Members Present: M. Czynszak-Lyne, L. Meinholz, , N. Hilmanowski, T. Fritter P. Droes, M. Bradley, B. Petters

Members Absent: R. Pond (Excused), R. Kutz (Excused)


At 2:00PM Vice Chair Meinholz called the meeting to order in the absence of Chair Kutz.

Ms. Czynszak-Lyne moved, seconded by Ms. Droes, to approve the Minutes of 10.9.14. All in Favor. MOTION CARRIED.

Under Public Comments, Ms. Meinholz recognized Mr. Terry Fritter, who stated that at their last Department meeting, employees of Laboratory Animal Resources, were successfully engaged in a presentation regarding both Continuing Studies and Professional Development and Tuition reimbursement opportunities.

Ms. Meinholz recognized Mr. Casey Newman, Associate Director of Transportation Services to speak on the proposed Base Lot Permit Renewal proposal. Mr. Newman reviewed the key features of the proposal and noted that it was well received by the test groups to whom it was presented.

Question was raised if this new system would result in the loss of any positions in Transportation. Reply was in the negative. Concern was raised that the current system causes people to miss payments. Reply came that Transportation is aware of these complaints and is working with a vendor to correct the confusion the system leads to. Concern raised that people are grandfathered into premium spots while rates are raised on less valued spots. Concern expressed that there is no prioritization in place. Reply came that there is an effort to identify an exception process and establish a criteria but there appears to be a capacity to handle this on a case by case basis.

Discussion was heard that a transparent prioritization process is necessary. Reply came that under this proposal the UTC’s will no longer have to prioritize, that stated goal is to get away from that. Concern expressed that the priority system being used is unknown and it changes from department to department. Reply came that the proposed process provides greater certainty. Question was raised regarding layoffs and reassignments. Reply came that Transportation is prepared to examine an exception in this regard.

Mr. Newman then reviewed the communications plan portion of the proposal. Ms. Meinholz said she would examine the possibility of having Mr. Newman appear before the Congress before the end of the year.
Mr. Newman was excused with the thanks of the committee.

Ms. Meinholz opened discussion on the creation of a five person slate of classified staff to serve on the Search and Screen Committee for the Vice Chancellor for Research and Graduate Education.

Ms. Czynszak-Lyne moved, seconded by Mr. Bradley, to move the meeting into closed session pursuant to Open Meetings exemption: Wis. Stats.19.85(1)(c) and (f). All in Favor. MOTION CARRIED.

All in Favor. MOTION CARRIED.

*** closed session ***

Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to return to open session. All in Favor. MOTION CARRIED.

Ms. Hilmanowski moved, seconded by Ms. Droes, to forward the names of Kim Krieger, Lynn West, Bridgett Molinar, David Pan, and Ann Bourque as the classified staff slate submission to the Search and Screen committee for the Vice Chancellor for Research and Graduate Education. All in Favor. MOTION CARRIED.

Ms. Meinholz recognized Ms. Debbie Weber and Mr. Terry Fritter for the purpose of providing a report on the meeting of the Cross Governance Council. Ms. Weber reported that the Council is in receipt of the Probationary Policy draft and reviewed some of the key points. This included an extension of original probation from 6 months to one year. On transfers your ability to return to your previous position goes from 6 months to 30 days. It was also noted that the Supervisor has to provide in writing where an employee is under performing so that they have time to take corrective action. Discussion was heard that a probationary policy used for Academic staff may not be applicable to Classified staff. There will be no probationary period if an employee were to choose to move from Classified to Academic staff during the ‘choice’ period. Probationary periods will apply with changes in Division. Concern expressed over perceived favoritism in hiring.

Request was made to add the Probationary Policy to the next agenda as an ‘action’ item so that it may be referred to the proper committee for discussion.

Discussion heard that policy drafts should be released to the full Congress membership at once. The question of ‘distribution of drafts’ was also made as a request for the next CSEC agenda.

Ms. Meinholz recognized Mr. Erik Twaroski, Chair of the Grievance Policy Committee, for the purpose of providing a report from that committee. Mr. Twaroski reported that the committee had completed its work and voted to approve the draft and forward it to CSEC. It was noted that the policy would come up for review again in July of 2016.

Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to approve the Grievance Policy and forward it to Congress for action.
Ms. Czynszak-Lyne moved, seconded by Mr. Petters, to disband the Grievance Policy Committee. Objection was heard that the Grievance Policy committee should not be disbanded until Congress takes action on the policy. Ms. Czynszak-Lyne withdrew her motion.

Ms. Meinholz recognized Mr. Keith Kerl, Chair of the Personnel, Policy and Procedures Committee, for the purpose of providing an update on the work of that committee. Mr. Kerl informed CSEC that the Layoff Policy is now under review by the committee. It was further noted that a conversation is taking place regarding what happens when one layoff is called for between two people who share the same job title but have different skills. Clarification is being sought regarding restoration rights and reinstatement ability.

Ms. Meinholz recognized Ms. Droes regarding the Congressional Districting project. Ms. Droes reported that Chair Kutz will be meeting with Mr. Gene Masters and that the pages of the districting webpage for the Classified Staff were created to look and function similarly as the Academic Staff’s districting webpage.

Ms. Meinholz opened discussion on the next meeting of Congress and discussion was heard regarding procedural questions in this regard and the proposed power point on shared governance was reviewed.

At 3:55pm Mr. Fritter moved, seconded by Mr. Bradley, to adjourn. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary