

Classified Staff Council
Meeting Minutes
Jan 19, 2022 at 10:30am (via Zoom)

Present:

Trisha Pocius, Joleen Ryan, Julie Stevens, Jennifer Lawson, Sandra Bandimere, Makenna Rademaker, Frank Johnson

Excused:

Veronica Santistevan
Cheryl Mincic

Guests:

Konner Pemberton (COWINS)
John Romero
Sherece Alaniz
Mary Sandoval
Bruce Merritt

The meeting started at 10:32am

- **Guest – Konner Pemberton (COWINS)**
 - Trisha welcomed Konner and thanked him for attending today to share information
 - Konner advised he is based in Pueblo and appreciated the opportunity to share some highlights regarding the contract that was ratified and next steps going forward.
 - Konner opened up the session by asking what we know about the contract and if we had questions
 - Konner then shared a link in the chat session www.coloradowins.org/contract and some highlights:
 - 3% raises have been confirmed for the next three fiscal years (2022, 2023, 2024)
 - For those who may work on the weekends, shift differentials have been confirmed including those who may work graveyard shifts
 - Starting July 1, the new minimum wage is \$15.00 hour
 - Healthcare premiums may not go up and are expected to stay for the next few years
 - FMLA is currently at 80 hours and, starting this fiscal year, it will double to 160 Hours
 - Konner encouraged reviewing the contract for additional details and asked if there were other questions. Below are some of the discussion highlights during the meeting:
 - **Q&A / Comments:**
 - Will PERA increases change with the contract and how does this impact the 3% raise?
 - PERA has a separate legislative bill and the contract does not cover PERA
 - Could you speak more about membership? I understood we didn't need to be a member to vote on the ratification.
 - It's correct that COWINS represents all Classified Staff employees and membership is optional.
 - It's also correct that you did not need to be a member to vote the last time and this may change in the future
 - For those who may be interested in joining and for more information, a link was shared in the chat session <https://www.coloradowins.org/join/>
 - How many members do you have now?
 - 4000 members
 - It was noted that the master contract includes all State Employees and future negotiations may include certain areas (for example, Dept. of Corrections)

- Do our raises affect the University Budget? There are some budget discussions taking place now as Faculty and Admin Pro may not receive raises this year.
 - The 3% raises are funded by the State of Colorado (as we are State employees)
 - Stewardship
 - It was noted that Julie Stevens has volunteered to be a steward for CSUP and it was asked if there can be only one Steward on campus.
 - Training will be provided starting on February 5 and it was noted that if others are interested in being a steward to reach out to Konner
 - Is it correct that New Employees will receive an orientation session – will these be held monthly (or similar) and can someone attend even if they are not a new employee and want to learn more?
 - Yes, there will be orientation sessions offered for new employees – and, for anyone who would like more information, they can contact Konner
 - What about employees who may be scheduled to work 24/7 or on call?
 - It was noted that Article 16 (pg. 30) of the contract addresses this topic – it’s not clear if this may be different for those who are salaried.
 - Konner advised he would verify and follow-up with the individual who asked
 - There was some discussion regarding floating holidays and observance of holidays
 - Konner recommended that we review the contract for more details.
 - What is COWINS take on Classified Positions being eliminated and replaced with non-classified (per the agreements in 2010)?
 - It was noted that COWINS would like to stop or reverse this process. This is a short and long term goal for COWINS.
 - There was discussion regarding Comp Time vs. Overtime and it was noted that, per Article 16, individuals can request comp time (but are not required to take this instead of overtime) and the comp time is now time and half.
 - It was noted that this is not clear if the policy applies for those who are salaried
- Konner departed at 11:16am and advised that he would follow-up with some of the individuals directly who had questions today.
- **Approval of Minutes**
 - A motion was made to approve the November minutes (Julie) and the motion was seconded (Joleen).
 - **Treasurer’s Report**
 - Julie shared some of the highlights of the report related to Administrative Fees and asked if there were any questions.
 - None
 - **Old Business**
 - **Give Day Committee (New)**
 - Tricia recommended this is postponed to next meeting (due to limited remaining time)
 - **Parking Passes**
 - Julie advised the site is now working and Reserve passes will not be available until end of Jan
 - Julie advised the passes are good for two years and you may need to reset your password
 - It was also confirmed that access to the portal is via your NetID
 - **Website Update / Bylaws**
 - Jennifer advised Bylaws Committee members will receive email soon to coordinate next meetings

- **Faculty Senate Back-up / November Minutes**
 - Sandie advised she would be willing to be the back-up, as it was noted Sherece (who volunteered previously) would not be able to attend, as only Council members could attend.
 - Sandie thanked Sherece for volunteering and Joleen noted that the CSC rep only needs to attend the presentation portions of the Faculty Senate Meeting.
 - Sherece asked how and when could she be part of the Council and Trisha advised by volunteering and also noted that we will be voting in April.

- **New Business**
 - **Budget Information Sessions with President Mottet**
 - Jennifer advised the previous sessions were recorded and available to anyone who is interested (email Niki Toussaint) and some of the highlights from the session included:
 - CSUP has seven budgets
 - Operations Budget (a.k.a E&G)
 - Extended Studies
 - Auxiliary Budget
 - Vision 2028
 - Athletics
 - External Grants
 - Student Fees Budget
 - The topic of the session was regarding the Operations Budget (E&G)
 - The FY22 gap is expected to be over 3 Million and some of the strategies being used to mitigate this include:
 - 1.3 Million transferred from Extended Studies to E&G, 10-15 positions not being replaced, reconciling funding sources, possibly eliminating merit increases for Admin Pro and Faculty if projected melt rate is exceeded
 - The FY23 shortfall projected to be 4.5 Million and the BOG has approved 3 year proposal to rebuild the shortfall (FY23-FY25)

- **External Committee Updates**
 - **Faculty Senate – Joleen**
 - Joleen advised Microsoft 365 has target complete date end of May and users may start to see this the week of May 11.
 - Joleen advised that there may also be two-step authentication going forward for logins
 - Bruce clarified that this will start with Kuali and may rollout to other applications in the future.

 - **The following committees had not met / no updates to share**
 - University Leadership Team – Trisha
 - President’s Budget Advisory Committee –Trisha
 - Diversity Executive Leadership Team – Trisha
 - Parking Committee – Veronica & Julie
 - Information Technology Board – Sandie & Frank
 - *Strategic Planning Committee – TBA*
 - (New) Camera Policy Committee – Sandie, Julie

- **Internal Committee Reports**
 - **Birthday Grams – Sandie & Joleen**
 - Joleen noted the birthday grams in January were sent

The following committees had not met / no updates to share

- Outstanding Employee Awards –Veronica, Makenna
- Welcome – Veronica & Yvette
- Fundraising – Classified Staff Council
- Student Scholarship – Cheryl, Joleen, Sandie
- Bylaws Committee – Trisha, Jennifer, Sandie, Veronica

Adjournment: The meeting adjourned at 11:28am