

<b>University of North Carolina</b>		<b>Human Resource Diversity and Benefits Committee</b>
<b>Staff Assembly</b>		<b>12-8-2010</b>
<b>Committee Chairman</b> Alan Moran (interim)	<b>Last Meeting Date:</b> 11-8-2010	<b>Delegates in Attendance</b> Chuck Brink (UNC-CH), Mary Leary (ECSU) Alan Moran (UNC-CH), Rick Thompson (UNC-W), William Frady (WCU)
<b>Next Meeting Date:</b> <b>Time:</b> 12-14-2010		

**OVERVIEW:**

This was the first meeting of the newly constituted HRDB committee after the fall elections. Chuck Brink welcomed the committee and led the initial part of the meeting to introduce the delegates to the committee and to illuminate the issues HRDB has traditionally focused on and discussed his role on the committee as that as liaison due to his ascension to the chair elect position on the staff assembly. The Chair elect gave his analyses of issues (pay, benefits, cost of living, and shared governance) that the HRDB committee could work on. He also emphasized what President Bowels had said when he started the Staff Assembly which was to focus on what was, "affordable, reasonable and doable."

Alan Moran was introduced as interim chair of the HRDB committee and will serve in that capacity until a chair is chosen by the group.

The committee went on to discuss the issues that HRDB was charged in the past with and what issues delegates believed were the most pressing for the immediate future.

**KEY POINTS:**

Alan Moran introduced a number of issues the HRDB committee had worked on in prior meetings and may want to work on in the coming year (issues are not ranked):

1. Pay
2. Benefits, State Health Plan (tobacco/obesity testing)
3. Career Banding
4. Sexual Assault/Domestic Violence Awareness
5. Article 16 status
6. Furloughs (more than one time use?)
7. SB 1450 longevity pay/retirement

The committee discussed which issues were most pressing for employees at this time. Three were singled out for the committee to work on (issues are ranked):

1. Furloughs
2. State Health Plan
3. Pay

**RECOMMENDATIONS AND RATIONALE**

<b>RECOMMENDATION</b>	<b>RATIONALE</b>
Request that all institutions send in a status report regarding their furlough implementation plan and the positions of their representative bodies on this issue	Before we can make a recommendation on any future use and implementation of furloughs we need to have an understanding on how it would be implemented and the concerns of the employees.
Include information about the state health plan regarding BMI in the news letter	Employees need to be more informed

Gather information regarding employee compensation through various sources i.e. OSP, NC Justice, to be included in a position statement about the state of employee compensation.	We have been told by administration officials that it is useful to have an employee perspective on this when the talk with legislators
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**ITEMS REQUIRING DELEGATES ASSISTANCE**

Item	Action Items	Contact(s)	Due Date
1.	Send out a request that all institutions send in a status report to the HRDB committee regarding their furlough implementation plan and any positions/concerns their representative bodies may have.	Alan Moran	1-11-2011
2.	Work with communications committee and the executive to gather pertinent information regarding the State Health Plan changes and requirements for BMI and publish it in the News Letter	None assigned	none
3.	Work with the executive and the legislative action committee to gather information regarding employee compensation through various sources i.e. OSP, NC Justice, to be included in a position statement about the state of employee compensation.	None assigned	Early Spring

**ADDITIONAL INFORMATION:**

Two other issues came up in the meeting:

1. Uniform application of university policy across the university system. (uncw)
2. Codification of employee participation in university Chancellor search committees. (wcu)