

**Council of University System Staff
May 21, 2002
UMCES at Horn Point**

Minutes

Members Present

Norman Billie (UMES)
Jessica Bird (UMB)
Sally Hearn (UMBC)
Joe Hill (UMBC)
Dottie Holland (BSU)
Rusty Kinnamon (UMCES)
Patrick Lane (FSU)
Judy Lowe (SU)
Vera Maher (USMO)
Lu Ann Marshall (UMB)
Dale O'Neal (BSU)
Carol Prier (UMCP)

Alternates

Art Hanlin (FSU)
Hermetta Hudson (UMES)
Karen Stukes (UMBI)

USMO Liaison

Rosario van Daalen

Guest

Dr. William Dennison
Vice-President (UMCES)

Approval of the Minutes

The Minutes from the April 16 meeting were approved with revisions.

Report of the USMO Liaison

Rosario van Daalen re

According to Joe Hill, the “neutrality” issue was removed, so that the USM Presidents will now be able to speak to employees during collective bargaining elections.

The CUSS Executive Committee met with John Anderson, of the Attorney General’s Office, regarding the role of CUSS in a collective bargaining environment. According to Mr. Anderson, CUSS can continue in its present capacity—as an advisory group to the Chancellor and Board of Regents—as it is legally codified. Roy pointed out that it may no longer be possible for CUSS members to communicate and share information with individual HR offices, as employees at the institution may have an exclusive bargaining agent and this would cause a conflict of interest. This point, however, was not addressed in the Attorney General’s memo, but will need to be considered. It was pointed out that in a collective bargaining environment that no one outside of the “negotiating team” can participate in negotiations concerning wages, etc.

The Attorney General’s memo on “Shared Governance and Collective Bargaining” was distributed. The memo contains three possible options to address membership on CUSS:

Option 1: Exclude from the purview of shared governance bodies matters which are mandatory for collective bargaining, i.e., wages, hours and other terms and conditions of employment, insofar as they affect staff who are represented by an exclusive representative. Such bodies would continue to exist as now constituted and to provide advice on all other matters on which they now advise.

Option 2: Exclude from the purview of shared governance bodies matters that are permissible collective bargaining issues insofar as they affect staff who are represented by an exclusive representative. Each institution may define the subject matter appropriate for shared governance participation by staff, and therefore an institution may decide to discuss with its staff’s unions matters in addition to those which are mandatory negotiation matters. Existing shared governance bodies would continue to exist as now constituted and to provide advice on all other matters on which they now advise, except to the extent that limiting the issues that a shared governance body may consider effectively leaves that body with no meaningful role. For example a non-exempt staff council that could not address matters

Committee Reports

Benefits Committee

Andrianna Stuart reported that the Committee is circulating a draft on Employee Assistance Progr

institutions grant tuition remission, while some institutions do not grant the benefit at all. Rosario will look at the new policy on contingent employment, which is supposed to improve benefits.

Brenda Warwick asked that any CUSS members who plan to stay overnight at the Hen

