Civil Service Council

Minutes

September 14, 2021

8:30 a.m.

Teams Meeting (Virtual)

[**Join Microsoft Teams Meeting**](https://teams.microsoft.com/dl/launcher/launcher.html?url=%2F_%23%2Fl%2Fmeetup-join%2F19%3Ameeting_NDk5MWM3NzUtYzVlYy00ODgyLTgzNTAtZjVkNGQwOTllNWJh%40thread.v2%2F0%3Fcontext%3D%257b%2522Tid%2522%253a%2522616ae545-5db6-48ed-9651-732703b94552%2522%252c%2522Oid%2522%253a%252219623d9b-f1b4-47ea-aefa-f6405ab40f0a%2522%257d%26anon%3Dtrue&type=meetup-join&deeplinkId=bd3445d0-b1b4-480f-b315-1081211210e4&directDl=true&msLaunch=true&enableMobilePage=true&suppressPrompt=true)  
  
Attendees:

|  |
| --- |
| Full Name |

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| --- |
| Aaron B Allison |
| Joshua D Reinhart |
| Diana D Pepperdine |
| Jenny L Stout |
| Angela R Campbell |
| Ke'an S Armstrong |
| Michelle L Morgan |
| Amy L Morris |
| Jo A Thill |
| Beth M Gillespie |
| Mindy E Hurst |
| Carrie E Gossett |
| Crystal M Brown |
| Sean D Reeder |
| Paul A McCann |
| Tony Craven |
| Linda C Holloway |
| Becky M Shew |
| Lindsay N Partlow |
| Libby A Warner-Boyer |

1. Call to Order   
   Angie C. called the meeting to order.
2. Approval of August Minutes  
   Motion by Michelle M./seconded by Jo Anne T. All voted in the affirmative, with Michelle abstaining.
3. Committee Assignments

***Election –*** Campbell, Gossett, Deters, Morgan

***Personnel*** – Campbell, Gossett, Morgan, Thill, Gillespie

***Public Relations –*** Allison, Armstrong, Gossett, Reinhart, Shew, Thill, Partlow

***Scholarship*** – Established *June 22, 2007* – Campbell, Gossett, Morgan, Stout  
-- Treasurer’s Report ($22,312.89 in Endowment Fund as of 9/7/21)

1. Old Business
   1. COVID Updates/Vaccine Guidelines/CDC Masking Orders/EO Implementation
      1. AFSCME Remote Work Inquiry  
         Per PC, remote work requests can be sent to area VPs for consideration/approval.
      2. Disciplinary Action for Testing Noncompliance Inquiry  
         Disciplinary is progressive and follows IGP for associated employee groups. Appeals will be available at each level of progression.  
         For specific details on these topics, a transcript of the information provided is available in the [**meeting recording**](https://pmaileiu-my.sharepoint.com/:v:/r/personal/jdreinhart_eiu_edu/Documents/Recordings/CSC%20Meeting(s)%20-%202nd%20Tuesday%20of%20every%20month-20210914_082827-Meeting%20Recording.mp4?csf=1&web=1&e=ioMQXb).
2. New Business
   1. 10th Day Enrollment  
      8,608 students enrolled, down 18 students (-.2 percent). Numbers better than projected initially.
   2. Blu-B-Q  
      Angie detailed information about the Blu-B-Q Wednesday, October 20. Angie shared that the Homecoming Committee is seeking financial support from the Civil Service Council. Blu-B-Q donations are needed by September 30. Josh R. and Beth G. voiced support. Beth made a motion to give $240 to Blu-B-Q. Jo Anne seconded. Unanimous approval by roll call vote.
   3. Successful Ratification of AFSCME contracts
      1. Pay Raises for Non-Negotiated Employees  
         BOT unanimously approved a contract with the American Federation of State, County, and Municipal EmployeesLocal 981 during its meeting Friday. Around 220 employees will receive a pay increase of 1.5 percent over the first year of the contract and a 1.25 percent increase in each of the final two years. A $150 lump-sum will be paid to employees as part of the agreement.
      2. Bonus/Parity Options for Non-Negotiated Employees  
         Angie C. asked about timeline for pay raise consideration for non-negotiated employees. Sean R. shared compression schedule that will raise Illinois minimum wage to $1/hour by 2025. No state appropriations were given to offset the potential for compression, so the structured pay scale system is exhibiting a disparity at EIU. Sean, Paul M. and Linda H. will discuss the details soon. Beth asked that the review consider inequity in pay with regard to diversity in the workplace.
   4. 2021-22 Fundraiser
      1. Fundraiser Update from PR Committee  
         Carrie G. shared details about the email communications in which ideas were being shared. Small gift like items (picture frames, e.g.) and even direct donations were discussed. Ke’An displayed an EIU frame that looked like Old Main as an example. Frames would be $8/item +/- cost for plastic protective cover.
   5. Gift Day  
      Per Paul, Gift Day is still a year-to-year decision regarding date selection. Juneteenth and Election Day will be added as holidays so a Gift Day would become a 14th or 15th holiday as well. Juneteenth starts in June 2022.
   6. CDB/Campus Projects Update  
      Work is happening on campus. Exterior repairs on McAfee are ongoing. Masons are secured for tuckpointing in Booth Library. Kickoff event for new science building is being planned. Other Housing projects will be scheduled for summer.
   7. State Holidays  
      Discussed above (5.E.).
   8. HR Updates  
      October is annual ethics training, HR staff is prepping for that. A reminder that any employee that is COVID positive should report that to HR due to 90-day test positivity incidences. Michelle asked about flu vaccines and COVID boosters. Linda shared that there was a recent transition, due to COVID, that Health Services has taken the lead on campus-wide vaccination clinics on both accounts.
   9. EAC Updates  
      Most questions have been about testing and discipline. Most campuses are running their own shows in this regard.
   10. Other Questions or Concerns/Open Discussion (for topics not listed in agenda)  
       Angie asked about updates to recycling program. Sean said EIU is looking into it but no date has been identified. Tony C. shared that it is currently ongoing but with some new limitations due to the new company.   
       Emails that came into CSC:  
       - Why is there a ticket writer being paid to write tickets out of the parking fund and not a student at a lesser rate? Sean will review the contracts. Paul said EIU has always paid a police officer out of the parking fund.  
       - Parking lots, lines are in disrepair. Where is parking money going if not for upkeep? Sean said cost of lot re-pavement is a high-cost endeavor. Striping is a pursuit we can look into at the moment. Increased parking costs are not currently being considered.   
       - TV cable has been disconnected on campus, where is that savings going? Student cable was switched to a different type of service. WEIU satellite service is another issue, Paul will have to look into it since the question was not specific.   
       - Dining Service employees were given $5 gift cards to DQ last year, where did that money come from? Paul said that money came from the pockets of their direct supervisors.   
       Angie also shared the vaccination clinic dates and times for employees.
   11. Other VPBA Updates  
       None at this time per Sean. Tony asked about EIU reaching a vaccination level on campus, what is it EIU’s current vaccination rate? Sean said employees is at 75%, students are at about 50% (who have uploaded their status, not necessarily reflective of the actual student vaccination rate.)

Angie adjourned the meeting at 9:29 a.m.

**Remaining 2021-22 Meetings**

* October 12
* November 9
* December 14
* January 11
* February 8
* March 8
* April 12
* May 10
* June 14