Labor (WSEU) Management Meeting Minutes
RSC 111
Wednesday, March 18, 2009

Present: Peggy Fecker (HR Director), Kathy Krause (HR Manager), Tom Wiberg (WSEU President), Terry Wasti (Buildings & Grounds Supervisor), Frank Andrews (Custodial Services Supervisor), Tom Fennessey (Physical Plant Director)

Absent: Patty Olbert (WSEU Local Secretary), Mike Wallin (Campus Safety Director), Ryan Kreuser (Residence Life Manager), Steve Kirk (Wessman Arena Manager)

Unable to Attend: Suzie Bednar-Munsell (WSEU Local Vice President)

Meeting began at 9:35.

1. Approval of Minutes. Motion by Tom Fennessey, seconded by Frank Andrews, to approve the minutes of February 11, 2009.

2. Personnel Update

POSITION SEARCHES COMPLETED:

Automotive Equipment/Technician-Developmental (100%), Facilities Management (replacing Raymond Chaffey). Jeffery Weske was selected to fill this position effective 2/16/09.

IS Supervisor 2 (Technology Support Services) (100%), Technology Services (replacing Peter Nordgren). Joe Kmiec was selected to fill this position effective 3/15/09.

POSITION SEARCHES IN PROCESS:

Grounds Crew Lead (100%), Facilities Management (replacing Scott Abrahamson). This has gone to open recruitment. The deadline to apply is March 13. Exams will be scored and eligible candidates invited to interview.

IS Technical Services Professional (Technology Support Services) (100%), Technology Services (replacing Joe Kmiec). This position will be announced for internal transfer and the employee layoff referral service.

LTE Hires

Tawnya Davies – 2/11/09 – Admissions (replacing Julie Conley)

3. CSAC (Classified Staff Advisory Council). Fecker was asked by the Chancellor if CSAC’s effectiveness could be improved as a group. She asked about the history of CSAC, which is all-inclusive of classified staff, and if there is resistance by Labor to CSAC. Wiberg: When it was initially proposed there was a good turnout, but when CSAC encountered difficulty finding officers and members to continue the work, attendance dropped off. Some of CSAC’s activities involved hosting a development day and a picnic for the classified staff. There was no resistance from Labor Management nor the Union. There are CSAC members that belong to the WSEU union, but do not represent the union. Over the years, it appears that interest died. Wasti provided further information: Council members consisted of 2 non-reps, 2 WPEC, 2 WSEU. Officers included a president, treasurer, secretary, and vice president. It was created for employee development and recognition and to provide a classified staff voice to the chancellor not associated with negotiation. Wiberg: There is a campus recognition ceremony held each May, and some time ago L/M was instrumental in convincing administration to implement a classified staff performance award which included the same monetary award given to faculty and academic
staff. The CSAC recognition award program ended due to lack of nominations. The only challenge by the Union occurred during fall orientation when CSAC was being treated as a governance group, i.e. the CSAC president was given time to speak, similar to time given to the Faculty Senate and Academic Staff Senate presidents. The Union challenged that CSAC is not a governance group, but denies having ever told their membership not to participate; the Union would not be opposed to the continuation of CSAC.

4. Proposed Budget and its Effect on UW-Superior. Wiberg received a communication from Marty Beil regarding future cutbacks and layoffs. Government is not looking at cutbacks and layoffs now, but a job freeze. Fecker confirmed that notification of any work schedule adjustments or reduction in hours will come from the HR Director. Wiberg: One proposal is for employees to pay more money into retirement fund. His concern is that governor will impose this on only state employees. He would want to see all fund participants take the same hit. If Wiberg hears anything definitive, he will bring it to Labor Management.

5. By-Laws. A draft of the Mission Statement and By-Laws had been sent to the members previously. Fecker pointed out that she had added "University of Wisconsin-Superior" to the Mission Statement to read as follows:

The mission of the University of Wisconsin-Superior Labor Management Committee is to communicate and resolve issues of concern between the union and management to improve the workplace environment through collaboration and open and honest discussion.

Discussion of By-Laws continued. Under Membership, list titles/departments, not names. Wiberg would like to add representation from security (SPS) and Administrative Support Unit (ASU). Assuming 5 will be the limit under Labor membership, Fecker would like to see 2 Blue Collar (BC), 2 ASU, and 1 SPS, and reduce Management membership to 5. Some history regarding L/M: Membership was expanded because information was not getting to proper people. T Harris would invite others for certain topics which morphed into regular attendance. R Kreuser was brought in because of student issues. He and Steve Kirk and Jeff Dupont all manage but do not supervise their BC workers, thus, their attendance may not be necessary. Also may not be necessary for Wasti or Andrews to be part of this committee if Fennessey can disseminate information from L/M meetings at his weekly staff meetings. Will continue to look at management membership and adding 1 more BC and 1 SPS.

Group went through the rest of the document and discussed language changes. Fecker will update the document to include these changes, i.e. Grounds Rules #4, Meetings time and location, Quorum (simple majority), and correcting spelling of signatures. Updated document will be sent with the April agenda.

Next meeting will be Wednesday, April 15, 2009, 10:00 AM – 11:00 AM, in RSC 111.

Items for next meeting:
1) Finalize discussion of By-Laws, including membership, co-chairs, and actions
2) Begin exploring goals

Meeting adjourned at 11:05 AM.