

ROAR Article **University Support Staff Update**

As a classified employee at Kansas State University, you have undoubtedly heard by now about the University Support Staff (USS) proposal (white papers) through various forms of communication by the Alternative Service Committee. You should have already attended, or be signed up to attend, one of the ASC's group discussions to learn about the drafted white papers and provide valuable input to the plan. Becoming educated and informed about the University Support Staff proposal is very important for each classified employee. Each employee should determine their own opinion about the USS proposal and, ultimately, make their personal decision of how best to vote in mid-November.

ASC has received many ideas and suggestions for the white papers from classified employees. Some of the frequently mentioned items have been; develop a shorter more customized performance review form, have a five member Appeals Board with at least three members being USS, if raises are possible include an across the board percentage (COLA) and a merit percentage, simplify the hiring process, require training for all supervisors (classified and unclassified), and continue longevity bonuses for classified employees.

After the group discussions conclude, ASC will continue its work through September revising the drafted white papers from input provided by classified employees and obtain Administration approval. The ASC will develop a University Support Staff Handbook for classified employees to read the rules, regulations, and guidelines for governance of USS before the vote takes place. In August, an official announcement will be made to provide 90 days' notice of the date, time, and place of the election. A simple majority is needed for approval. During October, a paper notification will be sent to each classified employee with instructions on the process for voting. On November 4th and 15th, President Schulz will hold four town hall meetings in which he will present the final white papers.

ASC will continue to communicate campus wide any information regarding the white papers, the vote, the development of the USS handbook, and details about the town hall meetings. The committee's webpage, communications, copies of white papers, frequently asked questions, and progress of the plan can be found at: <http://www.k-state.edu/altservcomm/>.

Thank you classified employees for partnering with the ASC to make employment at Kansas State University better.