

Council of University System Staff (CUSS) Meeting MINUTES

May 18, 2010

University of Maryland Baltimore County  
Baltimore, MD

Members		Alternates/Guests	
Absent	BSU	Absent	BSU
Christopher Thomas	CSU	Absent	CSU
Absent	FSU	Gynene Sullivan	UMB
Absent	FSU	Teresa Aylsworth	UMBC
Absent	SU	Chenita Reddick	UMES
Absent	SU	Debby Mathis	UMUC
Kay Kazinski	TU	Joel Dewyer	UMBC
Brenda Yarema	TU	Joe Hill	UMBC
Absent	UB, CUSS Secretary	Rehana Shafi	UMBC
Karyn Schulz	UB, CUSS Secretary	Timothy Sparklin	UMBC
Colette Becker	UMB		

- o Dr. Hrabowski strongly believes that how we define ourselves (Staff employees) is how we treat each other and that Staff employees matter and make a difference at the school

## 2. APPROVAL OF MINUTES

- x April minutes approved with no needed additions or changes.

## 3. CHAIR'S REPORT

### x Domestic Partner

- o Strong push from CUSF to pass this legislation
- o If the state passed this legislation to include/recognize domestic partners for insurance purposes, why not USM?
- o Chancellor is supportive but there may be some pushback from some Regents
- o UMCP is considering to issue a letter to approve the recommendations for these benefits for UMCP employees

Can this be replicated at other institutions?

- x CUSS should create a 'grass roots' effort to get on the President's board (use same letter from UMCP, same language, strong voice)
- x Action Step: Willie to send UMCP letter for CUSS members to use at each Institution

### x Accrued Leave Carryover

- o Discussion regarding whether CUSS should move to action to ask for change to current policy of allowing only 400 hours of accrued annual to be carried over or increase to 600 hours (as state agencies allow) or to keep policy as is
- o USM plan allows up to 400 hours to be carried into next fiscal year and if an employee is terminated on or before December 31<sup>st</sup> of that calendar year, they are paid for the 400 accrued annual hours plus any

- o Discussion amongst CUSS members indicated that at this time the resolution to make a change to this policy would be tabled and the request to rescind the BOR would be rescinded
- o CUSS representatives will work with their HR offices to establish a protocol for informing members about accrued annual leave hours

4. REPORT FROM THE CHANCELLOR'S LIAISON TO CUSS - Rosalind Daalen

- x SB 141, Section 38: language indicating that there will be no merit or COLA for FY11 with the exception for the retention of Faculty employees
  - x Presidents council will address the unfair language in this legislation
- x Chancellor's S8(m)-1(t)-3( )11(o)-7(r C)-1(O)9(L)-5(A)2()8OLt t1opL co cesANCEL

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- x Willie created a list of outstanding items (action steps) from the minutes from August 2009 through April 2010 to review for:
  - o Assignment to committee or CUSS member
  - o Eliminate from list
  - o Table for future discussion

Item #	Date	Item	Action Taken
1	8/18/09	The Council will perform an apportionment review to determine if we are in compliance with the required number of council representatives per institution as stated in the BOR and CUSS Bylaws. The final report due 2/10/10	CUSS reps will send their numbers to Brenda Y (TSU) to create a report by 6/8/10
2	9/22/09	CUSS should reach out to institutions' Staff Councils and send the minutes from CUSS meetings to the councils on a monthly basis	DELETE ITEM -3(S(i)2 ( S)-7(t)4(a)-2(f)4(f)Tj EMC



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1/26/10 Follow-up with JoAnn Goedert regarding Merit Pay Policy Review  
was to issue a summary of the meeting and res

January 25 February 22 March 22 April 26 May 17 June 28 July 26		Finalize at June meeting
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8. OLD BUSINESS

- x Press release from Willie to be published on CUSS website

NEXT MONTH'S CUSS MEETING: ~~June 22~~ JUNE 21

*Respectfully submitted by Karyn Schulz, CUSS Co-Secretary*