EASTERN WASHINGTON UNIVERSITY
Labor Management Committee
Supervisory Unit Management Committee
Thursday, June 19, 2003
2:00 – 4:00 p.m.
PUB 357

MINUTES

Members Present: Laurie Connelly, Shawn King, Carol MacQuarrie, Michael Nelson, Rick Nesbitt, Nellie Reynolds

Guests Present: Kathy Fleming, Bob Hille, Tom McArthur, Roger Potter, Jo Rogers

Recording Secretary: Connie Gross

I. Call to Order
Laurie Connelly called the meeting to order at 2:15. Labor reported that Kandys Dygert was ill, so today’s meeting will be informational only.

II. Old Business:

a) Minutes of the February 20, 2003 meeting (3 versions)
Deferred until the next meeting.

b) Minutes of the April 17, 2003 meeting
Deferred until the next meeting.

c) Minutes of the May 15, 2003 meeting
Deferred until the next meeting.

d) Heavy Equipment Operation
Jo Rogers reported that she received a call back from DOP regarding the size of the bucket. She said those benchmarks are developed by bringing many people together. In making an allocation, the list identifies the kind of equipment that can be used, and what is being done with it. Possibly an allocation audit is needed in this case. A CWU survey indicates the Utility Worker II and Lead may operate all equipment except the backhoe with loader and the road grader, and they lost an appeal to an employee. Management caucused. Tom McArthur presented more information (handout). He asked Roger Potter about the large backhoe description, and Roger concurred. Labor believes the backhoe is beyond Mr. Strite’s job description. Jo Rogers brought up the 1984 agreement for utility workers. She said this is an individual issue, and asked if Mr. Strite was requested to use the equipment on an infrequent basis. An audit was done on him in 2002 which determined his position was split between utility worker and gardener. She asked what is different, what has changed since then. Is he allocated properly? We can determine that with an audit. Rick Nesbit said there is the underlying issue of whether or not a backhoe is heavy equipment. That will determine whether or not the front or rear is considered heavy equipment, and therefore whether Mr. Strite or anyone else should receive heavy equipment pay when using the backhoe. Ms. Rogers asked for a copy of Mr. McArthur’s information from outside companies. Management makes the decision with input from DOP. Mr. McArthur provided a handout of bucket sizes from Caterpillar, and has e-mails from WWU and WSU. Ms. Rogers asked for copies of all the information. She will go back to DOP for further response. Laurie Connelly asked about the DOP handout. Ms. Rogers said she wanted to clarify the two discussions: what is heavy equipment, and the fact that an allocation is driven by the equipment used and
the tasks performed. If we ask someone to step outside their regular job, then we compensate them accordingly.

Disposition: Mr. McArthur will provide all his information to management for their review. Ms. Rogers will contact DOP for further response.

e) Administrative Exempt Positions in Human Resources
Deferred until the next meeting.

III. New Business:

a) Unlicensed Motor Vehicles on city streets
Deferred until the next meeting.

b) Contracting Parking/Security for WIAA Event
Deferred until the next meeting.

c) Classified Staff Working Out of Class
Michael Nelson noted that at agenda prep he distributed an e-mail regarding Student Services staff. Kathy Fleming distributed several handouts related to the same issue and referred back to Robin Showalter’s position. She said this issue concerns erosion of the bargaining unit, and students doing work of former classified staff.

Disposition: Management will review the information and the item will be on the next agenda.

IV. Other Business/Announcements:

Laurie Connelly reported that Mike and Carol came to her this week about the e-mail regarding the on-call policy and union opposition. Ms. Connelly agrees the minutes reflect the 6/18/00 item was tabled, and management has not brought it back to the table. She will follow up with the author of the original message and those receiving copies of it.

The meeting adjourned at 3:10.