

## MINUTES

### 2<sup>nd</sup> & 3<sup>rd</sup> Shift Issues Committee

12.13.23

MEMBERS PRESENT: T. Akey, J. Johnson, C. Spinelli

MEMBERS EXCUSED: G. Froehlich, D. Arbay

OTHERS PRESENT: E. Agnew, R. Cramer, J. Bogan, P. Sheehan, J. Santoyo-Zamora, A. Pierce

At 4PM, Chair Akey called the meeting to order and instructed the Secretary to note those present.

Chair Akey paused for public comments. Mr. Terry Fritter noted that it was this week in 1886 that the American Federation of Labor was founded.

Chair Akey recognized Vice Chancellor Cramer for the purpose of providing an update to the Committee. Vice Chancellor Cramer acknowledged the importance of 2<sup>nd</sup> and 3<sup>rd</sup> shift workers to the success of campus operations. Vice Chancellor Cramer informed the Committee that the Administration will continue to work with the Legislature to secure the approval of a pay plan. Vice Chancellor Cramer informed the Committee that a 175<sup>th</sup> anniversary celebration event is tentatively scheduled for 10 April to involve the off shifts. Vice Chancellor Cramer noted the goal of the implementation of 'workday' by 2025. Vice Chancellor Cramer also stated that he was willing to examine the English language proficiency requirements tied to first shift employment.

Concern was expressed that inflation has the greatest impact on the lowest wage workers. Reply came that in order to secure the adoption of the pay plan the Board of Regents is considering a proposal that provides a broader view of diversity that may be more acceptable to the legislature.

Question was raised if a pay plan would include back pay. Reply came that the increase would include a lump sum payment.

Discussion was heard that the longer approval is delayed, the greater that lump sum becomes. Reply came that this message has been conveyed.

Discussion was heard that English language proficiency tests have a negative impact on retention and recruitment and question was raised why some departments use it while others do not.

Concern was expressed regarding the scheduling practices at the power plant which employees feel is unfair as it requires them to use their own time to make up the shortages built into the schedule. Reply came that the VCFA is willing to look into it.

Concern was expressed that a 4% raise does not raise the lowest paid workers out of poverty. Reply came that discretionary funds will be available and more latitude will be provided to implement increases.

Discussion was heard that wages are too low to aid in recruitment of personnel needed to fill vacant positions.

At 4:33PM, Mr. Johnson moved, seconded by Mr. Spinelli, to adjourn the meeting. All in Favor. MOTION CARRIED.

Minutes prepared and submitted by: J. Lease / Secretary