

Tennessee Staff Organization  
Minutes of Meeting  
September 23, 2009

The Tennessee Staff Organization met Wednesday, September 23, 2009, in Nashville at the TEA building. The meeting was called to order at 4:32 p.m. by President Mike Lee.

The **Agenda** was approved with flexibility upon a motion by Jeff Garrett, seconded by Forestine Cole. The issue of Work Load was added to New Business. As a housekeeping measure the Executive Board recommended to the membership that UniServ interns be allowed to attend the TSO meeting. A motion by Gloria Towner, seconded by Alice Spicer to approve their attendance passed.

The **minutes** of the May 19, 2009 TSO meeting were read and approved upon motion by Tammy Kelly, seconded by Maria Uffelman.

The **TSO Budget** was presented by Lorrie Butler. It was reported that the budget is built on 44 Professional and 12 Associate members. The report has been filed for audit.

Miley Durham, **Vice President for Defense** reported the following:

1. Unit Determination Challenge by Executive Management: All managers have been removed from the TSO bargaining unit. A copy of the transcript from the hearing will be available on the TSO website. TSO will explore possible further action regarding the ruling.
2. Long-term care issue: Executive management has approved payroll deductions but will not submit letter to company.
3. Fast-tracking for receptionist position: Mance requested the fast-track which could not be done since TAS contract has no fast-tracking provision. TSO asked the hours be changed from the 7:30 – 4:00 schedule currently in practice, but Mance did not agree.
4. TSO representation of members: must be done through proper TSO channels and approved by Durham and President.

**The Membership Report** was submitted by Jackie Pope. Professional staff is 100 % with 37 members; Associate Staff has 13 of 22 employees and stands at 59%. Members were urged to contact colleagues and ask them to join.

There was no **Old Business**

In **New Business** the following was presented:

1. Budget: Income will be down \$9,000.00 due to the loss of managers in the unit. Rebate of dues to members who leave during the year was referred to the Constitution and By-laws Committee for review. They will report their findings at the December TSO meeting.
2. Full Attendance at NSO War College, CBC, and NSO RA to qualify for payment of expenses: The Executive committee recommended full attendance be required and denials of payments be appealed to the Executive Committee for consideration. Upon motion by Jim Jordan, seconded by Rhonda Catanzaro, the Executive Committee recommendation was passed.
3. NSO Quilt Square: Each state will submit a quilt square. Donna Jerden agreed to do the TSO square.
4. Training /Solidarity Day: It was recommended a committee be formed to consider this issue. President Lee asked for four volunteers who should contact him.

5. Election Dates for TSO: President announced the NSO RA delegate elections will be done at the March UniServ Drive-in meeting and TSO officer elections will be conducted at the May TSO meeting.
6. Work Load: A motion by Jackie Pope, seconded by Harry Farthing passed: "The TSO President will appoint a four-person committee to study the issue of work load assignments when staff must be absent." Lee will provide past survey(s) to the committee for consideration.
7. Reimbursement of expenses while in the field: meals for volunteers, copies of files or other unexpected expenses and reward for volunteers were expressed as concerns. President Lee agreed issues would be discussed with Mance and at the bargaining table.

#### **Announcements**

Executive Management has not submitted dates for bargaining. Cost of facilitators in interest-based bargaining will be a factor for consideration in future bargaining sessions.

Next TSO meeting is December 14, 2009.

TSO website will have postings of committees and the unit determination hearing transcript.

There being no further business, the meeting was **adjourned** at 6:50p.m. upon motion by Rhonda Catanzaro, seconded by Forestine Cole.

Respectfully submitted,

Dannise McKinney, TSO Secretary