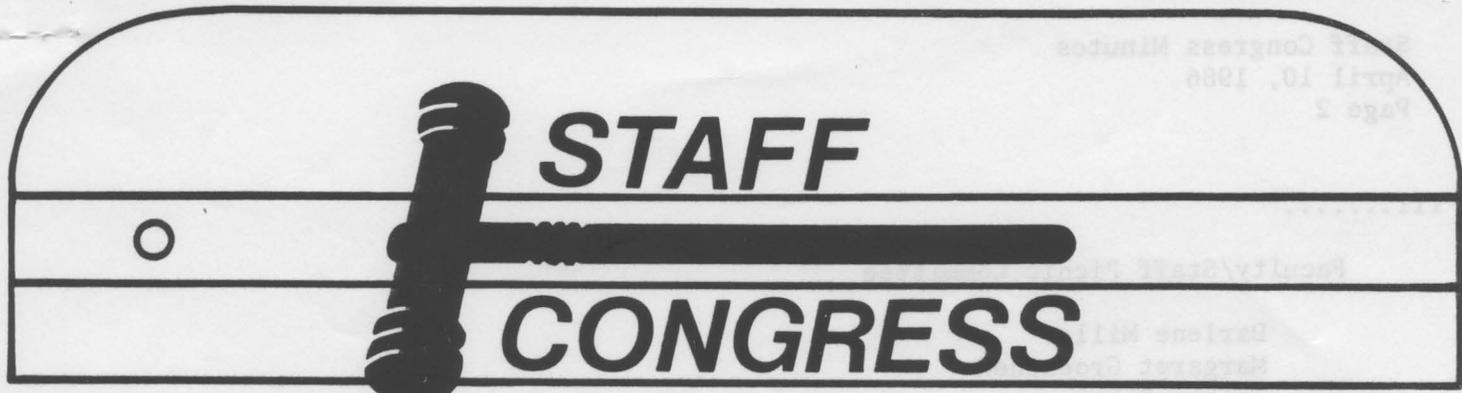


Staff Congress Meeting  
April 10, 1986

1 p.m. Landrum 203

AGENDA

- I. Call to Order
- II. Minutes of March 20, 1986 Meeting
- III. Executive Committee Report
  - a. SC Representative Appointments
  - b. Faculty/Staff Picnic Ad Hoc Committee
- IV. Committee Reports
- V. Old Business
- VI. New Business
- VII. Adjournment



STAFF CONGRESS MINUTES

April 10, 1986

Members Present: Jackie Baker, Carla Behymer, Sarah Coburn, Cindy Cook, Sonda Cummins, Paul Ellis, Don Gammon, Shirley Garrett, Joe Gimpel, Jack Geiger, Donna Gosney, Margaret Groeschel, Diane Hunley, Russ Kerdolff, Janet Krebs, Michael Martin, Don McKenzie, Darlene Miller, Greg Muench, Mitch Mullins, Pat Coleman Mullins, Shirley Raleigh, Ronald Rieger, Marjorie Scheller, Sharon Taylor, Jim Wilson

Members Absent: Lisa Boehne, David Cover, Kathy Dawn, Nancy Utz

Guests: Ruth Saccone, Kathy Lyon, Gregg Schulte, ex-officio, Peg Goodrich, Office Secretary

I. Call to Order

President Janet Krebs called the meeting to order at 1:05 p.m. A quorum was present.

II. Approval of Minutes

The following corrections to the minutes of the March 20, 1986, meeting were made:

Page 2, III, Hourly Employees - should read 5 years and over will receive \$225

Page 3, VI, The vote was 21 for, 3 opposed, and 1 abstention.

Cindy Cook made a motion that the minutes be accepted as corrected. Ron Rieger seconded. The motion passed unanimously.

III. President's Report - Janet Krebs

Resignations from Staff Congress require us to nominate the following staff members as replacements: The at-large position vacated by Debbie Chism would be filled by Kathy Lyon; the Student Affairs position vacated by Lorraine Pauly would be filled by Ruth Saccone; and the Academic Affairs position vacated by Melanie Buxton would be filled by Margaret Burlew. There were no nominations from the floor. Janet made a motion that we accept these three people as members of Staff Congress to serve out the terms of the resignees. Paul Ellis seconded the motion. The motion passed unanimously.

III.....

Faculty/Staff Picnic Committee

Darlene Miller  
Margaret Groeschen  
Jackie Baker  
Carla Behymer  
Ruth Saccone  
Kathy Lyon

Faculty members will be contacted and included in this committee.

IV. Committee Reports

Benefits Committee - Don Gammon

The committee is waiting to hear from the Faculty Senate on the Emergency Sick Leave Bank. Janet received a memo from the Faculty Benefits Committee of Faculty Senate saying that this issue is unrelated to the majority of faculty and therefore, they do not feel they or the Senate at-large should act on this matter. It is now up to Staff Congress to pursue it with the administration. Gregg Schulte has brought the matter to Dr. Scholes' attention. Janet will contact Dr. Scholes with regard to bringing the sick leave proposal before the June Board of Regents Meeting.

The status of HMO plans at the University is still uncertain. Keith Stewart in Purchasing is working on this. We must offer at least one by July 1.

Cafeteria benefits are contingent upon the state accepting the University as a member of their health care plan.

The committee is also considering these issues: Martin Luther King's birthday, KERS increases, the Early Childhood Center with the possibility of its facilities being offered to full-time staff as a benefit.

Jackie Baker has been appointed as vice-chairperson of the Benefits Committee.

Constitution and By-Laws Committee - Pat Mullins

The constitution has been re-typed and will be distributed as soon as possible.

Credentials and Elections - Marjorie Scheller

No report

Finance - Margaret Groeschen

The balance in our account is \$665. A budget for next year has been formulated. The amount requested was \$1300. Margaret Groeschen was appointed co-chair. The committee is working on a proposal concerning the formulation of the 87-88 budget request and authorization of budget expenditures. Budget records will be kept in the Staff Congress Office in the Health Center.

IV....

Policies and Procedures - Diane Hunley

The committee has been meeting to work on the long-term staff salary guidelines proposal.

Liason - Cindy Cook

The newsletter will be out this week.

V. Old Business

State Health Plan - We received a letter from Dr. Boothe saying that Northern Kentucky University has made application with the state to be included in their health plan. We will be kept informed of the progress.

VI. New Business

The resolution protesting the Gramm-Rudman-Hollings Law was sent to our Congressmen on March 28. We received two responses from Congress.

Janet has requested constituency lists for everyone.

Donna Gosney is serving on the search committee for a new director of Personnel Services.

The membership recognized Gregg Schulte for all his assistance to Staff Congress. This was Gregg's last meeting.

Darlene reminded everyone of the AWA luncheon honoring NKU's Outstanding Women Graduates on Tuesday, April 15.

VII. There being no other business, Don Gammon moved for adjournment. Donna Gosney seconded the motion. The motion passed unanimously.

To: Finance Committee Members  
Fr: Margaret Groeschen  
Re: Recommendations to Staff Congress  
Da: April 28, 1986

Below is the copy of recommendations which were drafted to be presented at a future Staff Congress meeting. If you feel there should be corrections or changes please contact Kathy or myself.

*Draft*

Finance Committee Recommendations to Staff Congress

April 28, 1986

To provide continuity and to maintain an accurate financial record:

1. The Secretary of Staff Congress shall review and maintain an accurate record of all expenditures and financial statements. A report of expenditures and of the current financial status shall be forwarded monthly to the Finance Committee for review.

*Signature authorized only for approving expenditures*  
2. ~~Authorization for signing-off on expenditures~~ is limited to the Executive Council and the Secretary of Staff Congress.

3. In December of each year the Finance Committee shall prepare a budget to be proposed to the new Staff Congress at the January meeting.



Northern Kentucky University  
Highland Heights, Kentucky 41076

April 25, 1986

Mr. Thomas C. Greenwell,  
Commissioner  
Department of Personnel  
Capitol Annex Building  
Frankfort, KY 40601

Dear Mr. Greenwell:

The purpose of this letter is to request that employees of Northern Kentucky University be allowed to participate in the state's health insurance plan beginning with the effective date of the state's new contract with the selected health insurance vendor.

In February 1986 officials at Northern began discussions with Mr. Ernest Fowler concerning inclusion of employees of Northern Kentucky University in the 80,000 plus employee pool for whom a new health insurance plan was under bid. Subsequent to these early discussions, information was shared with Mr. Fowler relative to Northern's claims experience and premium history. Mr. Fowler then contacted Blue Cross/Blue Shield to obtain additional information concerning the effect of the Commonwealth's cost containment provisions upon Northern's utilization rates. After several weeks Blue Cross/Blue Shield responded with an indication that a higher premium would need to be charged to Northern Kentucky University's employees if they participated in the state plan. This reaction by Blue Cross/Blue Shield was not surprising but it did seem to be an attempt to protect and maintain the status of Northern Kentucky University's current account especially since the "Blues" are not guaranteed to be the selected carrier for state employees under the present bid.

Moreover, while Northern's utilization history might appear to justify higher premiums, a 13 percent drop in admissions per 1000 and a 20 percent drop in days per 1000 was experienced last year in 1985. Interestingly, these drops occurred

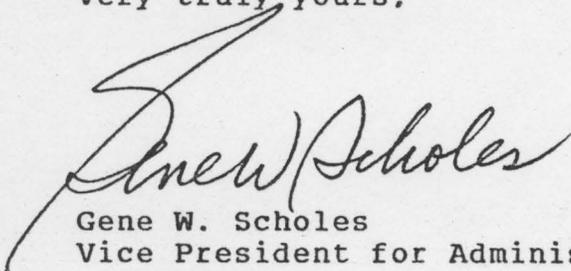
Letter to Commissioner Thomas Greenwell  
April 25, 1986  
Page 2

without any significant cost containment provisions in Northern's plan. It is anticipated that participation in the state's cost containment plan would force continued reduction in Northern's utilization rates and bring them more in line within the norm for all other state employee plan groups.

The prospect of Northern becoming a participant in the State Health Insurance Plan has been discussed on campus with both faculty and staff and has been met with widespread support in view of the individual and institutional savings that will result.

We are available to discuss this request at your convenience and hope for a favorable and timely response. As you are aware, Northern Kentucky University is constructing an annual budget which will be affected considerably by the final decision on this matter. Thank you for your consideration of this request to include Northern's employees in the state's health insurance plan.

Very truly yours,



Gene W. Scholes  
Vice President for Administration

GWS/csc

cc: President Leon E. Boothe  
Mr. Ernest Fowler  
Mr. Clarence Tabor  
Mr. Keith Stewart



Northern Kentucky University  
Highland Heights, Kentucky 41076

COPY

March 24, 1986

Mr. Ernest P. Fowler  
Director of Division of Payroll Administration  
Department of Personnel  
Capitol Annex Building, Room 254  
Frankfort, Kentucky 40601

Dear Mr. Fowler:

Thank you for forwarding the Commonwealth's Health Insurance RFP for our review. We have been examining various cost containment provisions and different plan designs available in the industry, and are very impressed with the current state contract.

Northern Kentucky University formally requests inclusion in the state plan resulting from the RFP. The overall effects of "volume purchasing" should be very beneficial to Northern, with our employee population of 831 being combined with the 80,000+ currently covered state employees. We understand that the new plan may be slightly different from the existing, but feel that the University will be in a much better position to control costs by accepting the cost containment provisions of your contract.

As we have discussed, a major consideration will be the applicable waiting period. We are requesting to be included as current state employees, rather than new employees, which will effectively eliminate any waiting period requirement.

Your early consideration of this request is greatly appreciated. Please call me at (606) 572-5171 if additional information is required.

Sincerely,

Keith G. Stewart  
Director of Purchasing

KGS:bb

cc: Leon E. Boothe  
Gene Scholes  
C. M. Tabor  
Nate Durham

APPROVED  
3/20/86

March 20, 1986

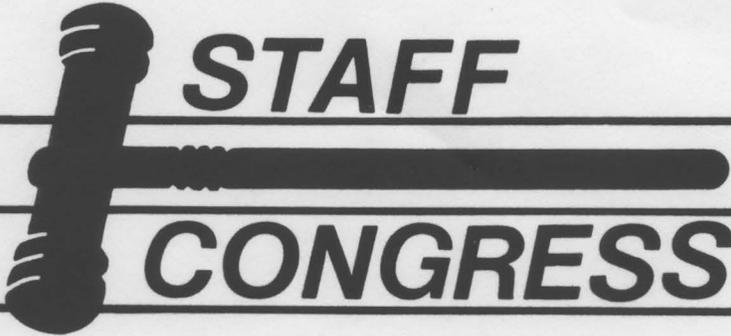
A resolution relating to the Gramm-Rudman-Hollings Law:

Whereas the Gramm-Rudman-Hollings Law is perhaps the most important issue facing college students today, and

Whereas under the Gramm-Rudman-Hollings Law, in the year 1986-87, all federal student aid (college work-study, National Direct Student Loans, SEOG Grants) will be cut 4.3%, Pell Grants will be cut 10%. In 1987-88, all Federal Student Aid programs will be cut. TRIO Programs including Special Services and Talent Search will be cut 4.3% for fiscal year 1986 and up to an additional 25% for fiscal year 1987. All together, 300 students will lose services, and

Whereas recipients of these programs which include 46% of Northern students that receive some type of financial aid, are reducing their opportunity to access higher education.

Be it therefore resolved that Staff Congress of NKU strongly urges that Congress and Senate of the United States to balance the budget. However, we urge that priority be given to federal financial aid and TRIO Programs and that the proposed cuts not be made in these areas.



**STAFF**  
**CONGRESS**

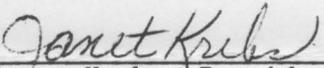
March 28, 1986

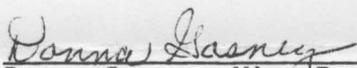
We, the membership of Northern Kentucky University's Staff Congress, do hereby affirm our support for the following resolution relating to the Gramm-Rudman-Hollings Law:

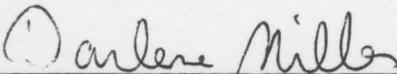
Whereas the Gramm-Rudman-Hollings Law, in the year 1986-87, all federal student aid (college work-study, National Direct Student Loans, SEOG Grants) will be cut 4.3%, Pell Grants will be cut 10%. In 1987-88, all Federal Student Aid programs will be cut. TRIO Programs including Special Services and Talent Search at Northern Kentucky University will be cut 4.3% for fiscal year 1986, and up to an additional 25% for fiscal year 1987. Thus, three hundred NKU students will lose services, and

Whereas recipients of these programs, which include 46% of Northern Kentucky University students that receive some type of financial aid, are having their opportunity to access higher education reduced

Be it therefore resolved that the Staff Congress of Northern Kentucky University strongly urges that the Congress and the Senate of the United States make every effort to balance the federal budget. However, we urge that priority be given to federal financial aid and TRIO Programs and that the proposed cuts not be made in these areas.

  
Janet Krebs, President  
NKU Staff Congress

  
Donna Gosney, Vice President  
NKU Staff Congress

  
Darlene Miller, Secretary/Treasurer  
NKU Staff Congress

CARROLL HUBBARD  
CONGRESSMAN  
1ST DISTRICT, KENTUCKY

2182 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515  
(202) 225-3115

Congress of the United States  
House of Representatives  
Washington, DC 20515  
April 8, 1986

DEPUTY MAJORITY WHIP  
COMMITTEES:  
BANKING, FINANCE AND  
URBAN AFFAIRS  
MERCHANT MARINE  
AND FISHERIES  
CHAIRMAN, SUBCOMMITTEE ON  
GENERAL OVERSIGHT  
AND INVESTIGATIONS OF THE  
BANKING COMMITTEE

Janet Krebs, President  
Northern Kentucky Staff Congress  
Northern Kentucky University  
Highland Heights, KY 41076

Dear Janet:

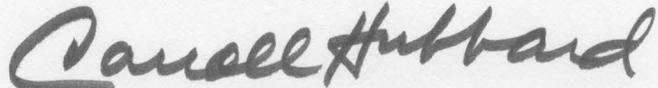
This is to acknowledge and thank you for your recent letter.

Janet, I appreciate your taking the time to write and share your views in support of continuation of the student financial aid program. I believe that financial aid is an investment in our nation's future and attempts to reduce that investment are unwise. You may be sure of my continuing support for education, especially student financial aid programs.

I want you to know that I appreciate and benefit from your views.

With best wishes for you, I am

Sincerely yours,



Carroll Hubbard  
Member of Congress

CH/nm