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*West Virginia University Staff Council Meeting Minutes*

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December 19, 2018

8:15 a.m. – 12:00 p.m.

Evansdale Library, Room 234

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Present</b>
Baldwin, Joan	Nutrition Outreach Instructor	Extension Services	No*
Browne, Thea	Administrative Assistant Senior	Main Library	No*
Crabtree, Joan	Supervisor Campus Services	Facilities Management	Yes
Dunson, Terrence	Campus Service Worker	HSC Facilities Management	Yes
Forquer, Burlene	Manager Food Service	Mountainlair Catering	Yes
Gill, Yolanda	Administrative Associate	Accessibility & Auxiliary Service	Yes
Griffin, Barbara	Developmental Advising Specialist	Academic Degree Programs	Yes
Irons, Rusty	Trades Specialist I	Facilities Management	Yes
Martin, Lisa	Special Events Coordinator Senior	Event Management	Yes
Matuga, Amy	Administrative Associate	Physiology	Yes
May, Crystal	Office Administrator Senior	Microbiology	Yes
Morris, Jim	Assistant Vice President	HR Employee Relations	Yes
Musick, Dana	Administrative Secretary Senior	CEHS	No*
Nichols, Melanie	Supervisor Campus Services	Facilities Management	Yes
Robinson, Shirley	Administrative Assistant	Academic Affairs Administration	Yes
Runyon, Peggy	Campus Police Officer Lead	University Police Department	Yes
Torries, Michael	Academic Lab Manager II	Chemistry	Yes

**\*Excused**

**Guest Speaker:** Travis Mollohan, *Director, Government Relations*

**Submitted By:** Janelle Squires, *Administrative Secretary, Staff Council*

### **Call to Order**

The meeting was called to order by the chair, Michael Torries, at 8:15 a.m. and a quorum was established. The sign-in sheet was passed around for members to sign in.

### **First Business**

The November minutes could not be approved at the time due to a few edits that Amy had found but could not remember. She will read through the minutes and notify Janelle of the changes.

The revised minutes were sent out via email on December 20 for approval. Lisa motioned for approval of the revised November minutes. Crystal seconded. All in favor and motion was carried.

### **Treasurer's Report**

By Joan Crabtree, *Secretary/Treasurer*

Joan reported a beginning balance of \$3,596.18. Expenditures were as follows:

\$2.14 (Postage)  
\$1.01 (Copier)  
\$21.20 (Phone)  
=\$24.35 total expenses

That leaves an ending balance of \$3,571.83.

Amy motioned for approval of Treasurer's Report. Burlene seconded. All in favor and motion was carried.

### **Chair's Report**

By Michael Torries, *Chair*

Upon Nancy Bremar's resignation from Staff Council on December 11, Michael will now serve as the new chair by default as he formerly served as vice chair. He has big shoes to fill but is very happy for Nancy and her new endeavor. We all wish her the best.

### **ACCE (Advisory Council for Classified Employees) Report**

By Shirley Robinson, *ACCE Rep.*

Shirley reported to the group concerning a prior request from Staff Council for documentation regarding the question of what ACCE has done for WVU during their last meeting. In summary, they advocate for all classified staff of higher education across the state and provided her with the following statements:

- ACCE's advocacy benefits WVU and Marshall University, specifically, as they have the most employees which would be affected.
- When the first salary increase for state employees was announced by the governor, ACCE advocated higher ed employees be included. State employees are governed under a different state code than employees in higher education.
- The Legislature stated higher ed employees were already covered and would receive the salary increase like other state employees, however, they refused to honor the salary increase to higher ed employees because of the state code issue. Higher ed employees lost a year of increment pay. ACCE advocated pro bono on their own time.
- WVU was the last institution to fund minimum pay raises and still paid employees 75 cents on the dollar during the last pay increment.
- In 2001, the salary schedule was updated and found that WVU was paying many employees below the minimum in state code. They were paying Mountaineer Temps higher wages than regular employees. ACCE advocated on behalf of WVU classified employees.
- The law suit against WVU went before the Supreme Court and resulted in WVU creating their own salary schedule which appeared to be better on the surface but did little to aid in future increases for employees.
- ACCE advocated against Campus Carry. HEPC sent letters to legislators voicing their opposition on it but did little with lobbying legislators during the session.

It was advised by the Council that these be fact-checked as some of these statements are false and many of these items took place many years ago. Shirley took note.

Their next meeting is scheduled for January 29 at the Marshall University Graduate College in Charleston, WV.

### **BOG (Board of Governors) Report**

By Lisa Martin, *BOG Rep.*

They met last Friday which she could not attend due to her Commencement obligations but had a few items to share.

The proposed Rule for the Tobacco Free Campus Policy is currently out for comment and ends January 21. They will review comments and adopt a final rule on February 8.

Other topics that were discussed and approved were:

- leasing offices for the John Chambers College of Business
- contracts for energy saving usage
- purchase of a house adjacent to Potomac State College
- future expansion and relocation of the visiting team locker rooms as well as updating concessions and media space pending raising of private funds

Michael asked for more specifics about the energy saving contracts. Lisa will send out more information about it to the group.

Their next meeting is scheduled for February 8 at the Erickson Alumni Center.

## ***Guest Speaker***

### **Campus Carry**

Travis Mollohan, *Director, Government Relations*

Campus Carry had been introduced at the Legislature for many years. Many bills are introduced every year but never move.

Last year, the gun rights groups decided this was something they want to pursue. There was Campus Carry and a bill that would allow public and private employees to have their gun locked in their car in a parking lot, commonly known as the parking lot bill.

Three things stopped the Campus Carry bill from going any further last year: WVU's opposition; Chairman of House Judiciary, John Schott's opposition; and the teacher work stoppage.

He believes most of WVU's organizations are generally opposed, however, he wants everyone to understand they have a right to their opinion.

Administration is very much opposed to this bill. People carrying guns on campus just doesn't seem necessary. There aren't any factual statistics that show allowing guns on campus makes it any safer or more dangerous.

Being WV is conservative about this issue, gun rights will get majority support from citizens. Therefore, it is likely this will pass.

They've prepared several restrictions pertaining to different areas on campus to which if it passes, it must be amended to include them. Michael relayed these to the Council during the monthly meeting in November. If there are additional restrictions anyone would like added, let Travis know.

Michael asked that if the bill has enough votes to pass, then why would the legislature listen to our suggestion for restrictions? Travis said that considering the breadth of WVU's presence in the state and the number of employees we have, he believes we are respected by the Legislature and they are open to hear our opinions. Travis further went on to discuss plans to coordinate efforts to get a bill we can work with.

There are also two minor bills that they'll be working on. The first one pertains to restriction in code which currently states Campus Police Officers must be WV residents. It affects Morgantown and Keyser campuses because both have recruited individuals from Mt. Morris, PA and Cumberland, MD. They were asked to move to Morgantown and being Mt. Morris is minutes away, one of the officers does not feel it's necessary. They plan to have it amended to allow a qualified individual as determined by the institutional Board of Governors.

The other bill pertains to hazing. The current hazing statute for higher education allows prosecutors to bring forth a hazing penalty against students who are members of a fraternity, sorority or organization that is recognized by the university. The new language would include those organizations who are disassociated.

The Blue Ribbon Commission higher education funding model is still up in the air. It could end with some further changes to the HEPC and more money for smaller schools.

They will not be pursuing the Paid Time Off proposed Rules as part of the freedom agenda this session as there are so many other issues right now. If that changes, they'll come back and talk to the Council.

## ***Committee Reports***

### **Legislative Committee**

By Michael Torries

Michael relayed the group's opinions to Travis regarding Campus Carry which was discussed last month as well as what we determined to be the top priorities – locations such as ticketing venues; offices where disciplinary hearings take place; and lab spaces. The second priorities are to delay the implementation of the law to allow communication and to require training for those who wish to carry. The third priority is to prohibit the carrying of a weapon carelessly or to draw attention.

He received an email from the Executive Director of IT and they're trying to figure out a way to express their non-classified employees' consensus of Campus Carry. Michael offered to include them in Staff Council's letter if they choose. Staff Council's stance on it will be the majority vote of the Council.

He recently attended the Tobacco Task Force meeting. He serves on the Prevention & Cessation sub-committee. One of their primary focuses is to create a dedicated space where people can go to get help to quit. Rocco Fucillo, State and Local Relations Specialist, explained there isn't enough funding for that but there may be opportunities through the Blue Zone project and encouraged them to write a grant proposal.

Their second focus is to have a one-on-one tobacco course for first-year students, possibly via a webinar.

Their third focus is to create an ambassador's program in which they would go out and offer resources and talk to people in a non-threatening manner, maybe equipped with quit kits. A Graduate Assistant could possibly oversee that.

Joan C. also serves on the Tobacco Task Force and her sub-committee is looking at signage on campus. Some just say Tobacco Free which doesn't include vaping. They've also identified hot spots around campus.

Thanks to Amy for agreeing to serve on the Order of Vandalia Selection Committee per Michael's suggestion.

### **Tuition Assistance Committee**

By Barbara Griffin, *Chair*

Barbara reported three classified staff employees were awarded to take a course during the Winter Intersession as well as several others for the Spring semester.

She would like the committee to meet with our contact in Financial Aid soon to discuss some things.

### **Transportation & Parking**

By Yolanda Gill, *Staff Council Rep.*

Yolanda reported they met on November 16. They went over some statistics:

- they issue over 6,000 permits per year
- the PRT can transport 4,000 people per hour
- students were given a discount for parking over winter break
- buses and state vehicles must get new license plates by December 30
- the new parking lot adjacent to the Mountaineer Station

They will be touring the PRT station soon to see the new upgrades.

### **Old Business**

Amber will check with Barbara Bodkins, Administrative Assistant Senior, Employee Relations, to see if the members of the Election Committee are willing to serve again. Barbara replied and confirmed they are willing to participate.

Michael will look into the logistics for a Staff Council Campus Conversation as previously discussed. This will hopefully help recruit people to run for Staff Council during the upcoming election. Nominations begin in February.

Employee Relations will be sending out notifications this week to supervisors explaining why they will be doing the Upward Feedback along with the Performance Evaluations. During the second week in January, they will send out communication in ENEWS. The information obtained from the Upward Feedback survey will be used to develop training needs.

Lisa inquired if there is a report that shows where employees fall in the pay schedule now that the raises are in place. There are some people that are still not where they should be and are turning down overtime because it will affect their SNAP and other benefits.

Amber said they are aware of the gap and plan to continue to fill that gap, so they must wait to see what happens with the next legislative session and budget allowance. Again, they will recognize performance and pay gaps.

### **New Business**

The Staff Council election will be held April 3-9. Amber will ask Barbara to provide a timeline to reference.

The group must vote for the vice chair seat as Michael is now serving as chair. Amy nominated Peggy.

Joan B. expressed interest and wanted to self-nominate. She would be a good vice chair because she is connected politically in Charleston, as told to Michael.

Peggy said she has a good idea of what it takes to do legislative things and she'll give it her all.

Amber and Jim tallied the votes. Peggy is the new vice chair.

Melanie's division in Facilities Management has been going through changes which will affect around 900 classified employees. It was recently announced in ENEWS that Randy Hudak is retiring. There are a lot of rumors going around and they're not getting answers.

Jim believes more communication will be put out in January.

### **Adjournment**

Crystal motioned to adjourn. Lisa seconded. All in favor and meeting adjourned at approximately 11:45 a.m.