University of Wisconsin – Eau Claire
University Staff Council Executive Committee (USCEC) Meeting
September 6, 2016

Members Present:
   Susan Ayres, Judy Gatlin, Tanya Kenney, Anita Spahn

Members Absent:
   Jack Connell, Craig Ernst

Guests:
   David Miller

A regular meeting of the University Staff Council Executive Committee (USCEC) was called to order by Chair Spahn at 9:09 a.m. on Tuesday, September 6, 2016 in Old Library 1128A.

1) Approval of the June 7, 2016 minutes of the University Staff Council Executive Committee minutes
   • Approved as distributed

2) Open Forum
   • None

3) Chair’s Report
   • The Title Change Policy was approved
   • Centennial Celebration
     • Will have a reception on Friday, September 30th so if anyone has anything for the Weekly 100 Reasons Story as part of the Centennial Celebration or any fun facts please let Chair Spahn know or Susan Harrison
     • Chair Spahn to send out an email to the entire US Council and past members to invite them to the reception
     • A new US Council meeting time has not officially yet been set but it sounds like 10-11:30 works for most
     • USCEC to meet as the same time as USC
     • Chair Spahn to send out an invite with the new meeting time

4) Unfinished Business
   • Sally Eckwright agreed to be the building coordinator for Schofield
   • University Staff handbook
     • David Miller hasn’t had the time to look at it yet but he has two new people on board in HR now so can hopefully get to it and possibly have the new people help with that
     • David Miller was asked to send out another email asking supervisors to have flexibility for their staff to go to meetings
   • Changing university staff to academic staff is ongoing
     • Is up to a person as they can change whenever but when/if they change it would then be irrevocable
     • A concern was mentioned that an employee didn’t know that they were eligible but they could have possibly missed the email
     • As of July 1st it looked like about 10 people still had to be looked at to see if they were truly exempt so those few may have been a little delayed in getting that email
     • Any new university staff will not have the option and any new position will be filled as academic staff
• FSLA
  • Have 110 positions that were evaluated
  • The threshold goes to $913 dollars per week effective December 1st
  • Started with 200 people to look at and about 100 are teaching and teachers are exempt from the standard so of those left the question is how many could fit the teaching exemption
  • Are looking at probably about 80 that we will have to make a decision on if they will get converted to hourly or should their salary be adjusted up to the new minimum and remain exempt
  • Some academic staff will be hourly employees
  • About 10 are university staff in that group and they are already paid biweekly
  • If there is a difference of less than $500 and they work any overtime then it would be better to raise their salary
  • There is another exemption which is the academic administration exemption and it is directly related to academic instruction so an academic advisor would fit into that category for example but not a recruiter
  • David Miller to talk the Chancellor’s Executive Staff about this in the coming week or two
  • Conference calls are taking place with other institutions
  • Students can’t work more than 25 hours in the week that advising starts with the only exception in winterim as then can work over 25 hours
  • Federal work-study doesn’t count against it
  • The calendar goes from October to October
  • Student employment could be exempt as there is a new bill coming forward at the federal level
• Webpage updates
  • Updates are Ongoing
  • We need to appoint Jean Piper as the person in charge and just send her the agendas and minutes
  • Jean is also working on the Blugold Insider
  • Ellen Hon was also made aware that she may be contacted as a resource

5) Centennial Celebration
  • Previously discussed

6) Announcements
  • Dr. William Featherstone started today
  • The new HR reps started since last time we met
  • Karen to work with Facilities and Jen with Student Affairs

Without objection, meeting adjourned at 9:44 a.m.

Submitted by,

Tanya Kenney
Secretary to the University Staff Council Executive Committee