

SUGGESTIONS FOR IMPLEMENTING HB 2224 PROVISIONS RELATED TO STAFF COUNCILS

1. In two places the section of the code references “subsection(c)”. There is no subsection(c) because of a numbering error but the reference is to the subsection that begins “During the month of April...” and sets out who is elected to the new staff councils.
2. It must be emphasized that the statute clearly contemplates that the classified employees themselves should decide how the staff council shall be elected. The president or administrative head of the institution “at the direction of the council, and in accordance with procedures established by the council” is to convene the elections. Thus the staff council should decide the best way, in consultation with the president, to apply the statute and conduct the elections.
3. Though the new staff councils are established on April 1, 2003, that does not mean the elections have to occur before that date. In fact, the statute merely requires that the elections be held sometime in April and that the new members take office on July 1. Until July 1 the present staff councils will continue to operate as in the past.
4. The five categories of employees from which members are elected are the traditional EEO categories that employees are slotted in for reports to the federal government. Thus, the HR office should be able to easily identify what class of employment each employee is eligible to be elected in.
5. The statute does not address whether only employees in the same employment category vote for persons in that category or whether all classified employees vote all categories. The present staff council, in consultation with the president, should decide what method they wish to use.
6. Some institutions may not have any employees in one or more of the categories. That merely means no one can be elected to those positions.
7. Staff councils should decide whether those on the ballot are by nomination, by self-selection, or both.
8. The statute states that the chair of the staff council shall be voted on by all classified employees and not only by those elected to the staff council and that vote be by any method approved by a majority of the classified employees. There are a number of ways this could be done. First, the entire classified staff should vote on a method on choosing the chair. That might be electing a chair at the same time all the other members are elected; or holding an election after the members of the council are elected to choose a chair from among them; or any other method the staff council deems appropriate.
9. It should be up to the staff council as to whether the chair has a vote on the staff council.
10. Though the statute says the elected representative to the statewide advisory council shall serve on the staff council and report to the council on the meetings of the board of governors, that does not mean the statewide representative and the representative to the board of governors have to be the same person. The statute allows one person to serve in both capacities but it is not required that they be the same person. That is up to the staff council to determine.