

University Operations

Employee Relations Committee
Tuesday, April 1, 2014 1:30-3:00
Andy Holt Tower, 8th Floor Conference Room

MEETING MINUTES

Present Tom Anderson, Dan Berryman, Brian Browning, Marilyn Butler, Carlos Carrillo, Jimmy Cheek, Robert Dykes, Eddie Golden, Karen Hackworth, Linda Hendricks, Mike Herbstritt, Sharon Jackson, Terry Ledford (present on behalf of Dave Irvin), Mary Lucal, Jeff Maples, Rick McCarter, Ed McDaniel, Randy Miller, Julie Monday, Ed Roach, Dennis Saben, Anthony Seabolt, Patrick Smith, Lisa Turner, Thelma Vandergriff, Mike Werley and Frank Wren

Absent Robert Bryant, Rose Rita Cooper, Paul Fulcher, Rick Gometz, Dave Irvin and Megan Redmon

Welcome

Mike Herbstritt, Human Resources, welcomed everyone to the meeting.

New Business

Mike Herbstritt, Human Resources: Welcomed Chancellor Jimmy Cheek and Linda Hendricks, Vice President of Human Resources for the UT System and Vice Chancellor for Human Resources for UT Knoxville.

1. Chancellor Jimmy Cheek – Guest Speaker

Chancellor Cheek thanked each representative for serving on the ERC. Dr. Cheek said this is an exciting time at UT from all the renovations and construction, to the Big Orange Family Campaign, to other Top 25 Initiatives. Dr. Cheek shared the employee contributions increased from 16% to 46% through the Big Orange Family Campaign which is a tremendous achievement. Dr. Cheek opened the floor for questions.

Tom Anderson said the Governor will not provide additional funding this year and asked what UT's plans are to address possible raises. Dr. Cheek said the Knoxville campus would like to establish a pool for merit raises and is currently in the analysis stage for possible funding. Merit raises are still a goal for UTK despite the lack of Government funding, but nothing has been finalized at this time.

Ed Roach asked if the possible raise would be based on merit or an across-the-board raise. Dr. Cheek confirmed that raises would be based on merit. Linda Hendricks added that UTK, unlike other campuses, has elected to do raises instead of one time bonuses.

Tom Anderson asked if there will be an opportunity to decrease parking fees. Dr. Cheek said there are no plans to decrease or increase parking fees at this time. Jeff Maples added that efforts are made to balance manageable parking fees and addressing parking issues (i.e. the need for more parking structures, etc.).

Dr. Cheek concluded by saying he would be happy to attend another ERC meeting in the future and again thanked the group for their input and hard work.

2. New Uniforms – Ed Roach

Q: Will Facilities Services get new uniforms this year?

A: Dr. Herbstritt said new uniforms were acquired last year and there are not any current plans for uniform changes.

3. Handicap Access to Andy Holt Tower (AHT) through Circle Park – Missy King

Q: There is no easy access for emergency personnel directly to Andy Holt Tower. Employees should know that if an emergency vehicle comes to AHT, it will be going to Circle Park, not the breeze way.

A: Jeff Maples said fire trucks would enter using the top floor of the garage. The third floor entrance which has been closed due to construction should reopen soon.

4. Vet Hospital Discount – Karen Hackworth

Q: Do Vet Hospital employees receive a discount on services at the Vet Hospital? Do other employees receive the same benefit?

A: Dr. Herbstritt will research this and present findings at a future meeting.

Old Business

None

Announcements & Other Comments

- ❖ Sick Leave Bank Open enrollment is April 1 through June 30, 2014. The Sick Leave Bank is an important benefit designed to help employees who are dealing with serious personal illness or injury. For more information about the sick leave bank, visit <http://hr.utk.edu/employee-relations/sick-leave-bank/> or call 974-6452.
- ❖ Tom Anderson reported the minutes from the March Employee Relations Advisory Board meeting. For more information regarding the ERAB, visit <http://humanresources.tennessee.edu/employeerelations/erab.html>.

Distributions

- ❖ 2014 Spring Thank-You Lunch Flyer
- ❖ 2014 Mobile Mammography Flyer
- ❖ March 2014 Minutes
- ❖ Constituent Lists

Next Meeting

Tuesday, May 6, 2014, from 1:30-3:00

Andy Holt Tower, 8th Floor Conference Room

Submit agenda items to Julie Monday at jmonday@utk.edu or 974-6452.