

## **Operating Staff Council Meeting Minutes Wednesday, December 19, 2007**

**Members in Attendance:** Jennifer Dube, Matty Leighton (Recorder), Patrice MacNevin, Doreen Palmer (UNHM), Janice Pierson, Jason Brodeur (Chair)

**Members Not in Attendance:** Slava Bruder, Holly Hillsgrove, Laurrie Anne Malizia, Toni Searles, Lisa Wilder

**Guests:** Sharon Demers, Human Resources; Lonn Sattler, SPCC; Brian Tobin (UNHM), Council Candidate

### **Agenda Items**

#### **Welcome/Approval of Minutes – Jason Brodeur**

The November minutes were approved by acclamation.

#### **Elections – Jason Brodeur**

Representatives who were not present cast their votes by proxy.

- Brian Tobin was elected as a second UNH-M representative by a vote of eleven in favor and none opposed.
- Matty Leighton was elected as vice chair by a vote of ten in favor and none opposed. She also agreed to continue as recorder.
- Jen Dube moved that Jason Brodeur be re-elected as chair, Matty seconded, and the motion was carried by a vote of ten in favor and none opposed.

Two districts still remain open – Alumni Association/New England Center and Transportation/Business Affairs. Patrice will become the representative for employees of the Dairy Bar when it reopens under the management of UHS – Dining.

The council continues to have two affiliated individuals who represent operating staff on UNH committees – Ellen Kirkpatrick, who serves on the Energy Task Force, and Tracy Burns, who serves on the Transportation Policy Committee.

#### **SPPC Update – Lonn Sattler**

The university system is still considering how to respond to New Hampshire's new civil union law. Originally USNH announced that it would interpret civil unions as equivalent to marriage, and require same-sex couples to enter into civil unions, where possible, to continue receiving benefits. However, the response from GLBT groups on all campuses has prompted a proposal to keep same-sex benefits status quo for the next eighteen months while considering the impact of the law and USNH's policy response. While this proposal had not been approved at the time of the meeting, it probably will be.

In other SPPC news, the proposal to remove the requirement that an employee be within the first quartile of the pay grade to receive an introductory increase has been tabled until the January meeting.

#### **Insurance Update – Sharon Demers**

Sharon told the council that the university's stop-loss insurer has proposed to reduce the cost of our policy if we institute sexual harassment training for all employees across all campuses. Human Resources is looking at how this might be implemented and whether the reduction of policy cost would be greater than the cost of implementing training. It's possible that the insurer's requirements are partially met by existing programs, and there may be options such as distance-learning or train-the-trainer programs that would be cost-effective. Several council members indicated interest in participating in train-the-trainer activities.

### **Communication Boards – Matty Leighton and Patrice MacNevin**

The initial roll-out of the council communication boards will target nine locations where employees commonly do not have computer access (Central Receiving, all dining halls, housekeeping time clock areas, etc.), and one board will also be placed at UNH-M.

Matty will get information on pricing for materials to Sharon Demers for approval, and Matty and Patrice will make contact the week of 1/7 to begin production.

### **Union Activities – Sharon Demers**

Sharon informed the council that some university employees have reported being contacted at home by union organizers from ASME. Some employees have gotten the impression that the organizers represent UNH, and Sharon wanted all employees to be clear that this is not the case. Employees may talk to organizers if they like, but they are not obligated to do so. If council members are contacted by concerned employees, an appropriate response is, “Human Resources is aware of the situation and is considering how to address it.”

### **Retreat – Jason Brodeur**

Jason reminded the council that the next meeting will take place as part of the day-long, tri-council retreat on Wednesday, January 9<sup>th</sup>. The council chairs are meeting with moderator Ann Driscoll tomorrow to finalize the retreat plans. President Huddleston will join us, and there will be brief presentations from three or four representatives of areas such as Campus Planning and Sustainability. Jason asked the council if there were any areas that members would like to see represented in this capacity at the retreat or at future council meetings. Patrice suggested that we should hear from someone who can address parking for essential personnel during curtailed operations, and the consensus was that a representative of Grounds/Roads should be invited to attend the February meeting.

### **Adjournment**

The meeting was adjourned at 2:25 PM. The next OSC meeting is scheduled from 9:00 – 10:00 AM during the Tri-Council Retreat on Wednesday, January 9<sup>th</sup>, 2008 in the 1925 Room of the Alumni Center.

OS Council web site: <http://www.unh.edu/os-council/>

PAT Council web site: <http://www.unh.edu/pat-council/>