EASTERN WASHINGTON UNIVERSITY
Labor Management Committee
Supervisory Unit Management Committee
Thursday, May 18, 2000
2:00 p.m. – 4:00 p.m.

PUB 357

MINUTES

Members Present: Mike Irish, Judith Penrod Siminoe, Bruce DeFrates, Del Thompson, Tom McArthur

Resource Persons: Ken Berg, Jo Rogers

Recording Secretary: Connie Gross

I. Call to Order

Judith Siminoe called the meeting to order at 2:05 p.m. It was noted that Kandys Dygert was unable to attend. Ms. Siminoe reported that the Stand-by Pay Policy was discussed at Cabinet last Monday, where Rod Nicholls explained that the union’s objection was due to the impact on call back pay. Action on the item was tabled until Mary Voves can be in attendance, so this issue will go back to Cabinet prior to the next Board meeting. The committee discussed the status of the stand-by pay policy, specifically the $1.00 an hour pay and the potential for management to abuse standby pay status to avoid having to pay call back pay. Ms. Siminoe asked that any further comments be given to her in writing to be attached to the latest version of the policy when it goes back to the Cabinet.

II. Old Business:

Minutes of April 27, 2000, II.a.—Judith Siminoe

The minutes were corrected to replace “implementation” with “consideration” in the paragraph discussing the Stand-by Pay Policy.

Disposition: The minutes of April 27, 2000 were accepted as corrected and will be distributed according to the contract once they are signed.

III. New Business:

Proposed Key and Key Card Procedure, III.a.—Mike Irish

Mr. Irish presented the proposed key and key card procedure. He said the university is losing a lot of money when keys are lost, primarily with students as they are not required to pay for lost keys. This procedure outlines charges for the loss of keys. Del Thompson questioned the word “negligence”, and also brought up the case of an employee refusing a key because of the financial implications. Tom McArthur’s past research showed that usually the department would cover the key fine, not necessarily the employee, then it’s up to the department whether the individual reimburses them. Mike Irish said we cannot legally write it that way. He said the policy is not intended to require undue costs to employees, but simply to help cover the costs to the university. Discussion of the possibility of not issuing keys—having to check them out on an as-needed basis.

Ms. Siminoe said Labor should write up their concerns and suggestions and e-mail them to Mr. Irish so he can incorporate changes in the document. Discussion will continue at the next meeting.
Disposition: Labor will e-mail concerns and suggestions regarding the proposed key and key card procedure to Mr. Irish for incorporation into the document. Discussion of the document will continue at the next meeting.

Union Bulletin Boards, III.b.—Del Thompson
Mr. Thompson requested to have, somewhere on the first floor of each building on campus, a separate bulletin board on which union-related items could be posted. Mr. Irish will get an estimate of the cost to do this. Mr. Thompson will check with the general membership about cost sharing, installation and responsibility for the boards.

Disposition: Mr. Irish will work up an estimate of the cost to install union bulleting boards on the first floor of each campus building, and Mr. Thompson will check with the general membership regarding cost sharing, installation and responsibility for the boards.

Proposed Policy Update Regarding Appointments, Dismissals, Suspensions, Discipline and Resignations, III.c.—Judith Siminoe
Ms. Siminoe reported that the President’s Cabinet has approved the proposed policy as changed, and will take it forward to the Board of Trustees. She asked labor to please let her know if there are any concerns with the final version of the policy.

Disposition: Labor is to let Ms. Siminoe know if they have any concerns with the final version of the policy update regarding appointments, dismissals, suspensions, discipline and resignations. The policy update is scheduled to go to the Board of Trustees for approval on June 23, 2000.

Meeting adjourned at 3:00 p.m.