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Documents from the January 25, 1995 meeting of the Associated Students of the University of Montana (ASUM)

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ASUM SENATE AGENDA
January 25, 1995
Mt. Sentinel Room - 6 p.m.

1. Call Meeting to Order
2. Roll Call
3. Approval of Minutes - January 18, 1995
4. Public Comment
5. President's Report
 - a. Senate and Committee Appointments
 - b. Legislative Update
 - c. Announcements
6. Vice President's Report
 - a. Committee Chairs Meeting Time
 - b. Committee Minutes
 - c. Joao Tomazeli
 - d. Announcements
7. Business Manager's Report
 - a. Presentation: Final Allocation Figure
 - b. SB39 Resolution to Create An Allocation Fund Specifically Designated to College of Technology Organizations (seconded motion)
 - c. Budget Forum
 - d. SB40 Resolution for Equitable Assessment of the ASUM Activity Fee
 - e. Recategorization - Muslim Student Association
 - f. Recategorization - Society of American Foresters
 - g. Special Allocation - UM Advocates
 - h. Special Allocation - Pi Sigma Alpha
 - i. Special Allocation - African Student Association
 - j. Special Allocation - UM Fencing Club
8. Committee Reports
9. Unfinished Business
 - a. SB28 Resolution to Propose An ASUM Senate-Generated Referendum for A Student Radio Station Fee
 - b. SB29 Resolution to Bylaws: Article IV, Section 4, Board on Member Organizations
 - c. SB33 Resolution to Amend Personnel Policy 4.81
 - ~~d.~~ SB34 Resolution to Amend Fiscal Policy Item 7.5 - Allocation Figures
 - ~~e.~~ SB36 Resolution to Lengthen Deferred Payment Program
 - ~~f.~~ SB37 Resolution of Opposition to Higher Education Governance HB229
 - ~~g.~~ SB38 Resolution to Revise Personnel Policy
10. New Business
11. Comments
12. Adjournment

ASUM SENATE TALLY SHEET

DATE

January 25, 1995

SENATE MEMBERS

SARAH AKHTAR

NILES BRUSH

DIXIE DISHON

HERBERTO "TITO" FLORES

BETTY GREGORY

ERIK HADLEY

JEREMY HUETH

ANGELA KEEDY

MELANIE KOVARIK

MATT LEE

TIMBERLY MAREK

ALAN MILLER

DANA SHONK

ROD SOUZA

DERRICK SWIFT-EAGLE

JASON THIELMAN

JOHN ZIMMERLING

ASUM OFFICERS
Jennifer Panasuk
President
Renée Hilburn
Vice-President
Tye Deines
Business Manager

ROLL
CALL

P	y	n	n	P	y		
P	n.	y	n	P	y		
P	y	n	n	P	y		
not present	-	-	-	-	-		
Ext w/abs	-	n	n	P	y		
P	y	y	n	P	y		
Ext w/abs	y	-	-	-	-		
P	y	y	n	P	y		
P	n	y	n	P	y		
P	n.	n	n	P	y		
P	y	n	y	P	y		
P	y	n	n	P	y		
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P	y	y	n	P	y		
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P	y	y	n	P	y		
P	y	n	n	P	y		
P	n	n	y	P	y		
-	-	n	n	P	y		
-	-	n	n	P	y		

ASUM OFFICERS

JENNIFER PANASUK

President

RENEE HILBURN

Vice-President

TYE DEINES

Business Manager

P	y	-	-	P	y		
P	-	y	y	P	y		
P	y	n	y	P	y		

FACULTY ADVISORS

PROFESSOR AUSLAND

P	-	-	-	-	-		
-	-	-	-	-	-		

PROFESSOR KIA

ASUM SENATE MINUTES
January 25, 1995
Mt. Sentinel Room

Chair Hilburn called the meeting to order at 6:03 p.m. Present: Panasuk, Hilburn, Deines, Akhtar, Brush, Dishon, Gregory (7:13), Hadley, Keedy, Kovarik, Lee, Marek, Miller, Shonk, Souza, Swift-Eagle, Thielman, and Zimmerling. Excused was Hueth. Unexcused was Flores.

The minutes of the December 18 meeting were approved.

Public Comment

Jon Lindsay expressed shock and disappointment at not being chosen as a Senator or alternate.

President's Report

- a. A slate of committee appointments was offered by Panasuk and approved by Senate (separate list included).
- b. The following slate of three new Senators was offered by Panasuk to fill the three vacancies: Kim Skornogoski, Jerry Johnson, Kelly McArdle. A call of previous question by **Marek-Kovarick** passed. The slate passed 12-4 on a roll call vote.
- c. Panasuk plans to invite Vice Pres. Todd and President Dennison to Senate next week to discuss the tuition issue.
- d. Check the reading file for information on Mortar Board's Student Recognition Day (nominees requested) and accreditation.
- e. Senators were asked to offer topic suggestions for breaking into caucuses for a short time during Senate meetings. Ideas to improve communication were also requested.
- f. Group reports are due and will be assembled.
- g. A sign-up sheet for ASUM office hours was circulated.

Vice-President's Report

- a. Hilburn requested committee on committees members to meet briefly after Senate adjourns.
- b. Committee minutes were requested.
- c. Joao Tomazeli explained the "Ask An Alum" to the Senators and encouraged them to attend Career Council '95 to be held next week in the University Center.
- d. The Business Manager's Report and Committee Reports will alternate on the agenda as necessary to expedite the meeting.

10-Minute Recess

The oath of office was given to the new Vice President and three Senators by Dean Hollmann.

Business Manager's Report

- a. Pi Sigma Alpha Special Allocation request for \$435 to cover remaining costs for an academic round table. A call of previous question by **Brush-Lee** passed. Upon immediate vote the request passed.
- b. Deines informed Senate of the '96 FY allocation figure: \$566,000 (Exhibit A).
- c. **Thielman-Akhtar** made the following motion: "The College of Technology student fee of \$5 be accepted in lieu of the ASUM \$28 activity fee this year only so that the College of Technology student organizations may be recognized and go through budgeting pending approval of the Board on Member Organizations." A call of previous question by **Lee-Souza** passed. Upon immediate vote the motion passed.

There was no objection to a motion to amend the agenda and move on to Special Allocation requests to accommodate the respective organization members who have been waiting to be heard. While the Business Manager prepared materials, it was agreed to start Committee Reports and alternate between them and the Business Manager's Report.

Committee Reports

- a. Senate approved the following slate of new organizations for ASUM recognition offered by Gregory of Board on Member Organizations: Student Garden Club, Betterside Women's Rugby, Entrepreneurship Club, Presbyterian Campus Ministry, University of Montana Jazz Bands.
- b. Gregory reported on the Health Services building plans and the Computer Fee Committee.

Business Manager's Report (continued)

- d. UM Advocates Special Allocation request for \$800. A call of previous question by **Lee-Zimmerling** passed. Upon immediate vote the request passed.

There was no objection to a motion to finish Special Allocations requests before considering SB39.

Committee Reports (continued)

- c. Dishon reported that UC Board will meet Wednesdays at 3:20 p.m. UC Board will be taking space allocation requests in the future. The UC Bookstore has taken over Temptations space and is remodeling.

Business Manager's Report (continued)

- e. African Students Association Special Allocation request for \$203.20. **Johnson-Swift Eagle** moved to change the request to \$346. **Hadley-Dishon** moved to include the \$203.20 for a total of \$549.20. (There was no objection to a motion to suspend House Rules and limit discussion to 1-1/2 minutes per person.) A call of previous question by **Dishon-Kovarik** passed. Upon immediate roll call vote the amendment to the amendment failed 8-12. A call of previous question by **Zimmerling-Akhtar** passed. The original amendment failed. **Kovarik-Gregory** moved to add \$173 for partial plane fare. A call of previous question by **Shonk-Thielman** passed. Upon immediate vote the amendment failed. A motion by **Brush-Kovarik** to add \$100 failed. A call of previous question by **Shonk-Kovarik** passed. Upon immediate vote the original request of \$203.20 passed.

10-Minute Recess

There was no objection to a suggestion to limit discussion to 1-1/2 minutes person for the rest of the evening.

- f. Fencing Club Special Allocation request for \$188. A call of previous question by **Lee-Hadley** passed. Upon immediate vote the motion passed.

Committee Reports (continued)

- d. SPA reported the housing discrimination issue will be sponsored by Legislator Kadas. Property management businesses may join in.

Business Manager's Report (continued)

- g. SB39 Resolution to Create An Allocation Fund Specifically Designated to College of Technology Organizations (Exhibit B) was brought to Senate under seconded motion status from Budget and Finance. A call of previous question by **Souza-Dishon** passed. Upon immediate roll call vote the resolution failed 4-16.
- h. The budgeting forum will be tomorrow, January 26, at 6 p.m. in the Mt. Sentinel Room. Senator attendance is required.
- i. Deines handed out SB40, which will be entered under New Business, so that the Senators will have adequate time to consider it.
- j. There was no objection to reclassifying Society of American Foresters from Academic to Support category.
- k. The Muslim Student Association requested that they be recategorized from Religious to Support. A call of previous question by **Dishon-Souza** failed. **Lee-Zimmerling** moved that Senate pass on the recategorization pending the agreement of Budget and Finance and Legal Services that it is appropriate. A call of previous question by **Hadley-Zimmerling** passed. Upon immediate vote the motion passed. (The recategorization was approved the next day.)

Committee Reports (continued)

- e. Miller reported that ASUM Affairs passed on SB29, 38 and 36. The meetings will be held Mondays at 3:30 p.m.

5-Minute Recess

- f. Thielman reported on UTU business.
- g. Shonk reported that Library and Archives is considered extending library hours and welcomes suggestions. The library fee has passed committee. Senate needs to address the issue.
- h. Thielman solicited new ideas for IMS expansion.
- i. Zimmerling reported on College of Technology Affairs.
- j. Johnson reported that the assistant provost search committee is weeding out applications.
- k. Kovarik noted that the UC Bookstore has hired an artist for murals in the renovated area.
- l. Brush reported on Traffic Appeals cases.

Roll call was requested and taken.

Unfinished Business

- a. SB28 Resolution to Propose An ASUM Senate-Generated Referendum for A Student Radio Station Fee - in committee
- b. SB33 Resolution to Amend Personnel Policy 4.81 - withdrawn
- c. SB34 Resolution to Amend Fiscal Policy Item 7.5 - Allocation Figures - in committee - tabled indefinitely
- d. SB36 Resolution to Lengthen Deferred Payment Program (Exhibit C) passed with noted changes.
- e. SB29 Resolution Amendment to Bylaws: Article IV, Section 4, Board on Member Organizations (Exhibit D). A motion by **Kovarik-Zimmerling** to delete everything after "LET IT FURTHER BE RESOLVED" passed. A call of previous question by **Dishon-Swift Eagle** passed. Upon immediate vote the resolution passed as amended.

- f. SB37 Resolution of Opposition to Higher Education Governance as Recommended by House Bill 229 (Exhibit E) came under seconded motion status from SPA. A call of previous question by **Lee-Brush** passed. Upon immediate vote the resolution passed.
- g. SB38 Resolution to Revise Personnel Policy (Exhibit F) passed.

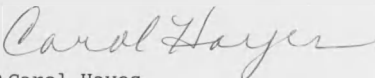
New Business

- a. Resolution to create ASUM Newsletter
- b. Resolution on tuition
- c. Resolution on College of Technology students
- d. Resolution for equitable assessment of the ASUM Activity Fee
- e. Resolution to oppose Pres. Dennison's car choice
- f. Resolution to amend Bylaws Article 4, Section 4 H

A motion by **Lee-Dishon** to adjourn at 11:44 failed.

Comments

The meeting adjourned at 12:09 *a.m.*



Carol Hayes
ASUM Office Manager

APPOINTMENTS

Jason Theilman - Board on Member Organization
Fitz Elder - South Campus Master Committee
Velda Walch - Pub Board
Dana Shonk - SPA
John Lerhman - Campus Rec. and Sports Committee
Kate Freedlander - Campus Rec. and Sports Committee
John Thompson - Campus Rec. and Sports Committee
John Thompson - Building Fee Committee
Sarah Akhtar - Diversity Forums Committee
Dixie Dishon - Diversity Forums Committee
Matt Lee - Academic Policies
Kara Houck - UC Board
Brittney Anderiosi - ASUM Affairs
Brian ~~Ai~~ - University Athletic Committee

AH YAT

Eykibin A

Calculation of the Allocation Figure
for Fiscal Year 1996

According to Fiscal Policy Item 7.5, the ASUM Senate shall budget 100% of the total amount of Activity Fee income from FY 94.

That Amount is \$579,000.00
(The amount is rounded to the nearest thousand)

Furthermore, according to Item 7.5, the Administrative Assessment and Special Allocations shall be included in this amount.

The Estimate of the FY 96 Administrative Assessment
as of January 24, 1995 is \$41,000.00

The Amount designated for Special Allocations is \$10,000.00

The total of these two figures (\$51,000.00) is deducted from the Activity Fee income amount (\$579,000.00).

This Amount is \$528,000.00

Under normal circumstances, this above amount would be budgeted to all organizations for the next fiscal year. However, last spring, the Executives deducted and set aside \$38,000.00 from last year's Allocation Figure in the event that a new Campus Recreation Fee did not gain approval from the Board of Regents. If it was not approved, ASUM would be obligated to continue funding Campus Recreation. If it was approved, the safety net would be carried over and added to the next year's Allocation Figure.

As was the case, the Fee passed the Regents. With Campus Recreation now funded by its own fee, ASUM was freed from having to fund it. This year the \$38,000.00 safety net will carryover and be used in this year's budgeting.

The Allocation Figure for FY 96 Budgeting will be:

\$566,000.00

Breakdown:

- A. 579,000.00 (100% of Activity Fee Income)
- B. - 41,000.00 (Administrative Assessment)
- C. - 10,000.00 (Special Allocations)
- D. + 38,000.00 (Safety Net Carryover)
- E. 566,000.00 (Total Allocation Figure)

Exhibit 13

SB 39

Resolution To Create An Allocation Fund Specifically Designated To College of Technology Organizations

Whereas no student organizations located primarily on the College of Technology campuses have the recognition of the Association necessary to participate in Fiscal Year 1996 budgeting, and,

Whereas all the students of the College of Technology will be paying the \$28.00 Activity Fee during Fiscal Year 1996, and,

Whereas the ASUM Senate, in pursuance of providing for a smooth, fair transition during this merger period, would like in some manner to insure that College of Technology organizations may receive funding for their activities, and,

Whereas the new College of Technology organizations may produce a fiscal burden on the next year's Special Allocation fund that it cannot sustain, and,

Whereas the purpose for Special Allocations should not be for "seed" money to new organizations, but for needs that are truly specific;

Let It Be Resolved:

The ASUM Senate establishes an allocation fund specifically designated for organizations whose members are primarily students of the College of Technology of The University of Montana. The purpose of the fund shall be to provide seed funding for new organizations with membership consisting mainly of students of the College of Technology.

The starting balance of the account shall be \$5,000.00. No more than \$2,500.00 may be spent before the end of the Fall Semester. Any monies remaining in the account at the end of the fiscal year shall revert to the Zero-Base carryover account. The account shall be permanently closed on July 1, 1996.

The Allocation Figure for budgeting for Fiscal Year 1996 shall be adjusted to accommodate the new account.

The procedure for obtaining funds from the College of Technology Special Allocation Fund shall be like that used in obtaining funds from Special Allocations with the exception that it will have its own application form.

No other organizations may request funding from this account.

Authored by Tye Deines

Failed
1/25/95

RESOLUTION TO LENGTHEN DEFERRED PAYMENT PROGRAM

WHEREAS, working students at The University of Montana are finding it increasingly difficult to make ends meet. Beginning of term bills are much higher than in the past because of tuition hikes and additional fees, and

WHEREAS, the deferred payment program has been instated in its present three-month length since before the change from quarters to semesters, and

WHEREAS, the deferred payment program was designed to help the working student, but currently the numbers crunch in such a way as to make it difficult even for a student working full time to pay ~~her~~ way through school.

whereas the Regents might be amenable to reviewing the situation in time to make a change before fall semester 1995.

THEREFORE, BE IT RESOLVED that the ASUM adopt a resolution recommending to the Montana Board of Regents to change from a three month to a five month deferred payment plan, sending a formal communication to the Board before March 1995. *and that the ASUM* ~~Then, the~~ *Regents might be amenable to reviewing the situation in time to make a change before fall semester 1995.*

FURTHER, BE IT RESOLVED that the formula recommended would spread the fees and tuition, not including health insurance, over five *four* months. The health insurance portion, currently paid at the beginning of the semester, would be spread over the first two installments.

AUTHORED BY: Mick Womersly and Jennifer Panasuk

SPONSORED BY: President Jennifer Panasuk

*Passed
1/25/95*

AMENDMENT TO BYLAWS: ARTICLE IV, SECTION 4, BOARD ON MEMBER ORGANIZATIONS.

WHEREAS, ASUM recognized organizations have the right to the use of University of Montana facilities without charge, and

WHEREAS, ASUM recognized organizations have the right to lobby for ASUM funds, and

WHEREAS, money allocated to organizations from budgeting comes from ASUM fee paying students, and

[WHEREAS, the Board on Member Organizations should be notified if organizations cease to exist or are not seeking ASUM recognition,

LET IT THEREFORE BE RESOLVED, that the officers ^{responsible for ASUM funds} in said ^{organization} group(s) must be ASUM activity fee paying students. [The ASUM Bylaws, Article IV, Section 4 will be amended to include the addition of]

- I. Officers of ^{organization} group(s) seeking ASUM recognition must be ASUM fee paying students.

^{organization} [LET IT FURTHER BE RESOLVED] that officer(s) of said ASUM recognized group(s) with budgets that consist of ASUM funds must notify the ASUM office in writing if their said ^{organization} group(s) have ceased to exist or are not seeking ASUM recognition. [The ASUM Bylaws, Article IV, Section 4 will be amended to include the addition of]

- J. ^{Organization} Groups with ASUM budgets must notify ASUM in writing if they have ceased to exist or are not seeking ASUM recognition. In the case of ^{organization} groups that cease to exist, officer(s) of said ^{organization} group(s) must notify ASUM as to the whereabouts of any records regarding said ^{organization} group(s), property purchased with ASUM funds, and donations such as books, supplies, etc. of said ^{organization} group(s).

Authorized by Senator Betty Gregory
ASUM Board on Member Organizations Chairperson

Sent to Senate

Passed
1/25/95

Do PASS

Exhibit E

SB 37

RESOLUTION OF OPPOSITION TO HIGHER EDUCATION GOVERNANCE
AS RECOMMENDED BY HOUSE BILL 229

Whereas, HB 229 is entitled "AN ACT SUBMITTING TO THE QUALIFIED ELECTORS OF MONTANA AN AMENDMENT TO ARTICLE X, SECTION 9 OF THE MONTANA CONSTITUTION TO REPLACE THE BOARD OF EDUCATION, THE BOARD OF REGENTS AND THE COMMISSIONER OF HIGHER EDUCATION WITH THE DEPARTMENT OF EDUCATION AND A STATE EDUCATION ADVISORY COMMISSION; AND PROVIDING A DELAYED EFFECTIVE DATE AND AN APPLICABILITY DATE."

Whereas, HB 229 recommends that higher education governance be located within a new bureaucracy named the department of education headed by a director appointed by the Governor who would receive policy guidance from an education commission; and,

Whereas, the constitutional initiative of HB 229 mandates the creation of an education commission whose mission and responsibility is broad, but whose authority is undefined; and,

Whereas, the Montana Board of Regents offers a means of governing higher education that allows participation of students and Montanans in the decision-making process; and,

Whereas, HB 229 shifts the focus of control of higher education away from an independent, nonpartisan lay governing board to a single appointed department director; and,

Whereas, HB 229 encourages greater partisanship because the director of higher education would be chosen by the Governor rather than the current method of the Commissioner of Higher Education chosen by the Montana Board of Regents; and,

Whereas, the sponsor of HB 229, Representative H.S. "Sonny" Hanson, offers no evidence that his proposal will create greater efficiency and/or significant savings;

Therefore, be it resolved that the Associated Students of the University of Montana announces its opposition to the constitutional initiatives offered by HB 229.

AUTHORED BY: Jennifer Panasuk, ASUM President
and Holly Pullar, SPA Director

SPONSORED BY: Jennifer Panasuk, ASUM President
and Student Political Action Committee

Passed
1/25/95

CONSTITUTIONAL AMENDMENT

House BILL NO. 229

INTRODUCED BY

Sam Hausa - Senate Forrest Gulley

BY REQUEST OF THE GOVERNOR

A BILL FOR AN ACT ENTITLED: "AN ACT SUBMITTING TO THE QUALIFIED ELECTORS OF MONTANA AN AMENDMENT TO ARTICLE X, SECTION 9, OF THE MONTANA CONSTITUTION TO REPLACE THE BOARD OF EDUCATION, THE BOARD OF REGENTS, AND THE COMMISSIONER OF HIGHER EDUCATION WITH THE DEPARTMENT OF EDUCATION AND A STATE EDUCATION ADVISORY COMMISSION; AND PROVIDING A DELAYED EFFECTIVE DATE AND AN APPLICABILITY DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Article X, section 9, of The Constitution of the State of Montana is amended to read:

"Section 9. Board of education -- state education advisory commission -- board of public education. (1) There is a state board of education composed of the board of regents of higher education and the board of public education. It is responsible for long-range planning, and for coordinating and evaluating policies and programs for the state's educational systems. It shall submit unified budget requests department of education, with a director appointed by the governor. The department and the director shall have duties as assigned by law.

(2) There is a state education advisory commission, consisting of eight members appointed to staggered, 7-year terms by the governor. The commission shall serve only in an advisory capacity to the director of the department of education. A Except in the case of a tie vote at any meeting may be broken by of the commission, the governor, who director shall serve as the non-voting presiding officer and is an ex officio member of each component board the commission.

(3) The government and control of the Montana university system is vested in a board of regents of higher education which shall have full power, responsibility, and authority to supervise, coordinate, manage and control the Montana university system and shall supervise and coordinate other public educational institutions assigned by law.

(b) The board consists of seven members appointed by the governor, and confirmed by the senate, to overlapping terms, as provided by law. The governor and superintendent of public instruction are an ex

1 ~~ex officio non-voting members of the board.~~

2 ~~(c) The board shall appoint a commissioner of higher education and prescribe his term and duties.~~

3 ~~(d) The funds and appropriations under the control of the board of regents are subject to the same~~
4 ~~audit provisions as are all other state funds.~~

5 (3) (a) There is a board of public education to exercise general supervision over the public school
6 system and such other public educational institutions as may be assigned by law. Other duties of the board
7 shall be provided by law.

8 (b) The board consists of seven members appointed by the governor, and confirmed by the senate,
9 to overlapping terms as provided by law. The governor, commissioner of higher education and state
10 superintendent of public instruction shall be ex officio non-voting members of the board."

11
12 NEW SECTION. Section 2. Effective date -- applicability. If approved by the electorate, this
13 amendment is effective on passage and approval and applies to terms of office or appointments on or after
14 January 1, 2001.

15
16 NEW SECTION. Section 3. Submission to electorate. This amendment shall be submitted to the
17 qualified electors of Montana at the general election to be held in November 1996 by printing on the ballot
18 the full title of this act and the following:

19 [] FOR replacing the board of education, board of regents, and commissioner of higher
20 education with a department of education and a state education advisory commission.

21 [] AGAINST replacing the board of education, board of regents, and commissioner of higher
22 education with a department of education and a state education advisory commission.

23 -END-

1 ~~ex officio non-voting members of the board.~~

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20 education with a department of education and a state education advisory commission.

21 [] AGAINST replacing the board of education, board of regents, and commissioner of higher
22 education with a department of education and a state education advisory commission.

23 -END-

RESOLUTION TO REVISE PERSONNEL POLICY

Whereas the ASUM Personnel Policy states "All ASUM classified personnel are ultimately responsible to ASUM Executive Officers and the Senate. For legal purposes, the ASUM President will be considered supervisor and director of each classified employee; and,

Whereas, recent changes within ASUM have caused the Personnel Policy to be deemed ~~absol~~ete;

Therefore, be it resolved that the following changes be made to Personnel Policy (current policy marked by parentheses, proposed policy in bold):

Item 3.0 *Resolution*
ASUM ~~Complaint~~ Officer \$5.00 (20.00) **30.00**

Item 4.15
b) attend all Senate meetings and serve on (at least two ASUM committees) **at least two committees, including at least one ASUM committee.**

Item 4.16 Complaint to Resolution change
Item 4.17 ASUM Officer Manager. The Office Manager is a full-time classified position (**appropriately adjusted during the summer months**) responsible for the following:

Item 4.18 ASUM Accountant. The ASUM Accountant is a (.50) **.75** FTE position responsible for the following

Item 8.31 Repeated insubordination, except when to (do so) **follow orders** would be impossible, illegal, or hazardous to the safety and health of the employee or others.

Sponsored by ASUM President Jennifer Panasuk

*Passed
1/25/95*