

Labor Management Committee Meeting Minutes Library Conference Room

October 16, 2008

3:00 p.m.

Present: Mike Campbell, Debbie Ritz, Julie Strobel, Kathy Jaynes, Jane Stuart, Lil Lipp

Julie Strobel called the meeting to order. The minutes from the 9/17/08 meeting were approved (and subsequently posted on the website).

Under Old Business there was continued discussion about employee evaluations (both classified and professional/admin) and the MSUN policy regarding evaluations. It was noted that the MSUN policy only addresses the admin/professional group of employees (see [MSUN Policy 280.1](#)). Although concerns were expressed about an additional policy for classifieds (and classified-exempts) it was understood that policies are necessary to provide direction. Also discussed was the time of year evaluations are done. In the past, they have been completed in the spring.

Regarding computer access for employees, Mike explained that this could easily be set up for the SUB and Plant employees. It was the unanimous decision of the committee to put a computer in the SUB and another in the Plant.

Rolf Groseth joined the group to discuss classified staff and volunteering. Rolf explained that he didn't feel good about any policy that prohibited employees from volunteering their own time. Volunteerism is very important to this campus. Although there are concerns from the MUS lawyers about staff and volunteering, it is important to note that staff may indeed volunteer for many events such as the We Love Northern Ball since the Foundation is a separate entity from MSU-Northern. Also, employees may volunteer for jobs that are substantially different from the work they perform as Northern employees. It was noted that Worker's Comp is paid on everyone who receives a paycheck. This includes all employees and student workers.

Under New Business, the group discussed the LMC training held on 9/16/08. It was agreed that the training was very beneficial to both management and staff. Also, several employees who attended the training (both supervisors and support staff) expressed an interest in serving on the LMC in the future.

Under other new business, committee members discussed the structure of the Labor Management Committee at length. Some of the topics included:

- Number of LMC members
- Number of alternates
- Term limits
- Ex-officio status
- 3 mgmt. /3 classified/1 co-chair structure
- Attendance of alternates
- Standing membership
- 3-6 members on each side plus a co-chair

Members were given homework for the next meeting. They were asked to review the LMC Charter and make whatever changes they felt were needed. These changes will be discussed at the next meeting.

The next meeting was scheduled for Wednesday, November 19, 2008 at 3:00 p.m. in the Library Conference Room.

Meeting adjourned.

Submitted,
Kathy Jaynes