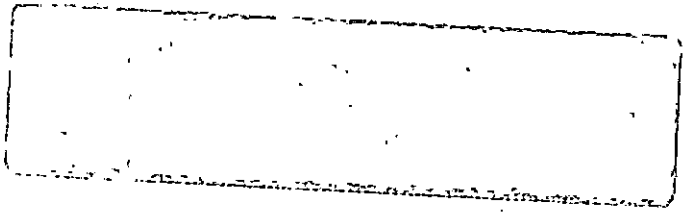


91A19-1-5-21



STAFF CONGRESS MINUTES
June 4, 1990

Chair Stephenson called the meeting to order at 2:00 p.m. in the Riggle Room.

REPRESENTATIVES PRESENT:

Sue Bang, Nell Bland, James Bowling, Thelma Bumgardner, Robert Carroll, John Carter, James Hall, Shirley Hamilton, Madonna Huffman, Betty Hurley, Bill Mahaney, Wanda Mayse, Arthur McCleese, Teresia Parker, Joe Planck, Jean Ramey, Susette Redwine, Anna Mae Riggle, Ruth Robinson, Belva Sammons, Larry Stephenson, Sue Townsend, Angela White, Kenneth White, and Sue Woodrow.

REPRESENTATIVES ABSENT:

Jerry Gore, Mike Hopper, and Regena Stone

GUEST: Ruth Davis

INFORMATION DISTRIBUTED: Staff Congress Election Tally Sheet, Staff Congress Representatives for 1990-91, Memo from President Grote to Chair Stephenson regarding Staff Congress Sick Leave, Tuition Waiver and Educational Bonus Proposals. Memo from Personnel Benefits Committee, and revised Sick Leave and Vacation Leave Policies.

Rep. Planck gave the invocation.

Minutes of the May 7, 1990 meeting were approved as distributed.

CHAIR'S REPORT:

Chair Stephenson reported the Board of Regents will meet June 22, 1990, at which time the personnel roster and operating budget will be determined.

Chair Stephenson reported the Project Management Team of Performance Evaluation met on May 8 and May 15, 1990, to draw up specific guidelines which have been sent to President Grote.

Chair Stephenson announced and congratulated the winners in the Staff Congress election.

Chair Stephenson reported that Summer I Registration will be June 11, 1990, in the Crager Room.

Chair Stephenson reported the SOAR Programs will be June 16 and 22, 1990.

Chair Stephenson reported that Staff Congress cannot carry over budgeted funds. Congress may request funds after July 1, for the purpose of buying a computer and printer.

VICE CHAIR'S REPORT:

Rep. Mahaney reported the University Benefits Committee had 25 proposals submitted for Life Insurance Plan. He stated Commonwealth was the low bidder. He stated that Bill Riley was asked to check on whether employees can have a paid-up life insurance policy upon retirement.

Rep. Mahaney voiced a concern that benefits of staff are being eroded. He stated that 3 holidays have been taken away, the Benefits Counselor position in Personnel has been discontinued, and the sick leave and vacation leave policies are being revised to reduce the number of days for persons hired after June 30, 1990. Rep. Mahaney wants Staff Congress to discuss the possible erosion of benefits.

COMMITTEE REPORTS:

Credentials and Elections Committee: Rep. Townsend reported there were 149 people voting on Thursday in the Staff Congress election. She reported there were 24 absentee ballot requests with only 14 being eligible. Nine (9) of these votes were by absentee. 503 employees were eligible to vote. Rep. Bland suggested that there is a need to reconsider the one year requirement to be eligible to vote. The following people were elected:

At Large

Nell Bland
Alane Messersmith Lanham
Bill Mahaney
Rhonda Swim
Sue Woodrow

Service/Maintenance

Betty Sue Hurley
Jean Ramey

Technical/Paraprofessional

Sue Bang

Executive/Managerial

Dan Connell
George Eyster - appointed

Skilled Crafts

Carl W. White

Professional/Non Faculty

Jackie R. Griffey

Secretarial/Clerical

Wanda Mayse

Fiscal Affairs Committee: No report.

Liason Committee: No report.

Personnel Benefits Committee: Rep. Mahaney reported the Personnel Benefits Committee met to discuss newly revised sick leave and vacation leave policies as requested by the Director of Personnel. Rep. Mahaney asked Rep. Riggle to explain to the Congress the new revisions in comparison to what the Staff Congress had proposed in August 1989.

The Personnel Benefits Committee response was the memo that had been distributed to the Congress. This will be discussed in New Business.

Professional Development: Rep. Hamilton reported the Professional Development schedule will be out soon, and asked that everyone post these schedules. Rep. Hamilton encouraged attendance. The first program will be in July.

Task Force on Committees: Rep. Hall reported the Committee members had not received a response after submitting the proposal to President Grote. He stated there had been no final approval. Ruth Davis, guest, who was also on the Task Force had learned that there were no major changes in the proposal submitted to the President.

OLD BUSINESS:

The second and final vote was taken on the three proposed By-Law changes. All three changes passed unanimously. These changes will be reported at next month's meeting and become effective.

NEW BUSINESS:

Chair Stephenson asked if the July 10 officers election should be by a run-off if more than two are nominated for an office. Motion was made by Rep. Parker to have a run-off of the top 2 candidates in each of the offices. Seconded by Rep. Sammons. Motion passed.

Personnel Benefits Committee asked that Staff Congress oppose the vacation and sick leave policy revisions. Motion passed. Chair Stephenson was asked to write a memo to President Grote in regard to this.

Rep. Huffman reported on the Consulting Policy Proposal from the Personnel Policies Committee. This was unanimously approved and will be submitted to President Grote.

Chair Stephenson stated he appreciated everyone who has served on Staff Congress this year.

DISCUSSION:

Chair Stephenson asked if Congress thought the appointment of the other At Large representative should be done by the old or new Staff Congress. Rep. Bland made a motion to have the present Staff Congress appoint. A brief recess was called so Rep. Woodrow and Rep. Townsend could meet and come back with a recommendation for this appointment. Rep. Townsend asked that Dwayne Cable be appointed. Rep. Riggle asked if there could be floor nominations. Rep. Riggle nominated George Eyster, and Rep. Parker nominated Melinda Lowe. Rep. Huffman moved that nominations cease. George Eyster received 9 votes, Dwayne Cable received 5 votes, and Melinda Lowe received 3 votes. George Eyster will be appointed for the 1 year term At Large.

ANNOUNCEMENTS:

The next Staff Congress meeting will be Tuesday, July 10, 1990 in the Riggle Room at 2:00 p.m.

Rep. Carroll made a motion for adjournment. Rep. White seconded. Meeting adjourned at 3:55 p.m.

Submitted by: Sue Townsend, Secretary to Staff Congress

Staff Congress Representatives
1990-91

Executive-Managerial

3 years - Dan Connell
2 years - Joe Planck
1 year - Mike Hopper

Professional/Non Faculty

3 years - Jackie Griffey
2 years - Belva Sammons
1 year - Anna Mae Riggle

Secretarial/Clerical

3 years - Wanda Mayse
2 years - Ruth Robinson
1 year - Regena Stone

Service/Maintenance

3 years - Jean Ramey
2 years - John Carter
1 year - Betty Hurley

Skilled Crafts

3 years - Carl White
2 years - Arthur McCleese
1 year - Robert Carroll

Technical/Paraprofessional

3 years - Sue Bang
2 years - James D. Hall
1 year - Teresia Parker

At Large

3 years - Nell Bland	Professional/Non Faculty
3 years - Bill Mahaney	Professional/Non Faculty
3 years - Rhonda Swim	Technical Paraprofessional
3 years - Sue Woodrow	Skilled Crafts
2 years - Thelma Bumgardner	Service Maintenance
2 years - Larry Stephenson	Executive/Managerial
2 years - Angela White	Secretarial/Clerical
2 years - Alane M. Lanham	Secretarial/Clerical
1 year - Madonna Huffman	Executive/Managerial
1 year - Susette Redwine	Professional/Non Faculty
1 year - Sue Townsend	Secretarial/Clerical
1 year - George Eyster	Executive/Managerial

MOREHEAD STATE UNIVERSITY

Employee Benefits for Regular, Full Time MSU Employees
Faculty (F); Staff (S); All (A)

1. Social Security Taxes (A) - 7.51% of each employee's pay up to \$48,000
2. Kentucky Teachers' Retirement System (KTRS) (F) & Professional (S) - 10.59% of salary paid by MSU
Kentucky Employees Retirement System (KERS) (S) - 7.45% of salary paid by MSU
3. Health Insurance - Blue Cross Blue Shield of Kentucky (A)
Comprehensive Major Medical (single) \$79.41 mo., paid by MSU
Option 2000 (PPO) (single) 78.34 mo., paid by MSU
HMO Kentucky (single) 79.41 mo., paid by MSU
4. Dental Insurance - Delta Dental of Kentucky (A)
Single Plan - \$7.59 mo., paid by MSU
5. Life Insurance and AD&D - Commonwealth Life Insurance Company (A)
\$10,000 of Basic Term Insurance plus \$10,000 AD&D for all MSU faculty and staff at a cost of \$2.30 per month, per employee
6. Unemployment Insurance (A)
State self-insured program - University pays, based on claims experience
7. Workers' Compensation (A)
State self-insured program - University pays, based on claims experience
8. Paid Holidays (10) (A)
New Year's Day Independence Day
Martin Luther King Day Labor Day
President's Day Columbus Day
Good Friday Thanksgiving
Memorial Day Christmas
9. Vacation Leave (S)
15 days per year - for the first 10 years
18 days per year - after 10 years service
10. Sick Leave (A)
12 days per year - for the first 10 years
18 days per year - after 10 years service
11. Funeral Leave (A)
Up to 3 days with pay for the death of a member of employees' immediate family.
12. Military Leave (A)
Up to 15 days per year without loss of pay

(OVER)

13. Jury Duty (A)

Time off with pay - no time limit

14. Tuition Waiver (A)

Up to 3 courses (maximum of 12 credit hours) per year - no charge to employee.

15. Fringe Benefits: (A)

- BCBS of Ky. - Family Health Plan coverage at group rates
- Delta Dental of Ky. - Two Person and Family coverage available at group rates
- Continued health and dental insurance coverage through the Consolidated Omnibus Budget Reconciliation Act (COBRA)
- Optional Term Life Insurance up to 3 times annual salary with no underwriting approval required
- Up to \$10,000 of group life insurance for spouse and \$5000 for dependents with no underwriting approval required
- Conversion privilege for group life insurance coverage with no underwriting approval required
- I.R.S. Section 125 (tax sheltered) Cafeteria Plan
- Use of accumulated Sick Leave to earn up to six months additional service credit for KERS and KTRS Retirement
- Credit Union, with payroll deductions available
- U.S. Savings Bonds, with payroll deductions available
- Payroll deductions for optional Tax Sheltered Annuity (403b) and Insurance Plans
- Payroll deductions for gifts to the MSU Foundation, Inc., including the Eagle Athletic Fund (EAF)
- Blood Bank Program for employees and family members - at no charge
- Faculty and Staff Professional Development Programs
- Discount of 10% on purchases made at University Bookstore, with MSU I.D. Card
- Camden-Carroll Library facilities, with MSU I.D. Card
- Physical fitness facilities - swimming pool, gymnasium, racquetball and tennis courts, with MSU I.D. Card
- Work uniforms provided to custodial, food service, maintenance and security personnel