

**Council of University System Staff
February 19, 2002
UMBC
Minutes**

Members Present:

Kay Martel, UB
Patrick McLane, FSU
Susan Shoop, TU
Sally Hearn, UMBC
Andrianna Stuart, CP
Carol Prier, CP
Judy Lowe, SU
Donna Test, SU
Sally Davies, UMUC
Craig Newman, UMCP
Gwen Scott, UMES
Vera Maher, USMO
Judy Young-Espeut, USMO
Brenda Warwick,
UMES
Jeanette Cartron, UMCP
Venus Windmiller, UMBI

Jessica Bird, UMB
Willie Fields, CSC
LuAnn Marshall
UMB
Joe Hill, UMBC
Fran Younger,
UMCES
Roy Ross, UMB

Alternates:

Hermetta O. Hudson, UMES
Starr Levine, UB
Art Hanlin, FSU

Liaison:

Rosario I. van Daalen
USM Office

Guests:

Craig Waterman, Vice Provost,
UMBC

The meeting was called to order at 10:10am. Joe Hill welcomed the Council members and introduced Craig Waterman, Vice-Provost, UMBC. This is UMBC's 35th anniversary and the best year ever as far as enrollments. The campus has a new student union building and is rapidly moving from a commuter to residence campus.

The minutes were corrected and approved with revisions.

Human Resources Report

1. Chancellor Langenberg will retire on April 30th and Joe Vivona, Vice-Chancellor for Administration and Finance, will become the Interim Chancellor as of May 1st. A new Chancellor is expected to be appointed by September.
2. No replacement has been named for Donald Tynes, USM Office Director of Human Resources, who recently retired.
3. The budget process for next year's budget begins in late summer. This year money including allocation for merit increases had to be returned during the budget crisis. The funding for the next fiscal year is up for discussion in the current legislative session. According to Joe Vivona, all indications are that any COLA will be

postponed until May 2003. The Governor has proposed a \$25 million statewide allocation for "Meets Standards." As of today, there is no mention of "Outstanding Merit." If money becomes available, nonexempt would receive 2.5% and Exempt employees will receive an average of 2.5% and the increases would probably be delayed until January 1, 2003. It is unclear at this time, whether or not any of the merit increases will be unfunded mandates.

4. The next State Higher Education Labor Relations Board (SHELRB) meeting will be February 28th at the Comfort Inn in Bowie, Md. From 9am-1pm. The Rules and Regulations will be finalized. At the January meeting, many points in the Regulations were accepted, but a few were still under discussion. C.B. elections at Coppin were finalized. AFSCME will represent all bargaining units on campus. As of today, the CB election at SU is too close to call.
5. Rosario I. van Daalen asked all CUSS representatives to survey staff groups to determine climate for Domestic Partner Issues. CUSS needs to send input to BOR task force, chaired by Admiral Larson, by February 28th.

Chair's Report:

1. The Chancellor's Council meeting was February 4th. The budget issues were discussed (see above in HR Report) and the State's economic impact on the USM budget.
2. The next Board of Regents (BOR) meeting is February 8, 2002. The BOR has requested two CUSS reports be submitted by February 28th: the Domestic Partner Report and the Shared Governance Report. Admiral Larson (BOR) has asked CUSS to focus on the specific Domestic Partner issues of same-sex partner benefits and unmarried opposite sex partners living together. Other Domestic Partner issues will be addressed at a later time. As of today, there is no formal definition of "domestic partner."
3. The proposed Faculty and Staff Alcohol Substance Abuse Policies have been tabled. Admiral Larson expects this may be a Collective Bargaining issue. The CUSS Executive Committee will address workplace alcohol and substance abuse problems and impact on the workplace at the next Executive Committee meeting with the BOR. The Committee will report back to full BOR.

Starrla Levine (UB) made a motion that CUSS make a presentation to BOR and pursue the approval of a Staff Alcohol and Substance Abuse Policy. Venus Windmiller (UMBI) seconded the motion. There was a general discussion and Rosario suggested that all CUSS representatives review the August draft of the Staff Alcohol and Substance Abuse Policy.

The motion was approved unanimously.

Benefits and Compensation

- The Committee recommends benefits for Domestic Partners be supported in principal. However, the Committee would like to see current data showing the economic impact on the USM and individual employees. The Committee's reserves the right to re-consider based on the current data results. A letter will be drafted, signed by Roy Ross, and sent to Admiral Larson (BOR).

Legislative Affairs Committee

- HB 1283-requires employers to submit certain employee information to Collective Bargaining (C.B.) agent. As of today, the bill has only one sponsor.
- HB 604-introduces C.B. for faculty and other employees in the USM

Communication

- Revision were made to the Shared Governance report and forwarded to Chair
- Final report will be distributed to the BOR

Community Development Committee

- *Staff Awards*
 - Award nominations and packets are due on March 1st
 - Volunteers are needed to review nominees in each category
 - Report will be delivered to the BOR for the April 4th meeting
 - Roy will request the BOR to make presentation at Chancellor's Reception in the Fall.
- *July CUSS meeting*
 - Meeting will be at Podickory Point (near Sandy Point State Park)
 - Monday, July 22nd is date
 - \$150 for rental of facilities for the day

Old Business

- The CUSS newsletter is ready and final approval of color processing is necessary. Copies will be mailed.
- A Draft Policy from UMCP that allows inclusion of Staff on committees which enhance the institutions is still being reviewed.

New Business

- Question was asked if Council will review rising employee health benefit costs? This will probably be a C.B. issue.
- New procurement credit cards make employees responsible to pay state tax if erroneously charged by company.
- Plaques will be presented to Donald Tynes and the Chancellor. Collections for the plaques will be taken at the March meeting.
- Hidden Waters is reserved for the April meeting and Roy is trying to schedule the Chancellor's attendance. This will be the last CUSS meeting before the Chancellor retires.

The meeting was adjourned at 2:50 pm.

The next scheduled meeting is 10 am on March 19th at Coppin State College.