

**Proposal:**

[https://www.k-state.edu/usss/docs/Faculty\\_Senate\\_Constitution\\_USS\\_Caucus2.pdf](https://www.k-state.edu/usss/docs/Faculty_Senate_Constitution_USS_Caucus2.pdf)

**USS Senate Open Meeting to Discuss Shared Governance**

From Wednesday, Dec 21, 2022 10:00AM - K-State Student Union Forum Hall

YouTube video: <https://www.youtube.com/watch?v=6kILRW3x8QU&t=4s>

**Vote**

Proposal open for vote: **Thursday 1/19/23 10:30AM to Monday 1/23/23 11:45PM**

[https://kstate.qualtrics.com/jfe/form/SV\\_9u1aL6Z8XFSAIn8](https://kstate.qualtrics.com/jfe/form/SV_9u1aL6Z8XFSAIn8)

**Disclosure Statement:** The vote is entirely about shared governance and how employees are represented in the Senate. It will not change employee conditions of employment, benefits, or salary.

**Am I a USS (Support Staff) OR UPS (Professional Staff) employee?** If you received this email, you should be USS. What are the similarities & differences, this website provides a good explanation:

<https://www.k-state.edu/hcs/benefits/overview/position-differences.html> .

We see the major areas of difference between the two and why we want a voice is:

- Longevity Bonuses
- Formal Disciplinary Measures

**State of USS Employees:**

- The numbers of USS employees have continued to decline over the last 6 years
- Several years ago, we had 1600+ employees. Now, we have 942. Of those 942, roughly half are Union eligible
- Currently there are ~ 2,000 UPS and 942 USS employees

Many USS positions have changed over to University Professional Staff (UPS). When they move over to UPS, they are represented under the UPS-Term caucus of Faculty Senate which was formed last year. When UPS-Term started having those discussions, we started looking at what does that mean for USS and is this the appropriate time to start talking about changing our shared governance structure to move under one body. We have a UPS liaison on our USS Senate. We share information and work together to provide support and advocate for our staff with administration and likewise, we have a liaison that sits on the UPS committee under Faculty Senate. Additionally, the USS President is now a voting member of Faculty Senate.

**Current state of USS Senate:** We have 10 active USS Senators and 16 unfilled senator seats. Original representation was based on a senator for each college with one at-large position. Multiple Senators over the past few years have resigned due to changing positions that fall under UPS-term employment; leaving the University; or have taken on extra job duties so they could no longer serve on USS Senate. It's become very hard for us to be able to fill many of the committees across campus under the President's office or standing committees with USS voices. This proposal would continue to give us a voice. This would help us gain additional voices to be able to put the issues forward for staff. Additionally, ongoing staff shortages have hampered the ability of the USS Seante to conduct effective shared governance; at times, there were over 200 staff position opens on campus. Current employees have absorbed additional duties. It makes it harder to be involved in shared governance when many

meetings happen during the afternoon making it difficult for facilities employees to fully participate in standing meetings. We feel this Proposal will give all remaining USS employees a more effective voice.

**Will USS employees become UPS employees?** Nobody is being forced to change from USS to UPS. Changes typically happen when an employee leaves a USS position, at which point, it is then changed over to UPS-term. A change in a position description or a job reclassification can also initiate a reclassification.

**Longevity bonuses:** USS employees get longevity bonuses after 10 years of service, UPS do not. We want to guide employees to ask- Will longevity bonuses stay or if those would then be incorporated into the base pay with the position changing to UPS.

**Representation:**

USS *non-union* eligible employees have only had USS Senate as a voice.

USS union-eligible employees have always had and will continue to have 2 voices for concerns

1<sup>st</sup> contact: Union Rep: Richard Eberhart, [eberhart@gmx.com](mailto:eberhart@gmx.com)

2<sup>nd</sup> contact has been USS Senate (\*Note: USS Senate has no input on Union MOU)

**How does it change if Proposal is approved?**

Non-union eligible- USS representation as a caucus within Faculty Senate

USS union-eligible employees will still have

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2<sup>nd</sup> line- Liaison on USS caucus

**How can union-eligible employees participate in governance?** Union eligible employees can become involved in Union leadership, serve as the ex-officio representative on the USS caucus and serve on university wide committees.

**Moving Forward:** We want to make sure that we still have representatives that are there to represent you and your needs and concerns.

1<sup>st</sup> step is the vote of approval on shared governance proposal

2<sup>nd</sup> step is to move proposal forward to Faculty Senate to go through their process, which must go through various faculty senate committees, with the final vote ultimately before the full Faculty Senate for a vote of approval. This will not be an overnight process; we will continue to operate like we are, which could take a year.

We would request a 3-year time limit on the USS caucus similar to the UPS-Term caucus proposal, at which time it would be reviewed based on the number of USS employees.

**Recognition Ceremony:** We will still have the Recognition Ceremony this year to honor our retirees and years of service awardees.

**Who can USS employees contact with concerns?** The website, email contact and the Listserv will remain operational. We are here for you and want you to be aware what is happening on campus.

**What Will Senate Representation Look Like?** The proposition to become a caucus under faculty senate

is comprised of 4 voting senators with 3 from Manhattan, 1 from Salina, plus 1 ex-officio union eligible employee. The ex-officio is somebody who would sit in on the caucus and act as a liaison between the union eligible employees to the Faculty Senate caucus.