but thinking about those who may not know where to share any  
261 challenges they're having with the tracker.

262  
263 Answer: I am not sure where feedback is going but people can reach out to either  
264 Marisol or your HR Partner.

265  
266 Question: Who will be enforcing the face covering requirement? What will be  
267 done for those who refuse to wear one?

268  
269 Answer: Don't have a concrete answer and it is still currently being worked  
270 through. There are going to be some cases where people can't wear masks.  
271 There are conversations going on at the top levels so things will be consistent  
272 across the board with faculty, students and staff.

273  
274 Question: Is the COVID testing for people who just have symptoms or for  
275 everyone?

276  
277 Answer: If you are experiencing symptoms and are on campus, then you can call  
278 213-740-9355 at UPC and 323-442-5219 at HSC which is available for  
279 employees.

280  
281 Question: Are there requirements for the campus visitors who are not staff,  
282 faculty or students?

283  
284 Answer: A sub group is working through this right now. Most of the construction  
285 visitors are doing the paper check in since they don't have USC logins.

286  
287 Question: The tracker only asks the building that the individual will be in not the  
288 room number. Is there any effort being made to make this tool more precise? For  
289 example, FMS doesn't work in one building and goes into multiple buildings  
290 every day.

291  
292 Answer: Likely move toward a more enforceable practice for employees and  
293 students. May move to perimeter checks where when you come to campus you  
294 can flash a color and then people will know where you are going.

295  
296 Kelly Moy talked about ergonomics for remote workers.

- 297 - All employees still have access to having an evaluation.
- 298 - Environmental Health and Safety (EH&S) website

- 299           ○ Occupational Health -> Ergonomics
- 300           ○ Can do self-evaluation/ assessment
- 301       - If equipment is recommended the department will kick in and pay.
- 302       - There are current vendors we work with who can help.
- 303       - Trying to develop a solution for remote workers with a more in depth evaluation.
- 304        May try to get someone to come out to person's home and do an evaluation.
- 305       - HR Partners can help point people to this page and help give information.
- 306       - EH&S has a lot of information on their website.

307

308 Questions from chat:

309        Question: Since the decision is left to the individual businesses and there is no  
310        communication from central HR, how does that keep the playing field level? For  
311        instance, if someone goes through the process and their department/unit doesn't  
312        pay for it when other are.

313

314        Answer: The University has an obligation to ensure safe work environments. If an  
315        employee is recommended to get a better chair and the employee wants the  
316        \$1,000 chair and there is a \$300 chair that does the same, then the unit has to  
317        get the \$300 one not the \$1,000.

318

319        Question: Does the University have a responsibility to pay employees hazardous  
320        pay?

321

322        Answer: We are not required.

323

324        Moy gave an update about life insurance.

- 325       - Questions have come in around life insurance.
- 326       - COVID is not a covered event under accidental death and dismemberment. It is  
327        like cancer so treated as medical.
- 328       - Employees would have to purchase an additional part to cover COVID.
- 329       - Reviewing life insurance options.
  - 330           ○ Employees get \$50K and you have an opportunity to purchase  
331            supplemental.
  - 332           ○ Only 10% purchase the supplemental.
  - 333           ○ Considering more coverage and ease of enrollment.

334

335 Questions from chat:

336        Question: Is there a place that can take care of employees who live alone and  
337        who may not have contracted COVID on campus?

338

339        Answer: Have spaces available for students, faculty and staff based on  
340        communication that came out last week but Marks will look into it.

341

342        Question: Validation from tracking software. How will that be validated and  
343        shared across the community when there are cases that are known and that  
344        person has been tracked? How will that information be validated and let out?

345  
346 Answer: If there is a positive case there is a HIPPA protected form and tracking.  
347 There is a team that goes through and looks at the information around that  
348 person. Based on exposure, the committee decides who that information will go  
349 to. It may come from HR Partner to employee and supervisor and then they may  
350 email the community like they did about Trojan Grounds.

351  
352 Question: Who is tracking the information and making sure that people are  
353 checking in?

354  
355 Answer: The perimeter tracking and Marks doesn't have the specific details  
356 because it is still in progress. May just show a piece of paper or your phone to be  
357 able to show that you are supposed to be on campus. There are reports that go  
358 to the supervisor to say this person is on campus and the supervisor should be  
359 monitoring if there is a breakdown in this process.

360  
361 Question: If we are made to quarantine due to potential exposure, do we use our  
362 own sick time?

363  
364 Answer: Don't have the specifics of when it kicks in. If a workplace exposure, it  
365 should be worker's compensation but Marks will get more information that can be  
366 shared.

367  
368 Marks provided links

- 369 - Keepworking.usc.edu [https://keepworking.usc.edu/2020/06/08/project-restart-](https://keepworking.usc.edu/2020/06/08/project-restart-begins-on-june-9/)  
370 [begins-on-june-9/](https://keepworking.usc.edu/2020/06/08/project-restart-begins-on-june-9/)
- 371 - Trojan Check: <https://trojancheck.usc.edu/#/consent>

### 372 373 **President's Report (cont.)**

- 375 - Chesley reported that the events calendar needs to be updated with the  
376 meetings for the fall.
- 377 - Next meeting should be Friday, July 31<sup>st</sup>
- 378 - Working on identifying the guest speakers for July
  - 379 ○ Since it is so close to the move in and first day of classes would like to  
380 have a panel of folks to share with us what the protocol will be for  
381 returning to work.
  - 382 ○ Imagining someone from DPS, Transportation, and Dining etc.
- 383 - New committee formed: Conflict of Interest Working Group
  - 384 ○ Staff Assembly will have a seat
  - 385 ○ Serve as an advisory role and project work flows.
  - 386 ○ Michael Gorse, Chair of Rights and Responsibilities will serve.
- 387 - Trojan Council
  - 388 ○ Has been active over the last couple of weeks.
  - 389 ○ Conversation with administration- the council met with President Folt last  
390 Thursday.

- 391                   ○ The council pitched virtual forums as a platform for future discussions with  
392                   President Folt. The topic for July is diversity, equity, and inclusion.  
393 -   OCAP (Office of Conduct, Accountability and Professionalism) and OED (Office  
394   of Equity and Diversity)  
395                   ○ Gretchen Dahlinger-Gaspari, Executive Director, Equity and Diversity and  
396                   Title IX, Office of Equity and Diversity is the current lead of the team and is  
397                   leaving USC as of June 30, 2020  
398

### 399 **Rules and Elections Committee**

400 Chair Phil Turner gave updates

- 401                   • He opened a discussion in SharePoint and he wants to make sure that  
402                   everyone's voice is heard. Thought that SharePoint would be the best place to  
403                   have the conversations.  
404                   • Discussion has stopped votes in general assembly meetings which it shouldn't.  
405                   Discussions will be held in SharePoint and if you don't agree with what is being  
406                   voted on, then you can vote no.  
407                   • Resolution 19/20-02- Memorialize USC Staff Assembly as an official body within  
408                   the University's shared governance system.  
409                   ○ Turner read the resolution.  
410                   ○ Chesley said that we had been acting as an official body and others see  
411                   us as the governance body of staff, but it isn't memorialized in any  
412                   University document.  
413                   ○ Turner motioned to vote on Resolution 19/20-02- Memorialize USC Staff  
414                   Assembly as an official body within the University's shared governance  
415                   system. Gloria Halfacre seconded the motion.  
416                   ○ Chesley opened the floor for questions and comments.  
417                   ▪ Mark Malan didn't think that item three was worded correctly since  
418                   we can send information but it has to be reviewed. He would like it  
419                   to be more like the Academic Senate where we can send  
420                   communication to all staff without it having to be approved.  
421                   ▪ Malan thought it should be more specific.  
422                   ▪ Almassizadeh suggested we say "...communication mechanism to  
423                   directly communicate independently..."  
424                   ▪ Malan moved to accept the motion with the update of number three  
425                   with the verbiage that Almassizadeh suggested. Bryan Ortiz  
426                   seconded. Vote based on the number of participants. 51 yea- 1 no  
427                   (Any members in opposition were asked to email their vote to  
428                   Turner for proper capture.) Abstain- 0  
429                   • Resolution- USC Staff Assembly Formal Advisory Communication Mechanisms  
430                   ○ Turner read the resolution.  
431                   ○ Malan brought up the point that we had not voted on electronic voting.  
432                   Chesley thanked him for bringing up this point.  
433                   ○ People need to leave the meeting due to time constraints so we will vote  
434                   on the remote voting protocol and then we can vote remotely if approved.  
435                   ○ Both Almassizadeh and Chesley had received private messages saying  
436                   people have read the resolutions and agree as they are written.

- 437
- Resolution- USC Staff Assembly Remote Voting Protocol
    - Turner read the resolution.
    - Michele Jones moved to approve as written and Malan seconded.
    - Chesley opened the floor for questions and comments.
      - Almassizadeh proposed that letter “k” should say that all members will have a minimum of 48 hours to vote.
      - Richard Schroth asked if we could increase it to 72 hours in case it is sent on a Friday.
      - Malan asked that we update the wording to say it meets quorum.
      - Almassizadeh said that because we are not voting in person than everyone has the opportunity to vote and if they don’t then the individual is giving up their right to vote.
        - Malan disagreed and said that sometimes people don’t vote so there isn’t a quorum.
        - Almassizadeh said we are trying not to have a filibuster on every issue; if people don’t agree then they should vote no.
        - Malan is concerned that we still need a quorum even if we vote remotely because if we only have 15 people vote remotely then that is a quorum of those 15.
        - Anton Akulov said we don’t want to take the right away to vote and we will have people who decide not to vote and it is still better for us to have votes and do the majority based on those who vote.
        - Linda Mizushima said as being a part of the Staff Assembly aren’t we trying to participate and discuss issues and if you choose not to vote it shouldn’t affect the voting process.
        - Turner said we will vote in attendance when we can but when we can’t this would give us the chance to vote. Someone not voting or abstains should not stop a resolution from going forward.
        - Almassizadeh motioned to amend the resolution to add a section k: “All votes must allow for a minimum of 72 hours for each member to vote before voting will be officially closed. Ortiz seconded the motion.
        - 32- Yea; 1-No; 5- Abstain
  - Resolution- Response for Black Lives Matter
    - Response to recent events
    - Chesley read the resolution
    - A question was asked by a member to the Parliamentarian to why she suggested that we vote on the Communication Mechanism first.
    - Almassizadeh said she had agreed with Turner that we are voting on this one communication to go out from the assembly so we don’t need the official communication mechanism to be in place.
    - Robert Boyd motioned to approve the letter as read and Shannon Hinojosa seconded.
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- 482                   ○ Vote was asked to be put in the chat with name and the vote. The vote will  
483                   will be saved and it will be counted by the Rules and Elections Committee and  
484                   will be sent out to the rest of the body later today. The results were Yea -  
485                   31, No- 0 Abstain - 1
- 486           • Chesley will call a special meeting next week to review the final resolutions.
  - 487                   ○ Boyd motioned from the floor to call a second meeting next week to vote  
488                   on the final resolutions. Ortiz seconded.
  - 489                   ○ Voice vote was held and it was unanimous.
- 490

491   **Adjournment**

492   Ryan Welch moved to close the meeting. Ortiz seconded. Vote was unanimous.  
493   Meeting adjourned at 11:19AM.

494

495   **Next Meeting**

496   Special Meeting: TBD

497   General Assembly: July 31, 2020 9-10:30 AM on Zoom.

498

499   Respectfully submitted,

500

501   Katie Boeck

502   USC Staff Assembly Secretary