I. Call to Order

Judith Siminoe called the meeting to order at 2:15 p.m.

II. Old Business:

Review and Acceptance of Minutes, II.a. — Judith Siminoe
The minutes for the September 17, 1998 meeting of the Joint Management Committee were accepted into the record.

Disposition:
The minutes for the September 17, 1998 meeting were accepted into the record and have been distributed according to contract.

Bargaining Unit Integrity, II.b. — Del Thompson
Del Thompson explained the tables that were distributed to the committee members. The exhibits noted Classified/Exempt/Hourly Salary Comparisons from 1992-1998 on Ledger 1 accounts. Labor felt the records showed an erosion of classified staff over the past few years, while there was an increase in administrative exempt salary dollars. They felt the records showed that the period from 1994/95 to 1998/99 the total classified positions increased but many positions remained unfilled. They questioned what happened to the salary savings on the classified positions that remained unfilled. Labor would like to see the creation of additional classified positions instead of additional administrative exempt positions.

Disposition:
Discussion of this item will continue at the next meeting.

University Emergency Closure Policy, II.c. — Judith Siminoe
The new policy had all approvals except that of the President’s Policy Board (which has been replaced by the President’s Cabinet). Maureen McGuire’s handwritten notes show her
acceptance. The President’s Cabinet approved the policy at its last meeting and it will be presented to the Board of Trustees. Discussion. Labor felt the former practice has not been uniformly interpreted in the past. This policy is intended to clarify how classified staff should be treated.
Disposition:
No decision was reached.

PUB Security System Update, II.d. — Curt Huff
Curt Huff was not in attendance.

Disposition:
This item will be held until the next meeting.

III. New Business

VEBA, III.a. — Judith Siminoe
Judith and Ken Berg explained that VEBA allows someone who has accrued sick leave at the time of retirement to have the leave converted to funds on which no income tax is paid which will deposit 25% of the cash value to be used to pay future medical expenses (co-pays, prescriptions, glasses, insurance, etc.). Currently employees are paid cash for 25% of accrued leave from which income tax and withholdings are deducted. They feel it is a win-win situation for employees. The proposed groups within the university are Bargaining Unit I, Bargaining Unit II, and Administrative Exempt employees. Groups can opt in or out each year, with a vote by those people expecting to retire in the next year. BUI and BUII will send the information to their units for feedback.

Disposition:
BUI and BUII will pass the VEBA information along to their units for feedback.

Meeting Calendar for 1999, III.b. — Judith Siminoe
Labor agreed with the proposed meeting schedule.

Disposition:
The proposed 1999 meeting schedule was approved. Final copies will be distributed to the affected parties.

Policy on Contracting Out, III.c. — Dennis Hays
Dennis voiced concern about contracting athletics concessions out instead of using special events. Discussion. Labor would like to be able to bid occasionally. Labor will not oppose the contract based on the information they have been given; however, if they find out additional information they may come back to this issue.

Disposition:
Labor does not oppose the current contract; however they may revisit the issue in the future.

IV. Announcements:
No announcements as Curt was not present.

The meeting adjourned at 3:40 p.m.