MINUTES

UW-Madison University Staff Congress

9.21.15

All members recorded as ‘present’ with the following exceptions:

Excused Absent: A. Thorp (109), W. Margolis (110), M. Mieritz (182), A. Rosas (192), R. Garcia (197), J. Whitesel (USEC3), R. Pond (USEC8)

Absent: A. Schueller (134), K, Woelke (136), M. Adem (139), R. Childs (140), M. Jacobson (141), P. Neville (143), J. Yanzapanta (145), C. Weber (148), M. Diebold (149), R. Velazquez (163), B. Timm (173),

In addition, 4 Alternates were present.

At 2:30pm, Vice Chancellor Bazzell noted that the Secretary had reported a quorum was present and the meeting was called to order.

Vice Chancellor Bazzell directed the attention of the body to the draft Minutes of the previous meeting. Motion was heard to approve the Minutes, a second was heard. Vote was taken, all in favor, MOTION CARRIED.

Vice Chancellor Bazzell invited public comments from those who were not voting members of the body.

Ms. Dee Van Ruyven appeared under public comments to discuss operational areas. Ms. Van Ruyven expressed her concern regarding the definition of such areas, stating that she felt it was too narrow. Ms. Van Ruyven noted that she was a 30 year employee of the campus, as well as an alumnus of the university but that she felt devalued by a policy she described as “unproductive”. Ms. Van Ruyven requested that the definition of operational areas be expanded to mean Division or in some other way.

Vice Chancellor Bazzell provided a report to the Congress. Vice Chancellor Bazzell welcomed back the staff to a new academic year. Vice Chancellor Bazzell reviewed the recent financial gifts made to the campus while noting that such gifts do not replace lost State funds and are not applied to some critical areas of campus operations. Vice Chancellor Bazzell noted the strong position of UW-Madison in recently published national rankings. Vice Chancellor Bazzell also that the Administration would soon be issuing a letter regarding rights to participation in shared governance and that the letter this year would be expanded to include language related to all groups that are formed to make workplace decisions.

Vice Chancellor Bazzell recognized Mr. Russell Kutz for the purpose of providing a report to Congress on behalf of the Executive Committee.

Mr. Kutz noted the upcoming Shared Governance reception on 7 October to take place at Union South. Mr. Kutz introduced, Ms. Linda Thao, Program Assistant Confidential, who began work in the Office of the Secretary in August. Chair Kutz informed the body that Mr. John Whitesel is, occupying Seat 3, on the Executive Committee, filling a recent vacancy. Mr. Kutz noted that the statewide shared governance
council has expressed interest in the resolution regarding legislation aimed at fetal tissue/stem cell line research, if Congress passes it.

Vice Chancellor Bazzell recognized Ms. Linda Meinholz, Chair of the HR Design Policy Advisory Committee, for the purpose of providing a report.

Ms. Meinholz introduced members of the Committee and thanked Mr. Patrick Sheehan of the Office of Human Resources for his cooperation in answering the questions of the committee as they related to various policies. Ms. Meinholz reviewed the content of the recent committee meetings including discussion of policy as it related to the removal of disciplines from personnel files. Ms. Meinholz also reported that the committee discussed size of operational areas and referred to a graph in this regard in which she said the greatest number of operational areas are comprised of less than 20 people. Ms. Meinholz reviewed a series of questions the committee wished to be answered in regard to the draft of the Hostile and Intimidating Behavior Policy.

(applause heard in the hall)

Vice Chancellor Bazzell directed the attention of the body to the scheduled action items of the agenda. The first of which was the creation of a Congressional Bylaws Committee.

Representative of District 161 moved to create a Congressional Bylaws Committee comprised of five permanent members of the University Staff who are chosen by the Nominations Committee and whose terms expire as of 1 July, 2016. A second to the motion was heard.

Representative of District 112 moved to amend the motion to make the composition of the committee 15 members of the University Staff Congress.

Representative of District 161 spoke in opposition to the amendment, noting that he thought it would be difficult to generate enough applicants to fill the proposed number of seats. Representative continued, saying that Congress will see the final proposed bylaws document and have ample opportunity to discuss, amend, accept or reject it. Representative further noted that the five person composition of committee membership is consistent with Congressional practice and inclusive in allowing anyone from the staff to apply. Representative concluded noting that all meetings of the Bylaws Committee will be open to the public and Representatives can share their perspectives during the drafting process.

Representative of District 112 stated that the Congress in his view did not have enough things to engage its members during the monthly meetings and this would provide something for those members to do.

Representative of CSEC Seat 4 noted that when the previous Bylaws Committee asked Congressional members to volunteer to participate in a focus group, only two did so.

Representative of District 124 stated that they were concerned regarding a committee with such large numbers participating could be become bogged down and noted that Congress could exercise its power
when the bylaws draft reaches the floor. Representative concluded that Nominations Committee has the Charge to make committee selections and should be allowed to do so.

Representative of District 161 noted that in regard to the previous Bylaws Committee, two vacancies opened up and only two persons applied.

Representative of District 108 stated that as a member of the Nominations Committee he knows that response to calls for applications varies widely but that 15 seats was too many and would place an unfair burden on the Congressional Representatives to be expected to hold their own Congressional seat as well as participating in the committee and could have a negative result in the workplace regarding shared governance.

Representative of District 103 expressed their concern regarding the absence of bylaws and felt the larger number of proposed seats may cause greater delay. Representative expressed concern that the body is not living up to its decision to be governed by Robert’s Rules of Order.

Vote was taken in regard to the Amendment. Nays were ruled to be in the majority. MOTION FAILED.

Representative of District 176 noted expiration of terms. Question was heard if there will be options for renewal.

Representative of District 161 replied that there are no terms limits applied to University Staff shared governance committees.

Representative of District 112 moved to amend the motion to have the five members of the Congressional Bylaws Committee selected through an election via ballot provided to members of the University Staff Congress. A second was heard to the motion.

Representative of District 161 spoke in opposition to the amendment saying that was unnecessary and would mark a significant change from procedure as practiced by the Congress and would create logistical difficulties and getting the members of the committee chosen.

Representative of USEC Seat 4 spoke in opposition to the motion noting that costs would be incurred in such a process which would also be lengthier then going through the Nominations Committee.

Representative of District 114 inquired as to what costs might be incurred with mailed ballot and the Nomination Committee choosing people for committee.

Representative of District 161 replied that selections for committee assignments are referred to the Nominations Committee as a matter of efficiency as a matter of practicality as it is not possible to discuss the merits of applicants in a closed session of more than 60 persons in Congress.

Representative of District 102 stated an agreement with the comments of the Representative of district 161 and noted the importance of having Bylaws.
Representative of District 161 noted that part of the delay in Congress adopting Bylaws was that the majority of first Congress’ time was devoted to reviewing the policy drafts related to HR Design. Representative further noted that progress has been made regarding the current bylaws draft and instituting an election to choose the committee members will only serve to delay the process of getting the draft to the Congress.

Vice Chancellor Bazzell noted that Congress is not operating in the absence of rules and that a Charge and procedures were adopted by the 1st Congress and Congress is operating under those rules.

Vote was taken regarding the amendment to select the committee membership by Congressional election. Nays were ruled to be in the majority. MOTION FAILED.

Representative of District 112 moved to amend the motion by including that the Congressional Bylaws Committee provides a monthly report to Congress. A second to the motion was heard.

Representative of District 161 spoke in opposition to the amendment saying that he felt it was unnecessary and stated that if time allowed a report from the committee could be added, but was against mandating such a thing as it may lead to lengthy discuss as to the bylaws themselves and noted that Congress will have the opportunity to discuss, amend, and approve the bylaws once they reach the floor of the Congress. Representative concluded that requiring such a monthly report was unnecessary as the committee meetings are open to the public and the drafts are available as public documents.

Representative of District 101 spoke in favor of the amendment stating that the reports will allow members of congress to stay up to date.

Representative of District 169 inquired that if such a motion were passed, could Congress also vote to remove the item of monthly reports from the agenda in the future, if so, they were in favor of the amendment.

Representative of District 202 noted this could create a problem with standing committees and may set a bad precedent.

Representative of District 112 stated that his motion was only in regards to the Bylaws Committee and noted that he found it difficult to stay updated by only reading the Minutes of the meetings.

Vote was taken on the amendment. Chair requested a hand count of credential cards as it was not clear from the spoken Ayes and Nays as to which was in the majority.

Hand count was conducted with the results of 28 opposed and 27 in favor. MOTION FAILED.

Representative of District 109 requested a roll call vote.

Roll call was as follows;

101 – Yes

102 – No
103 – Yes
106 – No
107 – Yes
108 – No
109 – Absent
110 – Absent
111 – Yes
112 – Yes
113 – No
114 – Yes
118 – No
120 – No
122 – Yes
123 – Yes
124 – Yes
127 – No
129 – Yes
130 – Yes
131 – Yes
132 – Yes
133 – No
134 – Absent
135 – No
136 – Absent
137 – No
182 – Absent
183 – No
185 – Yes
189 – No
191 – No
192 – Absent
193 – No
194 – No
196 – Yes
197 – Absent
198 – No
201 – No
202 – No
203 – Yes
205 – No
206 – Yes
USEC 1 – Yes
USEC2 – No
USEC3 – Absent
USEC4 – No
USEC5 – No
USEC6 – Abstain
USEC7 – Yes
USEC8 – Absent
USEC9 -Yes
28 in favor and 27 opposed. MOTION CARRIED.

Representative of District 124 stated the need for a grammatical correction to the motion.

Motion was corrected as suggested.

Representative of District 161 stated that in regard to the roll call vote he hoped the Congress observed the votes of the members of the Executive Committee which he believed changed the outcome and asked the body to remember this occurrence when debating how the Executive Committee is organized in the next term.

(applause heard in the hall)

Vote was taken on the main motion to create the Congressional Bylaws Committee. Ayes were ruled to be in the majority, abstentions recorded. MOTION CARRIED.

Representative of USEC Seat 5 moved to postpone agenda items 7 a and b. A second to the motion was heard.

Representative of District 101 moved to amend the motion to postpone only item 7 b.

Vote on amendment was taken. All in Favor. MOTION CARRIED. Vote on motion to postpone was taken. All in Favor. MOTION CARRIED.

Vice Chancellor Bazzell directed the attention of the body to the draft resolution regarding fetal tissue/stem cell line research.

Representative of USEC Seat 1 moved to approve the resolution as submitted. A second to the motion was heard.

Representative of District 202 inquired as to the meaning of approving the resolution.

Representative of USEC Seat 1 replied that the resolution was written by the academic staff and had to be modified it for university staff, before it could be released.

Vote was taken on the motion to approve the resolution. Ayes were ruled to be in the majority. MOTION CARRIED.

Vice Chancellor Bazzell recognized Congressional Liaison Jake Rebholz for the purpose of accepting District reports and suggestions for future Agenda items.

None sought recognition in regard to District reports.

Representative of District 111 requested that on a future agenda, a re-definition of operational areas be provided.

Representative of District 161 stated that concerns about operational areas will be discussed in the future.
Representative of District 132 expressed concern over reduction in benefits due to changing positions on campus.

Representative of District 132 expressed concern regarding seniority in Housing and the Physical plant.

Representative of District 161 replied that the inquiry appeared to be related to operational areas and would likely be covered in those discussions.

Representative of District 132 stated that half of his seniority has been lost due to where he works.

Representative of District 114 requested that more committees provide reports to Congress.

Representative of District 161 stated that many of the committees are just beginning their work and so therefore have not had much to bring forward but that such reports could be considered in the future.

At 4:00pm, Vice Chancellor Bazzell entertained a motion to adjourn. Motion was heard. A second was heard. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary