



**Soft closure**

Table this for now, although don't let this fall off the Staff Affairs for future meetings.

d. Non-retention

Non-retention was being abused and not used in the spirit of the original intent. (Non-retention is cheaper than for-cause where there is a lot of ability for the employee to contest the termination.) Taylor case judgment will stand and judge will not rule in university favor during appeal. University will now have to do for-cause, although at this time non-retentions are still happening at this time. People were also being black-listed during non-retention process. (Supervisor personnel files may not match information which is on hand in HR.)

Employees that are non-retained have no recourse during the non-retention process.

What are the latest numbers on non-retention through October? Nichole to ask Maria and Beth Baner to provide updated information. Request monthly information on non-retentions from the beginning of the year or over a time period.

Question also came up about people who have been laid off getting priority placement elsewhere in UA system during position opening. Laid off personnel should have a contact within HR who is their point of contact to facilitate this process. (Process was not fully in place until Staff Council brought it to light that it was not being performed.)

Lost quorum again at 10:10am. (member left again.)

e. Union status

- c. How do we measure the results and how it's put in? (not sure what this really means)
- d. How would you measure the effectiveness and value of leadership?
- e. The governance process is a shared process and one that needs to engage the institution and all of you. How do we measure the value of it?