

**University of Wisconsin-Milwaukee
University Staff Council**

Minutes

**March 21, 2017 10:00-11:30 a.m.
Union Room 183**

Present: Debbie Anders, Roy Badger, Mark Bussian, Susan Butkovic, Kathy Czerniakowski, Steve Kennedy, Jennifer Peshut, David Rasmussen, Patrick Reilly, Laurie Thibault, Randall Trumbull-Holper, Robert Wahl, Stan Yasaitis.

Excused: Michael Maass, Patricia Osheim.

Guests: Shannon Bradbury, HR
R. Van Harpen, FAA
T. Danielson, HR

- I. Called to order – 10:05 a.m.

- II. Approval of minutes
 - a. January 17, 2017
 - b. February 21, 2017
 - Approved; motion carried unanimously.

- III. New Business
 - a. Chancellor Mone was not able to attend today's meeting.
 - S. Yasaitis reported that, at the UW System meeting in Madison, he heard that the likelihood of the first 2% raise looks good, but that the second raise will depend on how much self-insurance saves the state.
 - Self-insurance may not make it through the legislature. At present, WI has some of the best health insurance coverage.
 - S. Yasaitis wants to open negotiations with HR concerning a campus-wide policy for University Staff members to be able to remove documents relating to disciplinary matters from their personnel files, as had been provided for by contract before Act 10. S. Butkovic, S. Kennedy, R. Trumbull-Holper, & K. Czerniakowski volunteered to be part of the team to do this.
 - b. Sabbatical/Termination/Banked Leave usage policy
 - R. Van Harpen & T. Danielson introduced a draft policy to limit the use of banked leave to extend a retirement date past the resignation date.
 - Up to now, there has not been a written policy on this use of such leave - instead it was at the department's discretion as to whether an employee could do so, or be required to take a lump-sum payment.

- Using up leave-time in this way, because it includes payments for fringe benefits, can be expensive for the last employing department.
 - The draft policy states that, effective July 1, 2017, an employee would be able to use only 30 days of leave-time after his/her resignation date before retiring, & would have to take a lump-sum payment for any leave-time remaining. The only exception being that someone resigning on or before June 30, 2017 could use banked time through December 31, 2017.
 - During discussion, concerns were raised that July 1 is too short notice to take effect; that especially longer-term employees planning retirement would have to cope with either working longer to use up leave-time, or take the tax-hit that a large lump-sum payment would engender, not to mention the loss of insurance & pension contributions that have been negotiated in the past, in lieu of higher hourly pay.
 - S. Yasaitis reported that he has heard more on this issue than on any other – employees feel betrayed by what seems like a severe & punitive measure.
 - A question was raised about a better “grandfather” window for staff with 30 or more years of service – perhaps being allowed to use 120 rather than just 30 days of leave-time. Or to have some sort of appeal process for individual cases.
- c. 2017 USC membership election – Approval of nominees
- L. Thibault presented the slate of 21 candidates. It was moved & seconded that the slate be approved; the motion carried unanimously.
 - L. Thibault will post candidate bios on the USC website by March 31. Links to the bios will be on the online ballot.
 - Voting will take place online, from April 10 to April 14. Paper ballots will be made available to those who do not have access to vote online.
 - The USC needs to continue its efforts to educate all University Staff about the importance of participating & having a voice. USC members who work in buildings where custodial workers clock in need to reach out to these workers & let them know that they are University Staff, too.
 - L. Thibault conducted a survey of supervisors of custodial, maintenance, & trades staff, in an attempt to find a better way to get ballots to these staff members. 23 out of 29 responded; most responses were supportive of the USC & their employees’ awareness & involvement in it.
- d. SAAP S-73 (Workplace Safety)
- There are still some concerns about the completeness of this SAAP. S. Yasaitis instructed S. Kennedy to compose 3 statements on his comments.
 - It was moved & seconded that S-73 be approved, with reservations about Appendix C, paragraph 3; the motion carried unanimously.
- e. Joint statement by Academic Staff Committee & University Staff Council regarding the self-insurance plan
- There was discussion of the legality of making such a statement & other actions like this, as to whether they are political in nature, or simply informational.
 - It was suggested that the USC invite a representative of Legal Affairs to speak on this issue.

- Another suggestion was to develop a forum or a blog on a non-campus website, where University Staff could discuss concerns, ask questions, or circulate petitions of a political nature.

IV. Old Business

- a. Committee reports
 - None.
- b. Committee appointments
 - Donna Lumsden will serve on the Search & Screen Committee for a Director of Purchasing under ISSP.
 - S. Yasaitis needs the names of 3 people to send to T. Danielson to serve on the ISSP Steering Committee.
- c. Layoffs
 - None.
- d. Chancellor's Strategic Opportunity Statement
 - Review the draft statement & send any comments to S. Yasaitis by March 26.

V. Adjourned – 12:02 p.m.

Respectfully submitted,

Debra L. Anders