

InTouch

UNC Employee Forum News

Volume 2, Number 7 August 2001

From the Chair..... John Heuer

Welcome Back Students

After another quiet summer, the perennial invasion of student bodies is coming. "What?" you say. "A quiet summer? It has been anything but quiet!" The sound and fury of a state legislature still in session (as of this writing); The prospect of a paltry pay raise dwarfed by increasing health care premiums and copays; Itchy legislative fingers reaching toward our "over-funded" retirement account; And our campus inundated by more construction, road closings and detours than we have ever seen. Little wonder that the irritability index is on the rise.

That's why we need to pause, and consider how we welcome returning students, especially the wide-eyed class of incoming freshmen and women. Do we channel our irritation toward the students or each other? Do we focus our frustration on employees, supervisors or the administrators? Here are a couple of thoughts: The students are the reason we work at the university, and our frustrating plight is not the fault of the students.

Lets make a point to repay irritation with politeness and grace, whether it is directed toward the students or our co-workers. We are all in this "under construction" campus together. There are a lot of state employees' children attending a UNC campus this fall. Let's make every effort to be especially considerate to all.

Speaking of which, let's talk about pedestrian safety. With so many roads torn up and rerouted, we need to take extra care while driving around campus. Whether it's a pedestrian with her nose in a book, or a chasing bicyclist breaking

InTouch: UNC Employee Forum News is published ten times per year and covers news from the Forum as well as questions and concerns from the Staff. This newsletter is compiled by the UNC Employee Forum Communications Committee and is edited by Suzan deSerres. If you would like to make general comments concerning the newsletter or help us identify specific issues or topics to be addressed, please direct them to Matt Banks at the Forum Office, or to Suzan deSerres, Chair of the Communications Committee (sdes@med.unc.edu).

all the rules of the road, our pedestrians deserve our very careful consideration.

If you are curious about the semester schedule, a convenient copy is located on page 2 of the campus telephone book.

The Forum had a good response to our request for staff members to serve on the Personnel Flexibility Committee. Look for further discussion of committee membership and activity at our September 5th Forum meeting and the September edition of InTouch.

Free t-shirts for volunteers

If you would like to spend a couple of hours greeting new students while assisting residence hall move-in, please contact Matt Todd at 962-4699 or mtodd@fac.unc.edu. Matt is coordinating cardboard collection sites between 10:00am and 6:00pm Saturday the 18th and Sunday the 19th.

Welcome New Delegates!

The Forum would like to welcome two new delegates: Diane O'Connor of division 1 and Andy Manglione of division 8. Mark Dutton was promoted to first alternate in division 8. Congratulations!

Peer Recognition Campaign

The Forum Salutes the Nominees for Big Buddy and Rookie in last year's peer recognition campaign! Congratulations!

BIG BUDDY

Cindy Atkins
Charles Ayres
Sue Burdick
Linda Carver
Debbie Edwards
Jean Elia
Theresa Esposto
Darlene Freedman
Mary Garren
Roxie Gunter
Judy Hall
Geraldine King
Kelly Musty
Will Owen
Kathy Pope
Kevin Quinlan
William Rice
Pat Rust
Seletha Shaw
Brenda Snipes
Kay Spivey
Frances Stein
Ann Tickle
Sylvia White
Joan Widgren

ROOKIE

Siah Annand
Brendan Biamon
Shana Black
Laura Christopherson
Donnice Chubbs
Linda Comer
Peggy Council
Diane Daniel
Katja Hill
Deborah Howard
Tim McCart
Elena McCarts
Ann Meeker-O'Connell
Cindy Murray
Rhonda Pruitt
Tabitha Rice
Freddie Shelton
Edward Short
Virginia Sprague
Paulette Stroman
Mark Stuckenbrock
Sandra Sturdivant
Summer Sumash
Melchee Tate
Dawn Towery
Katherine Watson
Oscar Wilburn

"I know of no more encouraging fact than the unquestionable ability of man to elevate his life by conscious endeavor." - Henry David Thoreau

Your Forum Delegates are here to help you. Please feel free to contact one of us or the Forum Office if you have comments, questions, or issues for discussion by the Employee Forum.

Delegate	Phone	CB#	Div
Chris Barfield	6-7328	7470	6
GeorgeAnn Bissett	3-5112	6100	1
Anita Booth	2-0153	3914	1
Keita Cannon	3-8217	1150	8
Andy Chrismon	2-6457	3550	2
David Collins	6-9254	7235	5
Linda Collins	6-0957	7585	1
Suzan deSerres	6-8548	7210	8
Sue Dodson	3-6791	3210	6
Lee Edmark	6-5745	1830	8
Edward Eldred	6-7042	7045	7
Keith Fogleman	2-3962	1800	3
Jeffrey Fuchs	2-5695	3320	1
Pam Griffin	6-8960	7520	7
Tracey Haith	6-3245	7400	5
Glenn Haugh	2-5566	1110	7
John Heuer	2-9023	1800	7
Tom Jenswold	2-2069	1800	2
Fred Jordan	2-1765	3175	7
Karen Jordan	6-3039	7360	5
Ramona Kellam	6-3541	7455	5
Gary Lloyd	2-9857	2100	7
Barbara Logue	2-6095	3290	4
Andrew Maglione	6-1325	7045	8
Lauren Mangili	2-3301	8610	7
Connie McPherson	2-7145	1600	8
John Meeker	2-0031	7360	8
Diane O'Connor	2-5458	3490	1
Jo Parker	6-2736	7450	5
Clarence Peoples	2-3962	1800	3
Gail Plaisance	2-7081	7455	5
Tom Rhynne	2-4165	1800	2
Wendy Riley	2-5762	1250	8
Rob Sadler	2-2069	1800	2
Sheila Storey	3-7251	7520	9
Diane Strong	2-2287	3420	6
Darian Sturdivant	2-1086	1800	3
Bonita Summers	2-7693	3380	4
Kay Teague	6-3693	7050	5
Joanne Terry	2-0171	3914	4
Robert Thoma	2-9026	1800	7
Elaine Tola	2-9434	3450	8
Mary Ann Vacheron	2-4417	3380	4
Betty Waynick	2-9692	3914	1
Sylvia White	2-9276	3100	9

2001 Forum Officers:

Forum Chair John Heuer
Forum Vice Chair Sheila Storey
Forum Secretary Tracey Haith

Forum Assistant:

Matt Banks 2-3779 3488

The University of North Carolina at Chapel Hill

THE EMPLOYEE FORUM

Campus Box 3488
200A Carr Building
Chapel Hill, NC 27599-3488
Telephone: 919-962-3779
Fax: 919-962-1341
forum_office@unc.edu
<http://www.unc.edu/staff/forum>



POLICY RESPONSE

NEW ANNUAL LEAVE POLICY FOR EPA NON-FACULTY EMPLOYEES

The University Board of Trustees recently approved a significant change to the annual leave policy for EPA non-faculty employees. This change became effective on July 1, 2001. For additional details on this policy, see the Human Resources web site at <http://www.ais.unc.edu/hr/>

Why did EPA Non-Faculty employees need a new leave policy?

There has always been a provision for exceptional leave for EPA non-faculty. Previously each application for exceptional leave had to be dealt with individually, and the Board usually only granted this leave to those departing a previous job. In the process of trying to fix this problem, the University discovered that other institutions simply grant a flat amount of leave each year.

What is the new leave policy for EPA Non-Faculty Employees?

Permanent full-time EPA Non-Faculty employees (research, instructional and senior administrative personnel) are now entitled to annual leave equal to 24 workdays per year. Annual leave is adjusted proportionately for permanent part-time employees who work halftime or more.

Is the total of 24 days of annual leave time available to employees in the beginning of the year?

Annual leave is accrued monthly at an amount equal to one-twelfth of the annual rate for each month the employee works or is on approved leave with pay. Monthly leave is earned when an employee works or is on approved leave with pay at least half the working days of a month.

What if an EPA Non-Faculty Employee currently earns more than the 24 days per year?

An incumbent employee who was earning more than 24 days per year as of July 1, 2001 is entitled to continue to earn leave at the current rate.

If accrued leave time is not used in the year it is earned, can it be carried over?

The maximum number of unused annual leave that may be accrued and carried forward from one year to the next is 30 workdays. Annual leave in excess of 30 days is automatically converted to sick leave at the end of the year.

Is it possible to get an advance on annual leave time not yet accrued?

Subject to institutional policy and approval by the employee's supervisor, it is possible for an employee to be advanced the amount of leave that can be accrued during the remainder of the year or during a twelve-month period.

Are there any restrictions on when an employee may use annual leave time?

The scheduling of an employee's annual leave is subject to the approval of the employee's supervisor.

The Forum's Recognition and Awards Committee (RAC) Salutes Nominees for Initiative

In keeping with last month's promise to publish all the names from the Forum's 2000 Peer Recognition Campaign, the Forum congratulates the following individuals nominated in the category of **Initiative**. Keep up the good work!

Anne Aldridge	Donnice Chubbs	Dr. Timothy Farrell	Linda Justice	Ann Pittard	Karen Thompson
Lou Asmuth	Donna Clapp	Darlene Freedman	Lynne Kidd	Phyllis Poteat	Wallyce Todd
Sharon Baker	Lorie L. Clark	Kathy Fujiwara	Shelia King	Carol Quakenbush	Fumi Wells
Leigh Belton	Nancy Colvin	Nicole Gaeto	Brad Maiani	David Rankin	Linda Wilson
Jennie Boone	Sylvia Conley	Kevin Gunn	Linda McAlister	Cindy Reardon	Phillip Winston
Ashley Bowers	Trina Cook	Petra Haskell	Chris Moody	Pam Roberts	Brent Wishart
Amy Bowman	Denise Currin	Larry Heimer	Jeanette Moore	Allen Ryan	
Mark Bristol	Victoria Dowd	Kay Hill	Carol Murphy	Sharon Sessoms	
Jane Byron	Lori Eblin	Tom Horne	Virginia Neville	Judy Sharpe	
Rachel Canada	Jean Estrada	Richard Jefferies	Pat A. Penland	Melanie Sinche	
Juan Chavez	Susan Eubanks	Alison Jesse	Carl Penny	Bonita Summer	

*Initiative is doing the right thing without being told.
- Victor Hugo*

Watch Your Mailbox! Employee Forum Delegate elections are coming up soon. Be sure to fill out your ballot. You can find more information about the candidates on the Employee Forum Website at <http://www.unc.edu/staff/forum>.