



Staff Senate Minutes
Wednesday, October 19, 2016
12:00 p.m. – 1:30 p.m.
Big 12 Room, 5th Level, Kansas Union

Rules of Engagement

Be on time

Be respectful

Ask questions

State your name for the Senate before initiating conversation

Call to order

Liz Phillips called the meeting to order at 12:03 pm.

HR Report – Ola Faucher

A couple of things to bring everyone up to date on. First, fair labor standard act change in the law – the law that dictates whether the position is hourly or salary. It has two components in order to make that determination, the kind of duties a person performs and minimum salary level in order to be salary. The HR department are the ones that interpreted that law and makes the decision whether they are hourly or salary. The part the change in the law was the minimum salary amount in order to be salary. It went up by over 100%. Now we have to look at these salary positions to see if we need to remain these positions or change them to hourly. There is no exact money. The changes will go into effect November 20. When we starts our analysis, we had 359 position that had to be thought about. Fifty-six percent of those positions will change to hourly. We have made training available for those supervisors and staff members that are affected.

The university made two or three job title changes. For example, the post doc will be changed to the new salary minimum, this money comes from grants. Three job titles will be changes to hourly, student recruiter and enter-level academic advisors and part time salary people. If the part time people change to hourly, their leave accrual time is exactly, lower which is based on a board FTE band.

Next week those folks that are changing from salary to hourly will be getting notices about those changes. The law built in an escalation clause that it could be changed again. Another 2 to 5% increase maybe in 2020.

The current university policy has ninety hours as our comp time limit. Anything after 91 comp hours, the department has to pay back. However, the Federal law has the comp time limit at 240 hours.

There will be changes to our tuition assistance program for staff because of lack of funds. One of the changes is they will no longer be able to pay for summer classes, only academic classes. If they have a PhD degree, they will not allow at this time. Also had some in the past in special circumstance, after the deadline, this will not be allowed. In addition, we would review late applicants but with the changes, these will no longer be considered. We will approve up to our available funds will allow. Up to three credit hours, anything after that so if could be based on the amount of class. Melody Lawrence asked when this would start. This will start this coming Spring 2017.

Issue we had some employees on J1 visa, the Kansas Health plan that allowed this, but the change to Kansas state health, Kansas no longer meets the federal regulations in order to cover J1 employees. They are working on a resolution. Robert Wall asked if GTAs are being reclassified. Ola mentioned that IRS that the affordable care account that the employers could not provide subsidies to individual health plans in which we had been providing 75% subsidies to their premium. Student insurance could no longer be subsidy. This affect all KBOR institutions. They have created a work group to try to identify how we might provide a salary bump in order to help compensate for the fact that on August 1, 2017 they will no longer have insurance subsidy from the university.

Staff assistance fund is now available on an emergency base only for staff members in Lawrence, KU med and Edwards's campus. We are looking for donors to add to this account because this is an expendable account.

Tobacco free initiative has a starting date of Fall 2018.

Unite Way-Collen

Asked if everyone received the mailer for donations to United Way. We are celebration 75 years and 75 years ago, Forrest aka Phog Allen was the chair of United Way that got KU to help support this agency. Their mission addressing human services needs by mobilizing community resources and building partnerships. In their education goal, they have agency to help with early childhood development. They have the great after school program and the Boys & Girls club is their flagship. We do help folks to get their rent and utilities as well as work with homeless folks to get them back into a place to live that is affordable. They help get the uninsured health care. They also help provide back to school supplies for families in need, they were able to provide up to 1,050 backpacks. She presented a video about one of the recipient of some of these programs.

Approval of Minutes

Chris Wallace made a motion to approve the minutes. Ann Paradise second with the correction, spelling #3 on champions. All in favor with the change, none oppose, no abstentions, approved.

Reports

President – Liz Phillips

Liz – will defer to officers report tell after the election. Greg Smith made a motion, Michelle Hays second, all approved.

Elections Chair – Andy Jackson

Public Relations chair is needed. The job description is to maintain the senate websites and provide two newsletters per academic year but can defer to one newsletter a year.

Any nominations: Greg Smith was nominated however, he declined. Chris Wallace volunteered, voted, all in favor. Chris Wallace won and is now Public Relations chair.

President – Liz Phillips

Met with the provost to discuss two items. The first being, reinstatement of the professional development funds but was told it will need to be taken under advisement. Secondly, Brian Moss talk about voter registration, the need for volunteers' to work the elections polls, would this be a possibility to have a volunteer day which Provost Neeli called it Civic Engagement day that KU would pay one day a year. This is still be discussed now in the HR department. Ola is looking into all the policies and will advise the provost office.

The Classified KBOR had a meeting as well as a conference call meeting today in Fort Hays. The topics were parking permits, flexible hours, paid volunteer day, and tuition assistance. The last questions was has COPS discussed any plans or ideas for the university support staff.

Kathy Reed is working on a gun control policy that will be posted on KU website. We asked if we could have input or sit on the Chancellor's search committee. Was have been told that this will be a closed search and will be ran by a hiring firm outside KU.

Coming out of Pittsburg state, there is a request that might go forwarded in regards to USS having equal vacation and sick leave and being asked to see if long gravitate could come back. Reminder however that for KU USS staff this does not exist.

Finally, we had a request from the University Senate to have members join an ad hoc committee to address spending on things within KU.

Secretary – Deb Deering

No Report

Treasurer – Michelle Ginavan-Hayes

Our balance is unchanged at \$4,455.59. A rescission of \$53, which has not been applied as of yet as well as the \$1000 professional funds. Robert Waller made a motion, Greg Smith seconded, all approved.

Diversity & Inclusion Chair – Michael Chavez

Our second meeting will be over in Engineering, a couple of things that are coming up are:

- Inclusive environment within staff senate, events October 26-28 Tunnel of Oppression
- Still looking for volunteers' for this event.

Next meeting schedule sometime in November.

Legislative Affairs – Robert Waller

Their met with Jamie Shu with the Douglas county clerk's office to discuss voter registration and participation; they put on two drives, October 6th & 13th to provide information. They discuss the day off for civic engagement, which will be taken up at their next meeting. They will usually

have their meeting on the last Friday of the month. January 26, 2016 will be their next meeting because of the holidays. One thing that concerns Robert is there is no one place on campus to get word out to let folks know that this registration drive was going on which was a little frustrated.

Professional Development Chair – Tanya Spacek

They met and updated the website for the Jeannette Johnson Staff Professional Development Funds Application with a deadline of October 17. They received several applications and will review them at the next meeting for possible recipients.

Personnel Affair Chair – Annette Delaney

They met on Sept 29 and Oct 12 met, discuss various things, voting – volunteer leave came up, campus climate survey, they were curious when the results from the survey will be. Big thing with weapons on campus next year maybe put on gun control. They are and will be reviewing HR policies with possible changes. They will report on these next meeting. Some of the policies are: Valuation applies procedures, non-reappointment, and grievance policy are unique to each department. They are trying to create one policy for across the campus. They meeting on the first Friday of every month from 12:30 to 1:30 and at the Kansas Geology Survey department.

Public Relations Chair – (Vacant)

No report

Elections Chair – Andy Jackson

We had one more resignation. Will go down the list until we have a replacement.

Students – Ryan Billups

Has no report due to the fact he was unaware he needed to report. Will at next meeting.

Faculty – Amalia Louis Monroe-Gulick

We have a new faculty represent a big welcome. She mentioned the policies on policy at the University senate but no real report.

New Business

Announcements – Libraries hosting a debate watch at the Watson Library, volunteers' for tunnel of oppression.

Jeff Severin – This is KU hunger awareness month and hope that you are aware of the food drive. More information located Hunger@ku.edu

Next meeting at Simons Lab Auditorium. We hope that we will have Chief Keary there to give us an overview about the active shoots training.

If anyone needs a senate folder, please contact Brian Moss.

Call to Adjourn

Chris Wallace moves, Greg Smith seconded, no discussion, all in favor, none opposed.
Adjourned at 1:10pm.