

Call to Order

Roy Ross, Chair of CUSS, called the meeting to order at 10:05 a.m.

Welcome

Steven Showers, of Administration and Finance, spoke on behalf of President Hoke Smith, who is retiring at the end of the week. Mr. Showers expressed appreciation for all of the work CUSS has done. He said that the working climate at Towson University is very good. Next week the new President of Towson University, Mark Perkins, will take over. The transition period should be very exciting, as it offers an opportunity to see where you've been and look at where you can go.

Chair's Report

Chancellor's Council looked at budgets for USM institutions. For the staff, there were two policies discussed: personnel files and organ donation leave. The discussion on organ donation leave was tabled for a later time. Rosario will update us on this.

Regent's Finance Committee two issues will be discussed that affect the staff: alcohol abuse policy, and personnel files for Exempt and Nonexempt employees. Regarding the personnel files issue, Regent Wood put in language that employees be able to review medical files, which should be separate from regular employment file.

Our comments regarding the personnel files issue were incorporated into the policy. Medical records are confidential and include submissions from employees, e.g., doctor's notes, etc.

Substance Abuse Policy 9 years in the making, and has been reviewed by at least 7 lawyers. CUSF held it back in order to be included in the policy. Up to this point, we have been following the Governor's Executive Order. In March, 2001 the staff substance abuse policy went to the Finance Committee, where it was viewed as too lenient. Now, with different players, it is viewed as too strict. We believe that faculty should also be classified as sensitive (doctors, chemists, pharmacists) and nonsensitive. It is hoped that the policy will go to the full Board of Regents on July 13. Supervisors will not be the ones to determine if someone is treatable or untreatable. That is a medical decision.

The HR Directors received the letter from the Chancellor announcing the salary structure: the minimum of pay range 1 is now considered to be the national living wage.

Collective Bargaining

Waiting for the SHELRB Governor should be announcing members very soon, as the effective date of collective bargaining is July 1, 2001.

Meeting with the Chancellor

Chancellor is seeking additional funding to hire an assistant for CUSS. He will let supervisors at the institutional level know that the employee is to be supported for participation on CUSS. The Chancellor is very supportive of CUSS and appreciates its work. Letters should be sent to each CUSS representative's President, with a copy to the employee and the employee's file.

HMO s

Rosario said that the USM participates in the State s Health Benefits Advisory Committee and has voiced our concerns regarding HMO s and dental plans. The State has been reviewing health benefits for next open enrollment in October.

Election

Roy Ross Chair

Fran Younger Vice Chair

Kay Martel Secretary (with Lu Ann Marshall as back-up)

Adjourned at 2:25 p.m.