

UDMPU Board Meeting Minutes - 9/25/07

Present: Stokes Baker; Mike Canjar; Cindy Gillham; Mary Higby; Heather Hill-Vásquez; JoAnne Isbey; Doug MacDonald; Kris McLonis; Stephen Manning; Prasad Venugopal; Larry Zeff

Special Guests: Nancy Chesik; Beverly Reppert

Absent: Kate Walters

I. Call to order.

II. Announcements.

a. Representatives to the Professional Negotiating Committee (PNC) have been elected with the exception of one empty seat from Architecture and one open seat from CHP. Steve LaGrassa will be contacted regarding the empty seat from Architecture.

III. Minutes of 9/11 meeting were approved as amended.

IV. Treasurer's Report.

a. McLonis reported \$21, 965.48 in checking and \$73, 757.63 in savings for a total of \$93,723.11 in the Comerica accounts.

b. McLonis reported that she had checked into changing bank account type in order to eliminate service charges. As changing the account type will result in cancelled checks being shredded by the bank and as we may need access to said checks for record-keeping (and any future possible audits), it was decided to maintain the current account type.

c. McLonis reported that, as requested in the previous Board meeting, she and President Canjar had confirmed the amount of the check for MEA dues (\$18, 393.31) and that the check will be sent to MEA.

d. Checks will be written to McLonis to compensate her for refreshments supplied for the 9/18 UDMPU General Membership meeting.

e. A motion was made to accept the Treasurer's Report and the motion passed.

V. Grievance Report

a. Manning indicated that the pre-grievance issue regarding potential violations of faculty rights concerning curriculum issues (raised at the 9/11 Board meeting) will be on the agenda at this afternoon's E.L. meeting.

b. The library security issue appears to be nearly resolved. Reports from two librarians indicate that Public Safety appears to be responding to requests for their presence at and near closing time. The issue will also be on the agenda for the E.L. meeting at which time special mention will be made of Officer Gary's helpfulness.

c. The potential problems with the use of non-contract time for librarians raised at the 9/11 Board meeting also appear to be nearing resolution.

d. Manning indicated that he is still at work on making contact with attorney Michael Lee regarding the law suit brought against the UDMPU and the UDM administration by a UDMPU member.

e. The long-standing grievance issue regarding parking will also be on the agenda at today's E.L. meeting (with special reference to early-semester problems and the construction of the new athletic field.)

f. A motion was made to accept the Grievance Report and the motion passed.

VI. PNC Issues

a. The Board discussed the request by the Director of Human Resources to form a Health Benefits Sub-Committee in order to discuss potential changes to Health Benefits with the administration and representatives from other worker unions at UDM. It was agreed that a Health Benefits Sub-Committee will be created under the aegis of the PNC.

b. A motion was made to present the following at the E.L. meeting:

The Health Benefits Sub-Committee of the PNC will meet with the administration and representatives from other worker unions at UDM in order to discuss potential changes to Health Benefits at the university if the administration agrees to simultaneously begin the equity study prior to the opening of formal negotiations on 11/15/07. If the administration does not agree to conduct the equity study, then discussion of health benefits will become a part of formal contract negotiations which begin on 11/15/07.

VII. McLonis, Gillham, and Chesik presented their concerns regarding a problematic situation in the library. The situation involves librarians having to cover hours for a librarian who has been frequently absent. Librarians are apparently being asked to work beyond their contractual 37 ½ hours per week in order to make up for those absences. It is unclear whether the absent librarian has worked enough days to qualify for short-term disability. The Board asserted that no employee should be forced to work overtime. The Board indicated that all librarians affected by the situation should document their experiences and should also refuse to work overtime when asked. The UDMPU officers will assert at the E.L. that 1) the Dean of Libraries must be stopped from practices that violate the contract; and that 2) any librarian who has worked overtime ought to be compensated.

VIII. Discussion of a request by a UDMPU member for a tenure extension was tabled until the 10/9 Board meeting.

IX. MacDonald will follow up on filling the empty CLAE Board representative seat.

X. A motion was made to adjourn and the motion passed.

Respectfully submitted,
Heather Hill-Vásquez