Eastern Washington University
Labor Management Committee
Supervisory Unit Management Committee
Thursday, July 19, 2001
2:00 p.m. – 4:00 p.m.

MINUTES

Members Present: Laurie Connelly, Bruce DeFrates, Kandys Dygert, Rick Nesbitt, Rod Nicholls, Penny Rose, Del Thompson


Recording Secretary: Connie Gross

I. Call to Order
Laurie Connelly called the meeting to order at 2:05 p.m. Labor requested to add to the agenda their response to the pending layoff in Marketing and Publications. Management requested to add an information item regarding the Executive Ethics Board.

II. Old Business:

Minutes of June 21, 2001, II.a.—Laurie Connelly
The minutes of the June 21, 2001 meeting were approved and will be distributed according to the contract.

Spokane Center Web Cam System, II.b.—Bruce DeFrates
Mr. DeFrates explained that this proposal comes forward from the committee’s previous meeting. Allen Barrom showed a floor plan of the Spokane Center (handout attached to the official minutes) with camera positions for the proposed security system. One camera would cover the two front doors, one camera behind the front counter covers the counter, one camera above the side door covers the front door. The current system behind the counter has been there a long time and hasn’t worked for about 4 years. Two camera locations are proposed at the back doors. It was noted that a sign must be posted so people entering the building know that cameras are recording visual activities (and audio if desired). The only audio being proposed is a web cam system for students to interface with people in offices on campus. It was noted that the Sutton Hall security system has a panic button that activates the audio recording. This has reduced such incidents greatly since the move from Showalter.

Chief McGill explained problems that have occurred at the Spokane Center in the past, and the need for employee safety and protection of the assets of the institution. To his knowledge camera use at Eastern has never been for employee surveillance—other than in theft incidents. The Spokane Center area, within a three-block radius, is one of the highest crime areas in Spokane. Recently a bomb threat was posted on back door, and a fire alarm was set off on the 4th floor that resulted in heavy water damage to the building. Reserve officers and fulltime officers work in this facility during evening classes and when needed on Friday nights and on weekends when special events are schedule. They begin working at 5:00 p.m., but no coverage is provided from 6:00 a.m. to 5:00 p.m. These officers used to cover three buildings, but now just patrol this one. Spokane Police respond to Spokane Center alarms, with notice to EWU police.

Rod Nicholls asked about the cost of installing this system versus upgrading the old system, especially in light of the fact that the building might be sold in the future. Mr. Barrom replied that the old system is antiquated, so it would be cheaper to buy the new system than to upgrade the old one. The new system is wireless, which is helpful because this is a concrete building. A previous bid was $58,000, but we’re now at $3500. He said they have also looked at redesigning the front desk and to keep the officer closer to the two front doors. It was clarified that the monitoring of the video and hard disk is only done by the officers, and is a series of still shots taken over time.

Bob Anderson said the campus bookstore employees recycle their tapes (from 12-16 cameras).

Del Thompson emphasized that labor wants to be sure this is a security system and not a system to watch the employees. We need to agree on a system regarding who has access to the pictures, who changes the tapes/disks, and similar responsibility issues. Safeguards to the system are important.
Mr. Barrom confirmed that only campus security would have access to the security system at the Spokane Center. He also proposes to replace the two nonfunctional cameras currently located in the Spokane Center bookstore.

It was noted that Web cams are small units that have to be plugged in.

The committee toured the building and viewed the proposed camera locations.

Labor caucused. They agree that, for security purposes, the system should move forward as described. They requested the same agreement as the other camera systems regarding who has the ability to log in with security codes. Those people with access need to be identified and limited. No access from a supervisor’s home computer will be allowed. Tapes/disks sent out are to be held by the campus police, and if any suspects are employees due process must be exercised. No pictures will be published on the web.

Mr. Nicholls noted that Mr. Anderson cannot afford to hire campus police and rental police at either site this fall. Hiring rental officers is contracting out. The University Police need to be paid, overtime if necessary, to cover the sites. Someone also needs to check with security at Riverpoint. If a student services area is established in the Riverpoint new building (winter quarter), we will be collecting money and will need some kind of security.

Disposition: The proposed security system for the Spokane Center will move forward as proposed, with the same agreement between management and labor regarding the details of managing the system.

III. New Business:

Response to Pending Layoff, III.a.—Kandys Dygert

Ms. Dygert explained that labor views the layoff to be caused by a lack of work due to changes in technology. Article 17, Section 6 of the contract states that management will retrain employee to perform typical work being done in that department now. Recently a graphics artist/designer was promoted from ½ time to full time. The person being laid off could have been retrained to fill this and not lose the position.

Disposition: Management will move labor’s suggestion forward.

IV. Other Business/Announcements:

Notice from Executive Ethics Board

Ms. Connelly distributed a handout (attached to the official minutes) regarding proposed changes on the use of state resources. This is a solicitation for comments. It is very broad, and appears to interfere in our collective bargaining process.

August meeting

The committee members agreed to cancel the August 16 meeting unless something critical arises.

The meeting adjourned at 3:35 p.m.

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Chair, Labor Management Committee Date

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Chair, Bargaining Unit 1 Date

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Chair, Bargaining Unit 2 Date

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Management Representative Date