UEC Meeting Notes December 21, 2022

In Person: Scarlet Norberg, Jane Nachtman, Neeti Parashar, Barbara Yaeggy
Remote: Kevin Pedro, Rick Cavanaugh, Adom Lyon, Sridhara Dasu, Tom Carroll
Indico page: https://indico.fnal.gov/event/57547/

1.   Report from Directorate

- We discussed the labs take on conduct, hostility of the work environment and on diversity. Discussion on whether or how we could use integrate metrics while still being mindful of protecting peoples privacy. There were some statistics taken comparing to industry.

- There is a ticketing system at the lab to report issues of this kind and the average closure rate is 55 days currently which is down from 105 days in FY21. Still room to improve but already showing tremendous progress.

- A committee is being formed to evaluate the out of date community standards. This was also discussed during the all hands meeting in December.

- Each incident will be taken on a case by case bases to make sure that miscommunications are handled in a way to educate the parties involved.

- A big item in the all hands and in this discussion was the discussion of the psychological health of the users and employees. This was touched on by the lab and is seen as a good way forward by the UEC.

- The all hands meeting the fact that the number of incident reports was discussed and the consequences to these actions reported will hopefully give everyone the confidence to say something if there is a harassment/hostility issue.

- It was also discussed about users and having issues with fellow collaborators that are not affiliated with FNAL and how to report these issues. This was mostly pointed that the outside collaborations have there own reporting system and to use that.

- Helping to discuss the governmental issues that can come up, by navigating the new policies and making sure that information is disseminated. We want issues reported and disclosures to happen so that these situations can be mediated quickly and efficiently and not become bigger issues.

- Still an open issue on what laws the housing on site at fermilab follow.

2.   Report from FSPA

- A survey was done to see what events the lab users and employees maybe interested in attending.

- There was no December Holiday party but there will be a New years party.

- A conversation about how to encourage the bumping into someone down the hall. Like one day encourage all of a floor to come in.

- This issue of having people come back on site will be an on going conversation to have and no clear way forward was introduced. If anyone has a suggestion please feel free to contact the FSPA or the UEC.

3.   Report from QoL

- Currently there are 4 new issues, and 18 open issues.

- For the housing payment this can be done over the phone and in person. This is still an open issue and being discussed. This raise privacy issues. An online system was discussed at one point but not sure of the status.

- Discussion of the cafeteria options at the lab. We have the issue that more options will not be provided if there is no demand for it. The lack of options though may not get the demand that would be needed to get more options.

- On going discussion of making sure that emails from the UEC are going out to the wider FNAL community. There is cross checking on what emails to use and what needs to happen to send out messages.

- There will be no official statement from the lab about the Backhouse issue but the general discussion that happened during the December all hands meeting about conduct is the statement. The lab is improving and making sure that issues of this kind are reported and handled appropriately.

- A discussion on the Neutrino visiting program that has been cut was discussed. The UEC is connecting other experiments that have similar programs to the neutrino groups to show and talk about the benefits of the programs they have.

- Whatsapp is banded at the lab. Plans for a third open wireless network is being worked on where whatsapp could be used. This project is still in the approval stage.

- There was been some conference room issues. When a more important meeting goes online and books a room. Their booking overrides the one that was booked but then no email is sent to the original meeting booker telling them that their booking was terminated.

4.   Report from Government Relations

- The trip will occur March 20th thru March 23rd.

- It will be in person. There will be a remote component after the in person portion.

- The same budget that was used in 2019 will be used again as the government rate has not gone up.

- WHIPS the web program used is paid for by FRA and is maintained by Justin and Fernanda, a plan for succession later this year is being discussed.

- The current budget does look good but will continue to be discussed as we plan the brochure.

5.   Report from EPE

- Communication with the previous EPE UEC group happened.

- Connecting with the EDI office, the meetings happen once a month with the EDI office.

- There is a stake holder meeting once a quarter.

- Communicating with the EDI representatives from the various experiments, as well as seeing if there is an EDI representative from each experiment.

- Checking on how communication to the users is done. Know in the past that career events were done but this has not occurred for some time.

- Some of these events are dependent on access so will have to plan and see what is possible.

6.   Report for Users Meeting

- Meeting themes being discussed

- Meeting dates being decided

- Keynote short-list being explored

7.   General Discussion

Looking into FNAL management and making sure that communication about meetings and situation is being propagated correctly. The directorate has had some shift so checking who is doing what and making sure that everything is being continued to communicate to the correct people is being done now. Just want to make sure we are engaging with management and with the community at large.

The website was updated and the new members were added as well as the constitutional changes that were voted on in the last election.