
Members Absent: N. Hilmanowski (Excused)

Others Present: J. Rebholz, P. Sheehan, S. Hildebrand

At 2:00PM, Chair Kutz, called the meeting to order and directed the attention of the committee members to the draft Minutes of the previous meeting.

Ms. Czynszak-Lyne moved, seconded by Mr. Pond, to approve the Minutes of the previous meeting. All in favor with the exception of Mr. Newton who abstained. MOTION CARRIED.

Chair Kutz paused to accept public comments. Mr. Fritter noted the anniversary of the invasion of Poland by Nazi Germany in 1939. Mr. Fritter also noted the anniversary of the United States War Department use of 200 acres in Wisconsin to manufacture hemp for war material. Upon the issuing of a patent for petroleum based plastic, hemp production would be prohibited.

Chair Kutz recognized Mr. Patrick Sheehan of the Office of Human Resources for the purpose of opening a discussion on Personnel file management and disciplines. Mr. Sheehan noted that prior to Act 10, provisions existed in the contracts of various labor organizations that addressed the removal of disciplines from files based on pre-identified periods of time that the employee could make a request to do so. The provisions that existed for non-represented employees are now utilized across the staff, post Act 10. Currently an employee makes a request to the Supervisor or the Division to remove disciplines. Mr. Sheehan noted that requests for removals, and the actual removals, are both down in number.

Discussion heard regarding the clarification of both ‘Letters of Expectation’ and disciplinary action such as a written reprimand. Discussion heard regarding instances of violators repeating violations upon removal of the disciplines from their files. Discussion heard regarding FMLA relationship to absences. Mr. Sheehan concluded that he was willing to continue this conversation at the scheduled meeting of the HR Design Policy Advisory Committee.

Chair Kutz recognized the Secretary for the purpose of a report. Secretary reported that the Congressional Professional Development and Tuition Committee met for the first time and approved $4,722.13 worth of reimbursements. Secretary informed the committee that Dennis Reece was chosen by the Office of the Chancellor from a slate of candidates to serve on the Vice Chancellor for University Relations Search and Screen. Secretary concluded his report by noting the positive feedback from posted blog stories regarding the achievements of members of the University Staff.
Chair Kutz opened discussion on the structure of University Staff Shared Governance. Various models were presented and discussed by the committee regarding the organization, composition and electorate of an Executive Committee.

The goals of re-organization of University Staff shared governance were also discussed and included; creating a better relationship between the Congress and the Executive, ensuring a check-and-balance system, and ensuring inclusiveness.

Discussion was heard that if the Executive Committee is to be created as a stand-alone body then a third body, of a judiciary type, should be considered in order to mediate disputes between the bodies.

A thank you was extended to Chair Kutz for prioritizing the conversation on shared governance organization.

Secretary was instructed to create a document on the models discussed that could be distributed to the Executive Committee members in time for discussion at the next meeting.

At 3:55PM, Mr. Fritter moved, seconded by Ms. Droes, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary