

University of Wisconsin-Milwaukee

Classified Staff Advisory Council

Minutes

February 17, 2015 10:00-11:30 a.m.

Union Room 260

Present: Debbie Anders, Stephen Kennedy, Michael Maass, Michael Proell, Marc Sanders, Laurie Thibault, Robert Wahl, Stan Yasaitis.

Excused: Roy Badger, Geneva Fuller, Chris Schuster, Jaclyn Stoczany, Randall Trumbull-Holper.

Guests: Kathy Czerniakowski, School of Continuing Education

Damien Harris, Facility Services

Shannon E. Bradbury, Human Resources

Lee Wagner, Library

Angie Ogam, Safety & Assurance

Kim Garman, Psychology

Nadya A. Fouad, Educational Psychology

- I. Called to order - 10:10a.m.
- II. Approval of January 20, 2015 minutes – motion to approve, M. Maass, seconded by M. Proell; motion carried after some discussion.
- III. New Business
 - a. S. Yasaitis reported that Chancellor Mone had too many commitments to attend this month's meeting.
 - b. Budget
 - S. Yasaitis met with the chairs of the University Committee & the Academic Staff Committee to discuss ideas for dealing with budget cuts; he is also on the Budget Planning Task Force.

- Every option is being considered; nothing definite yet.
 - If furloughs are used, Provost Britz wants there to be an element of social justice in their application for those who can least afford to lose pay. The previous round of furloughs [8 days/year] saved approximately \$6MIL/year.
 - T. Luljak & Provost Britz will work on communication & educating legislators about the impacts the cut will have on the UWM campus.
- c. 2015 Election
- L. Thibault said that the following individuals are up for re-election this year:
 - Debra Anders
 - Stephen Kennedy
 - Michael Proell
 - Jaclyn Stoczanyn
 - Robert Wahl
 - There are also two 2-year positions that are vacant (J. Kavanagh & G. Leonardelli); L. Thibault suggested, rather than running a separate election for these positions, offering the runners-up in each of those two categories be offered their respective 2-year position.
 - Call for nominations by March 16, 2015.
 - Open forums – late March or early April.
 - Election – April 14, 2015.
- d. Ombuds Council
- Nadya Fouad, Kim Garman, Angie Ogan from the Office of Conflict Resolution spoke to the Committee about the Ombuds Council, a place where UWM employees can turn to for informal resolutions to problems encountered in the workplace.
 - They are neutral, confidential & independent; other than statistics to watch for patterns, they don't keep records of individual investigations.
 - There is a contact form on their website; an employee can contact them to discuss a problem & talk through options for resolving it, or get advice about what steps to take. They can also communicate with a supervisor on the employee's behalf.
 - M. Maass observed that, for employees concerned about supervisory retaliation, this could be a safer option.

IV. Old Business

a. Bookstore

- S. Yasaitis & Mark Sanders met with M. LaLiberte & J. Mittlestadt on Jan. 30, 2015.

- "At-risk" letters have gone out to all Bookstore employees. M. LaLiberte repeated his commitment to keeping all permanent employees at work at UWM.
 - M. Maass said that he knew of a former Bookstore employee who was now working in the Merrill Hall mail room for the same hours & pay.
 - S. Yasaitis said that there would still be a physical store for non-textbook items.
 - M. Sanders said that it was not clear yet what positions would be available after the changes were made.
- b. The decision was made not to issue a resolution on the outsourcing of custodial services at UW-Superior, but to monitor the situation & see how it works out.
- c. UPS
- The first 5 UPS policies & procedures have been sent to Chancellor Mone for him to sign & send to the Secretary of the University's office.
 - CSAC & HR will hold an update presentation on UPS will be Friday, March 20, at 9:30AM in Lubar Hall S151.

V. Adjourned – 11:45AM.