

UCC 0241 12S

Staff Council Response to UCC  
0204, 0206, 0207, 0216, 0217,  
0218, 0219

Suggested changes to UCC Agenda Items  
Staff Council Staff Affairs Committee  
May 2, 2012

Smoke-Free, UCC 0204 12S:

Please note that this item is being brought to the full Staff Council body for review and comment. We will have a response for this item by Friday, May 4, 2012.

Classification of Staff Jobs, UCC 0206 12S:

In section VII.F, add a requirement to communicate the new rates. E.g., at this time, on the compensation website, it says it is effective in 2010. Staff Affairs recommends that they specify on the website that the annual review was completed as of date and these are the new rates.

Employee Grievances, UCC 0207 12S:

In section III.B, the employee should need to specify that they wish to meet with their supervisor about a grievance. This will keep it clear for both the supervisor and employee that the 5 day clock has started, allowing the employee to escalate to the supervisor's supervisor as allowed and the supervisor give proper priority to the employee's request for a meeting.

In section III.A, it specifies who can use the informal grievance policy, which includes non-ben staff. But in section I.D a grievable action is defined as an action against a regular employee (i.e., benefits-eligible). Then in section I.E an Informal Grievance Procedure is defined with regards to grievable actions. Therefore, if it is the intent to include non-regular employees in the informal policy, section I.D should be modified to remove regular employees and non-probationary employees. If it is the intent to only be for regular employees, section II.A needs to be changed to specify regular employees.

Add a performance evaluation as a grievable action.

Access to and Maintenance of Personnel Files, UCC 0219 12S:

Section 2.4: add genetic information.

Equal Employment Opportunity, UCC 0218 12S:

Section 2: add gender identity or expression.

Employee Training, UCC 0217 12S:

Section 2.5.a: "which equals" makes the sentence unclear. We believe that it may clarify the policy to use, "for at least the amount of time equal to the training period."

Security Sensitive Positions, UCC 0216 12S:

In section 2.2.b, "computer terminal" is too broad. We understand that this came from the Texas Education Code, however, we should have some clarification of the word "terminal," since these days the word is more loosely used than it should be. E.g., some time ago, personal computers