

Classified Staff Council

Tuesday, April 5, 2016
General Working Meeting 3–4:50 pm
Ocotillo Room, El Portal Building 1st Floor
MINUTES

- I. **Welcome and A Call to Order – Chair, Christina Rocha**
- II. **Roll Call - Attendance Sheet**
Katie, Christina, Gloria, Dawn, Angie, Janet, Amy, Trudy, Richard, Julia Rudnick, Amy Williams
- III. **Approval of General Minutes (March) – Christina (1 minutes)**
There was a motion to approve and a second motion by another representative. The minutes were approved from the General Council Meeting on March 1, 2016.
- IV. **Announcements– Christina (10 minutes)**
 1. **SPBAC and Shared Governance (President’s Cabinet)**
 2. **Stuff the CatTran**
Anyone is welcome to come and pop-in, or volunteer, from 7am–6pm. We will have some student volunteers. Donations may be made online as well. It will be 93 degrees tomorrow, so wear sunscreen.
 3. **Tri-University Meeting – (Janet)**
Summary of our time in Phoenix: We were recognized by the State Senate, discussion topics included performance appraisals and employee classification.
 4. **UA Diversity Task Force**
Christina just came from this meeting. They are looking for people to be a part of the Task Force.
 5. **Who will represent CSW now that Asya is no longer a part of CSC?**
 - a. **Meeting frequency:**
“It depends on the workgroup and what the workgroup’s goals for the year. My workgroup meets approximately once a month to plan events. There are about three to four events in a term. The planning meeting, plus the event and there are two open events for all commissioners every term. In total, there are two or three events/meeting per month for my workgroup. Other workgroups may have less or more depending on their objectives for the year.” – Asya
Please contact Christina if you’re interested in this role, otherwise she will assign you.
- V. **Treasurers Report – Gloria (2 minutes)**
Staff Appreciation: budgeted \$4,000 but only spent \$2,000. She recommends keeping the \$4,000 as the budget for this event next year since we hope to grow as the word gets out.
- VI. **Crossroads Conference – Janet (5 minutes)**
 1. **Please get donations for door prizes**
We have 16 sponsors/vendors, 216 people registered not including CSC/speakers/vendors = 275 so far.
 - a. Can we send out another reminder email?
 - b. We need help getting donations. We only have about 25 door prizes so far.
- VII. **Allison Vaillancourt | Vice President, Human Resources & Institutional Effectiveness (20 minutes)**
 1. Single employment classification
 - a. Current classified staff hold property rights to their employment, therefore they will not be forced to transition to the single employment classification
 - b. Appointed professionals will have to transition
 2. Concerns
 - a. Will contracts be renewed?
 - b. Which set of rules will they use: classified/appointed?
 - c. Retirement & Vacation accrual differences

- d. Will ETE (extended temps) be contractual?
 - 1. Eliminate ETEs, but change the policy so that you don't have to be out of work for 30 days in between jobs
- e. What are the pros and cons, side by side, of this single classification?
 - 1. Why would classified staff want to transfer over?
- 3. More information about it
 - a. It would be more inclusive
 - b. You must get performance evaluation feedback
 - 1. Will not replicate the grievance process - do more appeals; progressive discipline process
 - 2. Performance appraisals will be called "career conversations" - plea driven process, with honest feedback that can be held multiple times per year
 - c. There will be no more probationary periods
 - d. It will consolidate job titles into classifications and you can keep your title as a working title
 - e. GOAL is to have it all done by July 2017
 - f. Balance out the salary discrepancies
 - 1. As we make new hires, present them with the new structure

VIII. UA Campus Food Pantry – C. Michelle Sun, Community Director, UA Residence Life Advisor (20 minutes)

www.campuspantry.a2d.arizona.edu

- 1. Food insecurity - *1:7 Americans experience food insecurity*
 - a. Food insecurity is greater on academic campuses
- 2. Food deserts - *the need to travel 1 mile or greater to healthy food*
 - a. University of Arizona is a food desert
 - b. No access to healthy food at a reasonable price within 1 mile
 - c. Transportation is an issue to overcome a food desert
- 3. Next distribution will be April 15th at noon
 - a. Present CatCard - only requirement, no other personal information, just want to limit it to UA affiliates.

IX. Closing Comments, Ideas & Questions (2 minutes)

- 1. **Please take a look at the committee updates below for information regarding the ERC event on April 26th and the Crossroads Conference on May 20th.**
- 2. We need to edit the classified staff listserv. It has been inclusive of ALL employees from UA...not just the classified staff. Oops.

X. Wrap-Up – Chair, Christina Rocha

XI. Adjournment at 4:00 PM

There was a motion to adjourn and a second motion by another representative. The meeting was approved to adjourn.

Sustainability on Campus – Julia Rudnick | Coordinator, Campus Sustainability Programs (60 minutes)

- o Coordinator of Campus Sustainability for 5 years in the Office of Sustainability
- o Dean of Students, Student Affairs & Enrollment Management (SAEM)
- o Administrator for the UA Green Fund
- o Project Manager for UA Zero Waste Events
- o Direct UA Green Team and UA Green Purchasing Team
- o Office Manager of Office of Sustainability.

NEXT MEETING (Closed for CSC Members only) May 3, 2016 – TBA

COMMITTEE UPDATES:

Classified Staff Council Committees:

Communications & Marketing – Dawn/Trudy/Sylvia – *The CSC website needs to be updated, specifically our accomplishments & activities page.*

Crossroads Conference – Janet – *We currently have 187 people registered!*

Emily Krauz Staff Award – Janet/Diane

Membership – Connie/Janet

Programming – Connie

Staff Appreciation – Dawn/Gloria

Stuff the Cat Tran – Christina/Sylvia – ***TOMORROW, April 6th from 7am-6pm at the Cherry Pullout on Cherry Ave. & University Blvd.***

University Committees:

Appointed Professional Advisory Council – Richard/Diane

Campus Emergency Response Team (CERT) – Richard

Campus Recreation – Katie – *Webcams have been added to a few different parts of the gym so that you can check online and see if the courts, weight room, pool, etc. are busy. <https://rec.arizona.edu/facilities/open-rec>. The April meeting has been cancelled due to low attendance at the past two RAC meetings.*

Commission on the Status of Women (CSW) – Asya

Emergency Employee Fund – Christina

Employee Recognition/ On Our Own Time – Grace/Norma/Trudy - *ERC has finished all but one of the surprise patrol announcements of the UA Awards for Excellence Awards. Our event is on April 26: 3-5pm at the SU Ballroom. We need volunteers to help set up beginning at noon: balloon bouquet making, general room setup etc. anyone interested in putting in an hour or two to help make this event special for the nominees and winners or know of any students needing to do service hours please contact Grace garanda@u.arizona.edu*

Faculty Senate – Executive Board - *Primary topic last month was the news about President Hart being on the board of Devry...She made a 30 minute speech followed by another 30 minutes of Q & A.*

Naming Committee – Christina

Parking and Transportation Advisory Board – Grace

Shared Governance Review – Christina

Strategic Planning Budget Advisory Committee (SPBAC) – Christina

Tri-University Planning Committee – Executive Board

UA Retiree Association – Angie - *Janet attended the March UARA meeting in Angie's stead and was very helpful toward working out UARA involvement in the conference. UA Staff retirees, Felicia Herman and Rose Perrill have agreed to give the retirement presentation. Rose participated in the UARA presentation a couple of years ago and is very aware of the information our members want. UARA member Trudy will serve as a vendor with UARA information. As planned with Janet, UARA will only present at one of the three sessions (in the afternoon).*

University Hearing Board – Gloria

Special Committees:

Human Resources – liaison comes to us