



University of Texas Staff Council Issues Summary

Issue #	Title	Action taken at UTSC	Issue Resolved	
2001 - 1	Restructure of Grievance Procedure	Accepted and referred to Grievance Comm.	Yes	Yes

New Grievance policy in effect 9-01-04. Includes a Resolution Dispute Officer for mediation purposes; grievances go to the department head/dean; response time is now the same (20 days) for both parties involved.

2001 - 2	Domestic Partnership Benefits	Accepted and referred to Insurance Comm.	Yes	Legislative Matter
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UTSC submitted statement of support for domestic partner benefits to President Faulkner. This is a legislative issue, and UTSC will watch future legislative sessions.

Recommendation was that UT-related legislation be watched...this is being done as a matter of course. But no changes have occurred.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2001 - 3	Employee Benefit Expansion (Tuition cost incentive for family)	Accepted and referred to Misc. Benefits Comm.	Yes	Legislative Matter

Legislative matter, no further action at this time.

2001 - 4	Amendments to Staff Educational Benefit (transfer unused benefit to family member)	Accepted and referred to Misc. Benefits Comm.	Yes	Resolution Rejected
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The principal institutional purpose of the SEB is to achieve a better educated, more versatile workforce. That purpose is not supported by transferability, so President Faulkner is not inclined to accept this recommendation.

2001 - 5	Employee Safety/Building Security	Accepted and referred to Ad Hoc Comm/Safety & Security	Yes	Yes
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Safety measures were improved - trees and bushes trimmed, lights repaired, surveillance software in place, RAD program made available for MCC/PRC staff.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2001 - 6	Employee Assistance Program - Emergency Loan	Accepted and referred to Misc. Benefits Comm.	<i>Yes</i>	Yes
<i>Program implemented Spring 2003 and included in Heart of Texas campaign, November 2003 for continued funding.</i>				
2001 - 7	Religious Awareness During the Holidays	Voted on, not accepted - No Action.	<i>No Action</i>	
2001 - 8	Reduce UT-generated commercial emails on UT Networks	Voted on, not accepted - No Action.	<i>No Action</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2001 - 9	Study and Recommend a Living Wage for all UT Employees	Accepted and referred to Compensation & Classification Comm.	Yes	No

UTSC recognizes that one of the Budget Council's top priorities is providing a fair and equitable salary structure. UTSC urges the Budget Council to always consider the salary increases of minimum wage earners a priority.

4/06: A brief perusal of the online Job Code System shows quite a few jobs below 10.66/hour, including Baker, Audio-Visual Equipment Technician, Assistant Retail Manager, and Assistant Food Service Supervisor.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 1	Improving Our 403B Plan's Choices	Accepted and referred to Retirement Comm.	Yes	Can't Determine
<p><i>VP Kyle Cavanaugh informed UTSC that a process is in place to request an exception to the current TSA vendor list. UTSC requested that information be included on the UT Austin HRS website.</i></p> <p><i>4/06 - information is not apparent on HRS website (particularly not here: http://www.utretirement.utsystem.edu/orp_account.htm)</i></p> <p><i>Update from Julien Carter, AVP of HR, April 20, 2006</i></p> <p><i>Currently, there are 57 companies on the TSA list; and an employee can invest money with multiple companies</i></p>				
2002 - 2	Employee Compliance Guide Acknowledgement	Accepted and referred to Communications Comm.	Yes	Yes
<p><i>Effective Fall 2003 all staff and faculty will complete full compliance training.</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 3	Access to Staff Education Benefit (Benefit availability for out of town staff members)	Accepted and referred to Misc. Benefits Comm.	<i>Yes</i>	Yes
<i>HRS has implemented SEB available to out of town staff.</i>				
2002 - 4	Pay for Disabled Parking	Tabled on advice of Trans Comm. P&T is currently reviewing.	<i>Tabled</i>	
2002 - 5	Prorated Education Benefit for Part-Time Employees	Accepted and referred to Misc. Benefits Comm.	<i>No Action</i>	
See Issue 2004-29				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 6	Press Releases and Media Relations	Accepted and referred to Communications Comm.	<i>Yes</i>	Yes

Regular monthly summaries are being distributed to representatives by the Communications Committee. Daily Texan reporters are invited to attend UTSC meetings.

2002 - 7	Who are we? And how many of us are there?	Withdrawn.	<i>Withdrawn</i>	
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2002 - 8	Extend educational benefits to retirees	Accepted and referred to Misc. Benefits Comm.	<i>No Action</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 9	Proposal to reverse the "No bikes in buildings" Rule for Staff	Voted on, not accepted - No Action.	<i>No Action</i>	
2002 - 10	Parking at LBJ School	Returned to the rep for further clarification of the issue to be addressed	<i>No Action</i>	
2002 - 11	ID Services for non-main campus facilities	Accepted and referred to Ad Hoc Comm/Safety & Security	<i>Yes</i>	Can't Determine
<i>No mention on the UT ID website that ID center goes to PRC for faculty/staff - did this ever happen?</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 12	University Child Care Center	Accepted and referred to Ad Hoc Comm./ Childcare.	<i>Tabled</i>	
2002 - 13	Proposal for Occasional Parker Plan	Accepted and referred to Parking & Transportation Comm.	Yes	Yes
<p><i>Parking and Transportation implemented "UT Share Pass Program" which allows reduced fee (\$2 or \$5) parking in garages on a space available basis. Staff members who qualify for an "A" permit or certain other approved UT affiliates can purchase the UT Share Pass.</i></p>				
2002 - 14	Gameday (home football games) parking for employees	Accepted and referred to Parking & Transportation Comm.	Yes	N/A
<p><i>Parking and Transportation advised that any valid "A" or "F" permit holder may park for free on game day in Garage 2, 4 or 6.</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 15	Staff Ed Benefit for Dissertation Hours	Accepted and referred to Misc. Benefits Comm.	<i>No Action</i>	
See Issue 2003-2				

2002 - 16	Use of Sick Leave	Accepted and referred to Compensation & Classification Comm.	<i>Yes</i>	Legislative Matter
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Sick Leave policy is taken directly from a binding Texas Statute, no further action.

2002 - 17	Implementation of PPIP in the UT Worksite Community	Accepted and referred to Insurance Comm.	<i>Yes</i>	Can't Determine
<p><i>UTSC Chair wrote a letter to UT System Staff Council Insurance Committee requesting consideration of a wellness program; also UTSC will assist in finding volunteers for Internet-based wellness program if adopted by UTA.</i></p> <p><i>Update from Julien Carter, AVP of HR, April 20, 2006:</i></p> <p><i>A health and wellness website was created at UT System and is available at http://www.utsystem.edu/egi/health . In addition, Human Resources is part of a system-wide wellness committee that is exploring a</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 18	Reasonable Health Insurance	None	N/A	N/A

2002 - 19	Staff Educational Benefit Enhancement	Not accepted, per recommendation of Misc. Benefits comm. and action on #2002	N/A	N/A
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See Issue 2005-1

2002 - 20	Definitions and Limits of "Other Duties"	Accepted and referred to Compensation & Classification Comm.	Yes	Yes
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Wording changed to "other related duties as assigned".

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 21	Supervisory Discretion of Sick Leave Hrs. Disbursement	Accepted and referred to Compensation & Classification Comm.	Yes	Legislative Matter
<i>Not allowed by state law.</i>				
2002 - 22	Repeal of Section 6.6C.1, Qual. of Staff Rate F-Permit, in Parking & Traffic Regulations	Accepted and referred to Parking & Transportation Comm.	Yes	Can't Determine
2002 - 23	Examination of Disparity of Mental Health Care Benefits/Copays	Accepted and referred to Insurance Comm.	Yes	Can't Determine
<i>UTSC recommends that HRS provide thorough information about differences in insurance options. Staff is encouraged to let HRS know about specific insurance problems they are experiencing.</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2002 - 24	On-site Health Assistance for staff through Student Health Center	Accepted and referred to Insurance Comm.	<i>No Action</i>	N/A

UHS is not funded or equipped to care for staff as patients. Staff may use immunization and pharmacy services, and most of the health education services.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 1	Bereavement leave	Accepted and referred to Misc. Benefits Comm.	Yes	Yes
<i>Policy revised to: Funeral of a Coworker. With supervisory approval, an employee shall be granted up to four hours of leave to attend the funeral of a coworker.</i>				
2003 - 2	Staff Educational Benefit: Inclusion of Dissertation Hours	Accepted and referred to Misc. Benefits Comm.	Yes	No

Update from Julien Carter, AVP of HR, April 2006:

Human Resource Services* will follow-up with the Dean of Graduate Studies concerning this issue.

*Faye Godwin will contact the Dean of Graduate Studies concerning the feasibility of including dissertation hours in the staff education benefit.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 3	Non-Exempt/Exempt Time Reporting and Pay for University of Texas Austin Staff	Accepted and referred to Compensation & Classification Comm.	Yes	Yes
<i>Additions to on-line Time Sheet and HRS FAQ pages have been added.</i>				
2003 - 4	Medical & Dental Insurance Coverage for Specific treatments (ex: TMJ)	Accepted and referred to Insurance Comm.	<i>In Progress</i>	
2003 - 5	Childcare at UT - Special Needs	Accepted and referred to Misc. Benefits Comm.	Yes	Mixed
<i>New childcare center opened in fall '05. Childcare currently (as of 4/06) extends only to 6PM. However, tuition is based on income, and there is a system in place for "appeals for a reduced tuition due to special circumstances".</i>				
<i>Per http://www.utexas.edu/services/childcare/application.html</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 6	Guidelines for Vacation Requests	Accepted and referred to Compensation & Classification Comm.	Yes	Yes

Handbook of Operating Procedures was revised stating that a supervisor has to approve or disapprove a vacation request within 5 days of receipt.

2003 - 7	Staff Education Benefit - Summer Semester	Accepted and referred to Misc. Benefits Comm.	Yes	Yes
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Request for summer staff benefit was approved and available summer 2004.

2003 - 8	Parking Garage Day Passes	Withdrawn.	<i>Withdrawn</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 9	UTSC News and P/R Needed	None	<i>No Action</i>	
<i>Non-issue; Executive Committee will request this be incorporated in the charge to the Communications Committee.</i>				
2003 - 10	Committee Work/Workload Re-assignment	None	<i>Yes</i>	N/A
<i>Non-issue; Executive Committee referred to Committee on Committees for discussion and action.</i>				
2003 - 11	Redistricting created imbalance	None	<i>Yes</i>	N/A
<i>Non-issue; Executive Committee will refer to Nominations & Election committee for study and action.</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 12	Issue Resolution Process	None	<i>Yes</i>	N/A

Non-issue; Executive Committee will refer to Bylaws Committee for consideration.

2003 - 13	Waive Readmission Fee for Staff using Staff Educational Benefit	Accepted and referred to Misc. Benefits Comm.	<i>Yes</i>	Resolution Rejected
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An appeal process to waive readmission fee is in place through the Office of Admissions.

2003 - 14	Recreational Sports Benefits	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 15	Eligibility to Vote in Staff Council Elections	Accepted and referred to Bylaws Comm.	<i>Yes</i>	Yes
<i>By-laws revised to change the length of service required to vote for UTSC representative from 12 months to 6 months.</i>				
2003 - 16	Maternity Leave	Voted on, not accepted - No Action.	<i>No Action</i>	
2003 - 17	New UTSC member orientation	Accepted and referred to Communications Comm.	<i>Yes</i>	Yes
<i>Binders with new member orientation material will be available for all new members in June 2004.</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 18	Family Medical Leave and Sick Leave Hours	Accepted and referred to Compensation & Classification Comm.	Yes	N/A

Texas State Law requires exhaustion of all sick leave during an extended absence.

2003 - 19	Limited expansion of Sick Leave pool uses	Accepted and referred to Compensation & Classification Comm.	Yes	Resolution Rejected
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Update from Julien Carter, Assoc VP of HR, April 20, 2006

A similar Issue was raised in January 2005 and a response was sent to the University Staff Council in February 2005. The same response would be appropriate with this issue. It is important to understand that we are required to be in compliance with the state statute on Sick Leave Pool (SLP). The Texas Legislature designed the SLP for catastrophic illnesses or injuries. This legislative intent places limitations on the types of conditions that can be approved for a SLP award. We also must consider that the SLP is

2003 - 20	Paying for disabled temporary disabled parking	Accepted and referred to Parking & Transportation Comm.	Yes	Yes
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The Temporary D permit policy has been reviewed and Harkins has decided to waive the fee for everyone who holds an annual permit.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 21	Staff Educational Benefit Eligibility	Accepted and referred to Misc. Benefits Comm.	<i>Yes</i>	Resolution Rejected
<i>Admissions will not revise their admissions criteria to accommodate staff.</i>				
2003 - 22	Custodial Gift Acceptance	Withdrawn.	<i>Withdrawn</i>	
2003 - 23	The definition of "should" in revised UT/Austin HOP	Withdrawn.	<i>Withdrawn</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 24	No Human Resources staff at UTSC general meetings	Did not pass. HR reps will continue to attend meetings.	<i>Yes</i>	Resolution Rejected

HR representatives will continue to attend UTSC meetings.

2003 - 25	Attendance at HR Forum meetings by a UTSC representative	Voted on, not accepted - No Action.	<i>No Action</i>	
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2003 - 26	Expansion of SEB	Tabled. Considered #2002-19, voted against (7/02).	<i>Tabled</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2003 - 27	Staff Emergency Fund under EAP	Accepted and referred to Misc. Benefits Comm.	Yes	Yes
<i>Staff Emergency Fund has been established through EAP. Staff can contribute to this fund through payroll deduction through Heart of Texas Campaign.</i>				
2003 - 28	Replacement charge for Staff ID card	Accepted and referred to Communications Comm.	Yes	N/A
<i>It was determined that there is no replacement charge for staff IDs unless the ID was lost or mutilated.</i>				
2003 - 29	Childcare Availability (PRC)	Accepted and referred to Ad Hoc Comm./ Childcare.	Yes	Can't Determine
<i>Survey will be made to gauge need at PRC.</i>				
<i>4/06 - was this ever done?</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 1	Revise Employee Evaluation Process	Accepted and referred to Compensation & Classification Comm.	Yes	Mixed
<p><i>Letter sent to HRS with recommendations: 1) performance eval. should be done at least once a year for benefits earning positions; 2) Ad hoc committee be formed by HRS in conjunction with UTSC to implement upward evaluations.</i></p> <p><i>HOP stipulates once-a-year evaluations, but is silent on upward evaluations.</i></p> <p><i>Memo from Julien Carter, Assoc. VP of Human Resources, dated April 20, 2006:</i></p>				
2004 - 2	Nomination Notices regarding Staff Excellence	Accepted and referred to Compensation & Classification Comm.	Yes	Can't Determine
<p><i>UTSC recommended to HRS that notices of nominations be forwarded to staff. HRS is not inclined to adopt this recommendation.</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 3	Bevo Bucks use by Staff	Accepted and referred to Misc. Benefits Comm.	Yes	Can't Determine

2004 - 4	Code 1000 Employees Lack of Job Security	Accepted and referred to Compensation & Classification Comm.	Yes	Can't Determine
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*Update from Memo from Julien Carter, Associate VP for Human Resources dated April 20:
The most effective way to communicate this information would be to include it in the offer letter. Offers are delivered by the hiring department and no required standard offer letter exists. However, Human Resources does provide a template letter* for units to use that addresses the terms of employment for Code 1000 employees. Below is a possible statement we can have added:
“This position is an Administrative and Professional position at the University of Texas at Austin.*

2004 - 5	Special University Events - Comp Time vs. Volunteer Time	Accepted and referred to Compensation & Classification Comm.	Yes	Yes
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A clarification of the definition of Volunteerism and uses of compensatory time has been distributed to HR contacts in departments.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 6	Vendors at Pickle	Accepted and referred to Misc. Benefits Comm.	<i>Yes</i>	Resolution Rejected
<i>Letter sent to VP Pat Clubb requesting consideration of food vendors such as O's to be allowed at PRC.</i>				
2004 - 7	Recommendation for a University Time Reporting Compliance Officer	Accepted and referred to Compensation & Classification Comm.	<i>Yes</i>	Resolution Rejected
<i>Letter was sent to President Faulkner asking for an update on the position that is to be assigned the responsibility for compliance with state and federal time reporting laws.</i>				
2004 - 8a	Directive to Supervisors to allow UTSC reps attend meetings	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 8b	More Time for UTSC work (if needed)	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	

2004 - 9	UT Mowing Down the Wildflowers	Accepted and referred to Facilities Comm.	Yes	Can't Determine
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UTSC will write a letter to John Daude, Physical Plant, asking that they consider adopting a “mosiac mowing plan” to allow for different wildflowers to bloom during different times of the year, promoting ecological and wildflower diversity.

2004 - 10	Savings Bond Issue	Accepted and referred to Compensation & Classification Comm.	Yes	Yes
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Savings bond enrollment form is available on-line, has been moved to a more prominent area of Document Express. Form may be faxed to Payroll.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 11	Optional Retirement Eligibility	Accepted and referred to Retirement Comm.	Yes	Can't Determine
<p><i>Letter sent to Kyle Cavanaugh, VP for HRS, recommending classified staff be given the choice between ORP and TRS. Mr. Cavanaugh replied that he endorsed this recommendation and would forward it to UT System.</i></p>				
<p><i>Update from Julien Carter, AVP of HR, April 20 2006</i></p>				
<p><i>The eligibility rules for ORP are governed by the Texas Higher Education Coordinating Board and a change in those rules requires legislative authority. This issue has been raised with other University of Texas institutions and with UT System Human Resources and UT System Governmental Relations. HRS will follow-up on this to</i></p>				
2004 - 12	Informing UT Employees Outside of Austin of their Access to SEB	Accepted and referred to Misc. Benefits Comm.	Yes	No
<p><i>HRS website will be updated to include specific SEB information for UT employees outside of Austin.</i></p>				
<p><i>Update from Julien Carter, AVP of HR April 20, 2006:</i></p>				
<p><i>Due to location, employees at McDonald Observatory and Marine Science Institute are not able to use the SEB in the traditional manner. Therefore, in 2003 the SEB was expanded to allow employees at these two locations to be reimbursed, up to \$750, for courses taken at a local college or university. This information was sent to</i></p>				
2004 - 13	Staff Legal Benefit - Elective Coverage	Accepted and referred to Ad Hoc Legal Benefits Comm.	Yes	No
<p><i>UTSC will request that HRS make an elective legal benefit available to UT-Austin employees at the earliest time possible. (HRS would have to submit this request to UT Systems for approval.)</i></p>				
<p><i>Update from Julien Carter, AVP of HR, April 20, 2006:</i></p>				
<p><i>In order for a legal service benefit to be offered as part of the benefits package, a formal bidding process would have to occur. Human Resource Services will explore this and other voluntary benefit offerings.*</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 14	Online Separation Form	Accepted and referred to Compensation & Classification Comm.	Yes	Can't Determine

HRS is working on an online system to replace the Separation Form. In the interim the form will be converted into a PDF file for downloading from the Web.

2004 - 15	UT Staff Employee Discount Program	Accepted and referred to Misc. Benefits Comm.	Yes	No
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HRS is already working on this.

2004 - 16	Suggested locations for trash cans	Accepted and referred to Facilities Comm.	Yes	Yes
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UTSC will write letter to Capitol Metro (copy to P&T) requesting additional trash cans be placed at two locations along the bus routes (around Jester). Trash cans were placed as requested.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 17	Staff Council Tree	Accepted and referred to Facilities Comm.	<i>Yes</i>	No Action
<i>Plans are already being made to replace the tree. UTSC voted to not ask the tree be dedicated to UTSC.</i>				
2004 - 18	Create and Maintain List of Faculty and Staff Organizations		<i>In Progress</i>	
2004 - 19	Longevity Pay for Part Time Staff	Not accepted.	<i>No Action</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 20	Massage Service		Yes	N/A

Miscellaneous Benefits committee reported that the massage service is available to staff, but massage service requires fee for service. It is not covered by Rec Sports fee.

2004 - 21	Bicycle lane for Speedway through the 'bicycle dismount zone'		Yes	No
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Letter sent to Dr. Bob Harkins, head of UT Parking and Transportation, recommending a bicycle lane on Speedway. The UTSC Chair also appeared with other concerned groups before the Faculty Building Advisory Committee to make the same recommendation.

2004 - 22	Traffic control near Brazos garage	Accepted and referred to Parking & Transportation Comm.	Yes	No Action
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City of Austin already has plan to install light at this intersection.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 23	Staff probationary period	Not accepted.	N/A	N/A
<i>UTSC voted to not accept this issue - no action necessary.</i>				
2004 - 24	Funeral Leave Policy	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
2004 - 25	TRS Board of Director's candidate pre-qualification	Accepted and referred to Retirement Comm.	Yes	In Progress
<p><i>Update from Julien Carter, AVP of HR, April 20, 2006</i> <i>Julien Carter is in the process of scheduling a meeting* with TRS to discuss this practice and explore alternatives.</i> <i>* Julien Carter and Faye Godwin will meet with TRS to discuss their practices involving use of social security numbers</i></p>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 26	Change to Section C, "Qualified Pruposes", in HOP Policy #7.F.3 Emergency Leave	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
2004 - 27	"A" Parking Designation Requested	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	
2004 - 28	HMO Blue of Texas - Health Insurance Benefits exclusion appeal	Accepted and referred to Insurance Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 29	Pro-rated SEB for 1/2 time employees	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
<i>Update from Julien Carter, AVP of HR April 20, 2006:</i>				
<p><i>The Staff Educational Benefit (SEB) was designed for full-time employees who have worked at least 12 months. The SEB covers one course regardless of the number of hours or a multiple of courses, not to exceed 3 hours. The majority of the course work taken under the SEB is for one course, which could not be prorated. Expanding the benefit to part-time employees would create a financial impact on the university. Therefore,</i></p>				
2004 - 31	Turned in to Collection Agency	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	
2004 - 32	Campus Wide Recycling for UT Staff	Accepted and referred to Facilities Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2004 - 33	Evaluation of Implementation and Execution of UT Austin Grievance Policy	Accepted and referred to Grievance Comm.	Yes	Yes

Update from Julien Carter, Assoc VP for HR:

HRS is exploring a satisfaction survey for all of its services. The DRO/Grievance Process will be included in this survey*

**Julien Carter create customer satisfaction survey for use with HRS Services and that includes an item for the Dispute Resolution Officer*

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 1	Extend Staff Educational Benefit to Extension/Distance Education Center	Accepted and referred to Misc. Benefits Comm.	Yes	No
<p><i>Update from Julien Carter, AVP of HR, April 20, 2006: The President has asked Human Resource Services(*) to provide a fiscal impact statement to the University Budget Council concerning this issue. * Julien Carter is assessing the fiscal impact of including distance education and related courses in the staff education benefit.</i></p>				
2005 - 2	Need for multiple email accounts	Referred to Communications Committee	Yes	No Action

Committee communicated with constituent and resolved issue with no action necessary.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 3	Simplification of Process for Opening and Contributing to 403B (7) Annuity	validated and referred to Retirement	Yes	No Action
<p><i>Finding: The problem which prompted constiuent has been resolved to his satisfaction. The action taken by HR to streamline the process and better educate employees about 403B accounts is considered to satisfy the stated concern about ambiguous reponsibility.</i></p> <p><i>RECOMMENDATION Take no further action. Motion to accept committee recommendation passed.</i></p>				
2005 - 4	Compensation for Use-It or Lose-It Vacation Leave	validated and referred to Compensation and Classification Committee	Yes	No Action
<p><i>After reviewing all available policies and legislature, the committee recommends that this issue be closed due to the fact that it is in direct conflict with the State of Texas statute number §661.152 of the Government Code.</i></p>				
2005 - 5	Custodial Parking	Accepted and referred to Parking & Transportation Comm.	In Progress	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 6	Use of Staff Photos on the Web	validated and referred to Communications Committee	<i>In Progress</i>	
<p><i>Update from Julien Carter, Assoc VP for HR, April 20th: A cursory review of the 2006 Texas Public Information Handbook does provide for privacy for peace officers and crime victims with respect to photos. We could not find any other protection with respect to photos. Employee Relations* will work with university counsel concerning this issue to see if there are any privacy interests that need to be protected and whether it would be advisable to have individuals complete an authorization and release use of this sort of issue.</i></p>				
2005 - 7	Loading Zone Permit Request	validated and referred to Parking and Transportation	<i>In Progress</i>	
2005 - 8	Reduced Rates for Staff for PAC Shows	Not validated	<i>N/A</i>	<i>N/A</i>

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 9	Donating sick time to specific individuals	Not validated	N/A	N/A
2005 - 10	Staff Health Insurance Options	Validated and referred to Insurance Committee	Yes	No Action

RECOMMENDATION:

Take no further action at this time.

The UTSC voted, on December 15, 2005 to have the Insurance Committee draft a letter of request to send to UT System, on behalf of the UTSC, encouraging the continuance of multiple health insurance options.

2005 - 11	UT Staff Employee Discount Program	Not validated	N/A	N/A
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 12	FMLA and the use of banked comptime/OT	not validated	<i>N/A</i>	N/A
2005 - 13	Allow staff to take time off to volunteer with Hurricane Katrina Relief Efforts	not validated	<i>N/A</i>	N/A
2005 - 14	Change of Providers for Superior Vision	validated and referred to Insurance Committee	<i>Yes</i>	No Action

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 15	Annual Staff ReAppointment Timing Issues	Accepted and referred to Compensation & Classification Comm.	<i>In Progress</i>	
2005 - 16	Improve Salary Increase Procedures	Accepted and referred to Compensation & Classification Comm.	<i>In Progress</i>	
2005 - 17	Staff Time Off for Volunteerism	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 18	Health Insurance Premium Salary Supplement Adjustments for Part Time Employees	Accepted and referred to Insurance Comm.	Yes	No Action

** Claudia Gerardo read the Insurance Committee's Findings and Recommendation for Issue 2005-18 (University Salary Supplement Increases). The final recommendation is that no further action should be taken.*

2005 - 19	Travel Policies	Accepted and referred to Compensation & Classification Comm.	In Progress	
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2005 - 20	Statement of support for all faculty, staff, and students	Not validated	N/A	N/A
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 21	Statistical Staff Salary Information Request	Accepted - letter from chair requested (no committee)	<i>In Progress</i>	
2005 - 22	Effects of Outsourcing on Employees and the University	Accepted and referred to Compensation & Classification Comm.	<i>In Progress</i>	
2005 - 23	Evacuation Procedures	Accepted and referred to Communications Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 25	Parking Garage Space Release	Not validated	<i>N/A</i>	n/a
2005 - 26	Covered and Secure Bicycle Parking	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	
2005 - 27	Parking on Speedway near PCL at night	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 28	Equitable Salary Range	None	<i>N/A</i>	N/A
2005 - 29	Workmen's Comp - Supervisor Training, Standardized Filing, Competency, and Sensitivity	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
2005 - 30	Athletics Indirect Cost Rate	None	<i>N/A</i>	N/A

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 31	Better enforcement of traffic laws in the parking garage(s)	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	
2005 - 32	Change permit required on campus to 7AM	Accepted and referred to Parking & Transportation Comm.	<i>In Progress</i>	
2005 - 33	Removal of Social Security Information from Insurance Notices	Accepted and referred to Insurance Comm.	Yes	N/A

RECOMMENDATION:

Take no further action, as this issue will be resolved by all our insurance providers by the end of July 2006.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 34	Ensure parking for late-night student workers	None	N/A	N/A
2005 - 35	Campus Computer Store Discounts for UT retirees	Accepted and referred to Retirement Comm.	Yes	No Action

June 2006:

Bretna - Issue 2005-35 - campus computer discounts for retirees. If the discount is extended current employees would not get a good discount if at all possible. Recommendation is to take no further action. Motion is passed.

2005 - 36	Public Access to Hot Water	Accepted and referred to Facilities Comm.	<i>In Progress</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2005 - 37	Quarantine Preparedness	Accepted and referred to Facilities Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 1	Traffic Safety on Campus	accepted and referred to Parking and Transportation	<i>In Progress</i>	
2006 - 2	Traffic Citation Appeal Process	None	<i>N/A</i>	<i>N/A</i>

issue not validated

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 3	Stipend Funding	accepted and referred to Executive Committee	<i>In Progress</i>	
2006 - 4	Marketing Funding	None	<i>N/A</i>	<i>N/A</i>

issue not validated

2006 - 5	Staff Educational Benefit Complexity	accepted and referred to Misc. Benefits	<i>In Progress</i>	
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Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 6	Required training should be designated by code, rather than across the board for employees	Accepted and referred to Compensation & Classification Comm.	<i>In Progress</i>	
2006 - 7	Convertability of Accrued Sick Leave at Retirement	None	<i>N/A</i>	<i>N/A</i>
<i>issue not validated; goes against state law</i>				
2006 - 8	Revise HOP with specific date for Performance Evals	n/a	<i>N/A</i>	<i>N/A</i>

September 2006: Issues committee voted to not validate issue, but to invite submitter to re-work and resubmit.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 9	Evaluations - ability of staff to add a letter with comments to employee file	Accepted and referred to Compensation & Classification Comm.	Yes	No
<i>Chair will write a letter to HR and President Powers recommending adding Employee Comments and the right to receive a copy of the evaluation to the official performance evaluation instrument of the University</i>				
2006 - 10	Grievance Process	Accepted and referred to Grievance Comm. <i>In Progress</i>		
2006 - 11	Staff need an Ombudsman	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 12	Equal Access to Computers		N/A	N/A

September 2006: Issues committee voted not to validate issue, but to invite submitter to re-work and re-submit.

2006 - 12	Equal Access to Computers		N/A	N/A
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September 2006: Issues committee voted not to validate issue, but to invite submitter to re-work and re-submit.

2006 - 12	Equal Access to Computers		N/A	N/A
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September 2006: Issues committee voted not to validate issue, but to invite submitter to re-work and re-submit.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 13	Employee Relations procedures published	Accepted and referred to Grievance Comm.	<i>In Progress</i>	
2006 - 14	Granting Additional Work Hours for Committee-related activities	n/a	N/A	N/A

September 2006: Issues committee voted not to validate issue, and invited submitter to re-work and re-submit.

2006 - 15	Privacy and Sanitation in the Men's Restroom Facilities	n/a	N/A	N/A
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*Issue not validated. Reasons:
Rest room upgrades and the like are dependent on funding which are allocated by other agencies than facilities Maintenance. there fore this request is beyond our scope of action .*

Not a Staff Council issue – should be covered once all restrooms comply with ADA standards

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 16	Distribution of "F" Parking Permits	n/a	N/A	N/A

September 2006: Issue not validated by Issues Committee. Reasons:

Just as there is a hierarchy in every working environment, UT has one too. administrators, faculty and staff all have different levels within rank and salary. If our current system was not in place... just imagine the new Provost, a Dean, an Assistant Dean, etc... parking across I35 because F parking would be based on "first come first serve".

2006 - 17	Awning for Speedway Garage	Accepted and referred to Facilities Comm.	In Progress	
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2006 - 18	Staff Discounts at Rec Sports	None		
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issue not validated. Reasons:

- 1) Staff already receive a discount for memberships to Rec Sports, in comparison to community memberships.
- 2) Student fees pay for Rec Sports.

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 20	UT Daycare and the lack of economic needy slots/sliding scale spaces	None	N/A	N/A
<i>issue sent back to constituent to re-work</i>				
2006 - 21	DF and 40 Acres Shuttle Bus Changes Proposal	Accepted and referred to Parking & Transportation Comm.	No	No
2006 - 22	Standardizing Staff Evaluations University-wide	None - Issue not validated	N/A	N/A
<i>Issue not validated</i>				

Issue #	Title	Action taken at UTSC	Issue Resolved	Resolution acted on?
2006 - 23	Tuition changes with the Staff Educational Benefit	Accepted and referred to Misc. Benefits Comm.	<i>In Progress</i>	
2006 - 24	Elimination of mandatory staff evaluations in some departments/offices	Accepted and referred to Compensation & Classification Comm.	<i>In Progress</i>	

Issue #

Title

Action taken at UTSC

**Issue
Resolved**

Resolution acted on?