Members Present: Jim Besse, Kandys Dygert, Mike Irish, Rod Nicholls, Judith Penrod Siminoe, Del Thompson

Resource Persons: Ken Berg, Tom McArthur, Jo Rogers

Recording Secretary: Connie Gross

I. Call to Order

Judith Siminoe called the meeting to order at 2:07 p.m.

She has reviewed the membership of the administrative team and noted that Mike Frumkin will again be working on the committee representing Academic Affairs, and Bruce DeFrates will be a member from Student Affairs. Joe Schweiger will no longer be on the committee.

II. Old Business

Minutes of November 18, 1999, II.a.—Judith Siminoe

Labor requested a correction to one paragraph in item III.b. The minutes will be signed after this correction. Ms. Dygert reiterated labor’s concern with the intent of the new Alcohol Policy regarding employees who are on duty vs. off duty. A recent newspaper article doesn’t distinguish between on-duty and off-duty state employees.

PUB Vendors Follow-up, II.b.—Judith Siminoe/Rick Romero

Rick Romero did not attend to report on this issue, and Ms. Siminoe had no further information available. She will put this item back on the agenda next month.

PUB Security System Follow-up, II.c.—Mike Irish

Mike Irish said the security vendor can reprogram the camera so that it cannot be viewed without a password. The tape will be running, but access to viewing the tape will be limited. The password would only be available to security and A&E. The supervisor and his/her supervisor will not have the password. If acceptable to Labor, this will be done on Monday, December 20, 1999. Labor agreed to try this method for a couple of months.

III. New Business

Stand-by Pay Policy, III.a.—Jo Rogers

A proposed new policy was distributed with the agenda permitting the university to place employees on “stand by” pay status. Ms. Rogers provided a Washington Department of Personnel (DOP) handout listing the other universities and their rates for stand-by pay. All are the same ($1.00). She noted that Information Resources initiated the request, but Facilities may also use the policy/rate. Ms Dygert asked if callback pay was previously used. Ms. Rogers answered yes. Ms. Dygert requested that management provide labor with some data on what was spent on callback pay for the past two years. Ms. Siminoe noted that the proposed policy goes to Cabinet next, on 1/10/2000, and will be an old business item for Joint Labor Management in January. Once approved at the institution it must be approved by the DOP.
IV. **Announcements**

Reorganization in Facilities, IV.a. – Mike Irish
Mr. Irish distributed a handout showing current vacant positions and six proposed new full-time positions. He expects all changes to go into effect July 1, 2000. He noted that he has absorbed the sports and recreation center into facilities. One person will be laid off, but he was hired for the lighting retrofit project with the understanding that his position was not permanent. A copy is on file with the official minutes.

The meeting adjourned at 2:40 p.m.