

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY STAFF SENATE

Minutes of the Regular Meeting
Thursday, September 15, 1994
Room 102, Phase II, Veterinary Medicine

Senators Present: Joyce Bohr, Janet Bryant, Shannon Casey, Billie Cline, Joann Craven, Judy Davis, Betsy Davis-Jones, Marge Dellers, Patrick Donohoe, Jamie Evans, Leslie Graham, Wanda Grubb, Patty Hall, Mary Holliman, Julia King, Sherilyn McConnell, Bhaba Misra, Trevia Moses, Valerie Myers, Brenda Neidigh, Fred Phillips, Peggy Rasnick, Vivian Rich, Wyatt Sasser, Widget Shannon, Elizabeth Shifflet, Chuck Shorter, Elaine Southworth, Tony Sutphin, Sarah Wheeler, Debbie Wilson

Alternates Present: Jeannie Baker for Joyce Longrie, Netta Eisler for Richard Lovegrove, Cindy Harrison for Deb Williams, Beverly Parkins for Fred Phillips, John Peterson for Les Fuller, Danny Belcher

Call to Order

Meeting was called to order at 5:33 PM.

McComas Leadership Seminar

Senator Hall announced that the McComas Leadership Seminar will be held October 11, 8:30 AM to 12:00 Noon in the Brush Mountain Room in Squires. Approximately 160 flyers were sent to staff senators, alternates, and association officers. Attendees will receive paper and a brochure with the James D. McComas Leadership Seminar logo and a pencil. There will be refreshments provided at the break. The committee stayed well within the \$500 budget. The printing will not cost anything. The speakers have donated their time and expertise, although a small honorarium will most likely be given. Members of the committee that organized the seminar were Diane Patty, Leslie Graham, Don Massie, Joann Craven, Stephanie Overton, Billie Cline, Barbara Shelor, Carlile Price, Kathy Haden, and Patty Hall. Senator Hall expressed gratitude to the committee for their work. The schedule for the seminar follows:

8:30-8:45 a.m. - Staff Senate President Sasser
8:45-9:00 Welcome - President Torgersen
9:00-10:00 Leadership Development and Motivation - Wayland Winstead
10:00-10:15 Break
10:15-11:15 Communication, both written and oral - Beth Waggenpack
11:15-11:45 Brief overview of Senate structure - Sheri McConnell
11:45-12:00 Evaluation - Leslie Graham

Approval of Minutes

The minutes of August 18, 1994 Staff Senate meeting were approved with the addition of Senator Joann Craven's name under Senators Present.

Senate Committee Reports

Communications Committee - Senator Shannon reported that they did meet and discussed university closings.

Policies and Issues - Met on the Sept. 8. Doug Martin addressed

repetitive motion and carpal tunnel syndrome. They formed a committee to research the issue and what can be done for exercising, placement of equipment, adjustable chairs, etc. They will report back to the committee with the information. Senator Donohoe stated that, in most cases, workmens' compensation will not cover carpal tunnel syndrome. If this is the case, then the university needs to look at keyboards, work stations, etc. He talked to CommonHealth on this issue and they are going to present a program in January called "Risky Business."

Dennis Eavey addressed the incentive pay plan. He gave the committee the highlights of the changes to the plan. They are trying to form a group that would study the issue of evaluations and bring recommendations back to the senate.

Old Business

Senator Holliman gave an update on the grievance procedure. They have made some major changes to what was proposed. Any work-related issue can be taken through the first two steps. Also, the person with the grievance has to get a written answer from management. The first meeting is with the supervisor and the worker. The second meeting will be a hearing with witnesses, if necessary, and the manager. If the worker is not satisfied, he or she can appeal to the senior management for that agency. The next step above that is to appeal to DERC. If DERC feels it is grievable, then they will give it to the hearing officer. The attitude is that no agency can have the last word. The governor supports the changes. Senator Holliman recommended that we let Shuler and Marye know that we are interested in what happens with the policy.

President Sasser stated that he had been approached as to why can we not get paid time-and-a-half for holidays, rather than comp time. He feels that this is a state policy rather than a university policy. When we work on a holiday, it is up to us to decide when we take it.

At the Commission on Classified Staff Affairs meeting the status of the smoking policy was brought up. Ann Spencer's response was that she would prefer for us to be patient and give her an opportunity to pursue this in her own means. It is not a classified staff concern, it is a university concern. She feels that the original policy was written in a loose way. People who smoke have rights, just as the nonsmokers. The commission is going to be patient and see what happens. If nothing happens, they will pursue it.

Senator Misra questioned if Spencer gave a time frame for when she was going to act on this. President Sasser asked her that question and her answer was that she would get back to the commission.

New Business

Ballots and brief biographies were distributed for elections to fill vacancies. Senator Rasnick asked for nominations from the floor. There were none for any of the three positions.

Results of the elections were as follows: Vice President-Fred Phillips,

University Council-Sheri McConnell, Classified Staff Affairs-Mary Rhodes.

Meeting adjourned at 6:24 PM.