

Council of University System Staff (CUSS) Meeting - MINUTES

July 27, 2010

University of Maryland Center for Environmental Science

Chesapeake Bay Laboratory

Solomons, MD

In attendance:

**Members**

Marie Meehan	BSU
Absent	CSU
Absent	FSU
Absent	SU
Brenda Yarema	TU, Member at Large
Kay Kazinski	TU
Giordana Segneri	UB, CUSS Co-Secretary
Colette Becker	UMB, CUSS Vice Chair
David DeLooze	UMB
Absent	UMBC
Gus Mercanti	UMCES
Willie Brown	UMCP, CUSS Chair
Sister Maureen Schrimpe	UMCP
Larry Lauer	UMCP
Absent	UMES
Melissa Stein	UMUC
Absent	USMO

**Alternates/Guests**

Stacy Wassell	FSU
Bernard Wynder	FSU
Gynene Sullivan	UMB
Chenita Reddick	UMES
Debby Mathis	UMUC
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Chancellor's Liaison to CUSS:	
Rosario I. van Daalen	USMO
*****	

1. WELCOME AND INTRODUCTIONS

- Gus Mercanti welcomed everyone to UMCES-CBL and provided an introduction to the Institution

2. APPROVAL OF MINUTES

- June minutes approved without any changes

3. CHAIR'S REPORT

- Chancellor's Council meeting took place by conference call and was a short meeting
  - Bill Stuart, CUSF Chair, signed off; new CUSF Chair is Joyce Shirazi
  - CUSS-CUSF joint meeting scheduled for Nov. 16 at UMCP and approved by CUSS at June 22 meeting (UMES)
  - Willie Brown invited the Chancellor to attend the joint meeting

- Shortly after that, Joyce Shirazi, new Chair of CUSF, e-mailed Willie Brown that the CUSF Executive Committee had decided that they are too busy to meet with CUSS jointly but would like to have a joint lunch
- Willie Brown has asked CUSF to consider a joint meeting in January or February, once they have addressed their union membership issue in November
- **CUSS voted about whether to hold a joint lunch with CUSF; result: we will not meet for lunch**
- Gus Mercanti/Dave DeLooze: Should we offer to share recommendations and advice on the unionization process based on CUSS's own experiences?
  - CUSF is proposing to introduce unionization bill
  - Rosario Van Daalen: Adjunct faculty and Graduate Assistant benefits, pay and working condition issues are being addressed internally by a committee within the USM and direct leadership from the System Office
  - **CUSS voted to send a couple of CUSS representatives to CUSF to share their experiences and knowledge related to staff unionization**
- CUSS will not invite CUSF to join us in Annapolis in 2011
- At University Senate meetings, CUSS members can bring up question of the benefits of collective bargaining to the Institution
  - There's no gag order on discussion of unions
  - CUSS members can interface directly with CUSF members
- CapWiz: allows us to communicate with our Legislators
  - PJ Hogan said we can use the tool
  - Last time we used it, we gathered more than 9,600 responses in 24 hours
  - What is our message?
    - Develop content for message
    - Value of Staff employees in accomplishing USM mission: teaching, research, service
    - Raises for retention of Faculty employees; General Assembly did not include retention raises for Staff employees.
    - Legislators don't see all that Staff employees do to promote USM's mission: allow Staff employees to write their stories (describe a day/semester in the life of ...)
    - "I'm looking at you and what you do for the State and for USM, as you're up for re-election."
    - Call to action necessary: FY 12 budget, SB 141
    - Colette Becker, Dave DeLooze, Gus Mercanti and Roy Ross will develop a draft
      1. Call to action: FY 12
      2. What will you do for USM as you're up for election?
      3. Day in the life of ... stories
  - **ACTION: Send draft electronically to the CUSS listserv to review before the next meeting**

- **ACTION: Board of Regents Awards Ad Hoc Committee: Willie Brown will convene before the next meeting**
- Apportionment count
  - UMB has more than 2,000 excluded Staff employees (Exempt and Nonexempt): Should they have four CUSS representatives? Bylaws don't provide for more than 2,000 excluded Staff employees.
  - UMCP had four primary CUSS representatives at one time, plus the alternates
  - Do we need to change the bylaws?
  - **ACTION: Gus Mercanti will submit a proposal to remove the 2,000 Staff employee cap from the apportionment to make three CUSS representatives the maximum; must be done in writing, per bylaws; must be 10 days prior to next meeting**

#### 4. VICE CHAIR'S REPORT (COLETTE BECKER)

- Certificates of Appreciation distributed for any CUSS member who attended at least one meeting
- Certificates for Board of Regents Awards nominees: not done yet because Colette Becker wasn't sure if winners had been finalized
  - Rosario Van Daalen confirmed they had been finalized at the June Board of Regents meeting and as noted in the June CUSS minutes
- Newsletter
  - Send photos to Colette Becker for inclusion in the newsletter
  - **ACTION: Committee year-end reports still needed: look at minutes and news releases**
- Board of Regents Awards winners
  - Public service, Exempt: Kim Nechay, SU
  - Public service, Nonexempt: Julia Heng, UMCP
  - Service to students, Exempt: Mary Tola, FSU
  - Service to students, Nonexempt: Deborah Pusey, SU
  - Contribution to Institution, Exempt: Colleen Stump, FSU
  - Contribution to Institution, Nonexempt: Myrle Combs, UMBC

#### 5. CHANCELLOR'S LIAISON REPORT

- Proposal to establish Effectiveness and Efficiency Innovation category for Board of Regents Awards for both Faculty and Staff employees
  - **ACTION: Willie Brown will send PDF of letter regarding proposal (with criteria, etc.) to entire CUSS membership**
  - **ACTION: Review categories: Look at all types of jobs that Staff employees do to determine if some Staff are even eligible for awards in current categories**
- Flexible Spending Account expenses must be incurred by mid-September for FY 10; receipts must be submitted by October

- As of July 27, 2010 - No word on Blue Ribbon Commission
- USM is greatly enhancing benefits for Adjunct Faculty and Graduate Assistants; JoAnn Goedert will be responsible for projects of this sort

## 6. OLD BUSINESS

- Domestic partner benefits and/or same-sex married spouse benefits – Promotion of benefit campaign
  - Letter provided as template to use at members' Institutions
  - Very specific to UMCP, but provides good information
  - Can be shared with Staff senates
  - Rosario Van Daalen: in the spring, all discussions about domestic partner benefits were tabled until after the Legislative Session. Now:
    - Chancellor waiting for advice from AG's office for language to use with Regents
    - Chancellor supportive of moving forward with USM benefits but BOR approval is needed
- FAQs about furloughs and temporary salary reduction for FY 2011
  - CUSS should review
  - Should be included with newsletter (as a link)
  - **ACTION: Willie Brown will reference FAQs in year-end report, and updated FAQs will be posted on CUSS website**
- August agenda
  - Two Members-at-Large will be elected
  - Committee selection and review of mission/responsibility
  - Documentation of SOPs: ideas on Wiggio
    - Monthly breakdown of what is done on an annual basis
  - Orientation for new CUSS members: 30 minutes
    - What is CUSS all about?
    - How many packets should be prepared?
    - **ACTION: Communications Committee should compile packets**
- News release
  - Letter-writing campaign through CapWiz: instill a sense of urgency, tie into elections, FY 12 budget is on the line
  - Board of Regents Awards winners
  - Did you know? No COLA, no merit, no match for three years; this is the first year that retirees did not receive COLA; newsletter

NEXT MONTH'S CUSS MEETING: Aug. 17, 2010, Salisbury University

*Respectfully submitted by Giordana Segneri, CUSS Co-Secretary*