At 2:30PM, the meeting was called to order by Chair Lenz who instructed the Secretary to note all of those present.

Chair Lenz paused for public comments. Mr. Terry Fritter noted that it was this week in 1937, 500 women took part in a protest to support striking miners.

Chair Lenz directed the attention of the Committee to the draft Minutes of the previous meeting. Mr. Fritter moved, seconded by Ms. Frey, to approve the Minutes.

Chair Lenz recognized the Secretary for a report who informed the Committee that President Thompson's Office has confirmed he can provide a report to Congress for the February meeting. Chair Lenz informed the Committee that she continues to meet on a bi-weekly basis with Administration and shared governance leadership to receive and respond to updates.

Chair Lenz directed the attention of the Committee to the draft Agenda for the January meeting of the Congress. Individual Agenda items were indicated by the Secretary. Mr. Fritter moved, seconded by Ms. Jensen, to approve the Agenda. All in Favor. MOTION CARRIED.

Chair Lenz recognized Vice Chancellor Cramer for the purpose of providing a report. Vice Chancellor Cramer that the Computer Access Study Group has now begun to schedule meetings. Vice Chancellor Cramer informed the Committee that a high vaccination rate and testing has continued to have a positive impact on continuing campus operations. The Vice Chancellor also noted that exemption requests are now being processed. Vice Chancellor noted his appreciation for those employees who appeared at the most recent meeting of Congress to express their opinions under public comments. Vice Chancellor Cramer noted that in regard to the concerns related to snow removal and overtime, FP&M has sought volunteers for the task and are hiring additional staff in order to minimize the need for mandatory overtime. The Vice Chancellor also reported that the campus will try to expand English language classes for ELL employees. In response to an inquiry regarding selling back vacation time, the Vice Chancellor noted the opportunity for employees to bank and loan hours. The Vice Chancellor noted that conference centers will be moving to the Wisconsin Unions in January.

Discussion was heard that more details were needed regarding merit compensation and how many persons were awarded and how many of those were awarded in the past. Concern was expressed that the UW may not be competitive in the marketplace as compensation in the private sector continues to increase. Vice Chancellor Cramer replied that he would be willing to have additional conversations in January regarding percentage versus dollar amount compensation.

Question was asked if it has been considered to remove mask requirements for those vaccinated. Reply came that masks are still viewed as effective as part of the overall COVID response.
Question was raised if students can be utilized to assist in the training of ELL employees. Reply came that such an idea can be explored.

Concern was expressed how persons are moved from Exempt to Non Exempt. Reply came that it is important to make sure people are in the right category, noting that categories can be appealed.

Question was raised regarding how Technical employees and the UWPD were selected for bonuses. Reply came the market is at a period of historically low unemployment so the campus is instituting some mechanisms to remain competitive.

Question was raised if the vaccination mandate might have an impact on the ability to hire. Reply came that the impact of such a mandate is not known at this time, but a negative impact is thought to be unlikely based on the strong positive reply by employees to seek and get vaccinations as well as a Dane County employment pool which is from a highly vaccinated area.

At 3:30PM, Mr. Fritter moved, seconded by Ms. Frey, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary