MEMBERS PRESENT: T. Fritter, M. Lenz, S. Frey, J. Moran

MEMBERS ABSENT: G. Jensen

OTHERS PRESENT: P. Sheehan, A. Pierce, S. Fritts, J. Perkins

At 2:30PM, Chair Lenz called the meeting to order and instructed the Secretary to call the roll of members and verify guests in attendance. Secretary noted that a quorum was present.

Chair Lenz paused to accept public comments. Mr. Terry Fritter noted that it was this week in 1940 that Woody Guthrie wrote the song, ‘This Land is Your Land’, which in part was a meant to be an alternative to ‘God Bless America.’

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

Chair Lenz recognized Mr. Patrick Sheehan, Interim AVC of OHR, for the purpose of providing a report on work/life balance, particularly as it relates to those employees on 2nd and 3rd Shift.

Mr. Sheehan discussed the benefits of 2nd and 3rd shift employment, including differentials paid to employees, the ease of a commute with less traffic, accommodating households in which people can switch off as caregivers, and the ability to attend daytime classes. Mr. Sheehan continued by noting that campus employment includes robust health care and vacation benefits as well as on campus mental health resources. Mr. Sheehan also acknowledged the difficulty in outreach in regard to employees on these shifts but stated that improvement is being made in this regard. Mr. Sheehan concluded by stating that the incoming FP&M Director is dedicated to ensuring a work/life balance.

Question was raised as to when lead worker positions will be posted. Reply came that several lead positions are going to be recruited.

Discussion was heard that there are several problems and challenges faced by 2nd and 3rd Shift workers that are not faced by first shift employees or office workers in particular, and that those employees will always have a greater opportunity to make their time flexible. Reply came that it has not been typical to encounter 2nd and 3rd shift employees who seek 2 hours off, they are more likely to request half a day or the full day off. It was noted that one of the difficulties in regard to releasing employees for hourly increments is the distribution of keys at the start of a shift and that these keys may not leave the campus. It was further noted that some buildings have to be cleaned at night in order to prevent disruptions of daytime activities.

Discussion was heard that the options of those on the off shifts are limited and policies regarding work/life balance in the private sector were compared unfavorably to those on campus. Reply came that as far as FP&M was concerned, they have not received the sort of feedback from employees that would indicate that this issue is one that presents a significant problem for most.
Concern expressed that crews are short staffed, which is presenting challenges. Discussion heard that greater flexibility would alleviate some of the problems associated with crews working short.

Chair Lenz directed the attention of the Committee to the draft Agenda for the March meeting of Congress. Secretary reviewed the Agenda items. Mr. Fritter moved, seconded by Mr. Moran, to approve the Agenda. All in Favor. MOTION CARRIED.

Chair Lenz provided a report to the Committee in which she noted she was attending briefings provided by the Administration every other week. Chair Lenz noted that she was prepared to consider suggestions for future Agenda items. Discussion was heard that a briefing from OHR regarding the Memo they released in response to questions about TTC would be useful.

At 3:15PM, Mr. Fritter moved, seconded by Ms. Frey, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary