

Summary of Meeting Minutes

Collaborative Labor Management Committee (CLMC)

4/1/2010, 9:30 a.m. – 11:30 a.m.

Present: Sue Brammer, Susan Briggs, Kathy Crego (MPEA representative), Bill Dwyer (co-chair), Brenda Hawk, Nicole Hazelbaker (substituting for Cheri McCarthy), Margo Heberling, Kathey Hupp, Anne Kish (secretary), Karl Ulrich (substituting for Ilene Cohen, co-chair),

The meeting was called to order at 9:40 a.m.

Agenda Item #1: Physical Fitness Proposal

The committee discussed the pros and cons of advocating for the implementation of a physical fitness plan similar to the “Stay Well” plan used by the Montana National Guard. The plan gives Guard employees excused work time to engage in aerobic exercise. The Guard schedules the exercise time for employees and closely monitors the employees to ensure that they are engaging in pre-approved forms of aerobic exercise at pre-approved locations.

It was noted that a similar program may burden employees and supervisors with stringent supervision and that, while this may serve as a morale booster for some, it is likely to negatively affect the morale of the employees who don’t choose to exercise vigorously and who aren’t allowed to spend the paid time on their chosen pursuits.

The committee plans to continue exploring ways to boost morale or to alleviate stress for employees and this proposal will be included in a list of ideas for the forthcoming work/life balance discussions.

Agenda Item #2: Staff Compensation Plan

All committee members will read the staff compensation plan posted to the web and will come to the next meeting prepared to discuss questions or concerns about the existing plan. The system-wide LMC will address those questions and concerns during their upcoming review of the existing plans.

It was agreed that supervisors are in need of training regarding the compensation plans and that this committee will help to develop that training.

Agenda Item #3: New?

The committee decided to become a working committee rather than a discussion committee. Three main issues were identified from today’s discussions: 1. Work / life balance, 2. Staff compensation plans, and 3. Training. At the next meeting the committee will prioritize these issues in order to address them one at a time in a concrete fashion.

The meeting was adjourned at 11:45 a.m.