

MINUTES

Central Committee

10.27.2

MEMBERS PRESENT: C. Morales, S. Frey, K. Runge, R. Forbes Wank, T. Fritter

MEMBERS ABSENT: None

OTHERS PRESENT: P. Seitz, R. Cramer

At 2PM, Chair Fritter called the meeting to order and instructed the Secretary to note those present.

Chair Fritter paused for public comments. Mr. Terry Fritter noted that it was this week in 1926 that Socialist Party candidate for President and Labor Union leader Eugene V. Debs, died.

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

Chair provided a report to the Committee after the Secretary noted that he had none of his own. Chair Fritter noted that the Chinese / American Friendship event was a success, with over 200 persons in attendance.

Chair Fritter recognized Vice Chancellor Rob Cramer, for the purpose of a report.

Vice Chancellor Cramer responded to some previous inquiries made by the Committee and by Members of Congress. Vice Chancellor Cramer noted that in regard to the attendance policy, it was still being examined as to how it was being administered by supervisors at FP&M.

Discussion was heard that discipline is meant to be corrective, not punitive, but DMC's are being denied based on disciplines which means that at that point it has been used as punishment. Vice Chancellor Cramer said he would examine this as well.

VCFA Cramer informed the Committee that in regard to night and weekend differential, the policy was being revised in order to accommodate an increase.

Discussion was heard that employees are objecting to working for straight pay on holidays that fall on a Sunday, which Christmas and New Years both do, upcoming. Vice Chancellor Cramer replied that he would look into the policy.

Ms. Forbes Wank arrived.

Discussion was heard that ELL employees cannot move to a first shift position without passing an English language proficiency exam and yet at the same time, English language classes offerings are inadequate to accommodate them. Vice Chancellor Cramer replied that he would examine this concern.

Discussion was heard regarding how much discretion and authority the Madison campus has, post-HR Design. Reply came that the guiding principle is that Madison has a distinct personnel system and has more authority than others, but changes also take time.

Discussion was heard in regard to the perceived advantages and disadvantages of a decentralized system.

Concern was expressed that the DMC system lacks transparency and results in favoritism without accountability. Concern was further expressed that employees do not have a clear idea as to how to go about earning such compensation. Concern was also expressed regarding compression of wages.

(Committee stood informal)

Committee returned to order and discussion was heard regarding the expenses faced by those who have to report to work in person vs. those you work remotely. Reply came that parking options have been extended. Discussion was also heard regarding bus accessibility.

Discussion was heard regarding the feedback of constituents who expressed concern regarding their impression that if they express their concerns, their may be a negative workplace impact. Reply came that they should feel comfortable expressing themselves candidly and examples from the public comments section of recent Congressional meetings were cited as an example.

Discussion was heard that OHR needs to establish a presence on off shifts.

Chair praised the Administration for it's clear statement in support of shared governance. VCFA Cramer replied that shared governance is "part of the work we do on campus."

Chair Fritter directed the attention of the Committee to the draft Agenda for the November meeting of the Congress. Ms. Forbes Wank moved to approved the Agenda, a second was heard from MS. Runge. All in Favor. MOTION CARRIED.

At 3:03PM, Ms. Morales moved, seconded by Ms. Forbes Wank, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary