I. Call to Order

Judith Siminoe called the meeting to order at 2:45 p.m.
She asked to move Item IV.c., Physical Plant Reorganization, up on the agenda.

IV. New Business

Physical Plant Reorganization, IV.c. – Mike Irish
Mr. Irish said the reorganization is a work in progress and that the initial changes were administrative. The draft copies of the organization chart were distributed prior to being firm changes. He will bring the final organization chart to this committee when it is ready. Mr. McArthur said some employees think this may be a change in working condition, which is a contractual issue. If so, it needs to come to this committee for discussion. He asked if is this going to result in a reversion to classified staff for Ron Hess. Ms. Rogers said Human Resources will be reviewing this position for possible exemption.

Disposition: The final draft of the Physical Plant organization chart will come to the Joint Labor Management committee in time for discussion prior to implementation.

II. Discussion

Position Changes in Plant Services, II.a. – Karen Wichman
Ms. Wichman explained that she is now part of transportation services, which is largely concerned with events that occur on evenings and weekends. She said the Transportation Supervisor position was mutually agreed to have a non-scheduled workweek. She would like to make this a permanent schedule change. She is also filling two new Maintenance Custodian II positions which will have non-scheduled workweeks in order to cover weekends. (One position is for 9 mos. and one is for 12 mos.) She noted these two positions will always have two days off during the week in order to work on weekend events. Human Resources has reviewed the positions. Ms. Dygert asked if the positions have come before the DOP board, saying that if a position changes, notification goes to the employee and the board. Mr. McArthur asked why maintenance custodians would be reporting to a transportation supervisor, and also questioned their job duties. Ms. Dygert asked what percentage of the maintenance custodians’ time would be spent doing transportation/trucking work. Labor feels the best fit may be a different and higher paying title: Maintenance Custodian II vs. Truck Driver I. Mr. Berg explained the difference between distinguishing characteristics and position descriptions. He will look at the description and provide labor with a summary of how the classification was reached.

Disposition:
Mr. Berg will provide labor with a summary of how the Maintenance Custodian II classification was reached. This meeting serves as notice that Ms. Wichman has requested three positions to become non-scheduled. The Transportation Supervisor will always have 2 consecutive days off, varying on events. The two Maintenance Custodian II’s would always work weekends, but always have 2 consecutive days off during the week.
III. Old Business

Review and Acceptance of Minutes, II.a. —Judith Siminoe

The minutes of the September 16, 1999 meeting were reviewed. No additions or deletions were offered.

Disposition:
The minutes for the September 16, 1999 meeting were approved as submitted and will be distributed according to contract.

PUB Security System Follow-up, III.b. – Judith Siminoe and Kandys Dygert

Ms. Siminoe reported that she visited with the Attorney General’s office regarding whether the surveillance we have in place is legal. Pat Thompson researched the issue and concluded that because the cameras are video only, with no audio component, the law in the State of Washington, and federal laws that might apply, would not prohibit the presence of those cameras. She did not agree that we need to have a court order to have the cameras in place. There is a privacy concern, and it would be reasonable for us to discuss the awareness of employees. A determination may be needed as to whether there is a protected privacy interest or not. If the location is considered a public place, the privacy expectation is reduced.

Ms. Dygert responded that the people who negotiated the contract said the language meant no surveillance. Now the university is subjecting workers to this negative working condition. She noted that one supervisor in particular likes to sit and manage his people via the videos. Rod Nicholls was on the committee at the time of the contract, and he said the concern was security for robbery in the bookstore—the cameras were to be for security purposes only, not for employee surveillance.

Ms. Siminoe agrees that security is not the same thing as a supervisor watching employees perform through the camera. The limitation is that the cameras are really there for security interest. Ms. Dygert said in this particular work area, employees have traditionally felt threatened in some way by their managers, and that the cameras are tools that are used to punitively supervise them. The goal was to set up a camera in a place that wouldn’t be observing every day work habits.

Disposition:
Ms. Siminoe will take the issue back. We need to clarify to the supervisor that the cameras are there for security and not surveillance.

Scheduling in Dining Services Follow-up, III.c. – Kandys Dygert

Ms. Dygert will get in touch with Ken Berg about the unit audit.

Disposition:
Ms. Dygert will contact Mr. Berg regarding the unit audit.

Classifications of Exempt Positions Follow-up, III.d. – Judith Siminoe

Ms. Siminoe said the avenue to challenge a position classification is for the employee to request a reevaluation of their classification change. She said it is management’s responsibility to appropriately classify these positions. Ms. Dygert noted that the Department of Personnel Board looked at some other positions at another state entity that had been reclassified, and the board ordered the administration to reclassify some of the positions. Ms. Siminoe said management’s response is that if the Department of Personnel Board wants to review our position allocations, they are free to do so.

Disposition:
This issue is closed for the present.

PUB Vendors, III.e. – Tom McArthur

Mr. McArthur said his understanding was that the Health Department’s extension for vendors in the PUB was to expire in September 1999, but noted that they are still open. Ms. Siminoe said Rick Romero spoke with the two vendors, and they said they have a written authorization for extension from the health department. We do not have a copy of the extension. Mr. McArthur said following our last discussion of this issue Mr. Romero was going to speak.
with SUBOC and come back to this committee. Ms. Siminoe noted that there are 2 issues: contracting out and whether or not the vendors meet the county health department regulations. She felt that so long as the health department lets them stay on, management would let them stay. Mr. McArthur disagreed, noting that the union does not want them in the PUB. Labor requested a copy of the contracts for the two vendors. Ms. Siminoe will pursue this.

Disposition:
Ms. Siminoe will provide labor with the vendor contracts for the Egyptian Food stand and the Thomas Hammer Coffee stand.

Working Classified Staff Out of Class on a Continual Basis, III.f. – Tom McArthur
Regarding this topic, Ms. Siminoe stated management’s response is that 2 half-time positions have been created: a Computer Operator II and Information Specialist II. She noted that the previous situation of covering the computer operator duties was temporary while Dean Kelley was working through her personnel staffing. Ken Berg said these are 2 clearly distinct positions, although we might be able to find someone willing to do both jobs. It was noted that there is a large pay disparity between the 2 positions. Mr. McArthur said the Information Resources personnel disagree with the classifications, and this hurts morale. Ms. Rogers asked for clarification on the issue. Mr. McArthur said the System Analyst Programmer IV’s are each working 1-2 hours per day out of class. As an institution we seem to be desperate to get things done, but by trying to save a few thousand dollars we are loosing much more in the long run.

Ms. Siminoe noted that Dean Kelley was given the responsibility to deal with Information Resources because she is accustomed to a client-friendly operation. She recognizes the problems in that area; there are gaps across the university, and it is a challenge to see that the available resources get directed to the right areas.

Disposition:
This agenda item is closed.

IV. New Business

Holiday Schedule, IV.a. – Ken Berg
Ms. Rogers reported that all of the holidays are the statutory holidays. The only conflict with the 2001 academic schedule is the President’s Day holiday.

Meeting Schedule for 2000, IV.b. – Judith Siminoe
Everyone will compare the proposed schedule with his or her calendars and report back prior to finalizing the schedule.

The meeting adjourned at 4:10