

**University of Wisconsin-Milwaukee
Classified Staff Advisory Council
Minutes**

**May 19, 2015 10:00-11:30 a.m.
Union Room 260**

Present: Debbie Anders, Roy Badger, Stephen Kennedy, Michael Maass, Marc Sanders, Chris Schuster, Laurie Thibault, Randall Trumbull-Holper, Robert Wahl, Stan Yasaitis.

Excused: Geneva Fuller, Jaclyn Stoczany.

Guests: Mike Pettitt, Stores
Megan Czajka, BFS
Shannon Bradbury, HR
Tanya Choice-Henry, UITS
Patricia Osheim, PPS
Bonnie Murphy, ZSPH

- I. Called to order – 10:05 a.m.
- II. Approval of April 21, 2015 minutes was tabled until the June 16 meeting.
- III. New Business
 - a. S. Yasaitis welcomed new members Megan Czajka, Patricia Osheim, Michael Pettitt, & Tanya Choice-Henry, & thanked departing members Geneva Fuller & Michael Proell for their service.
 - b. S. Yasaitis reported that the Budget Task Force is planning a multi-phase approach to deal with the cuts coming on July 1:
 - hiring freeze
 - new position approval process
 - delaying & extending out some payments
 - some carry-over funds (this year only)
 - c. He said that there would be no layoffs or furloughs for the first year of the biennium, but the possibility was not off the table for the second year.
 - d. He also said that the VSIP emails are out, & that staff who qualify for the VSIP have until May 22 to decide if they want to take the offer.
 - e. M. Maass reported that at other campuses, not all eligible staff were being allowed to take the VSIP, & that there was talk of layoffs & privatizing. S. Yasaitis said that UWM is in a significantly better position than many of the other UW campuses, because we did not carry over any of the previous cuts, & we have a very supportive administration.

f. Health insurance changes

- S. Yasaitis said that, based on a study that compared our health insurance benefits to those in surrounding states, Wisconsin's benefits are "too generous".
- Bonnie Murphy reported that the state Group Insurance Board was holding a hearing today (5/19) on the proposed changes for 2016, which will include the addition of a deductible (\$250/single, \$500/family), increased out-of-pocket limits (from \$500/single, \$1000/family to \$1000/single, \$2000/family), changing from a 10% co-pay to a co-insurance payment, & changes to the prescription plan. According to the study, these changes will save the state \$85MILL
- S. Yasaitis asked about the prescription plan changes. There will be 4 levels, starting with generic drugs, for which the co-pay will stay at \$5. There will be 3 levels for brand-name drugs, ranging from a maximum of \$50 to \$200. Out-of-pocket limits will increase from \$410/single, \$820/family to \$600/single, \$1200/family.
- M/ Maass asked about any incentive to opt out. B. Murphy said that there is a provision in the 2015-2017 budget for \$2000 opt-out incentive, but the budget is not final yet.
- T. Danielson said that a transition to self-insurance is planned for 2017. He said that most employers use it, & the State of Wisconsin has a large pool of employees. But costs can vary widely.
- S. Kennedy said that southeast Wisconsin has the highest medical care rates.
- T. Danielson said that there would be another study before 2017.
- P. Osheim asked about the opt-out incentive – how would the Trades benefit? T. Danielson said that the Trades employees are unique, & they would have to wait & see. B. Murphy said that opting out wouldn't offer significant savings. T. Danielson said that after today's meeting of the GIB, the central offices will be sending out a communication, & that if the Trades employees' situation were not addressed, he will ask about it. P. Osheim asked who will get that information for the Trades? T. Danielson said that he didn't know; he will ask UW System.
- T. Danielson said that State of Wisconsin employee benefits are "too rich". D. Anders pointed out that for many years those benefits were negotiated for in lieu of more pay. T. Danielson responded that the "too rich" designation was according to the Affordable Care Act's definition.
- P. Osheim asked if the Trades employees' contract would carry over to UPS. S. Bradbury said she didn't know, that they may have to re-certify. R. Trumbull-Holper asked if, under UPS, they would negotiate with UW System? S. Bradbury said she didn't know for sure.

IV. Old Business

a. UPS

- S. Yasaitis said that the UPS sub-committee met on May 15, & with the UPS to go into effect on July 1, our policies were largely ready, with only a few details left to go.
- R. Trumbull-Holper mentioned that at the last CSAC conference call, the general consensus was to adopt UWM's policies.
- S. Bradbury said we still need a subcommittee for grievance procedures. S. Yasaitis asked for volunteers; that subcommittee will consist of S. Yasaitis, R. Trumbull-Holper, S. Kennedy, & M. Proell.
- S. Yasaitis will send out an email to Classified Staff soon in order to gauge interest in being part of a Grievance Committee. CSAC will appoint the first Grievance Committee, future members will be elected. T. Choice-Henry asked how many members would be on the committee. R. Trumbull-Holper said there would be 5 members for equal representation, & that they could not be CSAC members.

b. 2015 Classified Staff Conference

- L. Thibault said the committee was "doing fabulous" – that although J. Stoczany has been busy lately, there have been lots of good ideas for sessions.
- They are working on a budget, & are considering morning & afternoon snacks, & making lunch-time a brown-bag Q&A session.
- S. Yasaitis suggested budgeting \$5/person, but M. Czajka said \$7-10/person would be better – she said that this is part of her job at UWM, that she is willing to help.
- S. Yasaitis said that he will discuss the conference with Chancellor Mone at their monthly meeting this afternoon.
- L. Thibault said that they weren't sure about the cost of guest speakers. Last year's main speaker cost \$900; the total for last year's conference was \$1200 + the food.

c. S. Yasaitis & R. Trumbull-Holper met with representatives of the Academic Staff to discuss Classified Staff moving to Academic Staff. They suggested that long-term Classified Staff should get indefinite status with no probation period, to which the Academic Staff representatives were receptive.

- L. Thibault asked about counseling for those Classified Staff thinking about making this transition. S. Bradbury said that there would be very detailed one-on-one counseling with HR staff.

I. Election of officers

a. Nominations:

- Chair: S. Yasaitis
- Vice-Chair: R. Trumbull-Holper
- Secretary: M. Czajka
D. Anders
- Treasurer: S. Kennedy

b. Results:

- Chair: S. Yasaitis
- Vice-Chair: R. Trumbull-Holper
- Secretary: D. Anders
- Treasurer: S. Kennedy

VI. Adjourned – 11:40 a.m.