

PUBLIC EMPLOYEES' RETIREMENT BOARD
100 N Park, Rm 201
Helena MT 59620

UNION NEGOTIATION MINUTES
Thursday, September 1, 2011
9:00 a.m.

Committee Members present:

Darcy Halpin, Chair
Scott Moore
Timm Twardoski

Staff: Roxanne Minnehan
Melanie Symons
Barbara Quinn
Flora Sebens

Department of Administration:

Rende Mackay, Labor Relations
Greg Martin, Labor Relations
Jane McKinney, Human Resources

Union: Raymond Berg, MPEA; Joel Thompson and Ursula Hatfield, MPERA
Staff.

I. Roll Call

Informational Item

II. Public / Member Comment
No public comment.

III. Negotiations with Montana Public Employees' Association
Mr. Raymond Berg presented bargaining proposals for the Supplement Agreement. Please see attached.

The union asked for the words "in abeyance" to be removed from several sections of the Union Contract. They also requested a "wage re-opener pending the results of the Unfair Labor Practice settlement agreement".

Discussion Items

Organizational Flow Chart dated 8/16/2011

Member Services Division

It was questioned why two of the Benefit Analyst positions (positions 03822 and 03805) are being paid at 98.4%, while two other two Benefit Analyst positions (03812 and 03842) are only at 80%. All positions are classified as benefit technicians.

Fiscal Services Division

It was questioned why the Lead Active Database Assistant (position number 03829) is paid at 103.6% and the Retiree Database Assistant (position number 03811) 98.4%. These positions are also benefit technicians.

Employee Evaluations

Mr. Berg noted there were 16 people in attendance at the last employee union meeting and of those, 4 indicated they had not received an evaluation in the last three years, and 6 stated they had never received one.

Topics for LMC (Labor Management Committee)

Mr. Berg stated that communication between staff and management needed to be improved. Mr. Gregg Martin acknowledged the office of labor relations lost a valuable resource when they lost the funding for the trainer/evaluator and that they are eventually going to have another person in that role, but that they must wait for the federal government to reinstate the funding. The Department of Administration is very committed to this. The Board and MPERA agreed to the need for a LMC. The LMC cannot entertain grievances or mandatory bargaining issues.

Caucus

The Personnel Committee asked to caucus in order to discuss the Union proposal. Mr. Berg, Mr. Thompson and Ms. Hatfield left the meeting. After discussion it was agreed we were not in a position to make a counter proposal because a lot of the abeyance issues deal with financial matters and the management team needs more time to research this information.

The Board discussed the Union's questions and proposals and discussed a financial proposal.

Reconvene

Mr. Berg, Mr. Thompson and Ms. Hatfield rejoined the meeting and were asked if another meeting could be scheduled in order to allow more time to research some financial information. It was agreed another meeting would be scheduled for September 23, 2011, at 8:30 a.m. to 3:00 p.m.

The Union was requested to inform MPERA management, in writing, when there is a change in Union stewards and to also provide notice of Union meetings. This is a courtesy required by the Master Agreement. The Union agreed.

Mr. Berg, Mr. Thompson and Ms. Hatfield left the meeting.

The Committee took a break for lunch at 12:00 p.m. and the Board Personnel Committee members, MPERA staff and DOA staff reconvened at 1:00 p.m. to discuss wage issues.

Adjourn

The meeting was adjourned at 2:50 p.m. by Ms. Darcy Halpin, Chairperson. The next meeting is scheduled for September 23, 2011, at 8:30 a.m.