

AP ASSOCIATION
EXECUTIVE COMMITTEE
MINUTES

Thursday, August 6, 2015

1:00-2:30 pm

O'Dowd Hall—101B—Office of the Registrar Conference Room

Present: Steve Shablin, Chris Goeth, Josh Stotts, Marie VanBuskirk, Zachary Wincek, Cindy Hermsen,
Sara Webb, Jennifer Janes, Krista Malley

No Present: Rebecca Lewis, Wayne Thibodeau, Kai-Lynn Rim

- Call to Order (1:07 pm)
- Roll Call and Introduction of Guests
- Approval of Minutes (Approved)
- Treasurers Report
 - President and Treasurer can now sign off on purchases
 - No change in funds
 - Account is currently gaining interest, going to investigate why that is
- Presidents / UHR Monthly Meeting Report
 - AP manual discussed went through all of the questions that arose from review sessions. All questions reviewed by UHR
 - UHR sending a communication to all AP's including major changes to AP manual
 - UHR is reviewing bereavement time off to see if anyone falls under the new rules/guidelines and were not granted the proper allotment of days off
 - Sibson Study
 - Has been completed
 - Communication plan is being created
 - Supervisors will be notified then employees
 - All AP positions have been removed
 - Merit raise and Sibson study are being kept separate
 - No merit raise information has been announced
 - HAP will no longer be offered as a medical insurance as of January 1, 2016
- Old Business
 - AP Manual Edits Review
 - Clarified jury duty pay
 - In new attendance standards section: changes word, "counseling" to "coaching"
 - Sick time accrues for FMLA not while in non-pay status
 - Number of sick days that can be used for a dependent, will be changed to 30 days/year. Excluded FMLA
 - Flexible spending match
 - Physician coverage when university is asking for appointment

- Retirement is looking at consecutive years for qualification
 - Bumping and severance pay changes should be in the manual
- New Business
 - FMLA can be used for non-minor child care but sick time could not be used
 - UHR needs to be consulted on this policy
 - Should this policy be changed to the same people who qualify for bereavement? (spouse, child, parent, etc)
 - Sick time language regarding FMLA and sick time usage does not match in the manual
 - AP's need to speak up more in regards to their issues/situations with UHR. The Association can serve as an advocate.
 - What is the university definition of dependent?
 - Faculty bargaining diary-contribution for health care up to 10% proposed
- 2015-16 Meeting Schedule
 - Will be posted on AP Association website
- Committee Updates
 - Communication
 - Website has been updated with new members and meeting times
 - Planning
 - Marie volunteered
 - Nominating
 - Policy Review
- Comments from Members & Guest
 - Need to review committee members
- Next Meeting (TBD)
- Adjournment