

Minutes of July 3, 1996 meeting

2:30 p.m., 405 A/B Union



• Present:

Julie Andrews, Leslie Banahan, Cyndi Baskett, Brenda Brannan, Onice Carter, Mary Chrestman, Buster Clark, Thelma Curry, Martha Deal, David Elmore, Ben Flemmons, Gene Hartley, Eldrid Hodge, Jonnie Manning, Joe Maples, Donna Patton, David Pendergrass, Lucienne Savell, Calvin Sellers, Steve Stricker, Doug Stuart

• Absent:

Excused: Becky Christman, Judy Fos, Mary Harrington

Unexcused: Debbie Chinault, Sondra Davis, Marjorie Douglass, Michael Harmon, Valerie Harmon, Joyce Hobson, Laura Hubbard, Virginia Kesler, Sally Perry

The meeting was called to order by President Clark at 2:30 p.m.

UNFINISHED BUSINESS

Onice Carter, Treasurer, reported that the Staff Council is in the process of buying a trophy/display case to be housed in the Union for the Staff Appreciation Week awards. This has been a long awaited purchase.

COMMITTEE ASSIGNMENTS

Committee assignments have been made. Each of the committees are to meet prior to the next Staff Council meeting. The chair has not been appointed. It is up to the committee to select the chair. President Clark felt that the first meeting should be called by the first person on the list of the committee. At the first meeting each committee should: choose a chairperson, decide when they will meet and decide on what they wish to accomplish during the year.

COMMITTEE REPORTS

Staff Concerns: -- Several items have been brought up over the last month dealing with Staff Concerns. Jonnie Manning reported that:

- 1. An employee had a concern where this employee had received a check from the University for a cash advance. This employee went to the Bursar to cash it and the Bursar wanted to charge the employee \$.50 to cash the check. This employee's concern was why would the University charge \$.50 to cash their own check?

The Staff Council has been informed since the July 3rd meeting that the Bursar does not charge for cashing University of Mississippi travel advance checks. If some one was charged \$.50 for this service, it was in error.

- 2. Another concern was dealing with Worker's Compensation Leave. This employee had understood that when an employee is off work due to injury on the job, the University (after a period of time) gets reimbursed for that employee's days they missed.

Gene Hartley explained that this is not correct. The University does not get reimbursed for the days that the injured person is off. Worker's Comp pays the individual. In fact, if the employee is off for a certain period of time, that person gets their University check and also a check from Worker's Comp equaling to 2/3rds of their University salary.

- 3. Comp-Time, Personal Leave, Sick Leave. There is a new University policy that when a person is sick and has

accrued comp-time they may use the comp-time as their first day of sick leave. A copy of this policy has been sent out to University personnel.

- 4. There was a concern regarding Kid College. An employee wanted to know why the University employees were not aware of Kid College before area schools and programs were informed. This employee said that she had heard about Kid College from another employee. By the time that this employee found out about Kid College, it was too late for her to register her child to attend. Since so many camps are held on campus, why don't the planners of the camps advertise to the staff first?

PROFESSIONAL DEVELOPMENT. Buster passed out a copy of a letter from Doyle Russell regarding the certification incentives and also a statement from a fellow employee without name.

In regard to salary increases granted to employees receiving certificates of Professional Development, the committee reviewed the policy regarding the GED. The stipulation that a person must be working at the University for 10 years prior to receiving the GED has been changed. The policy will be that the person must have been working at the University through their probationary period, before being eligible for the GED salary increase.

PRIVATIZATION OF THE BOOKSTORE. A discussion was held regarding the privatization of the Bookstore. President Clark explained that he did not know any more than what was printed in the paper. It was explained that Chancellor Khayat was approached by a company to look into the possibility of privatizing the Bookstore. Chancellor Khayat met with the Bookstore personnel and explained to them what was going on.

There is a growing concern that if the Bookstore gets privatized, then who will be next? It was recommended that the University Administration give the Staff Council a five year plan. Many employees were not happy with the privatization of food services because what happened is that many Food Services personnel lost their jobs.

USHERS FOR AUGUST COMMENCEMENT

An announcement was made that ushers are needed for the August 3rd commencement ceremony. A list was passed around the Staff Council for volunteers. At present there were eight signed up and twelve are needed.

PROJECTS

President Clark charged the council members to be prepared to discuss projects and issues at the next staff council meeting. Committees should have their chairs selected and what they wish to accomplish over the next year.

POLICY ON ABSENTEEISM REGARDING STAFF COUNCIL MEMBERS.

Beginning with the July meeting, an attendance record will be kept. If a member has three unexcused absences, then that member will lose their seat on the council. If you have to miss a meeting, please let either Buster Clark, Onice Carter, Jonnie Manning, or Lucienne Savell know that you will have to be absent. This message can come from a fellow employee who works in the same department. If you have to miss the meeting, you can e-mail or call a Staff Council executive member so that they can relay the message to Lucienne. When there is a vacancy in a position, the alternate will move up to take the place of the member who has lost their seat.

Speakers who have been scheduled for future meetings include Dr. Gloria Kellum, Chancellor Khayat, Dr. Walton, and Mr. Dowdy. Gray Tollison has also expressed an interest to address the Staff Council. At this time he has not been scheduled to speak, but we hope to have him on the agenda this year. It has been recommended that Marshall Bennett, State Treasurer, be invited to speak.

Without further business to discuss, the meeting was adjourned at 3:32 p.m.

/s/Lucienne B. Savell, Secretary

/s/Buster Clark, President

/s/Jonnie Manning, President-Elect

The meetings of the Staff Council are open and all staff employees are welcome to attend. The next meeting will be August 7, 1996, room 404 A/B.

If you have a concern and if you wish to have it brought up at the next Staff Council meeting, please contact Jonnie Manning, chair of Concerns Committee. If you wish to have this concern brought up anonymously, please let Jonnie know this and she will keep it confidential.

Your Staff Council Executive Committee :1996-1997

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