

Minutes: Exempt Staff Council
Tuesday, April 24, 2016 – 2:30-4:00pm
Andy Holt Tower, 8th Floor Conference Room

1. Business

- John Goddard welcomed all ESC Attendees
- Guest Speakers:

Arla Jackson, Exempt Staff Council (ESC) website

jacksona@utk.edu (865) 974-7862

Arla Jackson gave a short presentation of the new website hosting system, WordPress. The new site will allow multiple users to manage content on the site. To view the new changes please visit them at <http://esc.utk.edu> or <http://esc.tennessee.edu>

Q: Eric Carr- Is there any data to show how many people are visiting the website?

A: Arla Jackson- Not at this time

- **Judy Fisher King, LYNDA.com**

jking103@utk.edu (865) 974-9592

Please see attachment to view the slide presentation

- Lynda.com
- Log in at: oit.utk.edu/Lynda
- **Free** and is available for all faculty, staff and students.
- Faculty will use this to assign courses or use specific sections of videos for their students. They can share specific courses with their staff to take if they feel they need a refresher course. They may also go on-line to take a course, and can download courses to watch at a later date, create a playlist for themselves, students or staff.
- Lynda.com offers information on topics such as presentation skills, fundamental study skills, software and programming.
- To schedule a free office presentations please call Judy Fisher King at 974-9592.

Q: Dr. Mary Lucal- Are there still standup courses on computer skills available?

A: Judy Fisher King- Yes, we have student focused workshops and instructor focused workshops.

Q: Do Graduate School of Medicine employees have to go through Memphis?

A: Judy King Fisher- Yes, if you are a system- wide employee. Use www.workshop.utk.edu

Q: Eric Carr- Is there availability to upload?

A: Judy King Fisher- Yes, you can create a play list. There are thousands of playlists already created by Lynda.com but you can create a playlist of your own.

- **Dr. Chris Pionke, Ph.D., P.E., UT Parking Regulation Changes Spring 2016**

Associate Professor

College of Engineering Honors Program

Department of Mechanical, Aerospace, & Biomedical Engineering

cpionke@utk.edu (865) 974-7679

Please see attachment to view the slide presentation

- Current Regulations:
 - What is required?
 - What are the problems with the current system?
- Subcommittee:
 - What was our charge, who was on the subcommittee, how did we proceed?
 - Subcommittee Work I, II and III
- New Regulations:
 - What are the new regulations?
 - How are they better than the current system?

Q: Rex Barton- How does this work with a Temporary State Permit?

A: If someone had a temporary disability and he/she got a temporary state permit, he/she can come to the Parking and Transit Services office to receive a temporary UT tag for the length of time the temporary permit was assigned.

Q: Rex Barton- How will this interact with the hangtag you previously have been assigned by UT?

A: Dr. Chris Pionke- This question would have to be deferred back to Mark Hairr, Director, Parking and Transit Services.

Q: Eric Carr-How many handicap tags do we currently have registered at UT?

A: Dr. Chris Pionke- We do not know this information, this is why this new regulation change is going into effect. Having this data will prove helping on assessing future space needs.

Q: Eric Carr-Why are we charging for accessible parking?

A: Dr. Chris Pionke- UT is not charging for accessible parking. We are charging normal parking rates for any parking space at UT. Every employee who works at UT and parks on campus must purchase a permit. The law states that you cannot charge for accessible parking for Visitors at any institution of Higher Education. Visitors needing accessible parking will have to obtain a 1 day parking pass.

Q: Lisa Emery- Do the upcoming changes affect anything for the employees who park in gated garages?

A: Jeff Maples: No, they will still have to register and prove registration.

Q: Lisa Emory-Has there been many complaints pertaining to lack of accessible parking on campus?

A: Jeff Maples- Yes, we have had complaints for years.

Q: John Goddard- If you have a state placard and plate and the parking lot you normally park in is full, will you receive a ticket for parking in another lot?

A: Dr. Chris Pionke- If you have a displayed state issued placard and a UT accessible parking permit you can park in any staff lot that has accessible parking or in a commuter lot. You cannot park in a reserved parking space, striped off area, UT Service vehicle space or a fire lane.

Jeff Maples shared that this change is not a revenue source. This has been a long term problem at UT and we need to address it. The upcoming changes were voted and passed unanimously by the committee.

Dr. Chris Pionke shared that new accessible signage will be added this fall around campus.

- External Commission Reports
 - Campus Planning- LaShel Brown (No Update)
 - Commission for Blacks- Judy King (No Update)
 - Commission for Women- Teresa Fisher (No Update)
 - The Commission for LGBT People- Eric Carr
Several awards were given out and they are in the process of updating their by-laws.
 - Faculty Senate- Dr. P.J. Snodgrass (No Update)
 - Work Culture Improvement- Brian Browning (No Update)

- Announcements: None

- Issues/Questions

Q: Brian Browning- Would there be any consideration for employees to receive two Administrative leave days per year to volunteer in our public schools or for a non-profit organization?

A: Dr. Mary Lucal- This would be considered a state benefit, the proper avenue for this would be to write a proposal and present this to the Employee Relation Advisory Board (ERAB) which will meet in June.

A: Dr. Mike Herbstritt- This would have to reviewed and approved by several Committees. It would go to the ERAB, then to the Benefits Advisory Committee and then it would be referred to the offices of the President and the Chancellors.

Heath Nokes- Animal Welfare Update- Since 1996 extension agents have had the responsibility of investigating cases of alleged cases of animal neglect, animal abuse and/or animal cruelty. The concern for the extension agents was safety: they are not law enforcement agents or investigators and do not hold law degrees to back their findings when presenting their case in a court of law. This past legislative session, both the House and Senate passed bills that will remove the Extension Agent from this responsibility and will place the responsibility back in the hands of the Department of Agriculture. All extension agents are very pleased with this move.

Q: Heath Nokes- This past winter when Governor Haslam closed all state offices in certain counties due to treacherous winter weather conditions, some Extension staff were still required to report to duty at local county offices. There is provision to administratively close if their county Mayor closes. However some county Mayors live very close to the court houses and are determined to open under nearly every circumstance. Extension staffs are considered University, County, and State employees. If the Governor feels the conditions are too dangerous for the other state offices, should this also apply to Extension staff? UT's stance on this is that you should not come to work if you feel it is unsafe to do so, however, choosing not to come to work results in use of annual leave time. The Governor does not make the choice to shut down state offices very often, but in those circumstances, don't Extension staffs deserve the same consideration for their safety and well-being without the use of earned annual leave time?

A: Dr. Mike Herbstritt- County and City governments differ in policy regarding the criteria for closing due to weather conditions.

2. Future Business

Dr. Mike Herbstritt- Fair Labor Standard Act (FLSA) effect on Exempt vs. Non-Exempt

- Mid-March the Department of Labor sent a formal proposal to Office of Management and Budget to review, there have been numerous groups who have met with the director of Management and Budget to share their concerns. At this time the proposal is still under review and the university continues to wait for their decision.
- Dr. P.J. Snodgrass, Deanna Flinchum, John Goddard, Julie Roe and Dr. Mike Herbstritt met last week to discuss the upcoming elections for the Exempt Staff Council. Since we do not know what impact the proposed changes to the FLSA will have we recommend that we postpone the elections until September for new ESC committee members. A decision is to be announced sometime at the end of May and we will have 60 days to implement the changes and by fall we then know the impact and the effect it will have on departments and staff.
- Heath Nokes made a motion to postpone the election for new ESC committee members until September 2016.
- New members would take office January 1, 2017
 - Q:** Eric Carr- Can the committees make this change? What are the rules or by-laws regarding this?
 - A:** Dr. Mike Herbstritt- The by-laws permit a suspension of the election if $\frac{3}{4}$ of the representatives are present to vote for the motion.
- Committee voted- Motion carried/ passed

Meeting adjourned, next scheduled Exempt Staff Council meeting is May 24, 2016 in the Andy Holt Tower 8th Floor Conference room from 2:30-4:00pm

