

The University of Akron
 Staff Employee Advisory Committee (S.E.A.C.)
 Minutes of Meeting
 Student Union 314

Members and Attendance

Stephanie Baker	2012-2015	Present
Matt Bungard	2012-2015	Absent with notice
Cheryl Collins-Slusarczyk	2013-2016	Present
Emily Fillmore (Secretary)	2012-2015	Present
Debbie Gannon (Ex-Officio)	2013-2014	Present
Shelly Keller	2011-2014	Present
Kenn Lindeman	2011-2014	Present
Sharon Logue	2013-2014	Present
Brenda McHenry	2013-2016	Present
Kristina Nakoneczny	2013-2014	Absent with notice
Margo Ohlson (Chair)	2012-2015	Present
Cynthia Richey	2012-2014	Absent with notice
Jeanne Semilia	2011-2014	Present
Anthony Serpette (Vice Chair)	2013-2016	Absent with notice
Michael Spayd (Treasurer)	2012-2015	Present
Laura Spray	2012-2015	Present
Peggy Walchalk	2013-2016	Present
Cheryl Westfall	2013-2016	Present

Regular meetings are scheduled on the third Thursday of each month at 12:30 p.m.

Agenda Topics

- 1) **Meeting called or order at 12:35.** Motion to approve the September meeting minutes was made by Stephanie and Kenn seconded the motion. All were in favor.
- 2) **Treasurer's report:** money from president for long distance OSCHE = \$2500
 Ending Balance = \$5,491.20. Outstanding charges - certificates. Peggy getting Michael the info to order.
- 3) **Old Business:** Faculty Picnic: \$10 for everyone. Lunch and t-shirt, admission to game and tailgate, games/prizes raffles. Greek life will work event, not employees. No money needed from CPAC or SEAC. Games include workshops from athletic teams. Tickets – Ticket office by Gate 1 from 9 to 5. x6920. Set up at 10:00 SEAC send out staff invite to say “We heard you!”
- 4) **Constituent issues:** Answers were “No” to both outstanding constituent issues from Stephanie Baker at Wayne Campus.
 - 1) Why don't we represent part-time staff?
 - 2) Are non-exempt full-time staff members allowed to teach?
- 5) **New Business:** President's meeting handout-new numbers are out. The President stands by protecting jobs- but because of budget crisis-no choice. Non-renewals of CP's and more to come. Anthony explained the bumping process – OCRC dictates protection from by grades - years of service.

After the BOT meeting on 10/16, we will know more about lay-offs. President understands stress. SEAC can help by making students the focus and not letting them see stress or bad mouth the University. Bill Viau is more than happy to answer questions.

- 6) Tracey Brown resignation-president appoints next in line do we have another person in line from the election list? We need to get a certificate for her.
- 7) **By Laws:** 9/6 vote taken- laws went to board for October. Bill wanted a meeting with Laura, Margo, Michael, Sid, and Bill to clarify. At the meeting, Sid said he wants a line added to the SEAC Rule stating that SEAC can't represent bargaining unit staff because of the new union contract. Laura motioned to accept the "new line" and Michael seconded the motion. All were not in favor so the motion was denied. Cheryl motioned to rescind the previous By-Laws which were to be presented at the October Board Meeting and Jeannie seconded the motion. All were in favor. Cheryl motioned striking out all "non-bargaining unit" verbiage in the By-Laws and Stephanie seconded the motion. The motion was accepted. Margo said she would schedule a meeting with Bill Viau and SEAC so that questions could be asked. We also discussed scheduling a meeting with the CWA to get answers from them as well. It was agreed that nothing was going to changes until the contract is ratified.
- 8) Emily announced that she was the chair of the United Way Kick-Off Committee this year and she would provide details at the next meeting.
- 9) Cheryl W. presented a hand out for the employees at Wayne for our next meeting on 10/17. With no further business, the meeting was adjourned at 2:00pm.

Respectfully submitted by: Emily Fillmore

SEAC Structure Meetings

Meeting with Bill Viau (HR) and Sid Foster (General Counsel)

- Margo pointed out that Union members have never been members of SEAC
 - Although AAUP members are part of General Counsel
- Existing rules from state laws dealing with bargaining units reflect that those affected employees are represented by a 3rd party (i.e. CWA, AAUP, etc.)
- Any policy that affects working conditions or terms of employment is a potential issue for CWA. Examples of issues that may cause issue are:
 - Changes to current rules that affect working conditions (change could be small or large)
 - Discussion regarding workforce reduction – 12 mo. position to 9 mo.
 - Clarification of formal action plan for layoffs/reductions
 - Sick Bank Leave
 - Teaching classes (Stephanie Baker issue)
- According to Sid Foster, this very issue is governed by Ohio Revised Code, Chapter 4117. This rule in general provides that it is unlawful for a public employer to give aid or assistance to employees covered by a labor organization.
 - This violates the certified representation
 - This runs the risk of UA being charged with an Unfair Labor Practice violation

- The additional sentence that was proposed to add to the SEAC proposed bylaws was after consultation with CWA.
 - It was reflected that CWA doesn't want their union members talking directly to UA administration.
 - That role belongs to CWA.
- The issue was raised about how Faculty Senate can be part of General Counsel
 - Bill explained that AAUP has no objections to their members being involved with Faculty Senate and University Counsel
 - Faculty Senate has defined purpose to ONLY deal with Academic Issues
- Neither Bill or Sid had an issue with us furthering this conversation with CWA representatives
 - Told us to contact Todd at the local chapter or Bill Boynes at the Cleveland Chapter.
 - CWA is free to come to campus but must notify HR prior to arrival.
- There will be 375 (approximately) employees in the staff union.
- On a related topic there was a conversation about the rumor of future layoffs.
 - Bill stated that classified staff employee layoffs will be handled according to guidelines in the Ohio Revised Code.
 - Minimum of two week notice.
 - Administration will continue to look at employees who are close to retirement.
 - Would depend on how close

Meeting with CWA representatives

- Any further questions can be addressed to the local chapter at (330) 645-4302
- There will be 362 employees in this staff union.
- CWA is familiar with previous by-laws
- CWA will represent members in ALL matters of employment or working conditions
- CWA does not have an issue with participating in SEAC activities including meetings
 - This includes being involved in discussions in SEAC meetings
- Talking to administrative groups like HR, General Counsel or the President for the benefit of bargaining unit members is an issue.
- Margo went over some of the issues that have come up in discussion over the past few years. It was discussed that some issues ended up being taken to UC committees (HR, etc.) and some have been discussed with the President and some have resulted in issue briefs.
 - CWA does not have an issue with bargaining unit members taking part in SEAC conversations that will result in issue briefs or further conversation with administration.
 - However, those future communication attempts, needs to be made clear that it is only applying to non-bargaining unit members.
 - To not do so, creates a potential issue for CWA.

-Notes from both meetings were taken by Michael Spayd in the absence of the SEAC Secretary

Margo spoke with Todd from CWA on 10/14/2013 regarding the executive committee. CWA does not want any of their members to be part of the executive committee that meets with the President to discuss or advise any term of employment; this includes our last discussion with the President.

