Q – Question for Angie Linder, will #1 on your note page says salary increases will be based upon minimum availability of funding. How as regular employees will we actually know if there is funding available?

A – We will not know if there is funding available or not.

Randy – We will not know but we are going to try and extract the same promise from our President that Ft Hays did, they actually got an agreement from their President that if the unclassified staff get a raise everyone across the board will get a raise including the USS at Ft Hays. We are going to try to extract that same thing that if there is money for the unclassified staff to get raises we will get raises as well.

Q – What is the process from here on out, do the recommendations go to KBOR and then we vote or do we vote first then it goes to KBOR; will we know what is actually approved before we vote to go to the USS?

A – That is something that I was thinking about the other and I will have to find out the question on that, I am not 100% sure if we submit it to KBOR first for approval or after the vote. It does have to have KBOR approval and their approval is going to be looking at legalities and whether or not we will need the policies set by the state for this move.

Q – When do you purpose to have that information to KBOR?

A- Late March maybe April, we will have to get it in early enough for the approval, if everything has to be approved prior to the vote then we will have to have it to them in March.

Q – My understanding is that the policies will all have to be set before the vote?

A – Yes the new policies and procedures will be set before the vote.

A – Angie – There will be more Town Hall meetings prior to the vote in April so that once everything is approved we will be able to get you that information before you vote.

A – Emily the schedules of all meetings will also be at on the website.

Q – Is there any kind of approval that the college will have to do, does WSU have to approve them before they go to KBOR?

A – Once we get to the policies and the finalizing of what everyone wants we will have to negotiate with the University. As an example: we go in with the longevity pay, we go in with 3 things that we want, No Cap, raised from $40 to $50 and that everyone is included on this including the employees that started after 2008. They then say that we are not going to give you all 3 items. They say we need to eliminate one of them, so the first thing we eliminate would be the cap because it would only involve a few on
campus. Then we are down to where we would like it raised from $40 - $50 per year and include everyone. They say no we can’t do that we will only give you one, so then we would ask that everyone is included. Because we are looking at what is best for everyone not just what will effect some of the classified staff. So we go in and negotiate those policies and the university says okay we will approve that, sign off on it, then we get approval from KBOR we vote and then we are done. Once KBOR approves we vote on it then it is done.

Q – Angie you said that the broken system that we want fix, why do we have to switch to USS for HR to fix the broken system?

A – I am not saying that we have a broken system; we didn’t know any of this was going on until we took that survey. We had no idea that the employees weren’t getting their evaluations and that they were so unhappy with the way evaluations were being handled until we took this survey.

A – Matt – The evaluations is a state based civil service form. The form that the university uses it is formed by the State of Kansas and it is currently their form. Yes HR does keep track of who and who does not complete evaluations, HR is not an authoritative body that issues discipline to a supervisor that does not complete an evaluations without policy dictating the consequences but not doing this.

Q - Then what power will HR gain once we make this switch, or can they really not do anything more after we make this switch, can HR dictate the policy?

A – That is something again that will have to be negotiated with the administration because it would be a policy change, it would be a policy that would have to be changed for the USS at this point. The policy would also have to be changed for unclassified also.

Q - If USS does not pass is the performance evaluation policy something that can still be looked at and changed at the university level to fix the evaluation problem and make the supervisor accountable?

A – Matt – Per university policy in its current state, the policy issuer would either have to draft or change or issue a new policy then that would have to be approved by the President and Vice President that the policy be modified, created or deleted. That is the current university policy. Can someone initiate a policy change? Yes, but there is a current policy that state who can create a new policy or change an existing one.

A – Shot answer is probably yes, Policies can be changed.

Q - Evaluation form is handed out by the state was it modified from the state?

A – Yes the state changed it.

Q - In the handout that we were given at the beginning of this meeting and you are going over the comparisons where is says that there are no changes recommended who decides that?

A – Who decides that right now is the committee they are looking at what is best for the greater good and saying this is what we would like to change or that they would like to stay the same. If you see something that you would like to have changed please feel free to contact the Chair for that committee and let them know what you would like to see changed.
Q. - You say recommended but you can recommend anything who decides it is a yes or no?
A – Right now anyone can recommend anything.

Q. - Then when you are negotiating what power will we have?
A – Randy and the officers of the committee would take that to the university to negotiate those things.

A – We do not know who the negotiating team will be; it could be the President and some of the Vice Presidents or just the Vice Presidents. As soon as we get to the process where we are ready to negotiate they will have to put a team together to talk to us.

Q – What power will we have?
A – I guess the power of 650 employees and whether or not the negotiating team will work with us.

Q - If this passes who would have the power and authority to make any changes to it in the future?
A – Right now it is policy, like Matt says the policy change initiators is set by policy. You look at policy changes right now the Faculty Senate recommends that changes and I imagine something similar or the same thing happens with the Unclassified Professionals. So what would happen if this vote was to get the USS voted in we would spend some time 2-4 years probably not sure how long that process would be to make the move from classified to USS? That would include not only changes job descriptions, pay scales but also changing from Alternative Service Committee over to the Classified Senate which would then be the University Support Staff Senate. They would handle similarly to what they do now.

Q - So you couldn’t have a President and or a Vice President decide to change the policy?
A – They have the final say; they have the absolute the final say. If we want to recommend a policy change and it goes through all of the correct steps and it gets to the President and he doesn’t like it he can say “no I don’t like it” but he can do that with any policy now, the President does have the final say.

Q – Would parking be considered a policy?
A – If we pay for parking we should be guaranteed a parking spot somewhere, you look down on the other side of Weideman and along Duerksen all those spots are taken up on game day.

Q – I just want to get a few things clarified; we will no longer be a state employee?
A – No, you will still be a state employee

Q - Why are we not taking exceptions to the retirement plan? The state of Kansas has one of the worse retirement plans in the nation; we are so underfunded now we will never be able to retire.

A – That is why the state of Kansas is looking at 401-K plans and looking at other options to do away with KPERS and looking at more within the tiers. Those that are in tier one will be paying in 5% instead of 4% at the first of the year and that will be required.
Q – We are paying into a plan that will not be able to support us?

A – Well we are doing that at a Federal level at well. That is a legislature decision.

Q – With all due respect with all the work that you do, in general it doesn’t look like we are making a lot of changes so what is the overall point, if it does get voted down are we could to go as we are? Will they be dumping us out of Civil Service?

A – The #1 reason is pay raises, we are not get them now and we will have a better chance to get a raise if we change to USS. I am going to read you something that comes out of House Bill 2384: It says here in an article out of the Capital Journal which you can get online. The republican chair for the House Appropriations confirms Wednesday that a bill is being finalized for what he called Phase one of a plan to make all State Employees’ unclassified. There are several capital articles and letters written that talks about that same bill by Steven J Anderson who is the director of the budget. That bill is in the House Appropriation right now, yes they are out of session, but guess what will be discussed when they come back into session.

Q - Randy please tell them what else is on that bill, that there is no one else purposing this bill except the committee on that appropriation bill and your Union who has already voted against going to the USS and K-State’s union also voted against going to the USS. What he is talking about here is one committee, your Union has already gone up and turned in a brief saying we do not want to do this. Civil Service was put in place in the 1940’s so that we didn’t have people come in and sweeping the chalk board clean every time someone new was elected. The Civil Service has been here for quite some time not just since 2008 which you are getting statistics from.

Q – Won’t they go away if we are become unclassified?

Q – When will we do that?

Q – Well when will we go this other way?

Q – Exactly, it is all speculation on Randy’s part that this is the trend in the Midwest and this is going to happen. He says it is sweeping the Midwest.

Q -In your pamphlet you passed out in through the mail what is it telling us.

Q – My question is for Esau, how many union members voted on this to say that this is what we wanted?

A – Esau - right now it is 18, and it wasn’t just union members it was people from WSU on 1st and 2nd shift that came in. It was about 60 people that bother to show up. If we got this amount of people that is in this room right now and take a trip up to Topeka and ask our legislatures we wouldn’t be dealing with all of this.

A – We have taken a trips to Topeka with a lot of people and we get treated as we are no one and they tell us we should be lucking we have a job.
Q. On the white papers if there are multiply recommendations who will decide what those recommendations would be?

A – It is up to you to decide what those recommendations will be. That is why we want people to come to our committee meetings and to these Town Hall meetings so that we know what everyone wants to happen and what they would like to recommend.

Q. Numbers 680 how many total employees on campus.

A – No 650 classified employees?

Q. How many Faculty and unclassified professionals are there?

A – I do not know that but we can find that out. HR can tell us that.

A – Wanda – We will need the Hays group study I spend a lot of time and energy running back and forth to Topeka working with the consulting group and listening to the KBOR. We spent a lot of time working on getting the Hays Study, pay raises, working on getting you market value pay increases how many, the legislatures promised 5 years! You did not get 5 years so how are you going to say that they guarantee us something and the administration at WSU does not. Legislatures don’t even know who we are, we have legislative days, we go up and talk to the legislatures, they sit down tell us what their agenda is. We ask about pay raises and they tell us to be thankful that we have a job and the budget can’t handle pay increase. So tell me if someone guarantees you a raise for 5 years to bring your job to market value and they pull that funding is that not a lie, have they not lie to you?

A – Here is a response and this is Esau saying that if we take this group of people to Topeka they would give us a raise. I have been to Topeka with groups this size multiply time with staff from other regent schools and the tell us “Who are you, how do you work for me and why should we give you a raise, you should be lucky you have a job”.

Q. The funding in the hays study group I was very satisfied with that pay plan and I was shocked when that was pulled out. Some of us didn’t get anything? If we go to USS we are still going to be subject to funding from the legislature, the funding will come from the legislature to the university.

A – Our pay would come from the state, if there is money for raises that would come from the university. The reason the unclassified professionals have gotten raises 2 out of the last 5 years is because there was money at the university level, not money at the state level. The reason we could not get it is because we are classified staff who work for the state and the state manages what our salaries are. If we were to go to the USS the university would still get that money from Topeka for our salaries but then the university could decide who gets raises and who doesn’t. If there is money for raises because there is access left over as there was last year for the unclassified professionals we would get the raises too! Again it depends on money.

Q. And merit right?

A – Yes and merit, let’s say there is a 3% raise our suggestion is 1% for merit and 2% across the board. So if we got a 3% raise everyone would get 2% and the 1% would be based on merit and your evaluation as long as you meet expectations. There is no reason to believe that the university would not agree with
that. No reason what so ever. I would trust the local administration a lot more than I would trust the legislature in Topeka!

Q - Why hasn’t the president attended any of these meetings?

A – He is aware of them, they are on his calendar. He is very busy and is aware of the situations and does what is going on. We as a committee is our plan to meet with him and that he will be at the larger Town Hall meetings before the vote.

Q - Who picks the members of the steering committee are the all classified.

A – As of right now everyone that is on the ASC committee and can vote is classified staff. We have been working on this since August and we have only taken one vote. There are 15 members on this committee that are classified. All of the officers all classified all of the Chairs are classified, we are you. We are not fighting against you we are just like you; we are looking for the greater good.

Q – There are committee members that are not classified?

A – Yes, but they do not have a vote. We have one resignation on the committee so right now we have 14 on the committee that have vote, we have 8 unclassified that have no vote.

Q - Are the ASC members working with AFT?

A – No, short answer. However Herchilia’s committee on policies and agreements will be working with them to make sure that what we are recommended is in line with the agreements that they already have with the university.

Q - How does this affect our ability our opportunity to transfer to other state agencies?

A – We are looking into this and we do not have an answer on this yet.

Q - How will the University afford our salaries?

A – Randy went over how that would go.

Q - What are we giving up by not being Civil Service?

A – The biggest thing that I can see, again this is my opinion and this is that we are losing the appeals to the state level. We already heard that in the last 5 years there has only been 2 appeals that went to the state level and those were upheld. Ted Ayres said in the last 17 years any appeals that have gone to the State level have not be overturned. So at this point the State Civil Board as not none anything for them except to uphold what the university decisions were.

Q - Does the President not have the final say right now with the classified staff?

A – With the Faculty and Unclassified staff he does, with the classified staff he does not. That goes to the State Civil board.
Q - This looks like a really good opportunity and if you want to get it approved you need to get involved?

A – Here is the way I look at it; we have changes coming down the pike we don’t know what those changes will be. They might say okay in a 1-1/2 or 2 years every state employee is going to be unclassified. We don’t know for sure if that is going to happen one way or another, me I have looked at all of the stuff that they have been doing, I have looked at exterior states, Arizona, Wisconsin and some of the other Midwestern states. They are doing it in those other states; whether they will do it here I don’t know. This is our opportunity to take charge of our future and our employment and have a say in what we want and not what the state legislature wants for us.

On that note we are so far over on time, if you have any other questions comments or concerns please contact us at the information on the website.