University of Wisconsin – Eau Claire  
Classified Staff Council (CSC) Meeting  
May 5, 2015

Members Present:
   Susan Ayres, Michelle Cicha, Jack Connell, Greg Falkenberg, Dan Gharrity, Melissa Gullickson, Greg Hazen, Tanya Kenney, Deb Lang, Shelley Mather, David Miller, Katherine Rice, Wanda Schulner, Anita Spahn

Members Absent:
   Jay Dobson, Lindsay Kroll, Becky Slembarski, Cathy Wilson

Guests:
   Judy Gatlin, Diane Stegner Roadt

The regular meeting of the Classified Staff Council (CSC) was called to order at 10:02 a.m. on Tuesday, May 5, 2015 by Chair Mather in Old Library 1128.

1) Approval of the April 21, 2015 minutes of the Classified Staff Council
   • Approved as distributed

2) Open Forum
   • The Chancellor’s Cabinet meeting is this morning so Chair Mather will be leaving early in order to attend

3) Administrator Remarks – David Miller, HR Director
   • Effective date for those that get changed to Academic Staff
     • We are looking at being effective October 1st and will have trainings over the summer
     • Still looking at job descriptions and we want to make sure they are FSLA exempt
     • Also looking at what title that position would map to
     • Open enrollment for health insurance is in October so it would be nice to have it in place prior to that
     • Leave accrual also plays a part
     • Any feedback would be appreciated
     • Most institutions are doing an open window but we still need to decide on if we want to do that
     • It might make more sense to have a window in the spring and not in the fall as that is when contracts come into play
     • The Provost signs off on all unclassified staff contracts

4) Reports
   a) Chair’s Report
     • Had a meeting with the Chancellor on April 24th
     • Anita Spahn attended with Chair Mather
     • Talked about the frustration with the UPS policies and how the Classified Staff Council is trying to make recommendations to those policies to help protect Classified Staff and they are being vetoed
• Either rubberstamp them or let us give us our input
• In regards to the Layoff Policy we wanted a leg up to those that were laid off, at least those in the same classification
  • Seemed that they wanted to go outside the university instead of looking at those who have already worked here
• The Chancellor likes the approach to keep the policies as “vanilla” as possible and how UWEC implements them would be a tool in our toolbox
• The Chancellor likes idea of a contract so that we would take a situational approach
• He will talk to his Executive Team about that
• Anita Spahn is the Chair-elect
• If we have shared governance then we all need to be at the table
  • It should be a negotiation
• David Miller’s input/feedback in the UPS talks have been beneficial
• The purpose in the Chancellor’s Retreat was to look at the budget and talk about the Rapid Action Taskforce Reports
  • Will be looking for people to serve on Continuous Improvement teams
  • Details are changing but further details should come out in the email communication

b) Committee Reports
• Professional Development Day
  • May 27th has been identified
  • Looking at doing a lunch and having the annual meeting
  • Will be specifically targeted to Classified Staff
  • The Chancellor is available
  • Working with Laura Manydeeds to see if we can incorporate Vital Work Life for a Professional Development series
  • Is also an opportunity for people to learn about the UPS changeover
  • Will also have breakout sessions
  • Nominations from the floor will be available
  • The annual meeting closes the nominations then a Qualtrics ballot will be sent out
  • Any policies that have been passed or that are being looked at should be talked about
    • We can discuss ones that have been sent forward and get feedback on the others
• Compensation Committee
  • Did some more revisions
    • It is general but does include safety shoe allowance and eyewear as well as shift differential, callback and on-call
• Nominating Committee
  • Need someone to step-up for this committee
  • Sara Forcier is doing well
  • We need to look at expanding those of color on committees
• Funding Committee will meet on Thursday
  • Will see what they can put towards Professional Development Day
  • $1000 set aside for Professional Development Day but that typically covers food then we look at sponsors for speakers

5) Unfinished Business
   a) Complaint Policy
      • Postponed until the next meeting

6) New Business
a) Layoff Policy
   • Changes from the last draft policy were discussed
   • Concern that the operational area is too large
   • Concern that there are no protections for those laid off for them to return to work
   • It sets a bad precedence
   • Recourse will be limited
   • The workgroup went through all of them but the Chancellor wants anecdotal evidence
   • Would love to see more protections
   • Concerns about the negative image if you do not rehire laid off employees if the employer is able
   • The recruiting policy allows for an internal search
     • Many on campus would support interviewing those laid off
   • Operational area was so large because they (Chancellor’s executive staff) wanted flexibility
     • Wanted to have a bigger tree for them to use but they wanted it to stay
   • We have annual reporting so it gives us some information
   • Uncomfortable with the operational unit as it is too narrowly defined
   • We can make a change after the policy passes
   • The operational area could be abused
   • A member from the Chancellor’s Executive team member should be at the table when we discuss this

VOTE on MOTION: PASSED (7 in favor with 3 against)

b) Recruitment Policy
   • Changes were discussed
     • Minor grammatical error was mentioned
     • Concern that it does not require them to follow policy on laid off employees

VOTE on MOTION: PASSED (8 in favor with 3 against)

c) Titling Policy
   • Postponed until the next meeting

7) Announcements
   • None

Without objection, meeting adjourned at 11:25 a.m.

Submitted by,

Tanya Kenney
Secretary to the Classified Staff Council