

The concept of an "Employee Relations" structure was established in 1972 to facilitate two-way communications between non-exempt employees and the University Administration. UTHSC was the first campus in The University of Tennessee System to establish the campus network. These groups meet monthly and bi-monthly to discuss University issues of mutual concern and forwarding their opinions on policies, procedures and activities related to staff to University Administration. On our campus, the two groups that make up the Employee Relations Organizations are the Exempt Staff Council (ESC) and Employee Relations Committee (ERC). In December 2006, the terms of every current Employee Relations Organization member (i.e., ERC, ESC) will expire. As a result, the Office of Equity and Diversity has held campus elections for a re-structured Employee Relations Organization. The new term will begin in January 2007.

- Non-exempt employees will be elected to serve as primary representatives for the ERC with three-year appointments. All secondary representatives will be elected to serve two-year appointments. This will enable continuity within the Employee Relations Committee (ERC), but more importantly not require campus elections every year due to necessary re-structuring. Accordingly, non-exempt employees who wish to serve on the Employee Relations Committee must have at least one (1) year of continuous service with the University, be in a non-supervisory position, and should discuss their intentions to run for election with their immediate supervisor.
- All ESC Representatives shall be regular exempt staff employees, and the elected term of membership for an elected ESC Representative shall be three years. An elected ESC Representative may serve no more than two consecutive terms.

Additionally, the following guidelines were observed during the nomination process:

- You may nominate up to **three** individuals
- Self nominations will be accepted
- Regardless of your status (exempt or non-exempt), you may nominate individuals for both the Employee Relations Committee and the Exempt Staff Council (for a total of up to three nominations).

For more information about the Employee Relations Organizations, please visit the Office of Equity and Diversity website at <http://www.utmem.edu/oed/index.html> or call 448-2112.