



contribution. The Council discussed the changes to the rating system for UMCP's Performance Evaluation program for Nonexempt Staff.

The Regents received his report well. Some had questions, in particular regarding the non exempt extra merit pay program from Regent Florestano. After the BOR meeting, Larry emailed both the Chancellor and VC Vivona, requesting a work group be formed to address the Non exempt merit pay program as follows:

“As a follow up to the request by Regent Florestano regarding the BOR policy on extra merit pay, the Staff Council would like to suggest again that a Systemwide work group be created to address the addressn b

two category rating system with: "meets expectations" and "does not meet expectations". Larry cited the 500 people at UMCP who are Nonexempt Staff and not members of the union.

Rosario said that she has not heard of any concerns on this matter being presented elsewhere. She said that employees have to speak up or otherwise the VPs won't see it as a problem. Joe Hill said that the decision to make that change without any advisory consultation should be extrapolated as a case example of how the MOU is dictating the lives of Staff employees who are not represented by the union.

**Staff Leadership Conference on Monday, 10/20/08.** Only one person attended, other than a CUSS representative, so the presentation was less formal in a more intimate setting. All still believe it's important to hold the conferences. Larry discussed holding one in either Bowie or at Coppin. The next scheduled conference is in April at Towson University.

Larry emailed **Bill Chapin of CUSF** the CUSS meeting schedule. Bill Chapin is checking with CUSF to schedule a combined meeting. He recommended to Larry that he ~~had~~ "C

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account, each fund or account holds many investments. When one investment loses value, that loss can often be offset by another investment's rising value. While many people monitor daily and even hourly developments on Wall Street these days, TIAA CREF continues to remind its participants of its investment philosophy of seeking competitive returns over the long term. Even in turbulent times, you are best served by sticking with your long term investment game plan and diversifying your holdings across a variety of asset classes."

10/2/08 email from Rosario: During the next **Open Enrollment for Health Benefits**, a note will be added by DBM EBD to the benefits booklet to address issue of doctors charging \$1500 (not payable through flex spending accounts or covered in health insurance) for patients to join their practice.

10/16/08 email from Rosario: The Employee Benefits Division, DBM, will offer **flu shots** to State Employees at wellness fairs and flu clinics during November and early December, at various locations across the State. Attached is a schedule of Wellness Fairs and Flu Clinics. The State Employees Credit Union (SECU), once again, is generously sponsoring the flu shots at a discounted price of \$10 per person. Since there is a limited supply, vaccines will be made available on a first come, first served basis. However, no appointment is needed.

10/19/08 email from Rosario to all USM Employees who are customers of **UNUM's Life Insurance and Long Term Disability**. There is a dedicated phone number for the University System of Maryland that comes directly into Expanded Services. That phone number is: **866 762 8705**.

**Committees held working lunches:**

**Executive Committee: Larry, Joe, Rosario, Kimberley**

Larry will send a letter of introduction to the Governor, the Lt. Governor, the Comptroller and all the Delegates and Senators with a copy of the CUSS newsletter.

The Legislative Committee will draft a Regents budget letter with budget recommendations (from page 33 of the Spending Affordability Briefing) and reminding the Regent of the folly of layoffs. The institutions are already lean; they cannot continue supplying the same service with a reduced staff.

The issue still exists of MOU making changes without any shared governance advice. They violated BOR policy. There is still a lack of communication in the Shared Governance process. The committee decided that UMCP President Mote should know that Larry will talk to the Chancellor. Larry should wait until Staff Affairs meeting this week.

**Legislative: Gus, Stacy, Ronald**

The legislators, Larry, Eric, Gus, Stacy, and Ronald should have a copy to the Governor, legislators, chairs of the

