

## OA Council Meeting: October 8, 2003

EMU Umpqua Room

**Attending:** Annie Bentz, Shirien Chappell, John Crosiar, Chris Loschiavo, Todd Lundgren, Rachele Raia, Marilyn Reid, and Kathy Cannon. **Absent:** Donna Winitzky (excused)

### AGENDA

1. Gossip, news and speculation [5]
2. Comments on new OA orientation session [10]
3. Update on OA project and discussion of donating vacation issue [15]
4. Goals and agenda for the coming year [20]
5. Recap/review/next steps/next meeting's agenda [5]

- 
1. **Gossip, news and speculation:** John reported that Dan Williams would like an OA Council rep to attend the administrative staff meetings. John already attends, but would like to know which "hat" he has on at the meeting. The council asked John if he wouldn't mind representing the council as well and reporting on pertinent issues from those meetings. He agreed to do so. Todd also reported that the FAC would like a representative to present OA concerns/issues some time during this academic year.
  2. **Comments on new OA orientation session:** There was positive feedback from the OA orientation from those who attended. It was felt that there was good participation and Fred, Todd and Annie did a good job in organizing and running the meeting.
  3. **Update on OA project and discussion of donating vacation:** It was noted during last spring's Brown Bag session on vacation that the OARs would need to be revised in order for OAs to donate vacation hours to help cover classified staff members' sick leaves. Todd reported that he talked with Linda King regarding this issue. She said that she had advocated this with OUS a few years ago when sick leave policies were being revised, and that Dave Frohnmayer had advocated the issue with the Chancellor's Office after the Thurston shootings. According to Linda, both times it was rejected. She suggested that perhaps Dan Williams could take this issue to the UO Administrative Council. She added, however, that as some of the relevant OARs are shared among OUS, the issue probably needs to be addressed system-wide. One sticking point Linda mentioned is that when classified staff donate vacation to help cover other classified staff members' sick leaves, the amount donated is based on an hourly wage scale (i.e. if the donating person makes \$16 per hour and the person receiving the donation makes \$8 per hour, then the 8 hours donated would amount to 2 work days for the person receiving the donation-and vice versa). One issue that would need to be addressed

is how donations of vacation time from OAs, who are salaried, to cover classified staff members' sick leaves would be calculated using this system.

4. **Goals and agenda for the coming year:** A small group Q&A packet from the 2003 OA Annual Meeting was handed out for reference and to help plan with this year's OAC goals and agenda-setting. The following list of goals/issues was also established:

- "Professional Development" for OAs where "professional development" is defined per job area.
- Investigate ways to "perk up" professional development trainings (including considering off-campus locations for UO-sponsored trainings)
- Morale on campus due to freezes and OA challenge (Invite Ernie Pressman in HR to facilitate a Brown Bag)
- Campus opportunities for training (work with Cris Cullinan and Kathy Cooks in her new position)
- Multi-year contracts tied to salary increase ("major review")
- Finalize the OA Project (Shirien will scan OA Project notes and make available to the council)
- Handbook for OAs as one outcome of OA Project
- Vacation/sabbatical policies for OAs
- Posting the Annual Report to website
- Period updates on OA challenge by SEIU
- Send OA goals to Linda King for comment

5. **Recap/review/next steps/next agenda:**

Meeting ADJOURNED, 2:30pm

---