Labor Management Committee and Supervisory Unit Management Meeting

Thursday, January 15, 1998

2:00 - 4:00 p.m.

PUB 357

MINUTES

Members Present: Jim Besse, Curt Huff, Rod Nicholls, Sue Potter, Wayne Praeder, Joe Schweiger, Del Thompson

Resource Persons: Ken Berg, Jane Johnson, Gene Spooner

Recording Secretary: Connie Gross

I. Call to Order
Wayne Praeder called the meeting to order at 2:05 p.m. Curt Huff suggested reordering the agenda—moving item (g) Physical Plant Asbestos Operational Policy to position (d). This was agreed to by the rest of the committee.

II. Action Items:

Review and Acceptance of Minutes, II.a. — Wayne Praeder
The minutes for the December 16, 1997 meeting of the Labor Management Committee were accepted into the record.

Disposition:
The minutes for the December 16, 1997 meeting were accepted into the record and have been distributed according to contract.

Print Shop Reorganization, II.b. — Jane Johnson
Jane Johnson explained the reorganization taking place in the Print Shop. She stated that she wants to follow the process exactly, and wants the committee to understand what is happening in her area. The union has 60 days to respond to her, but she encouraged an earlier response in order to move forward as quickly as possible.

Sue Potter asked if any new positions were being created in the Print Shop, and Jane said no. Sue also asked how the work being performed by the manager of the Print Shop was
distributed after the layoff, and Jane replied that the new Director was handling the tracking portion of the job, and that another employee was handling the bidding process.

Disposition:
The union has up to 60 days to respond to Jane Johnson regarding the proposed reorganization of the Publications/Print Shop areas.

Status of 1509 Position Reversions, II.c. — Del Thompson
Del Thompson has requested a listing of people affected by 1509 which shows their former classification and the classification to which they will be reverted. Ken Berg does not have the list yet—the remaining letters should be mailed by next week, and then he will be able to compile the list. Del asked to table this item until the next meeting.

Disposition:
This is a discussion item. The Status of 1509 Position Reversions was postponed until the February meeting.

Physical Plant Asbestos Operational Policy, II.d. — Curt Huff
Curt Huff reported that some people have talked to him about the proposed policy. Gene Spooner explained that the loose-fitting PAPR devices are no longer approved by Labor and Industries—the new WACs require tight-fitting PAPRs, which raises a problem with employees wearing beards. The employees would have to be clean-shaven every 6 months for their required fit test. Gene also commented that only 2 out of 47 asbestos workers are current on both their physicals and fit tests.

Labor caucused. Del Thompson asked to postpone action on this item until the February meeting because Kandys Dygert and Dennis Hays are not present to participate in the discussion. Curt Huff suggested that rather than keeping it on the agenda Del, Kandys and Jim Allers should meet and discuss the issue and then let Curt know their recommendations. If there are no problems with the policy by the next agenda prep on February 5, 1998, the policy will be put into place. Labor agreed with this suggestion.

Disposition:
Labor will continue to discuss this issue, and will resolve it by the next agenda prep meeting on February 5, 1998.

Task Force on Background Checks, II.e. — Del Thompson
Del Thompson asked to postpone action on this item until the February meeting because Kandys Dygert and Dennis Hays are not present. It was decided to postpone action for one more meeting to get a recommendation ready for management.

Disposition:
Action on the issue of Background Checks will be postponed until the February meeting, at which time it will be resolved.

Approval of Procedural Agreements for Committee Operation, II.f. — Wayne Praeder
Del Thompson said labor is not ready to address this issue because Kandys Dygert and Dennis Hays are not present. Management agreed to postpone this issue one more time.

Disposition:
The approval of procedural agreements was deferred until the February meeting.

Labor’s Suggested Changes for the Reasonable Accommodations Policy, II.g. — Wayne Praeder
No materials were available. Labor and Management agreed to remove this item from the agenda until information is available from labor.

Disposition:
The wording changes for the reasonable accommodations policy will be removed from the agenda until such time as labor is ready to reintroduce it.

III. Announcements:

Curt Huff mentioned that he has had several whistleblowers from his area complaining about union members using state vehicles to attend union meetings, and also for having their 30-minute lunch periods last 60 minutes because of union business. There is a state policy for use of state vehicles, but no campus policy. Curt would like to come up with a campus policy that is fair but not too strict because of the enforcement problem. He will bring information to Del and Dennis.

The meeting adjourned at 3:00 p.m.