

Alternative Service Committee
Meeting Minutes
November 13, 2013

Present: Cindy Bontrager, Paula Connors, Austin Daugherty, Carrie Fink, Janel Harder, Kerry Jennings, Gary Leitnaker, Hanna Manning, Carol Marden, Barb Nagel, Jennyfer Owensby, Amy Schmitz, Lois Schreiner, Marlene Walker, and Terri Wyrick

Absent: Jennifer Gehrt, Lori Goetch, Douglas Kraemer, Roger McBride, Parrish Quick, Sam Reyer, and John Wolf

The meeting was called to order.

The Town Hall meetings were discussed. Discussion was held on the meeting of the Classified Senate Executive Council with President Schulz. The affect on classified employees with no cost of living increase, decrease in longevity, and increase in KPERS deduction was discussed.

The questions and answers from the Town Hall meeting were discussed.

There needs to be uniformity in the Supervisory Training and discussion was held on expanding the training to include information, such as options for the Veteran's Day holiday, etc. along with performance management.

Discussion was held on employees who may promote to a position and then decide they are not the right fit for the position. Will they be able to go back to a similar classified position as the one they had before? Human Resources will work with them to find a similar classified position although it might not be in the department they were in before.

Shared governance was discussed. The current administration has worked hard to include classified representation in all their committees. This will continue if classified employees move to University Support Staff. USS Senate will have input into future policies and have representation on committees. The Classified Senate is going to devote part of their December meeting to the outcome of the vote for USS.

Longevity was discussed. The question arose if an employee left KSU and then came back would they get credit for their previous time with the state before they came back. The way the current regulation is for civil service employees, you would not. With USS, you would be reinstated and the time you were employed earlier would be counted.

Discussion was held on the flex schedule. Information on this needs to be included in the handbook. This needs to be uniform for employees while still having coverage for departments.

The voting process was discussed. There have been some concerns expressed about the electronic vote. The vote will be handled by Planning and Analysis and will be very transparent. All classified employees will know how many employees voted along with how many voted yes or no.

Discussion was held on Kansas being an "at will" state. For the university, dismissals will be for cause or the effect of a layoff. No one can be fired without cause. This will be clearly stated in the USS handbook.

Carol discussed her interview with the Manhattan Mercury. She will also be doing an interview with the Collegian.

There was discussion on the process if there is an affirmative vote to go USS. After a period for comments, the plan and handbook will be presented to the Board of Regents.

Meeting adjourned.

The next meeting will be held:

December 11, 2013

1:30 – 3:30 p.m.

K-State Student Union Room 226