

University Operations

Employee Relations Committee
Tuesday, September 1, 2015, 1:30-3:00
Andy Holt Tower, 8th Floor Conference Room

MEETING MINUTES

Present

Tom Anderson, Brian Browning, Robert Bryant, Robert Dykes, Rick Gometz, Holly Harmon, Dr. Mike Herbstritt, Dave Irvin, Sharon Jackson, Chip Kain, Kayla Kirkland, Debbie Lane, Dr. Mary Lucal, Charlene Laughlin, Jeff Maples, Jill Mayfield, Ed McDaniel, Rick McCarter, Lori Ownby, Sammy Parcell, Ed Roach, Dennis Saben, Karen Valero, Mike Werley

Rob Chance- Guest Speaker

Elaine Wynn- Guest Speaker

Absent

T.J. Cansler, Ashlie Czyz, Carmella Ford, Beverly Johnson, Randy Miller, Jonathan Ramsey, Josh Smyser, Tim Widener

Welcome

Dr. Mike Herbstritt, Human Resources, welcomed everyone to the meeting. Dr. Herbstritt introduced Elaine Wynn - Office of the Ombudsperson and Rob Chance, Director of Payroll. Dr. Herbstritt shared that Dan Trentham – Call Center was not able to attend.

New Business

1. Elaine Wynn- Staff Ombudsperson *(Business Card Attached)*

The Omsbuds office is a place to go to find assistance with on the job issues. The services they offer include listening, fact finding, advice and mediation. The Office is independent, provides confidential assistance and advice. They offer an informal

process and do not keep records. Their office is located at 308 Henson Hall, call 865-437-9376 or e-mail Elaine at ewynn2@utk.edu for an appointment.

Q: What is the difference between Equity & Diversity (OED) and the Ombudsperson?

A: Ombudsperson may address conflict in the work place while OED may address discrimination issues. For more information, visit Omsbuds: www.utk.edu/~ombuds/ or Office of Equity & Diversity: oed.utk.edu

2. Rob Chance – Director of Payroll (*Handout attached*)

Open enrollment has changed; the new dates are **SEPTEMBER 15 – OCTOBER, 2015**

Sept 14th at 2:30pm and Sept 18th at 12:00pm Rob will be at the McClung Memorial Auditorium to speak on the changes and options available for the *HealthSavings CDHP Options (Consumer Driven Health Plan)*

ParTNers for Health (www.partnersforhealthtn.gov) have introduced "ALEX" your personal benefits expert. This tool is available help you choose which insurance option may work best for you. (*See attachment*)

Insurance rates are increasing 3.5%

Dental Changes: Cigna and Met Life, Delta Dental is not available

Employees may call 865-974-5251 or stop in at the UT Payroll office located at P115 Andy Holt Tower for assistance.

For more information and to view the handout please see the attachment

3. Sammy Parcell- Sidewalk Proposal

Q: There is a heavy traveled path between the Facilities Services & Fleet Management parking lot and the Aquatic Center. Would it be possible to have this path paved? It would make the path safer and more easily accessible.

A: Dave Irvin said Facilities Services would take a look at this; they have an in house concrete team.

Q: Buses are stopping on Joe Johnson Drive in the middle of crosswalks or not in the designated bus stops at all. There are concerns that pedestrian may get hit when they step out in front of buses to go around them.

A: This is a designated bus stop, will check with Parking and Transit Services to make sure buses stop in correct zones.

Q: Please give update on Cumberland Avenue project; will White Avenue and Lake Avenue be a two-way street?

A: Cumberland is not scheduled to be completed until August 2017. Cumberland Avenue will be a two lane road with a turn lane in the center; it will have wider sidewalks and bench seating. White and Clinch Avenue will remain the same. The goal is to direct traffic to Neyland Drive - Jeff Maples

4. Jeff Maples- Finance and Administration Update

Great start for the 2015-16 year, increase of over 400 students' and more with higher grade point average is making a big impact. UT enrolled 4800 freshman.

Changes around campus include new landscaping, new student union, and \$100 million in construction over the summer. Parking remains tight; the new Residence Hall garage will hold 1053 cars and is scheduled for completion in 2016 with Lake Avenue to follow in 2017.

The UT Police Department (UTPD) has received their accreditation for the third time. This is a great accomplishment and not easy to receive.

5. Dave Irvin- State Services RFI

The state proposal would outsource all state facilities, highways, buildings, parks, prisons (excluding officers), hospitals and possibly all Higher Ed. This will be a minimum of a 10 year contract that will equal to a 4 billion dollar contract. The impact of this if UT does not opt out will be greater than just facility services.

Dave Irvin is on the committee writing the Request for Qualification (RFQ) and Chris Cimino is on the committee that will review and approve the RFQ's. No current TN Company would be able to fill this job description; this would probably be a national or inter-national company. One way talked about savings was to have National Contracts, not just TN companies. This would dramatically affect how the Knoxville campus is run.

Q: Who are the companies that helped write the RFI's?

A: The Governor and his administration are not disclosing them- Dave Irvin

Q: When will this information become public record /knowledge?

A: No idea, Dave shared that JLL currently has a state contract. If it was up to the state this would not be announced publically until after the contract bid was awarded – Dave Irvin

Q: Is the Office of Technology going to be affected?

A: No, although they may be eventually – Dave Irvin

Q: Does President DiPietro have the final say for the University to opt out?

A: Yes, although Dr. DiPietro is receiving pressure for Higher Ed to join in – Dave Irvin

Q: Are any other states outsourcing and what is the savings? - Dr. Mike Herbstritt

A: No other states have outsourced to this extent, TN would be the first - Dave Irvin

Dr. Mary Lucal shared that the Deans and Department heads are pleased with the work that current employees are doing.

Listed below are phone numbers that you can call to voice your concern

Governor's Office: 615-741-2001 (Please be polite when placing your call)

Lt. Governor Ron Ramsey (Senate Speaker): 615-741-4524

House Speaker Beth Harwell: 615-741-0709

Link to find out your particular legislator:

<http://www.capitol.tn.gov.legislators/>

6. Dr. Mike Herbstritt- Academic Calendar Feedback

ERC Committees decided to follow the academic calendar and break for June, July and August months. We would like some feedback if this worked for you and your departments or if you feel we need to meet every month. Please consult your constituents and let us know and we will revisit this next spring.

7. Dr. Mary Lucal- Benefits Fair

Will be held October 8th, 2015- 11am-2pm at Thompson Boling Arena. Call the Benefits Office (Jon Gushen) at 974-6533 if you have any questions and please make plans now to attend.

Announcements & Other Comments

Congratulations to Dr. Mary Lucal on her appointment as Associate Vice Chancellor

Distributions

- Omsbudperson Business Card - Elaine Wynn
- HealthSavings CDHP Options - Rob Chance
- ParTNers For Health/ Introducing ALEX- Rob Chance
- Governor's Contact Information - Tom Anderson

Next Meeting

Tuesday, October 6, 2015 in the Andy Holt Tower 8th Floor Conference Room