

Staff Council Meeting Minutes

March 14, 2012 C4C S350

Full Council

Attendees: Alex Acosta, Janet Baker, Oma Bankston, Philip Bradley, Joe Branchaw, Jennifer Davis, Dom DeVangel, Sarah Douvres, Dana Drummond, Aljoana Gilmore, Susi Haveman, Larry Hill, Dana Kusjanovic, Tatevik Madoyan, Vonda Maki, Kat McGovern, John McKee, Tanya Patzer, Greg Roers, Randi Viola, Lori Jackson

Absent: Bradley Albus, Boroka Bo, Edward Dloughy, Erin Foster, Gregg Lundgren, Lauren Miremont, Dennis Russell, Aaron Siegel

Call to order / roll call: 12:20 Quorum present

Approval of February, 2012 minutes

Visitor(s): Dee Johnson, Linda Johnson, Florence and Susan, executive committee of Retired Staff Association (RSA)

- Viola recap from Feb 10 meeting with RSA.
 - RSA publishes and distributes two newsletters and holds two events annually. RSA has been funded by PBS with newsletter processing and mailing of \$1800 annually. PBS has advised RSA that funding has been stopped as of January 2012. RSA contacted VC Lipton and Staff Council in hopes of funding support. With the approval of the SC Executive Board, available SC members and ATLAS will provide resources for issuance of the May, 2012 RSA newsletter with a goal of obtaining response from retired staff if the newsletter is wanted. Future suggestion for sending newsletter would be electronic after RSA is responsible for edits to recipient response and provides SC with email lists rather it be an .edu or other email. An option will be included in the May issue for those without electronic means to notify RSA and a copy will be sent USPS. Those not submitting \$5.00 annual RSA dues will be eliminated from newsletter communication.
 - Expected cost of May issue is \$100 for printing with manual labor required for preparation in mailing using SC members and student employees with costs to be determined for overall expense.
 - Q: Is there a possibility of the CU Alumni Association aligning with RSA for future needs? A: Dee Johnson: Alumni Association is a consideration although joining groups would present too large of numbers for RSA to support events. McKee will contact Alumni Association and report back to SC.

Human Resource Report

- Timmons reports an awesome response rate of 68% on the employee engagement survey. Data is being sorted from the overwhelming number of comments and questions and will be shared through the HR web site when available. Timmons thanks SC for promotion of survey through blasts to staff.
- SitterCity has launched with over 300 employees signed up within the first week. Encourages sharing of information with others on campus. Nearly unlimited resources available through SitterCity.
- Campus GED program coordinated between the Bueno Center, HR and Continuing Ed is growing even stronger, complimenting Omaira Bankston in her strong contributions to the program. The program has had 20 graduates since 2008, and a pre-GED program has been established for those achieving 6th – 8th grade levels with goal of completing a GED education.

SC Update Items

- Update on the visit to the capitol for March 22nd; 15 SC members signed up to attend. Have confirmed visits to both the floors of house and senate with private meetings arranged for Q&A. A Denver Mint tour has been arranged for after the capitol visit.
- The SC UBAB support resolution was presented for final discussion and vote.
 - Comment that UBAB seems to have been less active in the recent past.
 - An accurate statement, however since the Health Trust program has been developed, UBAB has been met with resistance in attempts to become part of the process of implementing themselves into their role. It has not been clear whether Health Trust has not been willing to incorporate UBAB or that UBAB had not strongly come forward.
 - UBAB has now stepped up aggressively to be known and heard and that a formal request to the president be submitted in that their policy and role be defined. The UBAB request letter is included with the SC resolution.
- State Kaiser and the Kaiser high deductible plan have been eliminated from health care choice having been moved to the university plan with cheaper deductibles. A high deductible plan is available through university health plan options.
- A request from Co-Chair Douvres for motion to approve the UBAB resolution has been approved with no further discussion, all in favor, no objections and one abstention.
- Tatevik Madoyan has been approved and appointed the SC UBAB representative, replacing long time representative Larry Drees.
 - Tatevik attended the recent UBAB meeting reporting that an in depth discussion took place on the UBAB function and effectiveness, role in communicating with university staff. Hopeful to present a UBAB resolution presented to President Benson on April 6th. July benefit options were presented. UBAB will meet two hours once per month, meetings in Denver, usually the first Friday of the month.
- Susi Haveman will be the SC representative for the Health Trust group.
- Kusjanovic – Campus Use of University Facilities update – will meet April 6th for continued discussion on how general use or special use facilities are assigned/designated. Some possibly available space is not being shared by Deans. Space as a campus wide issue will be discussed and is expecting to be a ‘nasty’ fight.

Delegate Reports

Special PTS Report – Viola

- Request for comments on proposed 5% cost increase for parking permits this year and 4% next year regarding PTS report sent to Screps this week.
 - From a permit holder – unfortunate that many campus services are increasing in cost while salaries continue with no increase. It appears the 5% increase has been approved. An upside that the 2.5% PERA shift will be returning to staff.
 - What was the PTS committee response to proposed \$5.00 ‘donation’ by EcoPass holders to offset PTS cost increase? A: RTD regulations prevent donations. RTD EcoPass program is supported by employer’s payment; no offset by employee contributions are allowed.
 - The PTS rate increase only takes the 2.5% PERA shift return away. Why doesn’t increases of this nature go out to staff for opinions rather than forced without input?
 - PTS has been inflicted with costs, C4C parking, maintenance costs, etc., as have most other departments but it’s time to stop passing the buck to the employees.

- Several SC members agree that the university needs to resolve their cost increases in other ways than forcing it upon employees with many solutions simply being to ‘shove’ the bill to employees. Some feel it’s time to stand and protest this type of behavior by university administration. Raise tuition, find acceptable solutions.
- Another opinion explained that Denver or other campus’ rates are extremely higher than Boulder. Parking elsewhere in Boulder would be much higher.
- Question of lower pay classes being charged different levels for parking – issue was discussed at PTS committee and tabled until August with discussion on many issues including difficulty to tying salaries to employment costs.
- Viola - Faculty feels the PTS increase is no more than a cost of a ‘cup of coffee’, with other SC comments that ‘providing you can afford’ another cup of coffee. Examples given of staff that had to choose between coffee or a meal.
- Viola – student permits have reduced approx. 20% in recent years with increased bus pass usage. LASP will begin paying east campus parking. Alumni and other groups previously having free parking will be eliminated creating some additional revenue. Those figures have been calculated into the 5% increase.
- Concerns that students won’t care about a small increase and they will continue to pay parking increases resulting in a feeling that those will pay for the luxury of parking vs. those needing to park.
- Will athletics and housing consolidate parking? A: This will remain separate, working on a higher level of cost sharing from housing and athletics where it is anticipated that athletics will eventually share more parking costs. Recommendations are included in the PTS plan although expected to be of minor significance.
- Many facilities staff has indicated they will give up the parking at an increased rate. Shift workers are greatly impacted with this decision as family/child situations will be forced into change.
- VOTE: 6 okay 5 against 9 sort of okay, increase is happening so no real opinion.

Boulder Faculty Assembly DeVangel

<http://www.colorado.edu/FacultyGovernance/>

- President Benson cancelled his appearance. BFA created and sent 5 questions to the president; searchable salary bill; future lack of funding and how it might affect faculty and staff; transparency at UCB and his stand on chancellor/admin salary increase.
- 5 motions were presented and passed:
 - Faculty affairs to create Faculty Seminar Series for Boulder campus
 - Internal visiting professor program – professors visiting between departments
 - Increase campus understanding on how tuition increases are used – same text as March 8 email.
 - Instructor Tracking Committee – teaching/service load of instructors having say on teaching loads.
 - Support efforts of a higher level faculty committee to remove 4-20 event from campus.

Chancellor’s Executive Committee

<http://fm.colorado.edu/planning/Glossary/ChancellorsExecutiveCommittee.html>

- A vote was taken on the portion of CUF (CU Foundation Marketing/Communications) policy passing motion for a freedom of speech location restricted to certain hours of gathering.

University of Colorado Staff Council

<https://www.cu.edu/StaffCouncil/>

- UBAB chair spoke, explaining what UBAB's purpose is. Jill Pollock gave feelings for why UBAB is not needed, offered to have member of Health Trust attend SC meeting for updates. Offer was declined.
- Lisa Landis - the tuition benefit package has been signed. Lisa presented info to UCSC regarding Retired Staff Association, possibly having all campuses supporting RSA through one association. Lisa will visit with Boulder HR as further RSA developments come.
- USCS all staff conference is April 13th, Colorado Springs, Garden of the Gods. Service Excellence Awards will be presented.

Committee Reports

Blood Drive – Viola

- April 16, 17, 18 will be 4th of 5 drives for the year. Acknowledgments sent by Bonfils stating that CU was 2nd highest donation sight in Colorado within education group and 5th highest in overall Bonfils drives throughout Colorado. Kudos to Viola!

Communication – Drummond / McKee –

- Reviewed and approved the newly created event comment card. The next meeting will be focused on setting next project/goals.

Outreach Events - Viola /Maki–

- Seating was not properly set for 500 attendees at SC luncheon. Potato shortage and tough/dry chicken was brought to UMC catering attention. Attendees seemed happy with event prizes.
- Maki – Ice Cream Social new location - will be held on the C4C southwest patio. Date selection is needed, date options will be sent to committee for choice.

Election – Douvres

- Campus nominations are coming in. Douvres names nominees. Encourages staff council officer nominations. Elections moving forward smoothly.

Health / Wellness – Philip Bradley

- H&W will begin meeting again with next meeting focusing on goals and continued program advancements. Walking path project is moving forward.

PBRL – Roers

- Resolution for increased financial HR support for OEP process worked on. Health Trust talked about. Will send HR resolution to SC for review and presented for vote at next full council meeting.

New Business:

- McGovern asks that an all staff Survey Monkey to be created regarding interest in reestablishing campus softball program.

Adjournment: First and second motions to adjourn 1:50 p.m.

Respectfully Submitted,

Lori Jackson

UCB Staff Council Administrator