UVM Staff Council  
January 6, 2015  
12:05-1:30 p.m.  
Livak Ballroom, Davis Center  
Minutes

**Members Present:** President Renee Berteau, Vice President Johanna Brabham, Immediate Past President Catherine Symans, Brendan Andrews, Jeremy Arenos, Valerie Carzello, JoAnne Dearborn, Naima Dennis, Doug Dickey, Christine Farnham, Kate Ford, Nick Gingrow, Nick Hall, Wendy Koenig, Gwen Landis, Anita Lavoie, Lyndelle LeBruin, Robin Lockerby, Steve Lunna, Jeanna Page, Holly Pedrini, Shirley Pine, Karmen Swim, Marie Tiemann, William Valliere, Amy Vile, Bethany Wolfe

**Ex-officio:** Jeff Bukowski, Staff Council Administrator

**Members Absent:** Dziyana Aydin, Sarah Childs, Jen Cournoyer, Jean Evans, Troy Krahl, Noël McCann, Gabriela Mora-Klepeis, Carrie Pratt, Judy Riani, Susan Skalka,

**Also Present:** Jodi Barrows, Karen Lemire, Laura Merriam, Kristen Cameron, and Amy Gilman, Staff Council Assistant

**Call to Order**

The meeting was called to order at 12:05 p.m.

**Approval of Minutes**

A motion was made and seconded to adopt the December 2, 2014 Council minutes. There was no discussion. The minutes were adopted with one abstention.

**Public Comment Period**

Two individuals made comments during the public comment period.

The first individual thanked the Council for its efforts to get people out to vote in the recent Vermont Labor Relations Board (VLRB) election for staff in the Administrative or Clerical, Technical, and Specialized job families. She raised concerns that this is the second election in two years which suggests work needs to be done to address the concerns of some staff who feel frustrated or do not feel served by the systems currently in place at UVM. She asked Staff Council to explore ways to better understand the concerns of staff and find ways to address these issues.

The second individual echoed words of thanks and appreciation for the work that Staff Council does on behalf of staff.
Post VLRB Election Discussion

The Council reflected on the recent VLRB election for Administrative Support or Clerical, Technical and Specialized staff held at UVM on December 16 and 17, 2014. The Council broke into small groups to discuss two questions: 1) What are the issues or concerns that staff feel would be better served through union representation?, and 2) What can Staff Council and/or the Administration do to better serve staff and address these issues or concerns? The process highlighted concerns over compensation and benefits, but also brought up common misconceptions about what union representation can and cannot do. Additional ideas were discussed on how to address these issues and concerns while showing Staff Council’s continued and expanded role in addressing concerns about compensation and benefits.

Standing Committee Reports

Compensation, Benefits and Budget Committee - The committee will take the January meeting to focus on the current projects of the working groups on Remuneration and Staff Leave.

Outreach, Assessment and University Engagement - Work had concluded on the outreach efforts to go vote in the VLRB election.

Personal and Professional Development and Occupational Environment – Work continues on finding information about best practices around personal and professional development. The Committee will use articles and publications that allows one to glean information about what other institutions and organizations are doing. The information will be gathered and summarized to support a recommendation surrounding performance appraisals, merit raises and professional development.

Social - A brief follow up about the success of the Holiday Bazaar and Food Drive was given. Over $2,000 was raised through the sale of tables, the raffle, and bake sale. Four hundred nineteen pounds of food – the second largest donation ever – was collected and donated to the Chittenden Emergency Food Shelf.

Officer’s Update

Due to a conflicting work commitment and timing, President Berteau did not present her Officer’s update. The full Officer’s update is posted online on the President of Staff Council’s webpage and highlights recent meetings with the Vice President for Human Resources, Diversity and Multicultural Affairs, the Vice President for Executive Operations, and the Executive Director, Benefits and Employee Relations.

Other Business

Electronic W-2s are available to UVM employees. To sign up, you must go through the Peoplesoft Self Service. Employees are encouraged to do this as W-2s will be available sooner.
Questions were raised on how other Representatives get a sense of what their colleagues think and feel about certain issues or concerns. The Executive Board will review the major points from the exercise on the VLRB election that was just completed and discuss outreach and engagement ideas.

Staff Council Representative Elections will be held in April 2015. Planning has begun and those current Representatives with terms concluding on June 30, 2015 will be notified by the Staff Council Office in the coming weeks to better understand whether they wish to serve again and how best to reach out to promote participation in their Unit/Division/College.

**Adjournment**

A motion was made to adjourn the meeting. The motion was seconded and adopted. The meeting adjourned at 1:07 p.m.