MINUTES

University Staff Executive Committee Meeting

12.10.15


MEMBERS ABSENT: None

OTHERS PRESENT: P. Sheehan

At 2:00PM, Chair Kutz called the meeting to order and directed the attention of the committee to the draft Minutes of the previous meeting. Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Kutz paused for public comments. Mr. Fritter noted that it was this week in 1958 that the John Birch Society, an ultra-right wing organization was founded by at a meeting of American industrialists.

Mr. Fritter, Ms. Czynszak-Lyne and Ms. Hilmanowski all commented on the success of the HR Design Forums which they attended. It was noted that Mr. Don Schutt said he was interested in engaging in opportunities to promote participation in shared governance to the staff.

Chair Kutz opened discussion on a possible leave of absence for the Executive Committee Seat 2 incumbent. Discussion was heard that such a request was not necessary as the incumbent should be able to participate in the meetings via conference call. General agreement was heard that this method would be utilized.

Chair Kutz opened discussion regarding rescinding the motion to create an Ad Hoc Committee on Work Rules. Chair Kutz noted that he met with OHR and came to understand that a workplace expectations document draft was already underway and therefore a committee to create rules was not necessary. Ms. Czynszak-Lyne moved, seconded by Ms. Hilmanowski, to rescind the motion to create an Ad Hoc Committee on Work Rules. All in Favor. MOTION CARRIED.

Chair Kutz opened discussion on the shared governance statement the shared governance groups intend to present to the Chancellor. The draft was reviewed and the edits previously suggested were noted as having now been included. Ms. Czynszak-Lyne moved, seconded by Mr. Pond, to approve the draft.

Mr. Whitesel arrived.

Question was raised if the draft will be sent to Congress for approval. Reply was in the affirmative. Discussion was heard that the goal was for all governance groups to review, edit and approve the document by Spring of next year. Discussion was heard regarding the procedure of review and approval for a final draft. All voted in favor of the motion with the exception of Ms. Meinholz, who abstained. MOTION CARRIED.
Chair Kutz recognized the Secretary for the purpose of a report. Secretary reported that the collection bin for the ASM food pantry would be delivered to the office this week. Secretary noted that the Blog had completed its 100th post and had also received compliments from.....

Chair Kutz offered a report to the Committee of his own, commenting that Academic Staff Awards process is still open until 23 December and that University Staff is welcomed to provide nominations in this regard. Chair Kutz reported that Committees of library shared governance may be consolidated to reflect the consolidation of the campus libraries. Chair Kutz noted that the tenure task force recommendations draft has been submitted and that the task force will hold its final meeting on 23 December.

Chair Kutz continued his report with details on the UW-System University Rep. Council teleconference. Chair Kutz noted that topics of discussion in this teleconference included that UW Colleges have experienced 80 layoffs which has now resulted in the need for a reorganization. Campuses are also noting a decrease in shared governance participation. Centralization of services in regional campus plans was also discussed. In addition, Faculty tenure was discussed as was the resolution under consideration by the Board of Regents regarding free expression. Chair Kutz noted that UW-Stout expressed their concern over hiring students as LTE’s. In addition, regarding UW-Stout, it was reported that the administration there will provide reimbursement for safety toe footwear for employees who need them and that shared governance on that campus are requesting placement on search and screens for new Deans. Chair Kutz also noted that University Staff shared governance at UW-Oshkosh is also seeking representation on more shared governance committees.

Chair Kutz opened discussion on IHP/CHOP and recognized Mr. Patrick Sheehan from the Office of Human Resources in this regard. Appreciation was expressed to Mr. Sheehan and OHR for the work already done so far. Question was raised if any grievances are on hold pending the final approval of the policy. Response was in the affirmative that time parameters are paused and that one grievance is on hold in this regard. Mr. Sheehan noted that some minor changes were made in the draft in response to some input at the Divisional level.

Concern was expressed regarding the costs associated with the filing fee. Mr. Sheehan noted that similar concerns have been expressed within OHR as the goal has always been accessibility.

Concern was expressed that including fees that make the process inaccessible to low wage workers makes the policy inherently unfair. Reply came that the fees only apply to the last step of the process and that the fee is returned if the person filing the grievance is successful.

Discussion heard that a process without fees could result in subsidizing harassment of campus administration.

Discussion was heard regarding the creation of a hardship fund, the process for creating it, and what the criteria would be for such a fund.
Question was raised as to the process for selecting University Staff shared governance representatives in regard to the IHP. Reply came that the process will be designated by Congress.

Mr. Pond was excused for the remainder of the meeting.

Discussion was heard that most grievances are found to be without just cause.

Chair Kutz opened discussion on the shared governance participation policy.

Thanks were extended to Mr. Sheehan of OHR for his work on the policy. Discussion was heard regarding travel time and Chapter 6 committees should be directly referenced in the policy. Discussion heard regarding a University Staff Congressional Rep. who is also a student and who has been instructed by his supervisor that a limited amount of time away from the job and three hours can be devoted to either class or Congress. Mr. Sheehan replied that while shared governance is a right, higher education is not. Mr. Sheehan noted that he would be willing to follow up and have a conversation with the supervisor of the individual in question.

Discussion was heard as to how to proceed with section ‘C’ of the policy draft, which applies to Congress. Discussion heard that circumstances regarding the frequency of district meetings may be different than was first anticipated. Mr. Sheehan was requested to draft a section on the Congress and return it to the Committee for their review.

General agreement was heard that the next Executive Committee meeting would be held in the first week of January, 2016.

Minutes prepared and submitted by: J. Lease / Secretary