University of Wisconsin – Eau Claire
University Staff Council (USC) Meeting
September 15, 2015

Members Present:
Jillian Anderson, Sue Ayres, Jack Connell, Jay Dobson, Judy Gatlin, Dan Gharrity, Bill Hoepner,
Tanya Kenney, Deb Lang, Robin Leary, David Miller, Diane Stegner Roadt, Wanda Schulner, Anita
Spahn

Members Absent:
Greg Falkenberg, Melissa Gullickson, Greg Hazen

Guests:
Jeni Sterling

The meeting of the University Staff Council (USC) was called to order at 9:03 a.m. on Tuesday,
September 15, 2015 by Chair Spahn in the Centennial Room of Davies Center.

1) Approval of the August 11, 2015 minutes of the University Staff Council
   • Approved as amended
   • The changes to the University Staff Representative and University Staff Service Motion were
     further clarified

2) Open Forum
   • Classified/University Staff Handbook
     • The link to the Classified/University Staff Handbook is not current but in addition the link is
       also broke and it is not on HR’s website
     • HR will look into this
   • Health Care
     • Contribution rates for healthcare are out
     • Premiums are slightly down from last year but deductibles and co-pays are increasing
     • ETF has some links available for people to look at
     • There will also be some pharmaceuticals changes too as they will go to percentages so
       please make yourself aware
   • Health Insurance Premiums
     • Karen from UW Parkside and Jack Connell created a letter to System to have health
       insurance premiums deducted from two paychecks
     • See Jack Connell if you want to see the draft letter but it will be sent out once it is finalized
     • System is working on this but this is more of an incentive
   • LTS Photo Lab
     • It might be nice to have a picture of the University Staff Council as part of the website
     • Maybe after our University staff Council meeting next month
     • Bill Hoepner will set that up

3) Administrator Remarks – David Miller, HR Director
- The transition for those non-exempt US employees who are eligible to switch to exempt status were sent notices a couple of weeks ago and informational sessions are available
- 10 people are being questioned to determine if they are exempt or not
- The timeline might allow these people to transition in November as opposed to October as we don’t want benefits to get messed up
- At this point we haven’t had anyone switch over yet
- The Grievance motion was sent up with the changes but have not heard anything yet
- Being President Cross is coming to campus next month some are wondering if the University Staff Council was invited to anything
- Chair Spahn will check into this if we do not receive anything
- If we are not invited and you have questions or comments you can share with Robin Leary and she can get them relayed

4) Reports
   a) Chair’s Report
   - The Chair recently sent out tuition setting information and tenure information
   - If anyone wants to go to those then they are welcome
   - The chair is serving on Administrative Redesign implementation Team
   - The Project teams are set and established but am not sure if the names have been published yet
   - They had a call for volunteers and nominations then the core team made decisions based off skill sets and interests
   - Each team will have a lead and it averages 7-8 per team
   - Susan Olson asked Chair Spahn that when “we” meet with the Chancellor that we have a second person there
   - Chair-elect makes sense if we have one, otherwise we should look at who is interested or possibly if the University Staff Rep makes sense

   b) Committee Reports
   - Funding Committee is looking through the binder
   - Compensation
     - Comment that they need to bold what parts are different in the plan and/or whatever deviates from System policy
     - The formatting comment was the main comment but it was also mentioned to leave as much flexibility as possible
     - Example: We set up to mid-point but could go beyond with HR input
   - Personnel Committee
     - Meets the 1st Thursday of the month
     - Talked about the charge and how we will attack what was discussed
     - Will look at all the benefits and then will come back with questions and comments but much of it will be process sorts of things

5) Unfinished Business
   a) Bylaws Changes – University Staff Representative and University Staff Service

Discussion
- None

VOTE on MOTION: PASSED
6) New Business
   - University Staff Representative to UW System
     - It would make sense that the rep also meets with the Chancellor as we do not have a chair-elect
     - Sue Ayres is interested in serving as the US Rep to System

   **MOTION from the floor to elect Sue Ayres, seconded**

   Discussion
   - Funding
     - A funding split is done so the department doesn’t have to pay for that work/service
     - If exempt they can get an overload, otherwise if non-exempt they get overtime
     - A statement that gives data to support why this position should be granted a 20% appointment/pay should be given considering the budget crisis we are in
       - Faculty and Academic Staff Reps should give their statement on the amount of time that it takes
       - David Miller could send forward once complete
       - Tanya Kenney to contact Geoff Peterson and Katie Wilson (Faculty and Academic Staff Reps) and ask for statements

   **VOTE on MOTION: PASSED**

   **Elected as the University Staff Representative to UW System: Sue Ayres**

   It was MOVED that if there is no salary forthcoming to the University Staff Representative to UW System by mid-October that we vacate that position, seconded

   Discussion
   - If exempt you qualify for overload and non-exempt that they are allotted for up to 8 hours per week of overtime and that would be worked out at the time that person is elected
   - Comment that it could be more than 8 hours of overtime in a week so it should be an understanding that we estimate the average
   - All overtime needs to be preapproved so we need a mechanism to approve it
     - Being Sue Ayres was elected then Staci Heidtke and David Miller to approve it
   - Do not want to make the chancellor feel like we are trying to force him
   - We should request that the Chancellor approve funding
   - We do need to expedite it

   **MOTION amended to reflect: That the statement be made that the University Staff Council elected Sue Ayres as the University Staff Representative to UW System with the expectation that she will be equitably compensated in an expedited manner, seconded**

   Discussion
Good points were discussed
We can conquer the next thing if they do deny it and it will only give us stronger data in the future
Comment that some supervisors are more flexible and equitable than others
The Chancellor did agree to shared governance

VOTE on MOTION as amended: PASSED

7) Announcements
   • None

8) Pursuant to Wisconsin State Statutes 19.85 (c) the committee contemplates going into closed session to discuss nominations for vacancies on various committees

Without objection it was MOVED and seconded that the committee go into closed session under Wisconsin Statute 19.85 (c) to discuss nominations for vacancies on various committees.

Motion PASSED unanimously without objection from the following voting members: Jillian Anderson, Sue Ayres, Jack Connell, Jay Dobson, Judy Gatlin, Dan Gharrity, Bill Hoepner, Tanya Kenney, Deb Lang, Robin Leary, David Miller, Diane Stegner Roadt, Wanda Schulner, and Anita Spahn

Without objection, meeting adjourned at 10:18 a.m.

Submitted by,

Tanya Kenney
Secretary to the Classified Staff Council