MINUTES
Central Committee
8.29.19

MEMBERS PRESENT: T. Fritter, M. Lenz, J. Valeo, R. Fisher

MEMBERS ABSENT: B. Peters (Excused)

OTHERS PRESENT: L. Heller, J. Horn, T. Klumpyan, M. Bernard-Donals, M. Dzyuba, D. Blaskowski

At 2PM, Chair Fritter called the meeting to order and requested that the Secretary record all of those present.

Chair Fritter paused for public comments. Mr. Fritter noted that it was this week in 1926 that A. Philip Randolph became a founding member of the Pullman car workers union. Mr. Randolph would later be a key organizer of the 1963 March on Washington for Jobs and Freedom.

Chair Fritter directed the attention of the Committee to the Draft Minutes of the previous meeting. Ms. Fisher moved, seconded by Ms. Lenz, to approve the Minutes. All in Favor. MOTION CARRIED.

Chair Fritter recognized Associate Vice Chancellor Michael Bernard-Donals for the purpose of providing a report regarding the training and policies of Hostile and Intimidating Behavior (HIB). Mr. Bernard-Donals informed the Committee that workshops on HIB have been in place for a year and a half and multilingual sessions are offered as are 2nd and 3rd shift sessions. It was noted that OHR has received questions about best practices and is preparing a web posting to describe options in this regard.

Concern was raised that HIB workshops cite the Academic and Faculty polices only. Reply came that both have utilized work life surveys that have produced useful data and that University Staff could create and Ad Hoc Committee to do the same.

Discussion was heard that there is an ongoing fear among the staff in regard to reporting HIB and that there is no teeth in the policy if incidents are reported. Reply came that it is known that there have been cases in which persons have been disciplined and even terminated in regard to reports of HIB.

Question was raised if there will be engagement with the TTC Project in this regard. Reply came that Workforce Relations will be engaged in this regard.

Question was raised if staff Liaisons go through training. Reply came in the affirmative and that trainings are usually available once a month to employees.

Question was raised as to how governance should proceed. Reply came that there is a willingness on the part of Mr. Bernard-Donals to have conversations in the appropriate place with governance leadership on a regular basis. Posters for the latest training sessions were distributed to the Committee and the Office of the Secretary.

Discussion heard that at a Department training, the differences between the Academic and University Staff policies were not highlighted. Reply came that such a failure is detrimental and it was noted that a conference committee had been suggested to resolve the differences in the policies.
Discussion was heard that University Staff is subject to laws that Academic Staff is not and that the establishment of an Ad Hoc Committee may be difficult under the Bylaws. In addition, concern was expressed that Conference Committees naturally leave the University Staff at a numerical disadvantage. Discussion heard that due to misunderstanding between staffs, there may be a benefit to a dialogue that could take place within the confines of a conference committee.

Mr. Bernard-Donals acknowledged the differences in the existing polices and pledged to highlight them going forward.

Request was made to take Agenda items out of order. No objection was heard.

Chair Fritter directed the attention of the Committee to the draft of the September Congressional Agenda. Secretary reviewed each Agenda item. Ms. Fisher moved, seconded by Ms. Valeo, to approve the Agenda. All in Favor. MOTION CARRIED.

Chair Fritter recognized the Secretary for the purpose of providing a report. Secretary noted the requests for Agenda items that are being examined through the end of the year.

Ms. Fisher was excused for the remainder of the meeting.

Chair Fritter recognized Vice Chancellor Heller. Vice Chancellor Heller introduced Mr. John Horn, Chief of Staff, who provided the Committee with his professional background.

Vice Chancellor Heller inquired as to the priorities of University Staff shared governance for this term of Congress.

Discussion was heard in regard to the request to split benefits payments between two checks. Discussion was heard to allow a ‘parking amnesty’ on the day after Thanksgiving. Discussion was heard regarding the establishment of some sort of early retirement inducement. Discussion was heard regarding a requested 50 cent minimum floor in discretionary compensation awards.

Vice Chancellor Heller noted that a bi-weekly payroll with split benefits payments could be implemented as early as the next fiscal year and that if it proceeds he would need the engagement and support of governance to repel the possible objections of other campus sectors.

Vice Chancellor Heller noted he was willing to continue to take suggestions from the Committee in the near future.

Chair Fritter provided a report to the Committee in which he noted that he had attended a meeting of the TTC Advisory Group.

At 3:35PM, Ms. Lenz moved, seconded by Ms. Valeo, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary