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Staff Council Meeting : 2008 : 09 : 19

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**USF St. Petersburg
STAFF Council – General Meeting
September 19, 2008**

Present: Lori Anderson, Jean Ferguson, Harriett Fletcher, Teri Hawkins, Barbra Higel, Terri Johnson, Itzel ‘Yoli’ Lanuza, Tanya Radabaugh, Susan Ryan, Zeynep Tufekci, Michael Williams, Jennifer Woroner.

Guest: Barbara Fleischer – Human Resources and Liaison for A& P Council.

Call to Order: Michael called the meeting to order at 9:35 am.

Approval of Minutes: Minutes from the August 15th meeting were approved as read.

Reports:

- **President**

- A vote will be conducted on Monday, September 22, 2008 from 11:00am-2:00pm for ratification of the entire Collective Bargaining Agreement (CBA). The bonus is only a small part of the entire agreement. If employees vote ‘No’ on ratification of the CBA contract, then in-unit STAFF employees will not only lose the bonus but will also have to endure the renegotiation of the terms of the entire CBA. Identification is required in order to vote. A simple majority of votes for or against ratification will determine the outcome.
- Michael met with Dr. Dhingra to clear up confusion regarding the funds held in reserve for “STAFF salary increases”. The misconception was since Administration (formerly A & P) employees received merit increases during the previous two year period when STAFF was not eligible to receive any raises due to stalled contract negotiations, that the reserves were “earmarked” for STAFF. Since the agreement between USF and the union representing in-unit STAFF employees provided for a lump sum bonus, the same consideration was given to both out-of-unit STAFF as well as Administration employees. The reserves were always intended to cover any adjustment for ALL employees. A concern was raised regarding STAFF morale since Administration and out-of-unit employees received their bonus prior to in-unit employees.
- Dr. White announced a new Sick Child Care program available to USFSP employees. For more information, please refer to Human Resources website under Benefits.
- Dr. White wanted feedback from the community whether the annual Outstanding Service Awards venue should remain a luncheon or possibly change to a breakfast or brunch format. The Council unanimously agreed to keep the luncheon. This information will be provided to Dr. White.
- There has been considerable discussion during the past year regarding the Length of Service Awards. Although these awards are President Genshaft’s gifts to eligible employees, some individuals would like to

suggest to Dr. White that a separate award for the St. Petersburg campus be initiated and named the “Chancellor’s Award”. This gift should allow for engraving.

- Michael now has a standing monthly meeting with Sandi Conway, Associate Director of Human Resources, to discuss any upcoming university initiatives and STAFF concerns. If there are any future concerns, email Michael those issues along with possible solutions.
- Next month, we will begin a review of the composition of the Council, term length for Council officers, and establishing standing committees.

- **Holiday Party** – Barb Higel
 - The party committee has tentatively scheduled a meeting for next Friday, September 26th. If anyone has any ideas, please email them to Barb.

- **Liaison to Councils** – Barbara Fleischer
 - Benefits Fair: Open enrollment Wednesday October 1, 2008. Enrollment packages have been mailed out to employees’ home addresses. Anyone who has not received their package, contact Human Resources. Education sessions will also be offered:
 - Humana Vision Plan, 10:00-10:45am in FTC 118.
 - Personal Financial Management, 11:30-12:30pm in FCT 118.
 - Retirement Planning, 1:30-3:00pm in DAV 130.

New Business

- An employee handbook was requested from Human Resources for all new and existing employees.

Adjournment: Meeting was adjourned at 11:00am.