I. Call to Order and Quorum.

Ken Dolan called the meeting to order at 2:03 p.m.

II. Action Item:

Approval of Minutes, II.a. — Ken Dolan

The minutes for the May 8, May 29, and June 19 meeting minutes were not approved. Mr. Dolan reminded all that the Committee was not in compliance with the contract with unapproved minutes. Ms. Dygert assured Mr. Dolan the minutes would be approved at the next BU 2 meeting. Any significant changes to the meeting minutes should be dropped off in the President’s Office.

Disposition:
The minutes require changes that will be submitted and were, therefore, not approved by BU 1 and 2. Changes will be dropped off to the President’s Office.

III. Information Items:

Five Year Dining Plan --- Staffing, III.a. —
Mr. Huff stated that the plan be postponed for one month. Ms. Dygert requested a written proposal to be given to her prior to the next BU 2 meeting.

**Reasonable Accommodation Policy Proposal UGS-92-001, III.b. — Annie Cole**

Ms. Dygert gave all of the information to Ms. Fleming in which she has set a meeting of the subcommittee’s subcommittee. This micro committee will meet July 18, 1997 about the reasonable accommodation and will give a report to eventually be passed onto BU 1. Ken inquired as to the progress. Ms. Dygert assured progress due to the straightforwardness of the information given.

**Background Check Policy, III.c. — Ken Dolan**

Ms. Dygert confirmed that no change meant sending the policy through “certain arenas” and to eventually come back to the BU 2 meeting table as all policies do. Mr. Dolan stated that the President’s Cabinet has not met for a couple of weeks and is scheduled to meet Monday, July 21, 1997. This meeting date, however, is not confirmed and there may still be some questions on this item for next BU 2 meeting.

**Update on Review of Policy & Procedure Manual for Custodial Services, III.d. — Ken Berg**

Mr. Berg received the recommended changes and modifications from Ms. Stambaugh and will make all suggested alterations. Curt suggested it to be taken off the agenda and noticed again when rewritten. Ms. Dygert agreed on removal from the agenda with the agreement that prior to the implementation, it will be brought back to BU 2 meeting for discussion.

**Employee Surveillance, III.e. — Annie Cole**

Ms. Dygert had asked for written clarification as to the definition of employee surveillance at the Bookstore and the Pub from the Attorney General via Ms. Cole. Ms. Cole explained that the contract states there would be no employee surveillance, but for security purposes. Contractual obligation is that there will be no employee surveillance. Ms. Dygert inquired as to placement and focus of the cameras in order to assist in whether or not she has a legal issue. She would be troubled if the cameras were focused directly on employees 24 hours a day.

Ms. Cole stated that the Attorney General is the attorney for management and does not provide research for Labor Management. Ms. Dygert suggested making it a client issue since the Attorney General does work for state, however, she may get her own legal advice. Mr. Dolan requested and received confirmation from Mr. Huff as the purpose of the cameras being for security, not employee surveillance. Employee Surveillance was requested to be left on agenda. Mr. Huff did not foresee progress prior to the next BU 2 meeting. Mr. Huff re-stated, that prior to the request for proposal, the subject will be brought back to Labor Management as an informational item.

**Union’s Layoff Counter Proposal, III.f — Annie Cole**

Ms. Dygert is unclear as to Management’s proposal on the supervisors’ section. There is an individual’s position being reduced by two weeks (12 to 11.5 months), saving $1350 per year, and reducing the position holder’s retirement by $50/month.

Ms. Dygert is concerned with another position being abolished. Rumors were heard that if the BOT passes the MOU by 1% merit pay the position would be spared. The position holder was also informed of this from the department chair. Mr. McArthur repeated that if all three
proposals were passed there would be no problem, however, if only two were passed, then nothing is accomplished. Mr. Dolan stated that one of the Dean’s at the PPC meeting indicated that due to faculty action he would review his proposed reductions, however, this discussion belongs with another unit. Ms. Dygert was unsure how to propose to save a job that may not be one that is in need of being saved and requests clarification on the decision making.

Mr. Dolan advised BU 2 to continue to analyze budget proposals and make the recommendations that best serve BU 2 and the University. On July 30, a special PBB meeting to consider all proposals from BU 1 and BU 2 and additional analysis from budget with another look at the total budget package.

Ms. Dygert believed that the BU 2 budget proposals do not go to PBB, that they come to BU 2 Labor Management through Mr. Dolan and Dr. Drummond. Faculty does not send issues to PBB, they negotiate directly with administration; Ms. Dygert prefers this method. Ms Dygert has started a letter to Dr. Drummond on this issue. Ms. Dygert requested thoughtful consideration to the proposals.

Mr. Dolan suggested to Ms. Dygert to prepare the responses and present them in a package to Dr. Drummond prior to July 30. However, the President will most likely rely on the PBB. Mr. McArthur objected to this procedure, since faculty proposals have not gone through PPC or PBB. Ms. Dygert agreed to the objection.

Concern was expressed on behalf of Labor that the PBB meeting, regarding Labor decisions, preceded the final due date of proposals. Mr. McArthur stated the Labor due date as July 28th, with three days to respond, which would be August 1. No action would be taken until August 15, since 15 days notice is required. Mr. Stewart notified Mr. McArthur of the PBB meeting on 30th, which is after the decisions are made and notices are sent out to discuss proposals of Union, however, the notices will already have been sent out.

Ms. Dygert expressed concern who will be doing the work due to vacant positions and has yet to receive that information. Mr. Dolan will continue to receive proposals up until the time the decisions are made. Mr. Dolan assured all proposals received by the established deadline would be considered and reviewed. Ms. Dygert reminded Management that they will continue to give proposals, but not to Mr. Stewart, rather through the Labor Management meeting and has the expectation of thoughtful consideration given to all proposals in order to negate any negative impact on staff and to work with organizational issue of who will be doing the work. Mr. Dolan requested a full set of all proposals from Ms. Dygert. Ms. Dygert agreed.

IV Reports: Bargaining Unit II

Mr. DeNio noted that the Seahawks have improved moral among most; in the fields, electricians, maintenance, carpenters, etc. SOS, Save Our School, is the mission that EWU needs more students to save our school. Mr. DeNio announced the appreciation felt by most invited to the Seahawks BBQ and the statements made about involvement and school/community effort.

Mr. Huff mentioned the immeasurable amount of positive promotion from Seahawks’ presence in Cheney.
Mr. Dolan announced the Seahawks are pleased with everyone, their work, and the support they are getting. Mr. Dolan commended the special Seahawks crews for a job well done! Ms. Dygert offered availability of SOS buttons.

Ms. Dygert and Mr. DeNio stated there is no change in the meeting time for BU 2.

The meeting adjourned at 3:00 p.m.

___________________________________  ______________
Chair, Supervisory Unit Management Committee   Date

___________________________________  ______________
Chair, Bargaining Unit II   Date

___________________________________  ______________
Management Representative   Date