

University of Memphis Staff Senate Meeting Minutes April 17, 2014

Present: Karen Bell, Charles Black, Brigitte Boyd, Lindsey Bray, Ann Brock, Dan Bureau, Hugh Busby, Vonda Dede, Racheal Hall, Sharon Harber, Ashley Holloway, Ann Hudson, Georgette Kearney, Nichole McBride, Vickie Peters, Nicholas Racz, Penny Saed, Kate Sims, Sherri Stephens

Excused: JoAnn Ammons, Barbara Bekis, DebraAnn Brown, Constance Butts, Pam Chambers, Nick Conway, Debra Cummings, Alfreda Davis, Emma Elliott, Lisa Justen, Robert Marczynski, William Mueller, Gina Savell, Debra Turner, Lofton Wilborn

Unexcused: Marco Anderson, LaTondra Arnett, Bradley Arnold, Ilene Cooper, Candy Donald, Rosemary Frix, Rodney Gray, Riviera Hollowell, Amy Jones, Kutanya Niter, Jennifer Walker, Brian Wilcox

President Busby called the meeting to order

Roll Call

Approval of March 2014 Minutes

Guest Speakers

- Sarah Adair and Gayle Williams from the Tennessee State Employee Association (TSEA)
 - Ms. Adair addressed the Senate first and introduced herself as the Government Affairs Director for TSEA and stated that she lobbies for state employees on Capitol Hill. She offered her contact information as (615) 419-8955 and sarah.adair@tseasonline.org.
 - Ms. Adair indicated that she previously worked for the University of Memphis, with Kevin Roper, to find federal funding for research projects on campus, and has partnered with other schools within this state and other states to get support within Washington D.C. She left the University of Memphis to work at TSEA. She has been an employee of the State of Tennessee since 1998, states she is dedicated, and passionate toward state employees.
 - Ms. Adair said that revenue projections are still down for next year and she is worried that benefits, such as longevity and 90 vs. 30-day RIF notices, could be taken away if we don't continue to fight for them.

- The TSEA is involved with the “living wage” campaign. Ms. Adair explained her view on the situation by using the following example: If the federal minimum wage goes up to \$10.50/hr those being paid on a federal grant must receive \$10.50/hr and would leave a gap between the lowest paid employee’s on campus.
- Ms. Adair spoke about what she was lobbying for right now. She said there was a workplace health amendment on the State Senate floor today that involves bullying in the workplace, work sabotage, intimidation, and humiliation. Other bills the TSEA is currently following regard no picketing and/or protesting, and no retaliation after whistleblowing.
- The Staff Senate floor was opened for questions.
 - Senator Ann Hudson asked how much the monthly dues were. And Ms. Adair responded - \$14.77/month. The dues include grievance process, rights during RIF’s, problems with payroll, life insurance, cancer insurance, pet insurance, discounts on movies, etc..., and supplemental dental insurance.
 - Senator Brigitte Boyd asked if the insurance premiums were included in the monthly dues. Ms. Adair stated that no, insurance, etc. are additional premiums.
 - Senator Ann Hudson said, “TSEA was responsible for bringing the Sick Leave Bank to the UofM”.
 - Ms. Adair responded by saying that it is understood that paid annual and sick days, and the pension program were brought to higher education because of TSEA.
 - Senator Vickie Peters asked what percent of employees belong to the TSEA? Ms. Adair’s response was that about 1/3 of all State employees are members of the TSEA. She went on to say that retirees can continue their membership, dues are \$3/month, and all benefits can be kept.
- Ms. Gayle Williams from TSEA described the contents of an informational packet each Senator had received as they entered the meeting this morning.

New Business

- Discussion of Staff Appreciation Day
 - The winning design for the 2014 Staff Appreciation Day announcement was revealed. It is a full color, blue and gray, design featuring a coffee cup in the middle giving a strong emphasis on the departure from the usual lunch-time event. Executive Committee members were reminded to attend the remaining planning meetings on Tuesdays in the Administration Building, Room 191.
 - The Lambuth campus will be having a Staff Appreciation luncheon on Friday, May 16, 2014. They are currently in the process of getting door

prizes for their event. Their luncheon will be from 11:30 a.m. until 1:00 pm in the Bistro, located in the Student Union Building. Senators are welcome to attend, however our Senate budget is unable to provide transportation/travel reimbursement.

- President Busby reminds all senators to actively seek and solicit items to give away for staff appreciation day. Below is the link to the spreadsheet Senator Bray created for us that will allow everyone to indicate who they plan to solicit from for donations. There is also a space for senators to log what they have received as a donation. All users of the spreadsheet have the ability to edit it. <http://bit.ly/1eXUEgX>
- Senator Penny Saed has agreed to pick up a drawing prize in Cordova and bring it to Secretary Kate Sims to store in our closet.
- President Busby noted that his Senate term would be ending soon and that it is time to begin planning for our incoming group of Senators, including electing our Staff Senate President for the 2014-2015 term. He called for early nominations for Staff Senate President. We will be electing the president in our next meeting.
- - President Busby announced that nominations for Staff Senate Officers will be called for again during the July Senate meeting.
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- President Busby indicated that the Staff Senate elections for the upcoming 2014-2015 term would take place very soon.

Committee Reports

- Budget: No changes to report
- Issues & Review: No report
- Campus Safety and Security: No report
- Facilities and Services: No report
- Fee Refunds and Appeals: No report
- Food Services/Dining: No report
- Public Records and Forms: No report
- Space Planning: No report
- Traffic and Parking: No report
- Policy and Review: No report

- Sustainability: No report
- Bylaws committee: No report
- ESAC: No report

Announcements

- UMAR – see their web site for upcoming events, details, and information including the UMAR Scholarship report:
<http://www.memphis.edu/alumni/clubs/umar.php>

Questions/Concerns

- President Busby indicated to the Senate there had been several representatives with poor attendance recently. Per the Senate Bylaws, these Senators have been contacted and understand they will be removed from the Senate by a vote to be held during the May Senate meeting. President Busby encouraged all Senators to attend the meeting in May as we need a quorum in order to hold this vote.

Meeting Adjourned

- Motion to Adjourn by Penny Saed
- Second by Brigitte Boyd