MINUTES

Members Present: Kandys Dygert, Rod Nicholls, Kathy Sawtells, Joe Schweiger, Judith Siminoe

Resource Persons: Ken Berg, Tom McArthur

Recording Secretary: Judith Siminoe

I. Call to Order

Judith Siminoe called the meeting to order at 2:05 p.m. Ms. Siminoe requested the addition of an item, a Notice of Layoff, as required under the contract. Labor agreed to add the item and it was announced that Richie Gibbs’ administrative exempt position will be eliminated as of July 16. He has rights to return to a classified position, Auditor II, which no longer exists. It was agreed that the notice to the Union would be deemed effective July 19, 1999.

II. Old Business

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

The minutes of the June 17, 1999 meeting were reviewed. No additions or deletions were offered. It was noted that Del Thompson will need to sign them for Local 931.

Disposition:
The minutes for the June 17, 1999 meeting were approved as submitted, and will be distributed according to contract when they are signed.

Employee Development and Performance Plan Follow-up, II.b — Ken Berg

Mr. Berg reported that he had contacted the Department of Personnel for the State and indicated our interest in proceeding with the Employee Development and Performance Plan system of evaluation. Tina Peterson from the Washington Federation of State Employees participated. The new evaluation system is scheduled for action at the September meeting of the Personnel Board and approval is anticipated which would make the plan available for use here in October. Eastern joins Evergreen and Western in wanting to use the new system. Training will be required. Jo Rogers, as Director of Training, will have to be involved. Kandys Dygert mentioned that the trainer for the Federation, Gladys Burbank, will be available to participate in joint training efforts.

Disposition:
Mr. Berg will report back to this committee after the September meeting of the Personnel Board.
PUB Security System Follow-up, II.c. — Judith Siminoe
Judith said she had held a conversation with Steve Bloom about the surveillance camera in the food prep area of Baldy’s. Mr. Bloom said the security interest being protected was obtaining a photograph of someone who had broken into the area through one of the offices. Tom McArthur suggested this would not require the ongoing use of a monitor. In addition, Mr. Bloom indicated we might explore altering the equipment such that it does not operate except when the building is closed. However, this type of alteration would require involvement of the vendor. Ms. Siminoe noted that the contract only prohibits surveillance contrary to law. Ms. Dygert indicated the Federation’s belief that a court order was required.

Disposition:
Judith Siminoe will contact Steve Bloom again on this issue.

III. New Business

Scheduling in Dining Services, III.a. — Del Thompson
A concern was presented that Dining Services employees are being scheduled to work on nine consecutive days. This may present a violation of the Agreement which limits work to five days in a seven-day period and could be viewed as scheduling to avoid paying overtime.

Disposition:
Management will investigate and provide an explanation to the Union leadership prior to the next scheduled meeting.

The meeting adjourned at approximately 3:05 p.m.