I. Call to Order  The regular meeting of the Staff Senate was called to order at 9:02 am on January 5, 2016 in the Board Room of the Morris University Center by Gretchen Fricke, president elect.

Present: Bartholomew, Dusenbery, Fricke, Hamil, Schoenborn, Toberman, White, Woods, recording secretary Kruse
Excused: Dickey, Ferrell, Hunter, Milcic, Ormesher, Candela, Jason
Absent: Cobetto, Schilling

II. Approval of Minutes  December 1, 2016 – Corrections were made to the minutes. The minutes were approved as corrected (Dusenbery/Toberman).

III. Unfinished Business
A. Search Committee for Vice Chancellor for Administration request for names: Gretchen stated if there are any more names to submit, please send them to Kirt Ormesher.
B. Sick Leave Bank: Kirt will meet with Maracus Tuesday about setting up a Qualtrics survey and Gretchen requested that if anyone else wants to help, please let Kirt know.

IV. New Business
A. Student Employee 20 Hour Rule: Gretchen reported that Student Government (Luke Jansen, president) is working on a resolution for the rule and gave a brief description of two areas of the rule that affect the student and office that employs student workers. Gretchen asked if anyone is interested in helping with this having a staff perspective. Melanie Schoenborn volunteered. Since Keith Becker has an interest, Gretchen will ask him if he wants to be included. There was discussion. Melanie suggested meeting in the Governance Office. Gretchen will ask Keith. Ian Toberman pointed out the two issues: 1. Whether 20 hours is the right number 2. During class time (enrollment periods)

VI. Reports
A. Ex-Officio Reports
1. SUCSAC (Pulley): Since Michael Pulley was not in attendance, he sent a handout with questions via email for everyone to read and send him feedback by next Friday. Gretchen read all the questions and received feedback for all the questions except the last two of which everyone is supposed to email their individual answers to Michael. The handout is filed with the minutes. Gretchen reported the following Senate answers to Kirt and Michael.

   Primary Question
   1. Would you support SUCSS changing potions of the standard benefits policy?
      No

   Questions if the answer to the primary questions was yes
   2. Would you want existing employees to be grandfathered in to the old policies preventing them from being harmed or helped from the changes?
      Yes to grandfathering but only if no harm to existing employees. No harm (i.e. loss of benefits) to current employees should be the standard.
   3. Currently SURS allows you to use a portion of your accrued time as service credit towards retirement. This portion is derived from the accrual schedule from the SUCSS policy. Currently it is unclear how changes to the SUCSS policy will impact SURS, but if the portion of SURS service credit was directly related to your individual accrual rate, would you support the changes to the SUCSS policy?
      Not information to provide an answer.
   3. Would you be interested in removing the label of vacation and sick leave and just have personal leave time all in one category?
Some said yes, some said no. Some felt it would be beneficial but others felt it would be detrimental.

Bargained Civil Service
1. Do you believe you would benefit from your bargaining unit being able to bargain the vacation/sick leave accrual rate ceiling?
   No

Open Range Civil Service
1. Do you believe you would benefit from personally being able to negotiate your individual vacation/sick leave accrual rate ceiling?
   Nightmare was the term used. The feeling was that it would set employees against one another.

2. Personnel/VC Administration Designee: No report
3. SURES: No report

B. Panel Reports
1. Negotiated and Prevailing – No report
2. Open Range – No report
3. Professional Staff – No report

C. Satellite Campus Reports
1. East St. Louis Center – No report
2. Alton School of Dental Medicine – No report

D. Standing Committees
1. UPBC – No report
2. UCB – No report
3. Public Relations Committee – No report
4. Policy Review Committee – No report
5. Scholarship/Fundraising Committee – Anne Hunter submitted a report via email regarding decision that there is no award for the Spring Faculty for Collective Bargaining Scholarship due to ineligibility.
6. Parking & Traffic Committee – Bill Dusenbery reported the zip car is back at the main campus from Cougar Village. There is still an issue with the parking kiosks accepting Cougar Cards. Mike Hamil reviewed the schedule of the remaining old meters removal and new kiosks added. http://www.siue.edu/parking/Minutes.shtml
7. Search Committee for Provost & Vice Chancellor for Academic Affairs – No report

VII. Other
   A. Staff Senate President’s Report – Gretchen reported in Kirt’s absence that the Chancellor will be at the February Senate meeting to talk about the report from the SIUE Congress.

VIII. Announcements – Jesse Harris’s mother passed away at the age of 109. Everyone sat for a photo for posting on his Facebook page.

VIII. Future Agenda Items
- Melanie will bring the revised constitution for a first read at the February Senate meeting.
- Ian asked if there used to be a calendar committee and expressed concern of only having four days off prior to students returning. There was discussion. Ian suggested that to have some input on future calendar discussions.
- Bill would like a discussion of hosting some future “Brown Bags”.
- Angie White would like to see an Employee Benefits Fair. Gretchen will contact Sherrie Senkfor on the status of future Benefits Fairs and follow up with the Senate.

X. Public Comments – No one from the public attended.

XI. Adjournment – The meeting adjourned at 9:55 am (Bartholomew/Dusenbery).
Potential questions since I will not be there today.

**Primary Question**
1. Would you support SUCSS changing portions of the standard benefits policy?

Questions if the answer to the primary questions was yes
2. Would you want existing employees to be grandfathered in to the old policies preventing them from being harmed or helped from the changes?
3. Currently SURS allows you to use a portion of your accrued time as service credit towards retirement. This portion is derived from the accrual schedule from the SUCSS policy. Currently it is unclear how changes to the SUCSS policy will impact SURS, but if the portion of SURS service credit was directly related to your individual accrual rate, would you support the changes to the SUCSS policy?
4. Would you be interested in removing the label of vacation and sick leave and just have personal leave time all in one category?

**Bargained Civil Service**
1. Do you believe you would benefit from your bargaining unit being able to bargain the vacation/sick leave accrual rate ceiling?

**Open Range Civil Service**
1. Do you believe you would benefit from personally being able to negotiate your individual vacation/sick leave accrual rate ceiling?

Open-ended questions that can be emailed directly to mpulley@siue.edu or be added to the next USS Executive Committee meeting agenda
1. Related to setting a floor only on accrual rates for vacation and/or sick leave, what concerns or ideas can you share on the concept of setting a floor with no ceiling regardless of years of service.
2. Any other ideas or concerns related to the standard benefits policy, or other topics pertaining to the State Universities Civil Service System that you would like an answer to, or added to the agenda of the SUCS Employee Advisory Committee.

Thank you,

Michael Pulley
618-650-5008 Office
618-581-4497 Mobile
Subject: RE: Merit Board Benefit Policies

Jeff,

I hope you and your family had a Merry Christmas and a wonderful start to the new year. Thank you for sending this out and giving us ample time to review before our January meeting. Please send additional information or request items to be added to the January agenda, if there are any other items that EAC may need to look at or take action on before the next Merit Board meeting. EAC is sometimes surprised to hear certain actions or topics at the Merit Board meetings, presumably due to things changing or action that needed to be taken before it could make it to the next EAC meeting. Occasionally we are also in situations where we cannot take official action without violating the Illinois Open Meetings Act. Having any action items on the agenda before it has to go out is critical to EAC performing its role of advising the Merit Board. I believe many of us are anxiously excited as you move forward on modernizing the State Universities Civil Service System, and look forward to working with the Systems Office, the Merit Board, State Officials, and the other advisory groups on providing input from the employee perspective and hopefully keeping the spirit of the statute and the civil service system alive and well.

Thanks again,

Michael Pulley
618-650-5008 Office
618-581-4497 Mobile

From: Jeff Brownfield [mailto:Jeffb@sucss.illinois.gov]
Sent: Monday, January 2, 2017 11:11 AM

Subject: Merit Board Benefit Policies

EAC Members

I hope everyone had a joyous holiday season. As the University System Office gets back to work, we have a full agenda for the coming 6 months and throughout the year. We are going to review and potentially recommend the MB revise some or all of the standard benefits received by Civil Service employees related to such areas of vacation, sick leave, university course completion/tuition waiver and similar benefits.

As you may recall, there were some changes made to this policy in August 2016 based on anticipated FLSA changes. Those discussions lead to a larger review of the topic. We will ask that you spend some time reading the policy prior to the January meeting, see the attached link.

Please note, we are going to specifically request the EAC Chair to allow time for us to review this policy paragraph-by-paragraph to receive your suggestions and ideas. This entire topic is going to be reviewed by an HRDAC sub-committee that Cindy will convene in January/February to receive ideas from campus HR. Thus, it is extremely important that we have information from you so that if we craft any changes your group will be represented.

Please contact Cindy directly if you have any initial questions. We look forward to seeing all of you later this month.

Jeff

This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you have received it by mistake, please let us know by e-mail reply and delete it from your mailbox or other storage mechanism. Although we have taken reasonable precautions to ensure no viruses are present in this email, the receiver is responsible for checking and deleting viruses. The State Universities Civil Service System will not accept liability for any statements or attachments which are clearly the sender’s own and not expressly made on behalf of the State Universities Civil Service System.

DISCLAIMER: http://dscc.uic.edu/disc060115