MINUTES
University Staff
Central Committee
11.13.19

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

MEMBERS ABSENT: None

OTHERS PRESENT: D. Blaskowski, L. Heller, M. Walters

At 2:30PM, 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 on this date in 1974 that Union activist, Karen Silkwood, was killed in a suspicious motor vehicle accident.

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

Chair Fritter recognized Vice Chancellor Heller for the purpose of providing an update.

Vice Chancellor Heller discussed the details of an increase in wages to a minimum of $15.00 an hour.

Mr. Mark Walters of OHR noted that market information confirms that in Madison, employees performing similar tasks are being paid $15.00 an hour.

Vice Chancellor Heller noted his awareness of the compression issue. Mr. Walters noted that the wage increase will be implemented prior to that of the employees of State government.

Discussion was heard that this does not affect either student or temporary employees but that the latter are affected by the City of Madison living wage adjustments.

Question was raised about the possibility of objection from Joint Committee on Employee Relations. Reply came that JCOER is scheduling a meeting but it remains unpredictable as to how or when they will proceed.

Further reply came while the $15.00 pledge could likely be fulfilled, even over JCOER’s objections, such action would likely have political ramifications.

Discussion was heard that TTC might result in the establishment of an annual review process of salaries which would allow for adjustment.

Question was raised in regard to longevity pay. Reply came that it has been discussed as a possible option.

Discussion was heard in regard to removing disincentives associated with moving to Academic Staff.
Concern was expressed that many long term employees suffered through a period when wages were stagnated. Discussion was heard as to the possible benefit of offering a retirement incentive.

Discussion was heard that some of those attending TTC forums expressed their fear that they would be put into a category where they are already at the top of their pay range. Reply came that employees should be acknowledging and agreeing to the duties they perform, not to the salary.

Vice Chancellor Heller concluded his report by stating that the goal is to create a system that allows people to advance in either pay or skill set and that he remains committed to working together toward this goal.

Chair Fritter recognized the Secretary for the purpose of providing a report. Secretary noted that he had attended a TTC Forum, that issue 7 of ‘Workers Voice’ has now been released and that the ‘Our Shared Future’ marker would be on display at the next meeting of Congress.

Chair Fritter provided a report to the Committee in which he noted he attended the State Wide Shared Governance Committee. Chair Fritter noted that concerns remain regarding the proposed ‘Return to Work’ Policy and reported contradictory information was being provided as to the status or existence of such policies at other campuses. Chair Fritter reported that he attended a meeting of the Communications Committee. Chair Fritter concluded his report by noting his concern that TTC Forums were being adjourned while attendees were still waiting to ask questions.

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

Minutes prepared and submitted by: J. Lease / Secretary