
Members Absent: B. Petters (Excused), J. Newton (Excused), N. Hilmanowski (Excused)

Others Present: P. Sheehan, M. Walters, P. Schneider, J. Rebholz

At 2:00PM, Chair Kutz, called the meeting to order.

Mr. Pond moved, seconded by Ms. Czynszak-Lyne, to approve the Minutes of the previous meeting. All in Favor. MOTION CARRIED.

Chair Kutz paused to accept public comments. Mr. Pond inquired how Legislative action would affect the ability to increase the City of Madison Living Wage, which is tied to the campus Living Wage.

Mr. Fritter noted that Monday had marked both Bastille Day and the birthday of Woody Gurthrie. Mr. Fritter then cited printed classified ads to illustrate a $6 wage disparity between City of Madison and UW-Madison jobs of similar type.

Chair Kutz opened discussion on the recommendations from the Professional Development and Tuition Committee.

Ms. Czynszak-Lyne moved, seconded by Ms. Droes to approve the reimbursement of Karen Dorman in the amount of $419. All in Favor. MOTION CARRIED.

Ms. Meinholz moved, seconded by Ms. Droes, to approve the reimbursement of Richard Carson in the amount of $1,000.

Ms. Droes moved, seconded by Ms. Meinholz, to approve the reimbursement of Terry Fritter in the amount of $1,000. All in favor with the exception of Mr. Fritter who abstained. MOTION CARRIED.

Chair Kutz opened discussion on the proposed USEC Bylaws.

Ms. Czynszak-Lyne moved, seconded by Ms. Meinholz, to approve the Bylaws.

Question was raised regarding the timing of the action. Opposition to the motion was heard under the objection that a final draft is not yet ready. Reply came that it is understood that typos and grammatical corrections would be made. Opposition to Bylaws heard regarding the use of liaison appointments.

Roll call vote requested.

Seat 1 (Czynszak-Lyne) – YES
Seat 2 (Newton) - Absent
Seat 3 (Petters) – Absent
Seat 4 (Meinholz) – NO
Seat 5 (Fritter) – NO
Seat 6 (Kutz) – YES
Seat 7 (Droes) – YES
Seat 8 (Pond) – YES
Seat 9 (Hilmanowski) – Absent

MOTION CARRIED.

Chair Kutz opened discussion regarding the USEC Bylaws Subcommittee. Ms. Czynszak-Lyne moved, seconded by Ms. Droes to dissolve the committee. Concern expressed that the full membership of the subcommittee was not present. Question raised if committee should be dissolved prior to the final draft of the Bylaws being provided. All in favor with Mr. Fritter voting in opposition.

Chair Kutz opened discussion on the Congress orientation and agenda.

Various reports of positive feedback were related, particularly in regard to the presentation of the Parliamentarian. Discussion heard that the USEC report to Congress could contain a report from the HR Design Policy Advisory Committee as well an invitation for Congress members to attend Executive Committee meetings.

Chair Kutz noted the inclusion of ‘University General Safety Committee’ as the next item on the USEC agenda.

Ms. Czynszak-Lyne moved, seconded by Mr. Pond to return the tabled item, ‘University General Safety Committee’ to open discussion. All in Favor. MOTION CARRIED.

Concern was expressed regarding what the scope of the committee is meant to be. Concern was expressed that many who would hold the proposed designated seats would not have direct knowledge of workplace safety issues. Question raised if recommendations of the committee would be sent to shared governance groups for review. Concern expressed that Safety Committee would take an approach that is corrective rather than punitive. Discussion heard that a shortage of employees should be recognized as a safety issue and addressed as such. Concern expressed regarding the ability of the committee to address compliance of outside vendors.

Chair opened discussion on Operational Areas.
Mr. Mark Walters and Mr. Patrick Sheehan of OHR provided a definition of Operational Area and provided a document regarding Operational Area guidance. The role of the importance of organizational charts and an understanding of the responsibilities of the position in determining Operational Area was noted.

Question was raised regarding how many operational areas consist of a single person. Reply came that this was the result in about 16% of the designated areas have a single university staff member in an operational area. However, Mr. Sheehan stated that the vast majority of those operational areas with a single university staff member have other employees in other employment categories within the same operational area. Concern expressed that creation of small areas is an attack on the system of seniority. Reply came that the vast majority of the staff are not in small groups and that the goal is to prevent disruption that could spread across multiple departments.

Discussion heard that there are a significant number of open jobs available for those who are laid off from present positions. Discussion heard that the correct terminology is that ‘positions’ , rather than ‘people’ are subject to layoffs. Objection heard that positions are held by human beings and that such terminology is offensive. Reply came that the hardship that comes to staff who are laid off is recognized by HR representatives which is why a great effort is made to place people. Several examples were cited in this regard including the assistance with resume preparation on behalf of those seeking new positions. Confidence was expressed regarding the level of check and balance protection provided by OHR. Layoffs were described as the most difficult process a manager has to undertake and that it is incorrect to imply that managers are using layoffs to punish specific individuals.

Concern expressed that the submitted document illustrates how staff becomes divided rather than united.

Mr. Mark Walters noted that operational areas are open for discussion and adjustments if agreement is found regarding errors. Mr. Walters noted the willingness of OHR to return to future shared governance meetings to participate in a dialogue in this regard.

At 4:08pm, Ms. Droes moved, seconded by Mr. Fritter, to adjourn the meeting.

Minutes prepared and submitted by: J. Lease / Secretary