Labor Management Committee
and
Supervisory Unit Management Meeting

Thursday, March 19, 1998

2:00 - 4:00 p.m.

PUB 357

MINUTES

Members Present: Jim Besse, Kandys Dygert, Dennis Hays, Curt Huff, Rod Nicholls,
Wayne Praeder, Joe Schweiger, Del Thompson

Resource Person: Ken Berg

Recording Secretary: Connie Gross

I. Call to Order
Wayne Praeder called the meeting to order at 2:03 p.m.

It was agreed to reorder items b and c under Old Business so that Jane Johnson could be first on
the agenda and then be free to leave.

II. Old Business:

Review and Acceptance of Minutes, II.a. — Wayne Praeder
The minutes for the February 19, 1998 meeting of the Joint Labor Management Committee were
accepted into the record.

Disposition:
The minutes for the February 19, 1998 meeting were accepted into the record and have been
distributed according to contract.

Print Shop Reorganization, II.b. — Jane Johnson
Ms. Johnson reported that she met with Dennis Hays and Sue Potter earlier this week, and also
met with Katie Mace and Sue. Jane’s concerns are mainly budgetary, and Joe Schweiger is now
working to project her budget. The areas that need more support are design help and media
relations support. Dennis commented that the 60 days are up, but both parties have agreed to
extend the deadline while work is progressing. Labor’s proposal is to retain the position of
offset printer operator supervisor. Jane expects to have a response in about a week.
Disposition:
The 60 day deadline has expired. Work on this issue progresses. Jane Johnson expects to have a response in the next week.
Physical Plant Asbestos Operational Policy, II.c.—Curt Huff
Curt reported that input was taken and considered, and the policy has been modified. All parties are comfortable with the policy dated February 23, 1998. Curt will meet with the various shops to discuss the policy.

Disposition:
The modified Physical Plant Asbestos Operational Policy, dated February 23, 1998, was accepted by all parties.

Status of 1509 Position Reversions, II.d. — Del Thompson
Del reported that twelve positions have been reverted from administrative exempt to classified. Labor questioned positions which were deleted state wide, specifically the Systems Programmer IV position. Ken Berg said the position was converted to administrative exempt in 1994 and abolished in 1995, so when 1509 returned positions to classified status the highest position was a Systems Programmer III. On March 12 the board readopted the Systems Programmer IV—effective March 13, so it is now back on the books.

Disposition:
Twelve positions have been reverted to classified status, and the Systems Programmer IV position has been readopted at the state level.

Task Force on Background Checks, II.e. — Del Thompson
Del passed out a current copy of the policy, and recommended the inclusion of the suggested wording by the task force on items #8 and #9. Wayne Praeder gave some background on the issue, and Kandys Dygert also explained her research on the subject. She noted that the Bargaining Units felt current employees are exempt from background checks unless they transfer or take a promotion or demotion. Labor’s concern is whether moving custodians from their regular assigned workplace into the dormitories during the summer camps is considered to be a transfer. Curt Huff commented that the administrative intent is to enforce what is on the books, and they also plan to implement the policy for current positions—including faculty. Labor caucused. Labor’s position is that moving the custodians into the dorms is a transfer of duties, not a position transfer. They asked if management intends to go beyond the law. If so, labor would have to take appropriate action. Management agreed to recommend changes to the wording on the existing policy, as recommended by the task force on items #8 and #9. Wayne will forward this to the President, noting that no agreement was reached regarding current employees. Labor indicated they agree with the current policy as long as it is applied equally to all employees of the university.

Disposition:
Suggested wording changes on the current policy were agreed to and will be sent forward to the President. No agreement was reached regarding background checks for current employees.

Approval of Procedural Agreements for Committee Operation, II.f. — Wayne Praeder
Labor has looked at and discussed the procedural agreements in depth, and prefers to continue with current procedures. There was no agreement reached among the group to go forward with this issue.
Disposition:
No agreement was reached to go forward with the Procedural Agreements for Committee Operation. Except as otherwise agreed to the presider will direct the meetings.
Status of Task Force on Employee Surveillance Protection, II.g. — Wayne Praeder
Labor has decided to remove this item from the agenda. It was an interpretation issue, and the existing interpretation will stand.

Disposition:
Labor requested to remove this item from the agenda. The existing interpretation will stand.

III. New Business

Meeting Times, III.a. — Del Thompson
Del asked the committee to consider extending the meetings, if necessary, beyond 4:00 p.m. if a consensus is reached at that time. He suggests taking a vote at 4:00 p.m. for agreement to stay longer. The regularly scheduled meeting time will remain 2-4 p.m., and would only be extended if consensus is reached. Management agreed.

Disposition:
The committee agreed to continue meeting beyond the regularly scheduled time if a consensus is reached.

Wayne turned the chair of the committee over to Curt Huff.

Assistant Directors in Information Resources, III.b. — Del Thompson
Del requested to leave this item on the agenda for next month. The Provost, along with Wayne Praeder and Tom McArthur, are reviewing the issue.

Disposition:
This item will be addressed next month after review has taken place.

Curt Huff returned the chair of the committee back to Wayne Praeder.

IV. Announcements:

Rod Nicholls noted that he felt the committee is working together nicely, which can only be a win-win situation for the entire campus.

The meeting adjourned at 3:08 p.m.