I. Call to Order and Quorum.

Mr. Dolan called the meeting to order at 3:00 p.m.

Chair Dolan requested to modify the agenda and move Agenda Item III. d., Contracting Out, ahead in schedule to accommodate the schedule of the invited guests, Dean Dunham, ASEWU President and Terry McAllister, member of the Associated Student Board of Controls. The membership agreed with the modification of the agenda.

For the Record:

Sam Hopf and Pat Rast represented Bargaining Unit I.
Kathy Fleming announced that she has been appointed and unanimously approved by the Executive Board as BU I chair.

Contracting Out, III.d.
Mr. Huff noted that “contracting out” has been an issue over the past 2-3 years. The committee had invited Dean Dunham and Terry McAllister to explain the students’ perspective on this issue and to answer questions.

The union stated their position as follows:

- Concern for the financial well-being of Food Services
- Concern for classified staff working in Food Services
- Services provided by the vendor can be provided by Food services
- Services provided by the vendors should become part of Dining Services for the financial flow because of the existing problems.
- “Contracting out” is against state law.

The students’ position on the issue was that students like purchasing from the vendors and support small business and they want a variety of food services in the PUB.

The membership discussed possibilities of working together on this issue.

Mr. Rast inquired if the students’ opinions have been surveyed and what the results of the surveys with respect to the percentage of students is, for example, who want to buy “coffee from Thomas Hammer (Coffee Vendor).” The AS office has conducted surveys since 1980 to determine what the students want. Mr. McAllister said he has to go back to look at the surveys to answer the question. The surveys covered more than the Food Services.

Ms. Fleming asked for specific information not yet covered up to this point. She stated that this group can not mediate and reach an agreement, but would like to know what the largest concern is from the students’ perspective. Mr. Dunham pointed out that the students compare Eastern’s campus with other campuses where a variety of foods are offered by vendors and question why don’t we have this at Eastern. He stated that the campus needs diversity and increased student enrollment. Ms. Fleming stated that the revenue made by the vendors, except for the $25 rental fee, could go to Dining Services. Mr. Dunham stated that Dining Services’ projected deficit of approx. $400,000 is not going to be resolved by the possible revenue of maybe $2,000 revenue per quarter generated by the vendors.

The remodel of the Coffee vendor booth was paid for by the vendor. The Gyros vendor’s set-up was paid by the Associated Students.

Ms. Dygert thanked the students for coming to the meeting and stating their perspectives. She noted that the students represent their constituents as the Union represents its members and
each group adheres to its constitutions and by-laws. While this body is unable to resolve the issue at this table, the Union may want to enter into more informal dialogue in the future, and would not want to polarize this discussion any more as it might tear the group apart instead of bringing it together.

Mr. Dunham stated that he is sympathetic to both sides of this issues.

Mr. Huff noted that RIOS is a national organization and EWU bought a franchise. EWU staff and students can work in the franchise. Ms. Fleming asked the students to give that some consideration. The Union would like to share other ideas in regards to the Food Services.

Mr. Dunham stated he believes the answer lies in enrollments.

Ken Dolan welcomed Annie Cole as a new member to the committee as a representative of the Administration, replacing Gayle Ogden.

II. Action Item:

Approval of Minutes, II.a. — Mr. Dolan

Disposition:
The Union presented changes to the November 21 and the December 17 minutes. Approval of both sets of minutes was postponed until the next meeting.

Protection of Human Subjects in Research, II.b. — Mr. Dolan

The membership reviewed the policy and reached consensus. Chair Dolan signed the Progress Report sheet and routed it to Jo Rogers to be forwarded to the President’s Office for review by the PPC.

Disposition:
Membership reached consensus. The item was removed from the agenda.

Reasonable Accommodation, II.c. — Mr. Dolan

The Union called for a policy review committee. The committee nominated Annie Cole, Ken Berg, Karen Raver, Kathy Fleming, Jean DeNio and Kandys Dygert to serve on the committee. Annie Cole agreed to serve as chair of the Subcommittee. The committee was asked to meet before the next regular Labor Management meeting and report their findings at that time.

Disposition:
Subcommittee report at the February 20 meeting. Item to be carried forward.

Approval of 1997 Meeting Schedule, II.d. — Mr. Berg

Mr. Huff brought attention to the Agenda Prep meeting time of Tuesday, July 3 and proposed to move the meeting to the previous Thursday or Friday. It was decided to wait until June to find out what the members’ vacation schedule for July 4 weekend will be. A decision will be made at that time.

The membership approved the 1997 meeting schedule as presented with the aforementioned provision. Beginning March, the meetings will be held again in Showalter Hall 201, provided the renovations are completed. In the event that they are not completed, the meetings will continue to be held in HAR 121. Reservations for the regular meetings and the Union pre-meetings have been made.

Disposition:
The membership approved the 1997 meeting schedule as presented with a possible change for the July Agenda Prep meeting time.

Information Items:

Update on Grievance Procedure, III.a. — Mr. Dolan and Ms. Dygert

Ms. Dygert stated that she and Mr. Dolan have come up with good wording. They both also agreed that it is more proper to do a Memorandum of Understanding than a contract vote. She stated: “A Memorandum of Understanding to clarify for both Bargaining Units, the ability when issues can not be resolved, have no authority to act at the supervisor’s level, could be presented at the other’s supervisor’s level. They all end up in the same place, but it gives us the ability to deal with the issues at the lower level.”

A copy of the proposed Memorandum will be sent to Mr. Dolan for inclusion in the January meeting minutes. When the January minutes will be presented at the next meeting, the parties will sign off on the Memorandum of Understanding. The chair and the membership agreed with Ms. Dygert’s proposed verbal changes. Item to be carried forward.

Background Check Policy, III.b. — Committee Discussion

Waiting for legislative action. Item to be carried forward.

Procedure Manual for Custodial, III.c. — Labor
A copy of the manual was received on the day of the meeting. BU I and II requested time to review the document. Item to be carried forward.

Reports

BU I - Kathy Fleming

Ms. Fleming stated that she is back as the newly elected BU I chair.

BU II - Jean DeNio

Mr. DeNio noted that Ms. Fleming will be attending the Inaugural celebration of Bill Clinton’s re-election in Washington, D.C. this coming Saturday.

It was requested that Ms. Fleming give a report at the next meeting.

The meeting adjourned at 3:50 p.m.

___________________________________  ______________
Chair, Joint Labor Management Committee   Date

___________________________________  ______________
Chair, Bargaining Unit I                     Date

___________________________________  ______________
Chair, Bargaining Unit II                    Date