

Council of University System Staff
April 27, 2004
UMCP

Members Present	Alternate Members
Marie Meehan - BSU	
Patrick McLane - FSU	
Judy Lowe – SU	
Angie Brickhouse - TU	
Gloria Gaguski - TU	
Ray Frederick - UB	
Colette Becker - UMB	Bill Crocket - UMB
Joe Hill - UMBC	Marjorie Gill - UMBC
Carol Prier – UMCP	
Andrianna Stuart – UMCP	
Mary Graham-Fisher - UMCP	
Andrew Rein – UMUC	Jim Hartsock - UMUC
Roy Ross – UMB – Past Chair	Chancellor’s Liaison to CUSS –
Non-Voting Member	Rosario I. van Daalen
	Guest: Dr. C.D. Mote, President UMCP

Call to Order

The April CUSS Meeting was called to order by Chair, Joe Hill, at the University of Maryland, College Park.

Carol Prier welcomed CUSS to UMCP. She introduced Dr. C.D. Mote, President of UMCP, to the group. Dr. Mote welcomed us to UMCP and the TAP Building. This building houses an incubator program for technology companies in partnership with the University and the State of Maryland. Forty-eight new companies have been created through this program. Dr. Mote also spoke on the very successful Maryland Day Open House held on the UMCP Campus with over 70,000 in attendance, young and old, participating in the various activities. Faculty, staff, and students worked together to make Maryland Day a success. Dr. Mote stated that the staff at UMCP is committed and dedicated to the University’s mission. They bring longevity and experience to the success and continuity of the University.

After review of the minutes, a motion was made and seconded to approve the minutes for the meeting held at UMB on 3/16/2004.

Report from the Chancellor’s Liaison to CUSS

The Policy on Accident Leave for Exempt and Nonexempt Employees, VII-7.40, was approved by the BOR. Approved also by the BOR was Policy VII-7.50, Family and Medical Leave. They can be found on the USM Policies Website.

The COLA will be 752 Flat Dollar for all employees beginning on 7/1/04; 2.5% merit increase for Nonexempt employees beginning 7/1/04; and the merit for Exempt is an average of 2.5% from a pool to be distributed as supervisors deem appropriate. The Maryland General Assembly did not approve the SRA Match Fund for FY05.

The Liaison recommended we all should attend the Life Planning Seminars sponsored by the State Retirement Agency of Maryland because they will end on 6/30/04. There is much information to be gained for life planning in retirement years.

The USM Board of Regents is working to fulfill its mission through effective and efficient management of its resources. Chairman Kendall is working on collaborative efforts between the USM Institutions. Regent Wood is working on the resource development piece addressing facilities' plans for action (new, antiquated, etc.)

SB688 was passed which will set up a 401(a) tax deferred account for annual leave upon termination or retirement to take effect July 1 2005. The age requirement remains to be set. Ms. Van Daalen clarified Senate Bill 688 which links with an IRS Law to place unused annual leave in a special pay plan retirement fund 401a account, no taxes until withdrawal, (10% penalty if withdrawn before age permitted by IRS). This policy will have to stipulate who is eligible and at what age it will be mandatory for that specific group. The State Department of Personnel will be drafting the applicable language to comply with the law. Presently, when an employee retires or leaves he/she receives cash for any unused annual leave

Assistant Attorney General John Anderson will retire on July 1, 2004.

Chair's Report:

BOR Finance Committee met on 3/18/04. A vendor for electrical consumption was discussed.

The full Board of Regents met on 4/16/04. Roy presented the CUSS BOR Staff Award candidate packages to the Board for their review and approval. The Chair brought a point of concern to CUSS members on the selection confidentiality. All information on the selection of the candidates must remain with CUSS until the BOR reviews and makes the final selection and award the recipients.

Joe Bryce, Associate Vice Chancellor for Governmental Relations met with this group to discuss objectives for the next Fiscal Year 2005.

Suzanne Luers, formerly the Benefits Coordinator at UMCP, has accepted a position in the Human Resources Department at UMCP.

At the Chancellor's Council, Joe described his trip to Annapolis going door to door to all the legislators delivering our letter of concern. Joe presented the Exempt Salary Structure with the old salary guidelines along with the recommended new salary guidelines. He emphasized that it's the Institutions' responsibility to see that the market value salary guidelines are met. The Chair suggested we go back to our Institutions and promote the new Exempt Salary Guidelines and bring back information from the Staff Councils/Senates.

Committees broke into Work Groups:

Committee Reports:

All Committee Chairs must submit their yearly report on the activities on their Committees by the May meeting. These reports will be submitted to the Communications Committee to be included in the CUSS Newsletter which will consist of years 2002-2003 and 2003-2004 to be distributed by August 2004.

Communications Committee:

The CUSS Newsletter will be completed shortly. The newsletter will be distributed to all staff members at the USM Institutions and posted on the CUSS Webpage. Ray Frederick will assist this

University of Maryland College Park's

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Article 20 – Shared Governance Related to Collective Bargaining

“The Union supports the existence of organizations in which input from employees is gathered to advise the University on matters of interest to the University community. All University committees, senates, forums, organizations, and associations that existed prior to certification of AFSCME as the exclusive