

SOUTHERN UTAH UNIVERSITY
STAFF ASSOCIATION BOARD MEETING
DECEMBER 12, 1995
SCIENCE 312

Present: Rex Michie, Kay Messerley, Dale Orton, Lois Bulloch, Clarisse Lunt, Sherrie Batt, and Linda Reber.

Excused: Di Adams, Leanne Gower, and Eric Tait.

I. Rex conducted the meeting and welcomed everyone. A copy of the November 14, 1995 minutes had been sent to everyone. Lois Bulloch made a motion to accept the minutes; Kay Messerley seconded the motion. Passed 7-0.

II. Financial Report: We didn't have a financial report as Eric wasn't present at the meeting.

III. Centennial Garden: Lois reported that the dedication for the Centennial Garden has been moved up to August '96. It was originally scheduled for August '97. She had met with President Sherratt to discuss the garden and the financing for it, and he stated that the work needs to be done wherever the money comes from. There needs to be a list made of everything associated with this project, along with the cost, and this list will be taken to the President and money will be found for it. Lois will meet with all of the people involved and get this list made. We discussed the fact that the Staff Association can't be responsible for all of the costs.

Rex passed out copies of a memo sent out by David McGuire to Rex, Lois, and Greg Stauffer concerning labor performed on the Centennial Gardens. There is a provision in the Fair Labor Standards Act Handbook that prohibits employees from volunteering to perform the "same type of services" as they are normally compensated to perform. He stated that this may prohibit the grounds employees from being able to volunteer their time to work on the gardens. This could be a real problem as Joyce Messer is on the garden committee and has taken a very active part in this project. Greg Stauffer will get clarification on this from the Department of Labor. Lois said that she talked with Mike Carter about this and he couldn't see any way around it. We do need to be aware and be careful on these issues. Rex also reported that the P.O. for the \$1,000 for the sprinkler pipe is underway. We have the seeds for this project but no greenhouse room. This is something we will have to check into. It was suggested that we check into possibly using the greenhouses at New Castle.

IV. President's Report: The hiring policy still has not changed. We discussed the annual leave policy. There is a draft copy of the proposal going to the Board of Trustees. A draft of the policy on leave of absence without pay is also going to the Board of Trustees. Rex reported that Greg Stauffer and David McGuire supported the idea of a policy committee but President Sherratt did not. Dr. Stauffer and David will consult with the Staff Association about policies for the time being, but not as a formal committee. Lois said that she has heard that there will be an

equity study done, probably by a student intern. We discussed this and there was a lot of concern expressed about it. Rex feels that there has been a lot of procrastination on the part of the Personnel Office. This is an important issue and they need to move on it.

V. Membership Meeting: Clarisse reported that this meeting will be held January 23, 1996, from 10:30 a.m. until noon in the Charles R. Hunter room at the Conference Center. Everett Perry will talk about attitude and how it affects stress levels. We will invite faculty members also. Clarisse will talk to Mr. Perry and ask him how much time he will need so that we will have an idea of what else to plan for.

VI. Old Business: Lois has been checking on the years-of-service awards. She got some ideas and prices from Clark and Linford Jewelers and from Gem Jewelers. We will study the list she has and refine it and decide what to do. We also discussed when would be the best time to give out these awards, and we decided it would probably be best to do it at our meeting at the end of the year. We will do an analysis on the list of staff members and their years of service and check how much it would cost to give out awards for everyone that has between 5 and 10 years service, 10 and fifteen years, etc. Lois also volunteered to update our constitution and by-laws in the near future.

VII. New Business: Some people are still getting free event tickets. These are non-university people. We discussed whether we should look into this and Rex said that he will find out who these people are and why they are getting free tickets. We also talked about our new medical insurance plan. The campus benefits committee from Dixie College wants to know how we feel about it. Dale said that he thinks it was a bad move to change to Blue Cross. In discussing this, there were some people who agreed with Dale and some that said they have had no problems with it yet. People who have had problems need to make the Personnel Office aware of them. Also, people need to ask questions so that they can understand what our coverage actually is. Dale also commented on the excellence of the Staff News. We need to acknowledge what a great job those in charge of this are doing.

VIII. Board Meetings: Our next meeting will be held on January, 9, 1996.