Members Present: Kandys Dygert, Dennis Hays, Curt Huff, Rod Nicholls, Joe Schweiger, Judith Siminoe, Del Thompson

Resource Persons: Caren Lincoln, Tom McArthur, Carol Terry

Recording Secretary: Connie Gross

I. Call to Order

Judith Siminoe called the meeting to order at 2:05 p.m. It was suggested that item III.c., Tape Recorder Use, be moved to the head of the agenda. There were no objections.

III. New Business

Tape Recorder Use, III.c. — Judith Siminoe
Judith asked the committee if it would be agreeable to dispense with tape recording the meetings. Labor first suggested trying it for three months, but upon further discussion it was agreed to dispense with tape recording the meetings unless something comes up which should be recorded.

Disposition:
The committee will dispense with tape recording the proceedings of the meetings until further notice.

II. Old Business:

Review and Acceptance of Minutes, II.a. — Judith Siminoe
The minutes for the August 20, 1998 meeting of the Joint Labor Management Committee were accepted into the record.

Disposition:
The minutes for the August 20, 1998 meeting were accepted into the record and have been distributed according to contract.

Bargaining Unit Integrity, II.b. — Del Thompson
Questions from labor were distributed to the committee members. Carol Terry asked about questions #1 and #2 in order to better understand the data that labor was requesting. Definitions of terms were discussed, as were the best methods of extracting the data. Labor would like a summary report with the bottom line numbers. Consensus was to put question #3 on hold. Regarding questions #4 and #5, after some discussion it was recommended that several people meet with Ken Berg and decide how best to compile the information.

**Disposition:**
Carol Terry will begin extracting the requested data for questions #1 and #2; question #3 was put on hold; a group will meet with Ken Berg to discuss the compilation of data for questions #4 and #5.

**Employee Surveillance Protection: Dining and Bookstore, II.c. — Del Thompson**
Curt reported that the cameras are not working yet, to his knowledge. The cards have not been installed, and no training has been done. Del asked that labor be informed when the cameras are to be put into operation (prior to their use).

**Disposition:**
Management will let labor know when the cameras are to be put into operation, prior to their use.

**III. New Business**

**Promotional Opportunities, III.a. — Del Thompson**
Judith preceded the discussion with a request that the committee considers adopting a policy that they not discuss issues that relate to a grievance that has been filed. Del replied that the issue applies to a statement/clarification of a statement in the contract which is not the subject of a current grievance. Discussion of two provisions followed: Art. VIII, Sec. 2 and Art. X, Section 3. No consensus was reached between management and labor.

**Disposition:**
The Committee was unable to agree on the meaning of certain statements in the contract regarding promotional opportunities. Impasse was reached.

**Inequitable Treatment of Library Classified Staff, III. b. — Del Thompson**
Del reported that several classified staff in the library have received written comments from managers which might be construed as reprimands. They have also been told not to talk to fellow employees, and not to make personal phone calls. If they make telephone calls on union business, they are to use a pay phone on their break time. Labor asked if these managers should attend training. Caren Lincoln said training is available, and the schedule is being adjusted so that more people can attend. Kandys Dygert asked that someone speak to Dean Pat Kelley about these issues, or it will have to be taken to the next level. Judith agreed to speak to Dean Kelley.

**Disposition:**
Judith Siminoe will speak to Dean Pat Kelley about the issues raised affecting classified staff in the library.
University Emergency Closure Policy, III.d. — Caren Lincoln
Judith stated the issue is that we need to let the people know what the policy is because of the predicted bad winter ahead. Caren Lincoln said the proposed policy for suspended operations (emergency closure), was being addressed in 1996 but was never completed for approval. The current policy is in the handbook. Judith and Jo Rogers will be looking at both policies and determine if an updated policy is needed.

Disposition:
Judith Siminoe and Jo Rogers will review the current policy and the proposed (1996) policy and determine if an updated policy is needed.

IV. Announcements:

No announcements.

The meeting adjourned at 3:40 p.m.

________________________________________  ______________
Chair, Labor Management Committee   Date

________________________________________  ______________
Chair, Bargaining Unit 1   Date

________________________________________  ______________
Chair, Bargaining Unit 2   Date

________________________________________  ______________
Management Representative   Date