

UVI Staff Council General Meeting
Tuesday, October 23, 2007
11:00 a.m. -12 p.m.
B110 St. Thomas/MEC#401 St. Croix

Present:

UVISC Officers: Raquel Silver, Donald Bailey, Inez Bartlett, Clarice C. Clarke, Marthious Clavier, Peggy Fahie, Julia Hardwick, Verna Rivers, Moriah Jacobs, Miriam Osborne-Elliott, **Ardrina Scott-Elliott(?)**, **Diana Freas-Lutz(?)**

University Administrators: Dr. LaVerne E. Ragster, Dr. Haldane Davies

Staff in Attendance: **L. Bad(?)**, Errol Sweeney, Alecia Joseph, Fiola Alexander, Jason Danaher, Mark Bough, Brian Daley, Geraldine Apeda, Coreen Hughes, Maria Friday, Jay Wiltshire, Nereida Washington, Judith Rodgers, Jozef Keularts, Charlie Shultz, Luis Carino, Yvette Taylor, Ephraim Rodriguez, Ellsworth London, **Rosalind Polius(?)**, Victor Almodovar

Meeting Objective: Affirmation of Officers; draft policies; staff representation; (item not on agenda: amended accrual leave policy)

UVI President Dr. LaVerne E. Ragster welcomed council members and called the gathering a "historic moment." Dr. Ragster also stressed the importance of officers being active in the group and willing to share information.

St. Thomas and St. Croix officers were sworn in during the pinning ceremony.

UVI Staff Council president Raquel Santiago Silver greeted St. Thomas and St. Croix attendees and acknowledged receipt and distribution of copies of the draft documents UVI Constituency and Business Interest Policy, Standards of Behavior Policy and Strategic Plan for Research & Public Service.

A memo (attached) was sent to Dr. Haldane Davies from Ms. Silver requesting an extension of the deadline date of Tuesday, October 23, 2007, to give the staff council's executive body more time to fully review the documents. Ms. Silver also asked council members to provide input; a response is needed by Wednesday, November 28, 2007.

Discussion ensued concerning the clarification of change in the annual leave policy. Council member Verna Rivers presented to the committee a rationale for the change, stating that the University would incur a fiscal burden if employees are allowed to carry-forward annual leave indefinitely. Supervisors and managers must allow their staff to use their 21 days, Rivers said.

Ms. Rivers said it is not known how employees enrolled in TIAA-Cref, with excessive annual leave, are being handled by the Human Resources Department. The council requested that the issue be explored.

It was also pointed out by an e-mail dated 10/16/2007 from Yvette Taylor that the employee policy manual states excessive leave should be transferred to GERS for retirement. According to Yvonne Lawrence, Acting Director of Human Resources, the University never complied with the original policy and has never provided hours to GERS.

Ms. Rivers brought to the attention of the committee the submittal form; staff with concerns can bring issues to the table by completing the form and sending it to the UVI Council for further review.

MOTION: The council passed a motioned to schedule a meeting inviting Ms. Lawrence to give a presentation to all staff on the annual leave change policy, followed with a question and answer session.

MOTION: The council nominated and approved Shirley Lake-King as St. Thomas staff representative for mediation training as grievance counselor.

The St. Croix nomination is pending. Once in place, these positions will allow staff to resolve issues through mediation with a counselor prior to petitioning the actual grievance process. The nominations of Budget Committee St. Thomas and St. Croix representatives were deferred until documentation on the length of term for the representatives is distributed.

The next UVI Staff Council Committee meeting is scheduled for Tuesday, December 11, 2007.

