

**PUBLIC EMPLOYEES' RETIREMENT BOARD  
Personnel Committee Meeting**

**NEGOTIATIONS WITH MPEA BARGAINING UNIT  
MINUTES**

**100 North Park Avenue, Room 201  
Helena MT 59620  
Friday, September 23, 2011**

Committee Members present:

Darcy Halpin, Chair  
Scott Moore  
Timm Twardoski

Staff: Roxanne Minnehan  
Melanie Symons  
Barbara Quinn  
Flora Sebens

Department of Administration:

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

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

Audience: Chris Bacon, DOA Human Resources  
MPERA Staff: Angie Fiskum, Linda Miller, Armando Oropeza, Julie  
Reardon, Ann Reber, and Judeykay Schofield, MPERA Staff

**I. Roll Call**

**II. Approval of September 1, 2011, Meeting Minutes**

*Motion: Member Timm Twardoski moved to approve the minutes of the  
September 1, 2011, Personnel Committee Meeting/ MPEA Union Negotiation  
Meeting.*

*Second: Member Scott Moore*

*No public comment.*

*Vote: 3/0*

*Informational Item*

**III. Public / Member Comment**  
No public comment.

*Discussion Items*

**IV. Negotiations with Montana Public Employees' Association (MPEA) Bargaining Unit**

A draft proposal of the Supplement to Master Contract was presented to the Union. Ms. Rende Mackay, DOA Labor Relations, walked through the proposal page-by-page. A spreadsheet was also presented that depicted how each Union employee would be impacted. Ms. Mackay expressed the time put into the proposal and the desire to take care of the lowest paid staff (pay bands 2 and 3). She stated that the legislature did not appropriate funding for 1% and 3% across-the-board increases and noted that MPEA is under public scrutiny. Ms. Mackay also expressed management's need for flexibility in the hiring process discussed in Section 4.

After a brief discussion the Union asked to caucus in order to talk about the proposal.

**Reconvene**

Mr. Berg, Mr. Thompson and Ms. Hatfield rejoined the meeting and questioned why there were seven employees who did not receive a progression increase in the proposal. It was reiterated that the Legislature did not appropriate across-the-board increases and that it was the Governor's directive to fix inequities when possible. After a heated discussion, Mr. Berg rejected management's proposal and counter-offered with a proposal of a 1% year one increase and 3% increase year two of the biennium.

The Personnel Committee asked to caucus in order to discuss the Union's counter-proposal. Mr. Berg, Mr. Thompson and Ms. Hatfield left the meeting. After discussion the Committee agreed to reject the Union's counter-proposal.

**Reconvene**

Mr. Berg, Mr. Thompson and Ms. Hatfield rejoined the meeting where they were told that their counter offer of 1% and 3% increases was rejected. The proposal includes language to reopen negotiations if Section 2-18-303 MCA is amended. Another meeting will be scheduled for the last week of October, at which time the Union may propose a different market or other option. Ms.

Mackay also offered a written explanation regarding why the seven Union employees were not eligible for a progression increase. Everyone was going to check their calendars and get back to Ms. Rende Mackay.

### **Adjourn**

The meeting was adjourned at 12:05 p.m. by Ms. Darcy Halpin, Chairperson.