The regular meeting of the Staff Senate Executive Committee was called to order at 9:06 a.m., November 17, 2016 in the International Room at Morris University Center, by Kirt Ormesher, president.

PRESENT: Dusenbery, Fricke, Hunter, Milcic, Ormesher, Schoenborn, Toberman, Pulley, Manning, Recording Secretary Kruse

EXCUSED: Cobetto

ABSENT: Holbert

GUESTS: Todd Bartholomew

APPROVAL OF MINUTES
Corrections were made to the October 20, 2016 minutes. The minutes were approved as corrected (Schoenborn/Dusenbery).

OTHER
Elections Chair: There was a discussion about the elections chair for next year. Kirt Ormesher will appoint an elections chair at the next Staff Senate meeting.

Kirt will meet with the Chancellor on November 28 and will follow up with a report at the next meeting.

Policy Review Committee: John Milcic reported that the committee met with Sherrie Senkfor regarding Civil Service and administrative sick leave policies, extended sick leave, bereavement, new victim economic policy, and a policy that includes some changes in overtime. The committee will meet again the last Tuesday of this month. There was a discussion.

SUCSAC: Michael Pulley gave a report covering these topics:

- Furlough rule was approved effective in 30 days or less, 15-day maximum
- Unions need to put furlough language in contracts
- 30 working days is magic number
- Extending pilot program for electronic elections
- No campaigning within 25 feet of polling place
- Revisit OMA at EAC
- Some campuses are not allowing representatives to attend meetings

Discussion

AFSCME and Governor at Impasse: Anne Hunter reported. There was a discussion. Anne provided handouts (attached). Since negotiations are now considered at an impasse, the State can put out their last, best and final offer for a contract to state workers. If insurance rates are increased employees will
could be responsible for the premiums back to July 1, 2016. Increase in premiums, decrease in coverage. AFSCME state workers could possibly strike. There was a discussion.

Talking points: 1) Healthcare premium increases; 2) reduction in coverage; 3) discussion of premium increase; 4) opt out during enrollment period; 5) how will the University cover this; 6) will employees take a pay cut; 7) need a public statement.

POINT OF ORDER - move on with business

UNFINISHED BUSINESS
Civil Service Training: Kirt Ormesher asked if the Senate would like the Civil Service Systems Office to come and have some training. Kirt will ask the Chancellor if SIUE would be willing to sponsor the training for civil service personnel.

SIU System Council of Councils: A possible topic would be training for managers; set up as a “round table”; keep it a one-day event to save on overnight accommodations. There was a discussion. Vicki will email Kim from the School of Medicine about the follow-up survey. Kirt will follow-up about the possible spring session. Kirt will share the healthcare idea information with the Faculty Senate president.

Ian encouraged the Senate to keep the next Council of Councils meeting to one day in order to eliminate overnight accommodations expenses.

REPORTS
Provost & Vice Chancellor for Academic Affairs Search Committee:

Cindy Cobetto submitted a report:

I wanted to give you a quick update on the Provost search – we are going through the candidates’ papers now and are going to give our top 10 candidates on Friday, the 18th. From there we will narrow down to the top three or four. I will miss that meeting but plan on getting my candidates in before I leave. I will let you know more when I get back. Please start reminding everyone to be aware we will have the opportunity to meet the top candidates and ask questions.

Thanks!

Cindy
SIUe
Conferences & Institutes
618-650-2164
cgorsag@siue.edu

The Staff Senate representatives on these types of committees need to report to the Staff Senate when there are updates to share. Cindy Cobetto and Tarsha Moore serve on the Search Committee for the Provost & Vice Chancellor for Academic Affairs.

UPBC: Norris Manning reported that Linda Brookhart attended the October 21st meeting and gave a report on the landscape of employee pensions. On November 4, Jeffrey Waple and Lora Miles gave their requests for funds. A 2.8% fee and tuition increase is being proposed for the career development center
since it is considered a third tier entity who generate their own funds. Norris went over some fees. On October 21st a 5% tuition increase was considered. After increases, SIUE is still at #11 at cost to attend in the State. The process for approving increases:

Plan generated by Student Affairs
Sent to Student Government and approved November 1.
Then goes to UPBC

Applications are down 20% as it is statewide. Regarding room and board across the state, SIUE is still #8 out of the eleven (public state universities).

November 11: Rich Walker talked about the long range plan and the decreasing funds, $13.4 million has been administered in grants many at the East St. Louis Center. The electrical system at SIUE is like a city and SIUE has their own water and does their own sewage; SIUE buys natural gas on the open market; SIUE supports its own chilled water plant for air conditioning; no need for outsourcing. Other topics reported: 21st century building program to renovate buildings bringing up to code (20-year plan);

December 2 is the retreat between UPBC and UQC pertains to accreditation and budgeting. UQC doesn’t have operating papers.

It was suggested to ask Denise Cobb about prioritization at the December 1 meeting. There was a discussion.

Kirt will ask the Chancellor to talk in January.

ADJOURNMENT
The meeting was adjourned at 11:16 (Dusenbery/Fricke).

Approved as corrected December 15, 2016
Vicki Kruse/University Governance
November 15, 2016

Rauner-appointed board rules “impasse” in state employee contract dispute

The state panel of the Illinois Labor Relations Board, whose members are appointed by Governor Rauner, today issued a ruling that contract negotiations between the Rauner Administration and AFSCME Council 31 are at an impasse.

“Our union strongly disagrees with this ruling,” AFSCME Council 31 Executive Director Roberta Lynch said. “We have consistently made clear that we are prepared to continue negotiating, while the Rauner Administration’s refusal to meet has sabotaged the collective bargaining process.”

The board’s ruling in effect rejects the recommended decision and order advanced in September by its own administrative law judge who presided over months of hearings in the case last spring.

“The judge who heard the facts in this case found there was no impasse on key issues and urged the board to order Governor Rauner back to the bargaining table. The board is wrong to ignore her findings,” Lynch said.

Rauner is demanding that employees health insurance costs increase by 100% even as he would freeze their wages for four years. He also wants to do away with standards that prevent unaccountable outsourcing of public services for private profit.

An impasse ruling from the board opens the door for Governor Rauner to try to unilaterally impose his demands, but does not require him to do so.

“The governor is trying to force state workers to accept his unfair terms or go out on strike,” Lynch said. “Rauner’s path of conflict and confrontation is unfair to workers and wrong for the people of Illinois.”

Instead, Rauner could opt to renew the negotiations he broke off more than 10 months ago. His representatives walked away from the bargaining table on Jan. 8 and have refused to meet with the union’s bargaining committee ever since.

The governor should negotiate, not dictate,” Lynch said. “Public service workers in state government deserve fair treatment and they want to do their jobs. They know that a strike would hurt every Illinois citizen. That’s why our union has said repeatedly that we want to work constructively toward a settlement. We have not seen the same commitment from the governor.”

Rauner cannot seek to implement his terms until the board issues a final written ruling—not just today’s verbal order—in the days or weeks ahead. Once the order is issued, the union will appeal it in state court.

Illinois state employees represented by AFSCME Council 31 protect kids from abuse and neglect, care for veterans and individuals with developmental disabilities, keep prisons safe, respond to emergencies, maintain state parks and
Related News

- Labor board set to rule on state employees contract dispute
- State workers star in AFSCME campaign urging Rauner to negotiate
- Illinois Policy Institute: Anti-worker, pro-Rauner
- Labor Board judge’s recommendation calls for renewal of state contract negotiations

RAUNER’S "LAST, BEST AND FINAL OFFER" WHICH HE IS NOW SEEKING TO IMPose ON STATE EMPLOYEES

Part 1—Wages/Steps/Bonus
- Four-year wage freeze
- Four-year step freeze
- No new movement into longevity
- Bonus pay plan (one-time payment, not built into base pay and not pensionable):
  - $1000 bonus in the first year (between date of signing and June 30) only for those employees who do not miss more than 5% of their assigned work days.
  - In years 2, 3 and 4 of the contract, a bonus pool of 2% of payroll to be divided as follows:
    - 0.5% (1/2 of 1%) bonus for employees who do not miss more than seven of their assigned work days and do not violate any work rules. Depending on how many employees qualified, this bonus would equate to around $300/year.
    - The other 1.5% of payroll would only be available to at least 25% of employees who meet certain exceptional performance standards to be established by the Rauner Administration for each title in state government. Despite repeated questions across the bargaining table, the Administration could not provide even a single example of what such exceptional performance might be for positions such as Correctional Officer and Child Protective investigator—or for any others.

CURRENT AFSCME PROPOSAL

It's important to note that the proposal that AFSCME currently has on the table is NOT the Union’s last, best, and final offer—though they are certainly fair and reasonable terms. Collective bargaining is about give-and-take; proposals are made and withdrawn or modified over the course of the negotiating process. When the Administration declared impasse, the Union made clear that it had room for further movement on our proposals. AFSCME has by no means made a "last, best and final offer". The current proposals that the Union has on the table include:

Part 1—Wages/Steps/Bonus
- Wages:
  - Year 1: $1,000 stipend (bonus), not built into base, but pensionable, with no restrictions based on illness or other factors
  - Year 2: 2.25% pay increase
  - Year 3: 3% pay increase
  - Year 4: 3% pay increase
- Steps: Employees receive all scheduled steps and longevity.
RAUNER’S ‘LAST, BEST AND FINAL OFFER’ WHICH HE IS NOW SEEKING TO IMPOSE ON STATE EMPLOYEES

Part 2—Health Insurance

• Requires a 6.2% increase in the employee’s share of the aggregate cost of the state’s health plan. On average, the employer proposes to shift approximately $8,100 per year in health care costs to every employee. This would result in:
  o Employees could keep their current health care plan, but the premiums would increase by 100%.
  o Even higher premium increases for employees making over $300,000 annually.
  o Employees could keep premiums at their current levels, but co-pays, deductibles and other out-of-pocket costs would be set at levels that shift the same portion of costs onto employees. These high-deductible plans could be money-saving for some employees who do not have dependents and never get sick, but could prove financially devastating for those who have even a limited number of illnesses in their families.
  o Employee costs would increase by up to 10% more in the 3rd year and again in the 4th year.
  o Dental premiums would increase: by $9/month for employees; by $9/month for 1 dependent; and by $21.50/month for two or more dependents.

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Part 2—Health Insurance

• Rauner’s claim that the Union is proposing a “new, expensive, luxury health plan” is a complete fabrication. AFSCME is proposing that employees would keep the same health plan they have now, while paying between $3-$29 more per month in premiums and $25 more toward the annual deductible. The only “expansion” the Union proposed is to improve reimbursement for eyeglass frames, include oral surgery under the medical benefit, and remove the restriction on orthodontia treatment for adults.
RAUNER'S "LAST, BEST AND FINAL OFFER" WHICH HE IS NOW SEEKING TO IMPOSE ON STATE EMPLOYEES

**Part 3 — Worksite Issues**

- **Subcontracting** — The provision in the union contract that requires that any subcontracting meet standards for 'economy, efficiency and related factors' would be deleted, giving the Rauner Administration the ability to subcontract without any oversight or accountability. The Administration's proposal would establish a process whereby employees could 'bid' to be able to continue to do their work as part of the subcontracting process, but there would still be no defined standards and the Employer could reject their bid without any justification or any appeal process.

- **Layoff Rights**
  - Temporary layoffs could be implemented without regard for seniority.
  - Bargaining unit employees could be laid off while personal service and vendor contract employees remain working.
  - Employees subject to layoff could only bump within their current classification, not into positions they previously held.
  - Employees of DOC and DD would not have any layoff rights between agencies.

- **Overtime Pay**
  - No overtime pay for any hours less than 40 in the course of a week.
  - No benefit time counted as time worked for purposes of calculating overtime (e.g., an employee on vacation one day would not get any overtime pay if he/she worked any additional hours even a double shift the next day).
  - No double time for holidays, except Christmas, Thanksgiving and Labor Day — and no 2.5x for these days.

- **Forced Overtime** — The Employer would not be held accountable for seeking to assure necessary staffing within 16 hours of commencement of a shift and could force employees to work the overtime.

- **Reasonable Suspension Drug/Alcohol Testing** — All employees could be tested for drugs (including marijuana) or alcohol whenever supervisors found their behavior suspicious. An employee who tested positive for alcohol would be suspended for 30 days. An employee who tested positive for drugs would be immediately fired.

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The current proposals that the Union has on the table include:

**Part 3 — Worksite Issues**

- **Subcontracting** — The Union agreed to a ‘managed competition’ framework proposed by Management, but refused to delete the standard for economy and efficiency that must be met so that any subcontracting proposal must demonstrably serve the public good, not just foster cronyism or wanton privatization.
- **Layoffs** — The Union proposed modifying the layoff procedure to speed up the process during the last bumping step, but would not agree to eliminate bumping into lower titles.
- **Overtime Pay** — No change to current procedures.
- **Forced Overtime** — The Union proposed limiting the timeframe during which Management could force employees to work overtime to within three hours of the commencement of a shift.
- **Reasonable Suspension** — In addition to already negotiated drug and alcohol testing policies for safety and security sensitive positions, the Union proposed establishing a procedure for mandatory counseling/treatment for all other employees and following existing procedures for imposing discipline in instances where the employee is suspected of being under the influence of drugs or alcohol.

**NOTE:** Both parties have some additional proposals outstanding that are not listed here, but have not been major points of contention and were in the process of being worked through when the Employer declared impasse.
Rauner administration to impose terms on AFSCME members "as soon as operationally feasible" http://capitolfax.com/2016/11/16/rauner-administration-to-impose-terms-on-afscme-members-as-soon-as-operationally-feasible/

Wednesday, Nov 16, 2016

* Here we go... 

From: xxx@xxx On Behalf Of John Torenova
Sent: Wednesday, November 16, 2016 15:23
To: 
Subject: AFSCME Employees - Labor Board Update

Dear Colleagues,

As many of you are aware, the Illinois State Labor Board yesterday confirmed what we have known since January 8 of this year that the State and AFSCME's negotiating team are at an impasse in bargaining for a new collective bargaining agreement.

You may be wondering what comes next.

As a practical matter, yesterday's ruling means that the State may begin implementing its last, best, and final offer. Our labor relations team is continuing to analyze the decision and has begun meeting with agency directors to discuss which provisions should be implemented and when. We will, of course, keep all of you apprised of our implementation plans and how they impact you individually.

Below is some guidance on the two proposals—merit pay and overtime after 40 hours that we are proceeding to implement as soon as operationally feasible.

- **Merit Pay.** The State's merit pay proposal provides that employees who missed less than 5% of assigned work days during the July 1, 2015-June 30, 2016 fiscal year would receive a $1,000 bonus. Vacation, personal, and sick days, including FMLA leave, would not be considered assigned work days.

  It is the State's expectation that the vast majority of employees satisfied this requirement. The State will therefore begin working with payroll and timekeeping administrators to process these bonuses as quickly as possible.

  For subsequent fiscal years, the State will, in consultation with AFSCME, develop fair performance criteria to evaluate and reward employees based on specific achievements, and policies to reward employees based on attendance and compliance with work rules, and hopes that the union will work with us on these efforts.