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# The University Senate

FACULTY · STUDENT · P&A · CIVIL SERVICE

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UNIVERSITY OF MINNESOTA

2023-24 UNIVERSITY OF MINNESOTA

April 4, 2024

## CIVIL SERVICE SENATE MINUTES

The second meeting of the Civil Service Senate for 2023-24 was convened via Zoom on April 4, 2024, at 10:00 a.m. Chair Matthew Verkuilen presided.

### 1. Welcome and call to Order

Matthew Verkuilen, chair, called the meeting to order.

### 2. Public Employment Labor Relations Act Information and Q&A

Mani Vang, senior director of employee and labor relations, Office of Human Resources (OHR), gave a brief overview of the Public Employment Labor Relations Act (PELRA). She shared the following [link](#) for reference. Vang also shared a [link](#) to an Op-Ed piece in the *Star Tribune*.

Vang shared the following thoughts with the group:

- PELRA dictates who are public employers and who are public employees.
- Leadership is working on the fiscal note that was requested by the legislators.
- Civil service work is categorized into 13 units.
- This law, if passed, will allow employees to unionize in small groups or segments of groups.
- Once a group of employees decides to unionize, they can not assume the benefits they had before will be the same. There are negotiations of pay, work hours, job classifications, retirement funds, etc.

A robust conversation about PELRA and its impact on the University took place and the following information was shared:

- Access to the Minnesota Retirement System (MSRS) would be something employees would have to bargain for during union negotiations if a civil service group decided to unionize.
- Mary Rohman Kuhl advised the group that the University needs to look at how employee groups are categorized correctly.
- If a civil service group decides to unionize, those people will be a part of a bargaining unit and no longer part of civil service.
- Supervisors are in Unit 13. That unit is allowed to unionize but with limitations.
- Shared governance does not include bargaining units because they have separate employment rules. Terms and conditions of unionized employees have to be discussed with the union.

### 3. Consultative Committee Reports

Verkuilen advised the senate that updates can be read in the Reports to the Senate [document](#).

### 4. Old Business

Verkuilen reminded the senate of the upcoming elections and asked senate members to recruit, especially on system campuses.

### 5. New Business

Emily O'Neill, PEAK program director, and Tracy Kane, PEAK transition lead, shared the following information:

- The PEAK team continues to engage with employees who have been through PEAK changes to get feedback on what went well and where there are opportunities for improvement.
- In March, the PEAK team started discovery meetings with employees in phase 2 to identify what work will stay in the unit and the processes used once the unit has been through PEAK.
- A kick-off event for phase 2 will bring people together to share information and allow for transition teams to collaborate.
- There is a push for more communication with employees as we move forward with PEAK.
- The PEAK office has hired several employees to assist in the transition.

The following responses were given during a question and answer session:

- There are updates to the Responsibility Tracker to help get a more accurate view of employees' responsibilities and work. The PEAK team is working on communication that will give more detailed information on how to use the tracker.
- The PEAK team is available for more unit consultation if needed. Units can reach out directly with questions.

### 6. PELRA Statement Discussion

Verkuilen advised that he is waiting to write a statement regarding an opinion on PELRA. He prefers to dedicate time to education on PELRA and its impact on civil service employees.

### 7. For the Good of the Senate

**Regents' Scholarship:** Mary Rohman Kuhl, advised that the new Regents Scholarship policies are now posted for public comment. The feedback is very encouraging. There will be a communication campaign in the next couple of months to help get the word out.

**Compensation and Benefits:** Emily Danich, chair of Compensation and Benefits, is looking for a co-lead for this subcommittee.

With nothing else on the agenda, Verkuilen adjourned the meeting

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