

**USPS MEETING MINUTES**  
**APRIL 1, 2009**

Meeting called to order by Chairman James Mickle at 12:35 PM.

It was motioned and approved to accept the previous meeting minutes.

Treasurer's Report: J. Green reported that the Senate has \$5,450 in the auxiliary account and \$3000 in the concession account

No updates from Budget Stabilization Committee.

Old and New Business: James discussed a possible Faculty/Staff joint fundraiser. He reported that the Search Committee for the university president will soon be looking over resumes. Names of applicants were not shared. Hedy First shared that because of contractual issues with UFF and AFSCME furloughs will most likely not be considered, at least at this point. Layoffs and cuts (15 to 28%) will continue over the next three years.

Guest Speaker Dr. Jaffus Hardrick was unable to attend, but sent representatives as follows:

Ms. Kathryn Fisk, Assistant Vice President, HR  
Ms. Carolyn Jackson, Director of Recruitment Services  
Ms. Diana Taveras-Larrosa, Assistant Director, Employee and Labor Relations

Ms. Fisk addressed the questions that were submitted with additional assistance from the other two representatives. Questions and Responses as follows....

- 1. Regarding the ODL training requirement of 20 hours that appeared to be inactive: there have been cutbacks in the ODL, however this training portion will not be abolished, and they are looking into the administration of the 20 hr incentive, contact person would be Shanika Allen.**
- 2. Merit of Excellence Award Payment possibly announced in April of this year. Who received the incentive award payouts was not available.**
- 3. Regarding four day week starting in Summer B and not the whole, possibly because of Registration and Enrollment hours not coinciding.**
- 4. HR is attempting to make all layoffs and cuts as 'smooth and considerate' as possible. Postings are down, however some rehiring have occurred. Lateral moves can be done prior to posting of the revised or restructured position. After postings the position or newly restructured position follows the standard hiring processes. Rumors about temporary staff hired where a former employee was laid off – HR will check into and get back to the Senate.**
- 5. Employees' Self-Evaluations are in the final stages and should be out very soon.**
- 6. Upon leaving university vacation time and 1/3 sick leave is paid out. COBRA – 62% paid by employer for 18 months. After July, 2005, payouts of funds are calculated on the consecutive number of years of service...department handling that info is the Employee Labor Relations.**

AFSCME new President Willie Johnson shared that the union is still looking into the legality of some of the previous layoffs, if proper procedures were done.

Because of time constraints the HR representatives spoke of returning for a future meeting, and further questions were curtailed.

The meeting was adjourned at 1:35 PM.