



Alternative Service Committee

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Academic year 2013-2014

Town Hall Meeting of the Alternative Service Committee November 21, 2013

**ASC Town Hall Meeting
Physical Plant November 21, 2013
Hubbard Hall room 231
Questions & Answers**

Q – You said that once we switch over to USS we cannot switch to other state agencies?

A – Correct, once you go from underneath the Civil Service umbrella you will not be able too, it is only under the KPERS that you can do that. There has been some suggestion to look at the other state agencies to see if it would be possible to move within the other USS universities.

Q – Clarification on the white papers is something that you are working on right now and we won't be able to vote on the policies before we vote?

A – The "White Papers" right now are recommendations and they are living documents that can change and will change based on your feedback. Once we have completed all of the Town Hall meetings and we have everyone's feedback and we re-write the White Papers we will then go to the university administration and negotiate with them. You will know what we will get by moving to the USS before the vote happens. You will have an agreement from the university administration that is between us and the staff before a vote happens, then once that vote happens we will send our purposed handbook to KBOR for approval. They will look through that handbook to make sure that all changes to policies are legal. If it passes KBOR's approval then the process will be put into place.

Q – So it could still stopped at the higher level of approval?

A – Yes, it could but at this point, I have had some discussions with KBOR and they have indicated that if we send them a handbook versus a lot of policies they don't have any reason to reject it as long as everything is legal.

Q – Why does this keep coming up? I thought the last time we voted on this we will through with it. But they keep bringing it back until people lose interest in it.

A – The last time it came up was about 10 years ago, and it got shut down because there were some legal issues and it just died at that point. Then it kind of came up a couple of years ago then the Classified Senate brought it up again about a year ago and there has been some talk within some certain levels within the administration, I am not real sure at what level but that is why this committee has come back. It is twofold – first reason – we haven't had any increases in our salaries in 5 years. The budget is currently set and has been approved for the next 2 years from now and there are no raises for us in those 2 years, so we are going to be looking at 7 years with no raises. The second reason is that there is talk and I am not going to tell you which one it is going to go because I do not know but there is talk in Topeka about doing away with the classified service totally. At that point if the classified service goes away

we will all become unclassified and we will be on year to year agreements. We will not be what we are now and we will lose all of the civil service protections. What we are purposing at this time is trying to keep some of those protections but at a different level by moving to the USS.

Q – What you are saying here is if we are told at the university level it still has to go to the KBOR to be approved, if we vote yes KBOR can still shut it down?

A – They could absolutely.

Q – But if we have already voted then it is too late?

A – No, if we vote and we send them the paperwork, if it is a negative vote nothing happens, we stay as we are and this committee is dissolved nothing changes. The only change that could change is in two years if the legislatures say there is no longer classified service and you are all now unclassified. I can't guarantee that will happen it is all speculation, but if you go up and read this stuff there is actually a house bill, it is not on the floor yet but it is in the appropriation committee and that is to do away with the classified service. Their proposal is to do phase one and it would be all IT, all attorneys, and all upper level supervisors they would immediately become unclassified. Then the phase out would begin after that, if someone is demoted, promoted or a position is open for some reason it becomes unclassified when rehired. If the person that is demoted or promoted they also become unclassified when that happens so it would slowly be a phase out of the entire classified service everyone would become unclassified.

Q – Since we have not had a raise since 2008 where are you going to come up with the money to give us a raise?

A – In that 5 year period the unclassified staff and the faculty on the WSU campus has received 2 raises in that 5 year period we have not because they cannot give us raises the only people who can give us a raise is the legislature and if we were to come up to the legislature today, if we took the entire classified staff and say we want a raise, they are going to say who are you, how do you work for me, we don't have money to give you raises and you should be lucky you have a job. With that being said if the university has access money and again there is no guarantee but we are going to extract a promise from them (Ft Hays State did and we will do the same thing) that if the unclassified staff get a raise then we as the USS will expect to be treated the same across the board. If they get a 3% raise we get a 3% raise.

Q – IF you give everyone a rate of 6.77 vacation rate that is not fair to the ones that have been here 10, 20 or 25 years?

A – I understand that other people have had the same comment, I understand where that is coming from right now though if you were hired right now today as a classified staff here on

campus and another person came in as was hired into an unclassified position, the unclassified person on day one gets 6.77 hours per pay period on day one. That classified person gets 3.7 hours on day one. That is where the inequities come about, I was here for 15 years before I reached the 6.7 some people who have been here now get it in 10 it took be 15, I am not going to complain that isn't fair. We are trying to right policies that affect the majority of the people not just a handful. But we do understand that and we are looking at that very commit, we understand we people are coming at about the fairness.

Q – How is the university going to afford our salaries?

A – The salaries will still remain the same that money comes from Topeka and will not be pulled away.

Q – So we will still be paid by the state?

A – Yes, just like everyone else is technically, that money will come from Topeka within the university budget and then be paid to us through the payroll system. The only that will change is if the university has excess money and is able to give raises that is what will happen.

Q – And the excess will come from layoffs etc...

A – No it will come from tuition increases, funding overages depending on where it comes from and how the money can be allocated. Right now Topeka has not given us raises in 5 years and we just got 2 more years for the budget to be set so we are looking at 7 years with no raises. If this change was to happen and we take our vote before the end of the fiscal year if there is excess money for next fiscal year and the president says we are going to get raises then we could get raises at the next fiscal year, that is a possibility there are no guarantees that the money will be there but that is a possibility.

Q – Inclement weather pay, there is no change is that and some of us are mandatory to come to work and then when you come home we can't get in our drive way? We have to work a full 40 hours a week in order to get any time in a half?

Q – You get people who work outside and we are required to come to work and get our 40 hours for the week, what is our incentive to come to work? We work outside and we have to be here if the university is shut down we feel that we should be able to stay home too.

A – What kind of pay to you get when you do have to come in during inclement weather?

A- We get straight time, we don't get any extra time because we have to get our 40 hours a week before that happens. It doesn't become time in a half until we work our 40 hours.

A – Renea will you make sure that gets back to Wanda, the reason we put it in the way we did is because KU when they went to the USS they changed to where they required anyone that didn't come to work during inclement weather had to use vacation time or sick leave and we didn't want that to happen here. If the university is shut down we want administrative time we don't want to use our own time, but for those that have to come in during inclement weather we need to take that into consideration and have Wanda look at that and say those that have to come in during that time would get time in a half or double time. Would that work? I understand that, but we will look to see if something can be changed so you don't have to have a full 40 in order to get the time in a half. If you have to come in on inclement weather even if it is on a Saturday, Sunday or if you don't get your full 40 hours you would still get that pay. We will look into this would that be enough of an incentive?

Q – If you work over 8 hours that day we should get paid extra for that day, If we worked 11 hours in one day we should get paid extra for those 3 hours, not just if we meet our 40 hours a week not just straight time for those extra 3 hours we should get it for that day.

A – If you are required to stay then I agree we should look at that and you should get compensated for that.

Q – Why is it just inclusive to grounds? If I want to come in and work during inclement weather why shouldn't we be able to do that?

A – It won't be, if we re-write so that it includes everyone, because I know that you all get called in to when there is something going on too.

Q – Will there be an administrative board created to look over all of these procedures and responsibilities?

A – What we will slowly do is transition from the Alternative Service Committee and turn all the responsibilities over to the Classified Senate which would then make the change to become the University Support Staff Senate and they would handle all of the administrative expects of it. Now K-State the President of their Senate actually sits on their budget committee and is a voting member of that, so we are going to get something like that so that we have a little bit more say in what goes on at the university. We will have someone over see it absolutely.

Q - So they would be working in conjunction with HR and bring up the issues of pay raises and such?

A – HR and the university administration to make sure that all of these changes are followed through on. We know that there are some concerns about the representation that the Physical Plant because there is right now only one person on the committee that is from the Power plant and he works 3rd shift. So a lot of you probably don't know him and don't have a

lot of access to him. Yesterday at our regular committee meeting we voted to increase the size of our committee. We also had someone resign so we have a vacancy on the committee, I have asked someone in the physical plant to fill that spot. We are going to ask two more people from the physical plant to sit on the committee, along with 1 person from the library and 1 person from housing, so we are going to increase the size of the committee by 4. The Physical Plant will have 4 representatives on that committee so that you are all better represented. That was one of the problems that the committee had that there was not equal representation across the campus. So if you have some names that you would like to see sit on the committee or if you would like to sit on the committee then please let me know so we can take a look at those names and have somebody sit on the committee to represent you.

Q – On the title management it says 2-4 years, who will determine what jobs are important and what ones aren't?

A – Jobs will all stay the same, what will happen is the job description will change. An electrician gets hired at the Physical Plant as an Electrician 1 is job description is mandated by the state, an Electrician 1 gets hired in KDOT his job description is the same as an Electrician 1 at WSU Physical Plant. The guy at KDOT does not do the same job as an Electrician 1 at WSU; you are not going to see that KDOT electrician going into the dorms.

Q – That is not true?

A – Your job description stays the same, you job responsibilities change.

Q – The description is re-written every time I hire a new electrician?

A – But they are a certain set of mandated description, but you are right in that your jobs are different but it is still the same with the state. So what we are recommended is that those job descriptions be rewritten in a 2- 4 year process because there will be a market study done by HR. Salaries will be looked at and Brian Carter has looked up some of the things at KU the electrician there get \$3/hr. more than the electrician here. They did a market study and their salaries changed. So what we are looking at is a broadband salary proposal where if you come in and you are experienced and you have licensed and certifications you will get hired at a higher level than someone that came in without those and right out of school. Right now someone who comes in right out of school as a Plumber will be hired as a Plumber 1 step 4, someone coming in that might be a master plumber unless there is a plumber 2 or senior plumber opening then he would get hired in at the very same salary as the step 4.

Q – Will an HR member be a part of the final voting committee on the appeals board?

A – I don't know if this question is in reference to a regular process or an external member on the board if we end up having one. HR will definitely be in on the training aspect and probably part of that process. Matt would you like to answer that.

A – Matt - I can state facts and currently and HR member in a grievance is not in a voting member in a formal grievance it is a body of peers that hears the grievance and makes recommendations so HR is in a facilitator role not a voting role at the formal level. That is what it currently is, if you were to ask that question in the committee meeting it could then be opened up for further suggestions with what you purpose what the new system would look like. For whoever answered that question my committee is meeting tomorrow at 1:30 in Jardine room 115 and you are more than welcome to come and we can elaborate more on that, we will be discussing some of the feedback that we have received so far and what needs to be changed. Now would be a good time for you to come to that meeting and help us figure that at. So again tomorrow at 1:30 room 115 in Jardine, if you cannot come but would still like to talk about it you can email me at Brenda.achey@wichita.edu.

Q – Will we have a consulting company come in that decides if jobs are needed?

A – That is not the plan, we have not talked about that at all, and we don't plan on talking about that we do not want to change the job status the only consulting that would be done is a market study to look at salaries. That is not something that we are looking at; our desire is to keep all jobs that are here on campus. If we are going to grow by 7,000 students like the president wants I would think that our jobs would grow as well.

Q – Tuition Assistance program changes?

A – That is something that we have certainly looked at and I would encourage you to talk to Wanda from the Compensation and Pay committee, look through the White Paper and if you have any questions or suggestions on the change of tuition assistance please direct that to compensation and pay.