

Council of University System Staff (CUSS) Meeting

August 19, 2008

Salisbury University (SU)

In attendance:

Members

| | |
|-------------------------|---------------------|
| Linda Parker Ford | Bowie State |
| Victoria Kelly | Coppin |
| Absent | FSU |
| Jackie Eberts | SU |
| Carol Barr | SU |
| Shelia Murphy | SU – was introduced |
| Brenda Yarema | TU |
| Gloria Gaguski | PA |
| Kimberley40TD0.0002403a | |

Alternates/Guests

| | |
|---------------------|-----|
| Ronald Kasl | UMB |
| ***** | |
| Staff Senate Member | |
| Kerrie Bunting | SU |
| ***** | |

Chairman's Report

The pilot **Staff Leadership Conference** the day before went well. Fourteen staff members attended from SU and Bowie and generated much discussion across the whole agenda but the Executive Committee is concerned about small number of the audience. Jackie invited the

- To promote a Systemwide educational program that clarifies the distinctions and policies for Shared Governance and how it differs from union representation (via the Leadership Conferences).

John reported on the **Chancellor's Council meeting**:

- Discussion of draft bill on **video lottery terminals (VLT)**: the BOR is resolved to support VLTs that are dedicated to funding of capital campaigns. BOR stated in an advocacy plan to support both the state and the governor.
- The June 13 draft USM **teleworking policy** for employees was presented to the presidents for review. The next approval level would be the BOR. A teleworking policy is one of Chancellor Kirwan's legacies, as he sees it as part of the USM's environmental policy. The policy defines teleworking as "working at a location other than the workplace four days per month." As to the specifics, "supervisor and employee must reach an agreement." The presidents are concerned that certain categories of employees could

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should match that. The study review will start this Thursday working towards a working draft for the HR Directors by Directors

- The Committee will investigate the teleworking procedures at each institution and will report at the next meeting.
- Group discussed the variances of how each institution defines **Duty Days**. Jackie said that at SU employees can't have partial days and have to use sick and vacation days in whole day increments. Duty Days were initiated in January 2000 for USM Exempt Staff. The concept is: the workweek is based on 40 hours, but employees are expected to work as needed to complete the job; no comp time or overtime is provided. Only leave hours needed are charged.
- **Legislative:** Roy chair, Ron, Dave, Gus and (Andy joined them)
- Passed **Senate 207 allowed collective bargaining bill:** no strikes, no service fee.
- Roy distributed an informative legislative hand out for the Staff Leadership Conference and will distribute those to the members. Colette offered to scan both Larry and Roy's handouts. Someone suggested that Larry add a list of CUSS accomplishments to his handout.
- **Budget:** the economy is down so spending and sales tax revenue are down. Roy heard that the state's sales tax numbers are \$60M lower than projected.
- **Slots referendum:** funding is tied to capital projects.
- Funding **HEIF** is tied to the corporate taxes.
- Andy told the members that he has an open door policy.

Old Business

Larry proposed that the following resolution be presented to the Chancellor:

C.U.S.S. Resolution on Additional Merit Pay for Nonexempt Staff

Where as: Nonexempt USM staff do not generally or uniformly have the ability to earn "additional" merit pay increases above the 2.5% meets standards raises and

Where as: The Nonexempt merit program specified in the FY'09 Chancellors Salary Guidelines (p.3 Item 3a and p.4 Item 4) is not implemented at the institutional level and

Where as: The Council has raised this issue with the USM Administration and the Presidents and receiving no positive response and

Where as: The language in the Chancellors Salary Guidelines and USM pay policies provide a false hope to vast majority of Nonexempt employees that they can earn extra merit pay by having Outstanding ratings on the performance reviews and

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Where as: The recent MOU with some employee unions has eliminated the categories of "Above Standards" and "Outstanding" from employee reviews making it impossible for large segments of the community to qualify for extra merit pay and

Where as: In recognition of the reality that no funding has ever been proposed for a USM system wide program for extra merit payments to non exempt staff

Be it resolved that the Staff Council recommends elimination of the language regarding "additional merit pay" program from

~~6.0~~ extra