

OA Council Minutes

Friday, September 12, 2014
Ford Alumni Center 301

Members	Lead Assignment/Title	Present
Teri Rowe	Chair	Y
Patrick Chinn	Vice Chair/Web	Y
Keith Frazee	Forums	Y
Brandy Teel	Forums	Y
Deb Mailander	Communications/OA Policies	Y
Colleen McKillip	Vice Chair	Y
Paula Staight	OA Forums	Y
Leslie Wolgamott	Forums	Y
Guests		
Bill Brady, Sr Director of Employee and Labor Relations: wbrady@uoregon.edu		

Topic	Discussion	Decision	Assignment
Guest: Bill Brady	<p>Hired in June, 2014 for faculty union negotiations because higher education is a unique union environment, especially in light of shared governance.</p> <p>UO currently handles employee groups in various locations. Bill asked "Why?" Discussion led to shift to having employee groups connect with one team, which Bill will build and lead.</p> <p>SEIU and Faculty negotiations both begin in January. Bill needs to hire a team of four. He expects to have an employee labor specialist who will handle OAs, as well as union labor specialists to negotiate contracts. Bill is the OA Council point person in HR.</p> <p>What happens at the negotiation table has an impact, either directly or indirectly, on every UO employee.</p> <p>Questions he will need to answer (among others):</p> <ul style="list-style-type: none"> Why is the OA group structured the way it is? What is the grievance process? He would like one process. 		<p>Colleen to send Bill a copy of the open meeting agenda in advance of each meeting.</p> <p>Deb to send Bill link to OA Compensation report.</p>

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	<ul style="list-style-type: none"> How to handle unit members that move from Faculty union and back. Both groups have different rules. What processes need attention? <p>What relationship does he have with the Ombuds office? That office is clearly the place to handle mediation. The other areas of potential overlap will be worked out between the two.</p> <p>Bill Brady has been invited to attend our OA Council open meetings.</p>		
Prepare for 9/26 meeting with VPFA	HR consultants will be coming to campus on 9/25; Teri is included in that meeting. HR areas of focus: HR re-organization, recruiting and onboarding processes, OA classification and compensation, and HR technology. Work is expected to take 15 to 18 months.	Collect questions	OAC members: send questions for VPFA to list by close of business on Tuesday, Sept. 16
How to get other OAs involved in committees	We've been getting plenty of requests (e.g. Safety Advisory Committee) and need to build a pipeline to connect interested OAs with those looking.	Build interest list	Leslie to set up file share and list of OAs interested in serving on committees.
Update on annual meeting	Confirmed room layout (same as last year); confirmed that we want a live video stream for Portland and Charleston employees	Date is Oct. 28 from 3:30 3:00pm to 5:00pm	
Meeting space for open meetings	Tabled		
Invite list for open meeting guests	Tabled		
Meet with other elected OAs	We have received requests to meet with other elected OAs. Meet after the Oct. 8 Senate meeting?		Deb to see if Oct. 8 works. (Update: no, this date does not work for OAs because senate meeting running late)
Listening Tour Report debrief	Feedback indicated that it was well received. Have received requests to meet with OA Council and discuss.	Ask interested parties if they would like to discuss the report at an open meeting	Teri and Patrick
Upcoming new employee orientation	OA Council is on the schedule for new faculty and OA orientation for Thursday, Sept. 25. Tabling is available.		Will organize who attends via email; Leslie to design flyer
Next Meeting	Friday, October 10, 2014	n/a	n/a

Recorder: Patrick Chinn