

## 2018-19 UNIVERSITY OF MINNESOTA

December 6, 2018

### CIVIL SERVICE SENATE MINUTES

The second meeting of the Civil Service Senate for 2018-19 was convened in 15 Mondale Hall on Thursday, December 6, 2018, at 10:00 a.m. Checking or signing the roll as present were 32 civil service members. Chair Becky Nelson presided.

#### **Elections Update**

Nelson introduced herself and explained that the December meeting was added to bring together all of the new senators that were elected in November 2018. Senators then introduced themselves. Nelson announced that Civil Service Consultative Committee (CSCC) member Elizabeth Richardson recently moved into a P&A position at the University, and as a result, there is a new AHC vacancy on the CSCC. She reminded members that a nomination form had been distributed for the vacancy, and applicant names were being accepted until December 20, 2018.

#### **At-large Name Change**

Nelson then told senators that the CSCC voted on behalf of the Civil Service Senate on three occasions in the fall, and explained that the issues will now be presented to the senate for final approval. The first issue, she explained, is the renaming of the “At-large” Civil Service Senate unit. She then invited Lynne Beck to explain the change. Beck told senators that the “At-large” unit sought a name that better represented the makeup of the group, and through discussions in the unit, decided on “Central and Administrative Services.” That proposal was brought to CSCC for a vote, and approved on October 18, 2018. With no comments or questions from senators, Beck moved for a vote on the name change. Senators approved the proposal with no opposition or abstentions.

#### **Approval of Proposed Civil Service Employment Rules Change**

Sanoa Hagen, Employment Rules Subcommittee Chair, explained that the Office for Human Resources (OHR) updated the [Parental Leave for Employees policy](#) in April 2018, and the employment rules changes proposed by the Employment Rules Subcommittee will align the civil service employee parental leave benefit with the OHR policy. The proposed changes to the Civil Service Employment Rules can be found [here](#).

Hagen explained that the proposal will be posted on the OHR website for review, and the subcommittee will host two public hearings in January to take comments from civil service employees. Senators approved the proposed rule changes with no opposition or abstentions.

#### **Joint Compensation Commission Resolution**

Nelson explained that merit pay and compensation are among the top issues that civil service leadership hears about from constituents, and to address these concerns, a Joint Compensation Commission (JCC) has recently been formed in partnership with the P&A Senate to focus on possible solutions to the issues. She told senators that the CSCC voted to approve a [resolution for](#)

[the Creation of a Joint Compensation Commission](#) on behalf of the Civil Service Senate on October 18, 2018, , and was now seeking full senate approval for the resolution. Senators approved the resolution with no opposition or abstentions.

### **Chair's Report**

Nelson provided the following [updates to senators](#):

- Civil service and P&A senate leadership will be visiting the Duluth campus on December 7, 2018, to meet with campus leaders and constituents.
- Patti Dion, senior director, Employee and Labor Relations, will meet with the JFS workgroup to discuss the written response that OHR provided on the [JFS Pain Points document](#). Senators discussed the document, and what the expected outcomes will be on the issues presented.
- An email drafted by Nelson and Ian Rigggenberg, PACC Chair, will be sent out to supervisors of civil service and P&A employees encouraging them to support employee participation in governance.
- President Kaler will visit the CSCC on February 21, 2018. Nelson asked senators to send her any questions they have for the President, and reminded them that the meeting is open to anyone who would like to join.

### **Subcommittee Reports and Asks**

Terry Beseman, Compensation and Benefits Subcommittee Chair, provided the following report: November Comp & Benefits Committee had Ryan Reisdorfer and Laura Manydeeds come and give a presentation and answer questions on the current open enrollment and wellness program for 2019. Ryan explained the plan options and changes in the medical & dental plans, while Laura explained the expanded options of the wellness plan opportunities. She explained that staff will be asked to provide feedback to wellness program after the first year via a survey as to how they can make the plan even better.

Senators had a discussion about what happens with the data collected by the wellness program. Brenda Reeves told senators that she serves on the Benefits Advisory Committee and explained that the committee did a comprehensive review to find out what happens to the data. She said the review assured members that the data is not used for anything other than medical needs, and added that the University does not have access to the information. Senators asked if there is any way to advocate for restricted access to the insurance companies. Reeves said that she would bring the concern to BAC at the February meeting.

Missy Juliette, Communications and Outreach Subcommittee Chair, provided the following updates:

- A correction will be issued in the January Civil Service Newsletter to clarify information that was incorrect related to the Minnesota State Retirement System (MSRS) report.
- The subcommittee plans to host a brown bag on MSRS in the spring.
- The subcommittee is considering making a video to post on the senate website that explains what the Civil Service Senate does for the University Community, and to recruit new membership.

Juliette asked senators to send any newsletter topic ideas to her, and explained that the subcommittee is considering adding a professional development section to the monthly newsletter.

Nelson explained to new senators that most of the work of the senate is conducted in the subcommittees, and encouraged new members to consider joining one of the groups.

### **Unit Breakout Discussions**

Jean Otto, chair-elect, handed out the Civil Service Constitution, Bylaws and Rules, and explained that the senate office has requested an audit of the documents. Otto assigned each unit to a document, and senators reviewed the language for updates.

With no further business, Nelson adjourned the meeting.

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