Labor Management Committee  
and  
Supervisory Unit Management Meeting  
Thursday, June 17, 1999  
2 p.m. - 4 p.m.  
PUB 357

MINUTES

Members Present: Jim Besse, Kandys Dygert, Rod Nicholls, Kathy Sawtells, Joe Schweiger, Judith Siminoe, Del Thompson

Resource Persons: Ken Berg, Tom McArthur

Recording Secretary: Connie Gross

I. Call to Order

Joe Schweiger called the meeting to order at 2:10 p.m.

II. Old Business

Review and Acceptance of Minutes, II.a.—Judith Siminoe  
Kandys Dygert requested two changes in the minutes for the May 20, 1999 meeting. These changes will be made and the minutes will be signed at the next agenda prep meeting, which will be held on July 6 at 2:00 p.m.

Disposition:  
The minutes for the May 20, 1999 meeting will be corrected and signed at the agenda prep meeting on July 6.

Employee Development and Performance Plan Follow-up, II.b.—Ken Berg  
Mr. Berg reported that the Personnel Officers met last week, but didn't have a chance to discuss this issue. He said they should be discussing it at their July meeting, and will contact Tina Peterson to participate in that meeting. The 20-day notice will commence after that.

Disposition:  
Mr. Berg will report back to this committee after the next Personnel Officers meeting.

PUB Security System Follow-up, II.c.—Judith Siminoe  
Judith said she has no new information regarding the camera in question. She and Kathy Sawtells looked at the camera and learned that it is inside a bubble, so would be difficult to hood. Kandys Dygert asked if the camera was off, but no one is sure. Ms. Dygert said something needs to be done about the camera as soon as possible.

Disposition:  
Judith Siminoe will contact Steve Bloom to have the camera hooded or rendered inoperable.
III. New Business

Request for Union Representation, III.a. — Judith Siminoe
Judith Siminoe said this item is on the agenda as a result of a grievance. In meeting with a supervisor, an employee wanted to obtain union representation. The employee was afraid to leave the meeting at that point because the employee felt leaving could be viewed as insubordination. Judith stated that management does not consider it to be insubordination when an employee ends a discussion with a supervisor after requesting union representation. Kandys Dygert suggested using a form that is being used at the Eastern Hospital so that employees understand their rights in such a situation. Ms. Dygert will send a copy of the form to Ms. Siminoe.

Disposition:
Management stated that it is not considered insubordination when an employee ends a discussion with a supervisor after requesting union representation.

Participation in Union Activities, III.b. — Kandys Dygert
Kandys Dygert reported that a team member was led to believe by his supervisor that his involvement on this committee was taking away from his work time. The supervisor questioned how the employee was going to get his work done, and mentioned that he did not have to participate in the committee. Labor views this as coercion by the supervisor. Tom McArthur suggested sending a memo to supervisors reminding them of employees’ rights to participate in union meetings and other activities, according to the contract, with a copy to Ms. Dygert. Ms. Dygert noted that it is management’s responsibility to see that the workload is covered when employees are participating in union business.

Disposition:
Management will send a memo to supervisors, with a copy to Kandys Dygert, reminding them of employees’ rights to participate in union business, according to the contract. Also, when Joint Labor Management sets their meetings for 2000 they will consider major university events.

IV. Announcements

Information Resources Update, IV.a. — Ken Berg
Ken Berg reported on the Gehr position. Ms. Gehr was hired as an administrative exempt employee after the 1509 conversion but before the appeal ruling. She left that position (senior programmer) creating a vacancy. Information Resources requested that her vacant position be reallocated to Assistant Director.

The Sylvia Bodolay position is Assistant Director of Computing Utility. This position was previously held by Steve Davis as Director of Telecommunications, and had been vacant since 1/10/96. On 1/28/98 Information Resources submitted a request to change the position and fill. The position was filled 8/26/98. Del Thompson asked what position Dave O'Neill was hired for, but Ken didn’t have that information with him. Mr. Thompson mentioned that the management/classified ratio has changed dramatically over the years. Mr. Berg mentioned that Dawn Holiday came over as exempt from the Graphics area. On 7/1/99 we will have a director
and 2 assistant directors. There are 8 vacancies right now in Information Resources: 6 civil service positions to be filled, and 2 administrative exempt positions.

Mr. Thompson pointed out that we used to have one director (administrative exempt), an operations manager (classified) a systems applications manager in charge of administrative computing (classified), and a systems operations manager in charge of academic computing (classified). Management has created a director of computing, and now an assistant director of computing. He noted we are looking at 4 administrative exempt positions where there used to be 1. On top of that classified position dollars are being taken to fund an exempt position. Labor would not like that to happen. The result would be fewer exempt and more classified positions. Mr. Berg said that hiring the 6 classified people will put us ahead of the number of classified staff who worked in that area in 1993 (prior to 1509). He said they will end up 2 or 3 above the number working there at that time. Tom McArthur noted that Anne Gehr's position would have been classified, but was reallocated to assistant director as an exempt position. Mr. Berg suggested that maybe a change in job duties brought about the change in allocation type. Labor still objects to the use of classified dollars for an exempt position.

Ms. Siminoe said management notes labor’s concerns. Designation for positions depends on the duties, and she also understands labor’s concern with the balance or ratio between exempt and classified, as labor sees this as erosion of the bargaining unit. Ms. Dygert suggested taking another position from management and move the dollars to a classified position, where there is more than enough work to be done. Mr. Thompson suggested encouraging our computer science graduates to apply for our positions. Ms. Dygert suggested management encourage "underfilling" in positions—through training and job audits.

Disposition:
Labor encourages management to look at those options and come back to the committee with some possible alternatives.

The meeting adjourned at 3:00 p.m.