

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
STAFF SENATE
Room 1810, Litton Reaves
Minutes of the Regular Meeting
Thursday, November 21, 1996

Senators Present: Spencer Allen, Jody Bolen, Mary Conrad, JoAnn Craven, Phoebe Crofts, Marge Dellers, Wanda Grubb, Cindy Harrison, Netta Smith, Delbert Jones, Reba Rigney, Barbara Day, Terry Lawrence, Joyce Longrie, Kathleen McNinney, Nancy Phillips, Wyatt Sasser, Widget Shannon, Joy Thorn, Virginia Viers, Janet Wimmer, Jon Wooge, Jaime Wampler.

Alternates and Guest Present: Kathleen Bond for Eileen Moccia, Netta Smith for Tom Hergert, Sherri Settle, alternate.

The meeting was called to order at 5:40 p.m. by President Allen.

There were no announcements.

Approval of Minutes: October 17, 1996, minutes on page 1, Jody Bolen's name was misspelled. The minutes were approved as corrected.

Elections

Dawn Maxey's name was forwarded to serve on the committee to the President's Excellence Award. Wanda Grubb will send an email note to Spencer Allen to serve as an official notice.

Senate Standing Committee Reports

Communications Committee met on November 11, 1996. Spencer Allen, JoAnn Craven, Cindy Harrison and Tom Hergert were present. A decision was made that when both co-chairs are present, one would chair the meeting and the other would record the proceedings. The main focus was on editing the final form of the welcome letter which was distributed and will go into new employee packets. It was decided the letter should contain the signature of the Staff Senate President. This committee will create a staff governance brochure, update staff senate web presence, rework and distribute staff governance handbooks. The 1996-97 meetings of the Communications Committee will be on the third Tuesday of each month in the Controller's Conference Room-Southgate.

There was discussion on who are the classified staff. Classified staff includes everyone, at all levels, except faculty or administrative faculty including full-time, part-time and wage people.

The McComas Leadership Seminar Committee will create a program to include various liaisons with state legislature. If possible legislators will be present to share with us means of communicating with their offices on governmental issues of particular interest to staff.

The Policies and Issues Committee met on November 19, 1996 and discussed 1) possible roles that compliment other commissions and committees rather than duplicate them, 2) revisited the issue of poor staff morale on campus and 3) review of the staff senate constitution and by-laws. The next meeting will be Tuesday, December 17, 1996, at noon in the Norfolk Room at Squires. The agenda will include an update on the

tuition waiver for dependents proposal.

UNIVERSITY COUNCIL, COMMISSION, COMMITTEE REPORTS

The Employee Benefits Committee will be meeting on a regular basis. Tom McAvoy, Chair-Tuition Benefits for Dependents and Spouses, will be the guest speaker at the December 5, 1996, meeting at 9:30.

The Commission on University Support will have their first meeting on December 3, 1996.

There was no one present from the Library Committee, but the question was raised as to why research staff cannot have the same length of time for checking out books as other students. The issue is being discussed.

The University has reconvened the Personnel Advisory Committee. The committee advises personnel on all types of issues across the university.

OLD BUSINESS

The next Breakfast Roundtable will be December 4, 1996. The topic will be Organizational and Interpersonal Communications. If you register but are unable to attend, please let Sue know.

The issue of 9 month classified staff employees being paid over 12 months was raised. There is an option that will take effect January, 1997 if classified staff choose to do this.

The Delayed Pay Check issue was raised. Governor Allen's proposal for being paid every two weeks was discussed. The discussion led more to the problems that would arise with the bank and direct deposits. It was mentioned that wage employees' pay checks are delayed and effective, the next fiscal year, graduate students will be affected. If you have questions or concerns, please WRITE YOUR GOVERNOR!

There was no new business.

OTHER BUSINESS

The Tuition Waiver for Employees Dependents and Spouses was discussed. If possible, the Staff Senate will ask Tom McAvoy to give a presentation.

The Proposed Sickness and Disability Program was discussed. This is a proposal by the Advisory Council to the state government. The concern is that the state does not want employees to be in a situation with Leave Without Pay. Doug Martin has offered to come to the Staff Senate meeting and discuss this in detail. This proposal must be passed by the legislature, cost neutral to the state, family friendly to new employees and no waiting period. As proposed, current employees have the option of retaining the current system or converting to the proposed. One proposed process is using sick leave hour for hour toward additional VRS service. A second proposed process is to use current sick leave to buy 100% of salary in case of serious illness rather than 60% or 80%. You will not lose anything you have currently earned no matter which option you choose. Spencer Allen asked that everyone review this and share it

with others in your department.

Cindy Harrison had a reminder that the building at Southgate now has signs warning people that if, during inclement weather, you park next to the building, you are doing so at your own risk. They cannot prevent the snow or ice from sliding off the top of the building.

Also, the number to call for university closing schedule is 231-6668. Any problems that occurred previously have been corrected.

The meeting adjourned at 6:55 p.m.

Respectfully submitted,

Marjorie W. Dellers, Secretary
Sheila R. Norman, Recorder