

Approved 6-28-2012

ASEC MINUTES
2:00-4:00 Wednesday, June 20, 2012
270 Bascom Hall

Members present: Heather Daniels, chair; Daña Alder, Denny Hackel, Nik Hawkins, Marwa Bassiouni, Jeff Shokler, Heather McFadden

Members absent: Jim Maynard, Robert Newsom

Guest: Debbie Weber

Chair Heather Daniels called the meeting to order at 2:00 p.m.

GUEST: Debbie Weber, Council on Non-represented Classified Staff (CNCS): ASEC asked to what extent have classified staff been included in discussions of the proposed changes to employee categories. CNCS has surveyed 4700 non-represented classified staff (those who do not belong to certified unions) about the employee categories proposal. This email resulted in much confusion among those receiving the e-mail as to whether it applied to them. Many classified staff believe they are represented because they paid union dues. CNCS will meet with Mark Walters and Darrell Bazzell to brainstorm the best ways to reach out to these staff. The most common concern expressed about a change in employee categories is a loss of benefits. This is not as big of an issue if there is one set of benefits for all employee categories. ASEC indicated they are especially concerned about the 1400 Fair Labor Standards Act (FLSA) exempt staff who are or were union represented and may lose collective bargaining through this change, although they would gain governance rights. In response Debbie noted that many of them would like to move into the academic staff. While some are interested in governance, some are not. ASEC also inquired about the response to the proposed change in the employee category name to “university staff”. Debbie indicated that CNCS has no objections to this term but that effected staff should be allowed to decide. ASEC indicated they are in agreement and that they will not approve or vote on the employee categories proposal until the 1400 classified staff in question are surveyed or given a choice in the matter.

New Business

- HR Design:
 - Employee categories: ASEC reviewed and made minor changes to three proposed motions related to the employee categories recommendations. The motions will be introduced for a vote at the June 21 meeting.
 - Recruitment and assessment: ASEC will review the full report of the Recruitment and Assessment Workgroup to see what action is needed. We will seek clarification from Mark Walters as to whether we should respond only to recommendations in the Advisory Committee materials or to all recommendations in the full work team report.
 - Benefits: ASEC reviewed the Benefits’ Workgroup recommendations and implications that were provided to the Advisory Committee on Friday, June 15. Since the benefits recommendations will be discussed again by the Advisory Committee and will likely be changed, ASEC will wait for a final version before developing a formal response.

The meeting adjourned at 4:00 p.m.

Submitted by Jo Ann Carr, Interim Secretary of the Academic Staff based on notes by Nik Hawkins, ASEC member.
