

**(APPROVED)**  
**Supervisory and Confidential Council Minutes**  
**March 23, 2010**  
**Gil 025, 2 p.m.**

S&C Council Representatives in attendance: Irene Elbert, Donna Uhlenhopp, Karla Whitney, and Shirley Uehle (proxy for Janet Witt)

Other Representatives: Michelle Byers

Following is a list of all Supervisory and Confidential Council members, with those present indicated in bold:

Anderson, LeRoy	Habinck, Tresa	Reid, Keith
Baldwin, Sherri	Hall, Ronald	Richmond, Brent
Bartlett, Mary-Sue	Hansen, Amanda	Rohwedder, Chris
Becker, Penny	Hesse, MaryAnn	Schwanz, Kathleen
Bishop, Sheri	Hills, Marlene	Scobee, Sandra
Brodie, Carol	Jacobson, Julee	Shepard, Barbara
Buehner, Yvonne	Johannes, Joan	Thomas, Ricky
Burroughs, Deborah	Kester, Judith	Truex, Rita
Burvee, Jackie	Kidder, Glee	Tyler, Joseph
Corson, Margaret	Kirchmann, William	<b>Uehle, Shirley</b>
Corwin, Brian	Kirk, Christopher	<b>Uhlenhopp, Donna</b>
Corwin, Leroy	Kjeld, Ann	Ungs, Fonda
Counsell, Corleen	Larsen, Dawn	Wagner, Coleen
Dally, James	Law, Sandy	Welch, Keith
Davison, Diane	Maury, Tammy	Welter, Patricia
Dean, MaeLynne	McCabe, Karen	Weltzin, Matthew
Diercks, David	McDivitt, Cheri	<b>Whitney, Karla</b>
Dreyer, Alex	Nedrow, Cheryl	Witt, Janet
<b>Elbert, Irene</b>	Neff, Brenda	
Farland, Bonnie	Nelson, Stacey Edward	
<b>Fauchier, Wayne</b>	O'Neill, Lisa	
Frisch, Dawn	Osuna, Roman	
Goecken, Wilhelm G. III	Pakala, Lynn	
Goodman, Mary	Perry, Donald	
Grant, Michele	Quam, Susan	
Witham, Nancy		

**1. Call to Order**

Chair Irene Elbert called the meeting to order at 2:05 p.m.

**2. Minutes of February 16, 2010 Meeting**

Minutes of the February 16, 2010, meeting were approved with the following changes: (last paragraph, page two will now read President Allen stated he would rather see strategic cuts in an attempt to avoid temporary layoffs. Hopefully, the economy will increase soon. UNI will have level funding for now. The next Revenue Estimating Conference meeting will be in March. At that time it will be determined if the state is on track on their budget.)

(Second to last paragraph page three will have "by an attendee" inserted as follows:  
It was noted by an attendee that some merit employees are taking all their MUD days at one time and filing unemployment.) (Whitney/Fauchier)

**3. Personnel Changes**

The following has joined the Supervisory and Confidential Group: Jeff Ager, Food Services.

**4. RISCAC February 17, 2010 Meeting**

Irene asked Donna to give an update of the February 17, 2010 RISCAC meeting as follows:

In September 2008 there had been a discussion on moving all Clerk IVs to the bargaining Union. Nothing further has been addressed on this issue. It was advised that we should stay on top of this issue. The AFSCME MOA with the Governor was discussed.

The representatives from Iowa and Iowa State were disappointed that they were not informed of the aspects of the MOA before hand for such things as S&C employees not being able to bump down into the bargaining unit in the event of a layoff and the reduction of TIAA-CREF.

An individual from ISU requested a change in way credit is not given to S&C employees for time worked in that group if they move back into the bargaining unit. However, the RISCAC group was in agreement to not request a change.

There was an AFSCME arbitration award in which bargaining unit employees were awarded 8 hours of vacation pay due to a miscalculation of salary during a leap year. S&C employees were not included in this award. It was decided that S&C employees should pursue receiving the same award. Michelle will look for further information regarding this arbitration award. Irene, as chair of the UNI S&C could file the paperwork on behalf of our group. She explained that the pay matrixes are calculated for all Regents Universities by someone from University of Iowa. While the calculations actually washes out throughout the years, the arbitrator didn't see that as the case and made the award. This calculation process has changed since the arbitration award. The grievance was only for bargaining unit employees. Irene, as chair of the UNI S&C could file the paperwork on behalf of our S&C members who are paid on a salary basis. Michelle will look at the previous grievance paperwork to see what the wording was on that award.

S&C representation: ISU – 168 (as of Sept.)

UNI – 70 (as of Feb)

IA – 650 (last year). They have 1 rep per 1000 – 7 reps on campus.

There was a concern on how to keep employees interested in the S&C Councils.

There may be a salary request for the year to be presented to the BOR in April. Michelle didn't know if there would be such a request this year or not.

There will be a 2% increase in wages for S&C on July 1, 2010. There will also be step increases. There will be 1% increase in wages on January 1, 2011.

University of Iowa S&C is part of a university council along with P&S employees. Irene wondered if there would be any point in discussing with our P&S Council the possibility of being part of their group. The website for the University of Iowa is <http://www.uiow.edu/~staff>.

Elections: President – Irene Elbert (UNI), Vice President/Asst President – Lynnette Hauser (Iowa State), Secretary – Theresa Lent (University of Iowa).

#### **5. Health & Safety Committee**

Physical Plant administration is in the process of getting approval to hire a new Fire Safety Specialist. Until someone is hired Dean Shores and Wendel Reece will handle fire related problems as they arise. A contracted service is conducting the fire alarm inspections. Annual building inspections will resume when someone is hired. The state fire marshal isn't conducting as many inspections as in the past. Information regarding spring tornado weather will be forthcoming through UNI Online.

#### **6. Board Meeting with President Allen – 3/4/10**

Irene shared her notes from the March 4, 2010, representative meeting with President Allen. We may get \$5.2 million back from the State, and we will give the students back the tuition surcharge of around \$1 million, giving us around \$4.2 million remaining for use. This amount can be carried over into FY2011 because of the lateness in receiving it. President requested suggestions for using the money. He commented that the faculty wanted the money back for their salary reductions. Ideas for use were: pay current costs such as utilities ahead, pay for sustainability initiatives, save jobs and prevent layoffs for next year, save the money for reserves for an emergency, soften the blow in the event of a budget cut next year, fund extra student awards and grants to pull in additional new students which would increase our revenue, funding for outreach, counteract the mandatory unpaid days that staff were required to take, offer more protection for the university budget, use for salary in addition to general fund dollars, cover health insurance benefits.

#### **7. Governmental Relations**

Regarding reorganization, the Board of Regents will be made co-equal with the Department of Administrative Services. \$25 million in cost savings is required of the Board of Regents. The Public Works Consultants recommended there could be an estimated \$341 million in cost savings for the state. UNI will be cut by \$3 million. The \$5.2 million added back for FY10 will give UNI approximately an \$80 million base, but then there will be the \$3 million cut. The state requested a waiver regarding their funding of the BOR institutions going below expected 2006 levels, but it was denied by the federal government this year. A waiver will be requested again for next year. If the waiver is denied, the state must give back a portion of money to the schools to stay at the expected level or risk losing the ARRA funding from the federal government. The legislature hopes to be out by March 31, 2010 in order to save money.

#### **8. P & S Council/Human Resources Update (Michelle Byers)**

The P&S council discussed the Public Works document. HRS is working with other universities to collaborate resources, some could take 2-3 years. PAF training has gone quite well. Pat Whitt reviewed the new look for the P&S website. The P&S grievance policy was discussed. The Salary and Fringe Benefit recommendations for P&S were sent to the cabinet. Elections are underway.

HRS is extremely busy. Irene asked if there has been any updated information on health care changes. Michelle explained that all UNI groups (except AFSCME) are covered under self-funded insurances. It has been years since changes have been made to the indemnity program at UNI. With such a large group it is important to have an insurance company capable of handling the

needs of the diverse group. For self-insured plans, there is a pool of money to pay for claims and we pay WellMark to administer the claims. We maintain a pool in case of a significantly large claim. Well Mark pays the claims with our funds. UNI sets the premiums for Supervisory, P&S and faculty. The university contribution could come from general funds sources. The university must meet certain requirements for the self-insured plans in order to not fall short of funding.

**9. Elections**

With elections forthcoming, it was recommended to make a change to the S&C constitution since for several years we have had difficulty in filling the "I" and "C" vacancies for representatives. The recommendation will be brought to a vote for the constitution revision.

**10. Next Meeting**

April 20, 2010, 2 p.m., Gil 025.

**11. Adjournment**

The meeting adjourned at 3:10 p.m.

Respectfully submitted,  
Donna Uhlenhopp