

EMPLOYEE RELATIONS COMMITTEE MEETING
The University of Tennessee at Chattanooga
September 16, 2010
University Center, Fortwood Room

Members attending: Joyce Blevins, Pat Boyer, Mary Donoso, Cheryl Faulkner, Cheryl Fox, Kelly Griffin, Jeannie Hill, Valerah Hodges, Ken Hood, Anne Jay, Kellie Karaky, Anna Lane, Adrienne Teague, Jean Walston, Susan Wendorf, Cindy Williams.

Others in attendance: Dan Webb, Director, Office of Human Resources; Melanie Sadler, Administrative Specialist, Office of Human Resources.

Call to Order: Ms Griffin called the meeting to order.

Minutes: A motion was made and seconded to approve minutes of the July meeting. (The ERC did not meet in August.)

Guest: Theresa Liedtka, Dean, Lupton Library

The foundation of the new library, designed by Derthick, Henley, & Wilkerson, has been completed and building plans go to the Fire Marshall next week. The library will be the first building on campus to receive LEED certification and will not be solar powered but will have an underground cistern to provide water for Chamberlain field, recycling stations, and bike racks.

A Wiki has been established with plans and renderings and staff may view construction via webcam. The library will have 180,000 square feet, of which 140,000 square feet is usable space. A new walkway will connect it to Lansing Court and entrances will be located at Vine and Douglas Streets and Chamberlain Field. The Vine Street side will be almost entirely glass and a Mocs clock will face Chamberlain Field.

The ground floor will house 90% of the book collection in compact stacks. First floor will house Circulation and Interlibrary Loan; Acquisitions/Cataloging; GSA office and lounge; 10 group study rooms; audio/visual; new book area; teacher resource area; airport lounge for charging laptops and cell phones; Starbucks.

Second floor will house Administration offices; Reference; building lounge and conference room; computers; 3 Library Instruction rooms; OSD technical space; practice presentation rooms.

Staff from the Student Technology Center in the University Center will move to the library after closing time to staff the 2nd floor computer space, which will be partitioned off from the rest of the floor and open 24 hours a day, Sunday - Thursday. Ms Liedtka was asked if alumni could swipe their card to enter the computer space after midnight and she replied that the Chancellor would make that decision.

Third floor will house Advising; English Writing Center; Library's IT offices; Student Media Lab; group study rooms; 2 lounges; workstations.

Fourth floor will house Special Collections and University Archives; permanent University Art Collection; Southern Writer's Room; Walker Teaching Resource Center; Grand Reading Room; offices for graduate students and faculty to rent each semester; additional reading rooms. The balcony will be closed initially, but may open for special events.

Each floor will be designed with its own color and finishes include carpet squares, cork flooring, and slate steps. The lobby will have an international flair and contain quotes on art, education, etc.

Dean Liedtka said the library will be an active part of the UTC community with many spaces designed for collaborative learning. The library is on schedule to open in spring, 2012.

Guest: Kathy Taylor, Benefits Specialist, Human Resources

The state's insurance plans are self-insured, which means the state pays for claims from premiums that are collected. Health insurance carriers are paid a fee to administer the plans to approximately 300,000 state employees.

Employees pay 20% of the premium with the state paying 80%. Because expenses are exceeding premiums, the state has chosen to discontinue the current health insurance options. They will be replaced with two new options that contain elements of a PPO (deductibles and co-insurance) and an HMO (co-pays).

Staff will have their choice of a Standard PPO or Partnership PPO, which rewards them for taking an active role in taking steps to improve their health. Both plans will provide free preventative care, including lab work associated with a doctor's visit, mammograms and colonoscopies. Carriers include Blue Cross/Blue Shield (Network S) and CIGNA.

Employees who select the Partnership PPO must have a physical on or after July 1, 2010 - June 30, 2011. A health questionnaire will be available in January for your doctor to complete and submit to APS Healthcare, which will also offer free screenings. Information submitted will not be given to the university, state, or insurance companies due to HIPAA regulations.

Ms Taylor urged members to attend a presentation in the University Center and to phone the PartNers for Health call center with questions.

Employee Relations Advisory Board Meeting

Ms Griffin attended the Employee Relations Advisory Board meeting in Knoxville on September 14. Items discussed were:

- Bonus from the state will not be forthcoming due to decrease in state revenues
- Wearing of ID tags is not mandated on all campuses (Since the meeting, Chancellor Brown has urged faculty and staff to wear their ID)
- Supervisors should be supportive of employees requiring additional days for funeral leave
- Request to make use of the sick leave bank to care for a sick child. Currently, withdrawals from the sick leave bank are only granted for an employee's use.
- Request for help in resume writing and counseling for departments affected by reductions-in-force. Approximately 33 RIFs were made at UTHSC in Memphis.
- Possibility of transferring biweekly employees to monthly because of a financial hardship affecting some paying insurance premiums for family.
- Request for additional IRIS training; there may be some additional training for super users.
- New class offered by EOD for Knoxville campus on how to enroll in class and take advantage of financial aid assistance.

Other Issues

Ms Griffin thanked members for assisting with planning and serving at the picnic. The university has encouraged staff and faculty to wear blue and gold on Fridays.

Ms Lane said staff may defer longevity into their 401k and recommended they speak with Ms Taylor about the tax advantages.

Adjournment

A motion was made and seconded to adjourn.

Respectfully submitted,

Melanie Sadler
Administrative Specialist, Human Resources

