

MPEA-MUS Labor-Management Committee
Meeting Summary
July 26, 2010

MEMBERS PRESENT: Valerie Cole, Bill Dwyer, Mary Kay Bonilla, Maggie Peterson, LeeAnne Gills, Susan Alt, Sara Drake, Jim Sorensen, Janet Simon, Russ Fillner, Kila Shepherd, Jackie Salvesson, Kevin McRae, Kathy Crego

AGENDA:

1. Information items and discussion
 - a. Meeting Summary from June 9, 2010
 - b. Final Committee Charter
2. Demotions
3. Bargaining Unit clarification process
4. Pay options reports
5. Upcoming meeting dates and agenda items: September 15, Helena and November 10, Butte

DISCUSSION and OUTCOMES:

1. Committee Documents

The June 9, 2010 meeting summary and the final Committee Charter were approved. The documents are ready to post on the OCHE and MPEA websites.

2. Demotions

Reviewed and discussed the demotion language in the pay guidelines, 2.4.4. Committee interest is in language to make demotions more: predictable, understandable and consistent, with flexibility.

The committee reached consensus on the following changes to the demotion language:

- 2.4.4 If the new position to which an employee is transferring has a low entry rate of pay that is at least 50 cents lower than the low entry of the employee's current position, the transfer shall be considered a demotion. ~~The employee's new rate of pay shall be established at a rate in accordance with 2.3.2, 2.3.3, and 2.3.4 of this policy.~~

The employee's new rate of pay shall typically be established within the hiring range by comparing to other employees within the same job title. However, an employee's rate of pay may be set above the range if length of service and qualifications are demonstrably greater than other individuals in positions with the same job title.

Upon request, the union representative shall be provided written documentation of the new rate of pay.

The committee recommends including this change in a pay guidelines document specifically for MPEA.

3. Bargaining Unit Clarification Process

MPEA and HR Directors will coordinate on a review of bargaining unit positions based on the bargaining unit determination for each campus. During this informal process, OCHE staff will provide assistance as needed.

4. Pay Options Reports and Training

Discussion of the annual pay options reports prepared by campuses. These reports contain information about the pay option utilization on each campus.

Committee discussed providing education to supervisors and staff on pay options. Providing training on each campus may be helpful for supervisors and employees to understand the pay options available in the guidelines. Discussion of training options will be held at future meetings.

5. Next meetings and agenda topics

September 15 in Helena: Pay Guidelines
November 10 in Butte