**VOWW Meeting 8/10/17**

**Attending:** Sara Eisenklam (Web Content, University Relations), Susan Winning (Labor Management Education Program) June Lemen (Center for Women & Work); Darcie Boyer (Center for Women & Work), Meylia Tio (Provost’s Office); Tina Donovan (Student Financial Services); and Laura Punnett (CPH-NEW; also Center for Women & Work)

After introductions, and a brief explanation of why the committee was meeting for the newcomers, we discussed Next Steps from our previous meeting: Susan Winning had an update on contract language.

The Next Step was to see if the union contract language on flex-time could be improved. The language on flex-time is not particularly strong language and Susan sent mail to the SEIU888 negotiating team. All of the unions are in contract negotiation now, and the general opinion of the 888 language was that the language concerning flex-time is okay, but that the implementation of the language is not. (We already knew this, having heard many stories about the unequal implantation of flex-time across the University at the last VOWW luncheon.) The only flex-time grievances that can go to arbitration are the ones with serious teeth—something on the level of a layoff, for example.

So, what is the best course to take? Susan mentioned that there are labor managment meetings between HR and union representatives. That may be a place to handle flex-time issues for union workers.

 **NEXT STEPS:**

**Meet with HR to discuss Flex-time:**

Informal, informational meeting with select VOWW committee members and HR. HR needs to be aware that there is a big discrepancy across the unions in how flex-time is implemented, also recognizing that not all workers at UMass are unionized so we should have policies in place for all workers.

**Goals:**

* Find out from HR what the universities policy is regarding flex-time.
* Share the concerns that have been brought up over the years.
* Come up with a next step to address the issues and come up with solutions.

We will try to arrange the meeting in September. VOWW members to attend: Sara Eisenklam, Laura Punnett, Susan Winning, Darcie Boyer.

Darcie and Susan will reach out to a few member of other unions to see if they can attend.

**VOWW Luncheon:** Generally, we are looking at what does the university want its brand for its employees to be?

The University is very proud of its brand. And there are lots of good things about working at UML, like Workplace Learning and Development, but there are also issues.

After a lot of discussion, we came up with different ideas:

* Beyond the Brand
* Better Than Good: Working at UML
* Your Voice Matters
* Setting Your Course at UML
* Add Your Voice to Set the Course
* What’s the UML Employment Brand for Women?

Other ideas for catchy title to capture the theme?

Tentative Date: Thursday, Nov. 9th

**Next Brown Bag Lunch:** Career path at UMass Lowell

If you are an employee who is good at her job, but you want to do something else, how do you move into a more satisfying position? How do you grow professionally at UML? As Laura pointed out, we are an educational institution. Our mission is to educate people so they can go out and contribute to the world. Shouldn’t the university want the same mission for its employees?

Tina will send Darcie the questions she developed.

Darcie will send an email out to VOWW participants asking what questions they have so we will have something to give HR ahead of time.

Schedule for Spring semester