



The University of Kansas Classified Senate Newsletter

March 2003

LEGISLATIVE AFFAIRS INFORMATION

Legislative Affairs

Newsletter Article

Feb./Mar. '03

If you look at the Topeka Capital-Journal's electronic incarnation, *CJOnline*, in the Legislature section, under the heading "Top Issues", you will find 13 items listed. "Classified Employee Pay Crisis" is not one of them. In fact, if you doubled the list to 26 items, I'd venture a guess that our pitiful pay situation would still not be one of them. Considering that the State of Kansas has a workforce that is in crisis, the fact that we don't show up as a top issue for this legislative session should tell us something.

I think it does. It tells us is that even though the Governor recommended a 1.5% increase for us in F.Y. '04 (indicating that at least she and her top staff recognize the problem as big enough to deserve a measure of attention even in a budget crisis) it is by no means a given. Despite the efforts put into our annual Legislative Information Day, despite better media exposure about our issues than I can ever remember receiving, despite support from our Legislative Relations Staff, despite the efforts of Rep. Tom Sloan to make something good happen for classified employees, we are not out of the woods.

The mechanics of Legislative Information Day went pretty well. Illness cut people from all the delegations who participated (Fort Hays did not attend at all) and it likewise sidelined some Legislators, but we still managed to keep most of the 94 appointments we had arranged. We were cordially, if not warmly, received in most cases. There was very little open hostility to our concerns (although when there was, it was quite noticeable). I have to say that despite all of the information and ideas we took with us, despite the fact that very few Legislators were hostile or negative, I did not come away from Topeka that day feeling much sense of achievement.

A group of 6 of us from KU went to Topeka on February 4th for L.I.D., armed with several tools in our persuasions kits. Documentable proof that 4.4% of us statewide (higher at most if not all the Regents Universities) are earning at or below the most current Federal Poverty Guidelines for a family of 4. Support from the Governor for at least some raise in a year when many people are getting no increase or even losing ground. Documentable proof that the State's revenue shortfall problems began with ill-advised tax cuts in the mid-90's, before the economic downturn and before the events of 9/11. Workable suggestions for revenue enhancements. A new suggested mechanism for keeping employee salaries current with inflation. First-hand stories of employees who had to drop their dependent health care coverage because they simply could not absorb the 30%+ premium increases. We were about as well equipped for the task as we could be.

With one glaring exception. To my knowledge, no classified employee at KU or at any of the other Regents Universities gave us a letter to deliver to their Senator or Representative. I hope that means many of you wrote and mailed your own letters, but I'm skeptical. If you have not, do it now. If you did, do it again. The people in Topeka who hold your future in their hands NEED to hear from you. As a good friend of mine used to say, "Sometimes you have to tell'em, and then tell'em that you told'em, and then tell'em that you told'em you told'em."

There is a lot of talk going around the KU community just now about the possibilities of classified staff here being taken out of the civil service system and made direct employees of the University. This is a VERY important discussion and we all need to be as informed as we can be and participate as fully as we can in that process, but don't let it confuse you into thinking you don't have to be concerned with what the Legislature is up to. This to-be-or-not-to-be question will not be resolved in time to make any difference to what the Legislature is deciding now about your employment and compensations issues. If you need that 1.5% pay increase beginning next July, your Senators and Representatives need to hear it from you! And you mother, and your grandma, and your uncle, and your second-cousin-twice-removed who lives in Colby.



This article was in the Lawrence Journal World-Friday March 21, 2003

Topeka — House budget writers Thursday rejected a 1.5 percent pay raise for state employees, but accepted a 25 percent increase for highway patrol troopers during the next three years

The action came as the Appropriations Committee recommended approval of a spending plan for the fiscal year that starts July 1.

Democrats said state employees, who did not receive a pay raise last year while their health insurance costs skyrocketed, will be disappointed by the committee's recent action.

"I could see where state employee morale would be very low right now," state Rep. Joe Shriver, D-Arkansas City, said. "I think they're going to be hurt," he said.

Editors Note: The Senate has reintroduced the bill, but it has not come out of the Appropriations Committee and has no guarantee of passing. The chance of Classified Employees getting a raise on July 1 is very slim.

CIVIL SERVICE ALTERNATIVE

Civil Service Alternative (CSA) Work Group Report

As mentioned in the previous newsletter, the CSA workgroup continued to meet. They completed their report for Classified Senate Executive Council and submitted it in a packet with a proposal for distribution to all classified employees, and a plan for holding town hall meetings. At the February 5 Executive Council meeting, these packets were discussed, carefully reviewed, and changes were suggested. Human Resources made the changes discussed and then sent the packet to all Senate members for review at its February 12 meeting.

At the February 12 meeting, the packets were again discussed and further changes were suggested. The Senate passed a motion to send the revised information to all classified employees and hold town hall meetings so all classified employees can make an informed vote. It was decided that majority rule would determine the passing of the plan. A ballot for voting on whether to proceed with the proposal will be designed by the Work Group. Ballots will be printed and numbered in sequential order for security purposes. University Governance will distribute ballots to those who do not receive one in campus mail. A special committee composed of Chris Finkbinder, Sue Hewitt, and Bev Nightingale will count ballots. Classified Senate will report and translate the results of the election to the Provost's Office. If a simple majority approves the proposal, Senate will ask KU Administration to proceed with the proposal. It is thought that if the plan were approved and passed smoothly through all the channels that it would not be in place before Fiscal Year 2005.

Packets were then sent via campus mail to each employee. Reminder postcards and emails were also sent. Ads were placed in The University Daily Kansan. The Town Hall meetings were held. Day and evening options were offered and the Work Group met with campus departments who requested it. A complete summary of all the questions asked at each Town Hall meeting and departmental meeting is available on the HR and Senate websites. If employees have any additional questions, they are urged to email them to the Senate website.

A revised proposal will be presented to the Classified Senate at its regular meeting on April 9. If the Senate approves the proposal as revised, it will be sent out to all Classified Employees. The ballot will be sent via campus mail approximately April 14. Persons not receiving their ballot in campus mail should please contact Kathy Reed at University Governance in 33 Strong Hall.

This is an extremely important decision and its outcome is in the hands of Classified Staff. Please carefully read the proposal and vote. It is up to each person to make his or her own decision and exercise the right to vote.

Respectfully Submitted
Eleanor Kent
Secretary

TUITION ASSISTANCE

SUMMER SEMESTER DEADLINE IS 5:00 P.M., FRIDAY, APRIL 11TH

The Tuition Assistance program is available to staff with six months of KU employment. The program normally covers tuition for one class per semester. Classes should be structured courses that meet on a scheduled basis with days and times published in the Timetable of Classes. The tuition assistance application form is available on the Human Resources website under forms download. For more information, contact Lynn George, at 864-7415. Applications should be forwarded to the Tuition Assistance Committee, c/o Human Resources, 103 Carruth-O'Leary Hall.

Please note: when you are filing out your form, fill in the amount of tuition to the best of your ability. Once tuition rates are set, the amount will be adjusted accordingly on your application.

Important Tax Update: In the past, pursuant to IRS requirements, tuition assistance was considered a taxable benefit for individuals with at least a baccalaureate degree and was reflected accordingly on the employee's annual W-2 form. Beginning with the Spring 2002 semester, awarded tuition assistance for both undergraduate and graduate courses will be excluded from gross income. This exclusion for employer-provided tuition benefits has been expanded and extended through December 31, 2010 by the Economic Growth and Tax Reconciliation Act of 2001.

******SENATE ELECTION BALLOT******

****** Vote Only in Your Own EEO Category******

See reverse side for EEO Categories and Job Titles

Ballots with votes in more than one category will be considered invalid

EEO Category 3 - Vote for two

| | | | |
|--------------------------|---------------------|------------------|----------------------|
| <input type="checkbox"/> | Beverly Nightingale | Accountant III | Comptroller's Office |
| <input type="checkbox"/> | Terry Proctor | Prof. Dev. Spec. | Human Resources |

EEO Category 4 - Vote for three

| | | | |
|--------------------------|------------------|---------------------------------|------------------------------|
| <input type="checkbox"/> | Kathy Stiers | Senior Administrative Assistant | Environment, Health & Safety |
| <input type="checkbox"/> | Janice Andes | Administrative Specialist | French & Italian |
| <input type="checkbox"/> | Bill London | Sr. Administrative Specialist | Student Housing |
| <input type="checkbox"/> | Debby Reed | Administrative Assistant | Student Development Center |
| <input type="checkbox"/> | Sharon Green | Sr. Administrative Assistant | Biological Sciences |
| <input type="checkbox"/> | Angel Gillaspie | Administrative Specialist | Student Development Center |
| <input type="checkbox"/> | Stephanie Miller | Accounting Specialist | Printing Services |

EEO Category 5 - Vote for two

| | | | |
|--------------------------|----------------|-----------------------|-----------------------|
| <input type="checkbox"/> | Sam Hunsaker | Data Control Tech III | Computer Services |
| <input type="checkbox"/> | Andy Pritchard | Aviation Technician | Aerospace Engineering |
| <input type="checkbox"/> | Jean Robart | Computer Operator III | Computer Services |

EEO Category 6 - Vote for three

| | | | |
|--------------------------|----------------|-----------------------------------|---------------------|
| <input type="checkbox"/> | Ken Squires | Facilities Maintenance Supervisor | Housing Maintenance |
| <input type="checkbox"/> | Allen Eastland | Gen. Maint. & Repair Tech Sr. | Housing Maintenance |
| <input type="checkbox"/> | Ron VanVleck | Equipment & Mechanic I | F. O. Garage |
| <input type="checkbox"/> | Ed Whittman | Facilities Specialist | F. O. Carpenters |
| <input type="checkbox"/> | Thomas Bryce | Mechanic Sr. | F.O. Vehicle Maint. |

EEO Category 7 - Vote for five

| | | | |
|--------------------------|---------------|----------------------|-------------------------|
| <input type="checkbox"/> | Mike Lindeman | Custodial Supervisor | F.O. Custodial Services |
| <input type="checkbox"/> | Thomas Kearn | Custodial Supervisor | F.O. Custodial Services |

CONTINUING CLASSIFIED SENATE MEMBERS

| EEO Cat. | Name | Job Title | Department |
|----------------|-----------------------|-------------------------------|-----------------------------|
| President | Kathy Jansen | Procurement Officer | Purchasing Services |
| Vice President | Beverly Koerner | Administrative Specialist | Geography Dept. |
| Ex-Officio | Mike Auchard | Gen. Maint. & Repair Tech Sr. | Housing |
| 3 | Bette Luther | Accountant I | Russian & E. European |
| 4 | Nancy Brune | Administrative Specialist | Academic Technology Service |
| 4 | Susan Hewitt | Library Asst. III | Watson Library |
| 4 | Eleanor Kent | Administrative Specialist | Univ. Theatre |
| 4 | Sabrina Evans | Administrative Specialist | Public Safety |
| 4 | Maxine Younes | Administrative Specialist | TORP |
| 4 | Kathy Reed | Administrative Specialist | Univ. Governance |
| 4 | Judy Greenberg | Accounting Specialist | Recreation Services |
| 4 | Maude Morris | Accounting Specialist | History of Art |
| 4 | Donna Waters | Administrative Specialist | Slavic Languages & Lit. |
| 4 | Carol Gonce | Sr. Administrative Specialist | Mechanical Engineering |
| 5 | No continuing members | | |
| 6 | Mike Davenport | Gen. Maint. & Repair Tech Sr. | Facilities Operation |
| 6 | Tim Thomasson | Physical Plant Supervisor Sr. | F.O. Carpenters |
| 7 | Dennis Constance | Custodian Supervisor Sr | F.O. Housekeeping |
| 7 | Chris Finkbinder | Food Service Worker | Housing |

Classified Senate EEO (Equal Employment Opportunity) Categories and Job Titles

EEO - 3

Accountant I-VI
Administrative Officer
Architect I-II
Architectural Project Designer
Archivist I
Dietitian I-II
Educational/Info. Rep. I-II
Geologist I
Human Resource Prof. I-III
Info. Resource Spec. I-II
Management Systems Analyst I
Museum Exhibits Director
Museum Exhibits Technician
Paleontologist
Procurement Officer I-III
Public Health Educator
Public Info. Officer I
Public Service Adm. I-II
Public Service Executive I
Radio Announcer/Producer
Registered Nurse I-IV
Social Worker Specialist
Staff Dev. Specialist I-II

EEO 4

Accounting Specialist
Administrative Assistant
Administrative Specialist
Collector
Communications Spec. I-II
Communications Spec. Supervisor
Library Assistant I-III
Office Assistant
Publications Writer I
Senior Administrative Assistant
Senior Administrative Specialist
Storekeeper
Storekeeper Senior
Storekeeper Specialist
Switchboard Operator I-III

EEO 5

Applications Prog./Analyst III-IV
Audio Visual Technician
Aviation Technician
Computer Operations Facility Spec.
Computer Operations Manager
Computer Operations Supervisor
Computer Operator I-III
Data Control Supervisor
Data Control Technician I-III
Electronic Control Center Tech.
Electronics Technician
Electronics Technician Senior
Electronics Technologist
Engineering Technician
Engineering Technician Senior
Engineering Technician Specialist
Equipment Planning Tech. I-III
Graphic Designer
Graphic Designer Senior
Graphic Designer Specialist
Installation/Service Supervisor
Installation/Service Tech. I-III
Info. Technology Consultant I-III
Laboratory Educational Technician
Media Production Director
Media Production Technician
Microcomputer System Support Tech. I-III
Microcomputer System Support Manager
Network Control Technician I-II
Photographer
Photographer Senior
Radiologic Technologist I-II
Research Instrument Operator
Research Technologist
System Software Prog. Analyst II-IV
Systems Software Manager

EEO 6

Building Construction Inspector
Building Systems Engineer I-II
Buildings Systems Technician
Carpenter
Carpenter Senior
Certified Asbestos Worker
Certified Asbestos Worker Senior
Electrician
Electrician Senior
Equipment Body Mechanic
Equipment Mechanic
Equipment Mechanic Senior
Equipment Operator
Equipment Operator Senior
Equipment Operator Specialist
Equipment Operator Trainee
Facilities Maintenance Supervisor
Facilities Specialist
Gen. Maint. & Repair Tech
Gen. Maint. & Repair Tech Senior
Instrument Maker
Lock System Specialist
Lock System Specialist Senior
Mason
Mechanic
Mechanic Senior
Mechanic's Helper
Painter
Painter Senior
Physical Plant Supervisor
Physical Plant Supervisor Senior
Physical Plant Supervisor Specialist
Plumber
Plumber Senior
Power Plant Operator
Power Plant Operator Senior

EEO 7

Print Shop Supervisor
Printer
Printer Senior
Printer Specialist
Printing Process Supervisor
Refrig. & A/C Service Tech.
Refrig. & A/C Service Tech. Senior
Sheet Metal Worker

Agricultural Assistant
Animal Science Technician I-II
Cook
Cook Senior
Custodial Crew Leader
Custodial Manager
Custodial Specialist
Custodial Supervisor
Custodial Supervisor Senior
Custodial Worker
Food Service Manager
Food Service Supervisor
Food Service Supervisor Senior
Food Service Worker
Laborer Supervisor
Landscape Technician
Plant Science Technician I
Safety & Security Chief
Safety & Security Officer I-II
Service Assistant
University Detective
University Police Lieutenant
University Police Officer
University Police Officer Trainee
University Police Sergeant
Utility Worker

**UNIVERSITY
GOVERNANCE
33 STRONG HALL
CAMPUS**

**RETURN BALLOTS
BY 5:00 PM FRIDAY,
APRIL 11 TO:**

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Congratulations to the following for being named KU Classified Employees of the Month:



January—Mark S. Olson, Library Assistant II in the Art History Department.

February—Richard Fritts, Machinist in the Department of Chemistry.

This newsletter created and designed by Margretta de Vries, Bette Luther, Nancy Brune, Ruth Hatfield, Andy Pritchard, Jerry Hanson and Kathy Stiers.

The Classified Senate Communications Committee meets once per month. If you have suggestions for articles, please call Bette Luther (864-4229) or email us at clsenate@ku.edu. ©2000–2002 KU Classified Senate and Fran Hewitt.

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Terry Proctor

Susan Hewitt • EEO 4 Rep

Nancy Brune

Margretta de Vries

Sabrina Evans

Carol Gonce

Judy Greenberg

Eleanor Kent

Tricia Masenthin

Maude Morris

Kathy Reed

Kathy Stiers

Donna Waters

Maxine Younes

Sam Hunsaker • EEO 5 Rep

Andy Pritchard

Tim Thomasson • EEO 6 Rep

Thomas Bryce

Mike Davenport

Allen Eastland

Ken Squires

Dennis Constance • EEO 7 Rep

Norma Elston

Chris Finkbiner

Mike Lindeman

Jerry Hanson

Two Open Senate Seats

WEB SITE UPDATE

www.ku.edu/~clsenate/

Please visit our website and feel free to e-mail the Webmaster. Your input is appreciated.

clsenate@ku.edu

HELPFUL WEB LINKS

KU Home Page

www.ku.edu/

KU Staff Benefits

www.ku.edu/~kuhr/faculty_staff/benefits/

Meeting Schedules

For KU Classified Senate

www.ku.edu/~clsenate/

On the menu, select 'Meeting Schedules'. Full Senate meetings are open to anyone who would like to attend.

Visit the **Academic Computer Center** www.ku.edu/acs/ and check out the new Fall 2002 classes and online registration.

KU News, Arts, & Events are available at www.ku.edu/news/.