Members Present:
Michelle Cicha, Jack Connell, Jay Dobson, Greg Falkenberg, Dan Gharrity, Melissa Gullickson, Greg Hazen, Tanya Kenney, Lindsay Kroll, Deb Lang, Shelley Mather, David Miller, Katherine Rice, Wanda Schulner, Cathy Wilson

Members Absent:
Susan Ayres, Becky Slembarski, Anita Spahn

Guests:
Duane Van Dresar

The regular meeting of the Classified Staff Council (CSC) was called to order at 1:01 p.m. on Tuesday, January 26, 2015 by Chair Mather in Old Library 1132.

1) Discussion of Grievance Policy: Chancellor Feedback
   - After our Classified Staff Council meeting on Tuesday the Executive Committee met with the Chancellor
     - Chancellor Schmidt’s comment on omitting option #3 was from a budget point of view
     - Based on past history, while there is little chance that we would have a grievance that could potentially get to that level, they would still be able to choose that option (for something other than dismissal)
     - Wanted to know if arbitrators are not being fair and/or unbiased
       - The arbitrators are still professionals
     - Chancellor would like data driven evidence if anyone has it
     - Comment that the System has changed from what we used to have
       - OSER had arbitrations
       - The Union felt that there were some arbitrators that may not provide a “fair shake”
       - OSER and the Union would use a process of elimination
     - There is no evidence that the people who work for WERC would favor one side or another
     - Faculty and Academic Staff do not have this in their grievance policies
       - They only have the panel
       - Is only since the operational policies that the Faculty and Academic Staff have this available to them and they would still have to change their policy to put this in as an option
     - The Chancellor also wanted to know what everyone else in the System is doing
       - Green Bay, Stout and System Administration are 50 percent paid by the employee
       - River Falls is 10 percent paid by the employee
       - La Crosse and Parkside are 100 percent paid by the employee
       - Milwaukee, Whitewater and Oshkosh do not offer that option
         - At Oshkosh, we do not know if it was the group or the Chancellor that took it off the table
         - Milwaukee and Oshkosh only have an internal panel with no fee but there is a $50 filing fee at Whitewater
     - Other campuses have not yet submitted
- Chancellor stated that if the option is left in then he has to have the money available
- Marty Hanifin stated that instead of a 90/10 then make it a 50/50 fit but the Chancellor was hesitant to do this option as well
- The arbitrator is not binding
- 12-16 arbitrators had agreed (for discharge only) that they would do it for that $800 fee
- Not known why they will only take a case that is dismissal/discharge
- WERC has a list of neutral decision makers but System is trying to make a list of IHO’s that will do it for $800 for discharge
- If there is a discipline, anything less than a discharge, an employee has the option of the panel, a WERC list of arbitrators that is employed by WERC and a list of those that are not employed by WERC and it is this final option that is being questioned
- Other than discharge is probably only due to volume and cost savings
- Expedited, umpired or full arbitration was what the Union used
- If we take that 3rd option out then questioning if we can we put something in that the arbitrator must be agreeable to both the employee and the employer
- Concerns are about our current budget climate
- Questioning if we should have it be paid 100 percent by the employee
  - The concern is still that the money would still have to be set aside in case the employee prevails
- Concern that a neutral option needs to be available
- Would support that the employee is responsible for the cost
- The employee should have input into the panel members
- A 50/50 split could be more doable
- One person could go through “4 steps” before it gets to that point and each step would have to be grieved
  - Are we saying that we do not trust our Chancellor to be impartial
- It would be the department’s cost
  - Rationale that the entire campus should not be penalized
- Today the fee is for a binding decision where as of July 1st it is not binding
  - Those that are employed here today can go to WERC for a binding decision (grandfathered)
- The Chancellor and administration have not shown us that we would not get a fair shake
  - They have not proved to be untrustworthy
- We would be better served to take this into consideration
- The campus just spent $45,000 showing people what buildings are what in terms of signage
  - We are talking peanuts with the overall budget of this campus
- Maybe we should wait until Walker makes his final direction known
- Much of the reserve money on this campus is earmarked for other things and it is not tangible or available for us to use
- These talks are about a letter of reprimand through suspension
- Questioning if every department on campus would have to have a slush fund to cover a grievance
  - If a department couldn’t cover it then it would continue to move itself upward until it reaches the Provost’s budget, Chancellor’s budget or etc.
- From what was discussed so far we have come up with the following:
  - We should leave item #3 in as an option
    - But make it a 50/50 split
    - Make it so the employee covers 100%
  - Remove the IHO
Motion by member Schulner that item #3 remains as an option, for item #3 the cost be shared 50%/50% between the grievant and the employer, in the paragraph below state: The individual serving as an arbitrator must be agreeable to both the grievant and the employer, and in the second to last lines in the next paragraph the word: “institution” is substituted for “employing department”, seconded

- Continued discussion
  - Supervisors can do things too
  - Having the employee take on more of the responsibility would decrease the amount of frivolous cases
    - Many would not have the money regardless of the percentage
  - This list is not progressive

**VOTE on Motion:** PASSED

Without objection, meeting adjourned at 2:00 p.m.

Submitted by,

Tanya Kenney
Secretary to the Classified Staff Council