

**(APPROVED)**  
**Supervisory and Confidential Council Minutes**  
**November 16, 2010**  
**Gil 025, 2 p.m.**

S&C Council Representatives in attendance: Irene Elbert, Donna Uhlenhopp, Karla Whitney, and Janet Witt

Other Representatives: Michelle Byers

Others in attendance: Wayne Fauchier, Coleen Wagner, and Lynette White.

**1. Call to Order**

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

**2. Minutes of October 19, 2010, Meeting**

Minutes of the October 19, 2010, meeting were approved with 2 minor changes. (Whitney/Witt)

**3. Personnel Changes**

We have three new members: Kevin Jaeger, Facilities Services/Custodial Services; Sarah Pavelec, Food Services/Commons Catering, and Lynette White, Secretary III, President's Office.

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

Michelle Byers reported the P&S Council is planning to do a survey on employee perception of how budget cuts were handled last year and the value of the benefit package. The Clerk IV and Secretary IV changes were not discussed at the recent labor management meeting.

AFSCME shared their proposal with the State last week and the State will share their proposal with the union on Friday, November 19. There was an article in the Waterloo Courier on faculty negotiation.

Regarding TIAA-Cref changes, in December 2009 contributions decreased to 8%; in July 2010 they increased to 9%; and in July 2011 are expected to increase back to 10%.

Michelle assisted Irene in obtaining information regarding the merit grievance for miscalculation of pay for the leap year in 2008. Irene has submitted a letter to the Board of Regents for Supervisory/Confidential employees to also receive the same vacation day for this grievance award.

It's important for our group to keep the lines of communication open. President Allen wants to know what the pulse of each group is. This helps to maintain office morale.

**5. Update on Review of Clerk IV and Secretary IV positions**

Once the review recommendations have cleared PERB, we will hear from them and proceed with moving the recommended positions to the bargaining unit.

**6. University Health and Safety Meeting**

Irene's term on the Health and Safety committee is ending. If anyone is interested in serving on the committee, let Irene know. Our S&C representatives have been rotating attendance for this AY.

**7. Employee Assistance Program**

We need a representative for the Employee Assistance Program Committee. There is also a need for a S&C representative for the Wellness Committee. Michelle felt there was more relevance for us to have representation on the Wellness Committee. It is important to improve the health on campus. We need to reduce absenteeism and boost morale.

## **8. RISCAC**

One member of RISCAC wanted to disband the group because of the number of employees moving to the bargaining unit. However, it was decided that we needed to maintain the group to make a cohesive statement and to continue to have a representative to carry forth for the group. There was a discussion on the S&C employee regents award at each university. Procedures were compared.

## **9. Other**

Michelle explained the bidding process for merit and the July 1, 2003, language on bumping rights during a layoff. Supervisory & Confidential employees earn retention points vs. seniority for AFSCME employees.

Janet Witt was thanked for serving on the Supervisory & Confidential Council. She is one of the employees who will be moving to the bargaining unit. She was given a certificate of appreciation for her service.

## **10. Next Meeting**

There will be no meeting in December. The next meeting will be January 18, 2011, 2 p.m., Gil 025.

## **11. Adjournment**

The meeting adjourned at 3 p.m.

Respectfully submitted,  
Donna Uhlenhopp