

**GOVERNORS STATE UNIVERSITY
BOARD OF TRUSTEES**

**SPECIAL MEETING
June 19, 2014**

Brian D. Mitchell, Chair

CALL TO ORDER AND ROLL CALL

The Full Board of the Board of Trustees met for a Special Meeting on Thursday, June 19, 2014 in Engbretson Hall at Governors State University. The meeting was called to order by Chair Brian Mitchell at 4:04 p.m. Trustees Mitchell, Eileen Durkin, Bruce Friefeld, Jack Beaupre, Patrick Ormsby, Anibal Taboas and Kayla Randolph-Clark were present. Trustee Lorraine Tyson was absent.

Others present: Elaine P. Maimon, President; Deborah E. Bordelon, Provost and Vice President for Academic Affairs, via conference call; Alexis Kennedy, General Counsel; Karen Kissel, Vice President for Administration and Finance; Courtney Sanders, Vice President for Enrollment Management and Marketing; Jeff Slovak, Deputy Vice President for Budget; Angela Latham, Associate Provost; Joyce Coleman, Associate Vice President of Human Resources and Diversity; Rashidah J. Muhammad, President, Faculty Senate; and Laura Owens, President, Civil Service Senate.

EXECUTIVE SESSION

Chair Mitchell entertained a motion to go into Executive Session. Randolph-Clark made a motion to go into Executive Session pursuant to Section 2(c)2 of the Illinois Open Meetings Act to discuss collective bargaining. Ormsby seconded. Roll call was taken and Mitchell, Durkin, Friefeld, Beaupre, Ormsby, Taboas and Randolph-Clark were present. Tyson was absent. The Board went into Executive Session at 4:05 p.m. with Maimon, Kennedy, Slovak, and Coleman joining them. Provost Bordelon was in attendance via conference call. The Closed Session ended with a motion by Durkin and a second by Beaupre at 4:37 p.m. by unanimous roll call vote. Mitchell reported that no action was taken during the Executive Session.

ACTION ITEMS

1. **Resolution 14—38: Approval of Collective Bargaining Agreements.** Mitchell entertained a motion to approve Resolution 14-38. Durkin made a motion. Friefeld seconded. Roll call was taken and Mitchell, Durkin, Friefeld, Beaupre, Ormsby, Taboas and Randolph-Clark voted aye. The motion carried.

2. **Resolution 14—39: Approval of Salary Increases for Certain Non-Negotiated Employees.** Mitchell entertained a motion to approve Resolution 14-39. Ormsby made a motion. Durkin seconded. Roll call was taken and Mitchell, Durkin, Friefeld, Beaupre, Ormsby, Taboas and Randolph-Clark voted aye. The motion carried.

PUBLIC COMMENT

Nicholas Kreitman, Senior Union Representative, Teamsters Local 743

Mr. Kreitman made the following comments: I'm here to provide an update on the Teamsters Local 743 Clerical Unit. Currently we have no contract to present to the Board of Trustees, although we have met several times and made significant progress. The first issue is pay and salary, which we have come to a tentative agreement on. What we don't have an agreement on at this time is the issue with the expansion of mandatory time. We represent a number of individuals in the Admissions, Financial Aid, and other critical areas, which are especially important with the upcoming entrance of freshmen. We are being asked to block out a three-month period where no vacation time can be taken. Additionally we are being asked to agree to a mandatory doctor's note for sick time. Prior to the past 1-2 years there was flexibility and mutual respect, and we are trying to bargain in good faith. We want to come to some resolution. However the University team is not bargaining; they refuse to bargain. I brought some members of Teamsters Local 743. I wanted to bring more, but there are issues with staffing. Again, we want to get this contract done, and these are the remaining issues.

Shondrae Lewis, Registrar's Office

Ms. Lewis made the following comments: I came to GSU as a student and transitioned to working here full-time. During the past Commencement it was a mandatory work day for the whole department. I worked the morning ceremony. I enjoy commencement and seeing the accomplishments of all the students. My supervisor asked me to work the afternoon ceremony as well even though I was graduating. I told my supervisor I would work the first ceremony, but during the second one I was going to take part because I'm also a student. In my department we have a lot of parents. With this proposal we will have to bring a note from a doctor for every child illness. We come to work sick during mandatory times, risking the health of others. My co-pay is \$250 and I don't have the money to visit the doctor or ER every time I'm sick. I'm saying this is not a feasible policy.

Christina Seymour, Admissions

Ms. Seymour made the following comments: This past mandatory time my mother had a stroke. What I was really upset about was that I was asked by my supervisor to bring a note proving I was in the ER with her. It is difficult with family emergencies to provide a note for all events. I want to be treated with respect. Back in the day my supervisor would ask if everything was alright. I never had to worry about having to bring a note to come back to work.

Melody Easterling, Admissions

Ms. Easterling made the following comments: I'm here on behalf of GSU's loyal employees. I've also been a student. The language and disposition is quite different in different departments. I've survived three surgeries, I'm asthmatic, and all four of my children are asthmatic. We are truly dedicated staff, however at this time we feel that employee morale is diminishing because of the need to bring in a doctor's note for each health issue. I don't know what the discrepancy is. We are human beings first. We go over and above our responsibilities. We are loyal to you; are you loyal to us? We feel we are worth being more than just a number.

Mr. Kreitman made these additional comments: We have copies of additional statements from our membership and also copies of our proposal. It's quite simple. It is the policy in the current HR handbook into our contract. We are asking for something in the contract that we can show our membership, a clear rule that works for these employees and the rest of the union members. We certainly hope the University comes to the next bargaining session in good faith. We are asking for something that is free to the University and can improve morale, as you just heard.

Mitchell thanked Mr. Kreitman and the GSU employees for their comments and for coming to the meeting.

TRUSTEE COMMENTS

Taboas noted that he was most impressed at how the parties involved in the approved union contracts came together and worked out agreements that are mutually beneficial.

There being no further comments, Chair Mitchell wished everyone a happy and safe summer, adding that the hard work of everyone on behalf of the University is appreciated. Durkin made a motion to adjourn. Friefeld seconded. Roll call was taken and Mitchell, Durkin, Friefeld, Beaupre, Ormsby, Taboas and Randolph-Clark voted aye. The motion carried. The meeting of the Full Board adjourned at 4:55 p.m.

Respectfully submitted,

Joan Johns Maloney