

Kansas State Support Staff Senate Minutes
January 7, 2015 12:30-3:00pm

I. **Meeting called to order** 12:32 by President Kerry Jennings

II. **Roll Call**

Present: Michael Ashcraft, Susan Erichsen, Carrie Fink, Janet Finney, Doris Galvan, Brittany Green, Steve Greinke, Kerry Jennings, Gina Lowe, Sharon Maike, Carol Marden, Cheryl Martin, Lesa Reves, Rob Reves, Michael Seymour, Michael Seymour II, Lindsay Thompson, Heather Tourney, Pam Warren, Julie Wilburn, John Wolf and Kari Zook

Excused: Amy Capoun, Emily Johnson, Connie Kisse, Terri Savage and Janice Taggart

III. **Guest Speakers:** Ethan Erickson, University Budget Director and Sue Peterson, Director of Governmental Relations

Governor Brownback has announced his plan to handle the current fiscal year's negative outlook due to financial shortfall. The plan includes approximately \$280 million worth of changes. Included is a change to the KPERS employer contribution, causing a reduction of funding in the amount of \$40 million. Senator Lesa Reves reminded the Senate that we are required to pay our portion and this is impacting our future benefits regardless of what they are currently saying. Senator Janet Finney questioned if there is a plan for a shortage of KPERS funding. Sue Peterson stated that there is a lot of pushback regarding this and it will still need Legislative backing in order to go into effect. Funding continues to be transferred from KDOT into the State General Fund because there is an excess in the highway funds. Note that there is no reduction for Regents Institutions. Sue Peterson reiterated that there will be modifications to this plan while going through Legislative approvals and this plan does not deal with the 2016 and 2017 budgets which also have a negative outlook.

Senator Michael Seymour asked for any insight to what the Legislature will be doing because insurance has been reduced, KPERS employee contributions have gone up, and we have not had a cost of living increase. Sue Petersen stated this is a problem all over the state and other state employees are in similar situations. Senator Steve Greinke questioned if the Legislature was included in the creation of the 2025 plan and the Biosecurity Research Institute because state funding is not being provided. Sue Peterson will continue to advocate for K-State with the message to the Legislature that companies will not be lured to Kansas if we do not have educated people; these employees are educated at a University making higher education funding a key component for growing businesses.

Senator Rob Reves asked if there are any plans to raise fuel taxes. Sue Peterson has not heard of this but that a formula may be refigured. The tax cuts that went into effect last week will stay but tax cuts in the future may be looked at again. Senator Mike Seymour questioned if jobs being created because of the tax breaks that have been enacted; Sue pointed out it is hard to determine why/how those jobs were created.

Senate President Kerry Jennings brought up the fact that we have moved from Classified to USS and asked for clarification regarding how we should be directing comments. Sue Peterson said that we are all welcome to come to Cats on the Hill; we are all part of the K-State group and the message must be similar between groups.

Legislation regarding leave at the institution will be brought up during the 2015 legislative session, specifically to add wording the BOR is to control USS leave, similar to when we were classified employees. A timeline has been handed out regarding the Legislative session. There is a campus listserv that sends out information every week regarding any changes to bills that impact our university and Sue Peterson would be happy to add anyone to the listserv that is interested in getting this information.

Senator Pam Warren wanted to know if KU no longer recruiting for USS would have an impact upon us. Sue Peterson stated that she does not believe so since they have been different from us the past 10 years.

IV. Minutes

Senator John Wolf moved to accept minutes. Senator Michael Ashcraft seconded. Following no discussion the Minutes were approved.

V. Budget/Treasure's report

Senate Treasurer Susan Erichsen has limited information regarding the State Account funds, there is a new employee in the office of the Vice President of Administration and Finance they were unable to access the University Accounts. Senator Rob Reves moved to accept the report, Senator Steve Greinke seconded. After no discussion, the report is accepted.

VI. Human Capital Liaison: Gina Lowe

Derek Smith is Interim Director Compensation and Organizational Effectiveness. Previously he was hired as an associate but was asked to serve as acting director while a search is completed. Gina has followed up regarding why temporary employees are getting passed over and a meeting has been scheduled to discuss in Human Capital. She will bring more information to our next meeting.

Human Resource Professional III is still in the hiring process.

Shared Leave is still being investigated and will have a further report next meeting.

Senator Rob Reves stated that the Christmas cards received were nice, however, the money may have been spent better elsewhere. This feedback will be taken back to Human Capital.

VII. Executive Counsel

No Report

VIII. USSS President's Report

Rob Harms updated on Aggieville, specifically trying to get people to visit Monday through Thursday. They have nearly doubled the amount of eating establishments that cater to non-students and are looking to increase this traffic.

Cheryl Johnson and Amanda McDiffett presented regarding upcoming seminars being presented by Human Capital. Wellness seminars and Lifestyle-financial seminars will occur this upcoming year at a variety of times to ensure people can attend

Ken Stafford gave an update regarding a student information system backup at KU. Daily use on campus is approximately 17,000 devices. Access points on campus have doubled in the last year but we still do not have enough.

IX. Standing Committees

University Affairs- The sub-committee met prior to the break and discussed bereavement leave and will discuss in old business.

Communications- The ROAR has been requested to be published, and should be available in the next day or so.

Governmental Affairs- Nomination forms for upcoming senate votes were passed out in the meeting and will be sent to Kathy Kugel for publication. The committee will also look at the equal representation from each segment of the university (college/unit) and will update the senate at a later meeting.

Recognition Committee- The subcommittee is starting to get busy. Employee of the Year nominations have been requested through a K-State today article and they will get a list of retirees.

University Recognition: One award was given this month.

X. Old Business

Bereavement leave

University Affairs did research about what bereavement leave looks like at other institutions. Ideas from other plans that we can consider adding wording include: niece and nephew, coworker, pallbearer, clarifying non-consecutive leave days, wording about other committed relationships besides traditional marriage.

The sub-committee does not support simply adopting the leave of faculty and unclassified which is very broad and can leave supervisors with too much discretion of what to approve. Senator Carol Marden followed up with Vice President of Administration and Finance Cindy Bontrager; any changes will need to go to VP's Cindy Bontrager and Cheryl Johnson; then Human Capital will write the policy for senate to review. Gina Lowe recommends that we include wording about the non-consecutive days. Discussion was held regarding co-workers on campus that have passed away and a lot of offices have allowed employees to attend without taking leave. Gina has concern about 'any' coworker being abused. Janet Finney mentioned that if someone really wants to go they should be using vacation. Gina Lowe stated that supervisors have the flexibility to grant the leave for special situations. Senator Michael Seymour suggested that the supervisor should decide on leave. Senator Cheryl Martin commented that the supervisor would know if the person interacts with the co-worker and would be able to make a decision if leave should be granted. Senate all agrees that niece and nephew should be added to the policy. Senator Steve Greinke stated in his area the supervisor does not approve bereavement in his area. Senator Greinke has had the director question him why he signed off on sick leave over break.

Senator Carrie Fink brought up that currently only close relative is listed as being approved for bereavement leave and would like committed relationship to be added. Senate President Kerry Jennings asked for Gina Lowe to clarify the wording for different types of relationships. Senator Carol Marden stated if the policy says 'domestic partnership' then same-sex relationships may not be included. Senator Marden noted that this information will go to attorneys and we simply need to give the intent and they will work with the wording. Senator Greinke lives as a Catholic monk and lives with the person and that would not be included even though he has strong relationship with these individuals. Senator Marden suggested that as new employees are hired they may sign an affidavit that says they are in a committed relationship.

Senator Lesa Reves believes we should move forward with niece and nephew and get that done now. Senate President Kerry Jennings asked if we could move quickly to get the niece and nephew added and Gina will follow up with Cheryl Johnson regarding this. To move this forward, Gina will see if we can get niece and nephew added and we make it a topic of a future senate meeting. Senator Cheryl Martin spoke with multiple supervisors and they do not honor niece and nephew. Gina will get an answer to Senate President Jennings by the

end of the week. Senator Rob Reves moves to table to issue until the next appointed meeting and Senator Steve Greinke seconds. No discussion. The subject is tabled.

XI. New Business

Senator Michael Seymour would like to discuss in the future the following topics: providing warm footwear in winter for the employees that are required to wear uniforms, cost of Living, health insurance is getting worse, and parking garage improvements. Senator Cheryl Martin said there was defective equipment that required Parking Services to replace the arms and pay stations and received a bond to help pay for the upgrades. It was also confirmed contractors do not get to park free on campus.

Senator Seymour would also like to discuss in the future the timeframe for when zone work starts, greater transparency regarding title changes, and confirmation that employees will not lose their job. Senator Steve Greinke suggested inviting Ryan Swanson to a senate meeting regarding the vision since he created the zones.

Senator Carol Marden updated dates that President Shultz is available to visit with Senate; the President can attend on March 2nd. April 9th is an open forum for all USS with the President from 10:30 am-12:00 pm in Forum Hall. Senator John Wolf makes a motion to move the March meeting to March 2nd. Motion carried contingent upon locating a room.

XII. Campus Committee

ASC- Committee being dissolved since they have successfully completed their charge.

Climate Survey- The committee met to discuss response rates and what would be deleted because of lack of response. Award recipients have been notified. Next steps have been discussed and the committee will meet next in April. Sue Rankin will be here for two to three days to meet with the committee, Administration and open forums to discuss the results.

Parking Services- Senator John Wolf reported they have discussed how they will be reallocating spaces and will be meeting with a consultant Monday.

Recycling- No Report

Service and Maintenance- It was discussed again that less accidents are happening on campus. Membership on the committee is being looked at and will be possibly reorganized.

Search committee- VetMed Dean search has had 70 of the 120 applications decline.

Other: Senate President Jennings reminded everyone to fill out the compensation philosophy survey.

Senator Lesa Reves moves to adjourn the meeting. Mike Ashcraft seconds. No discussion.
Meeting adjourned.