

Minnesota Department of Natural Resources (DNR)

Labor Management Committee (LMC)

Thursday, February 25, 2010

12:30-2:30 p.m.

DNR 6th Floor Conference Room

St. Paul, Minnesota

Meeting Summary & Outcomes

Attendees:

- Bob Quady (co-chair), Division of Forestry, MAPE
- Cynthia Wheeler (co-chair), Manager, Central Region
- Linda Moberg, Division of Parks & Trails, MMA (by video)
- Mark Fischer, Division of Fish & Wildlife, AFSCME
- Craig Mitchell, Manager, Division of Parks & Trails
- Paul Maurer, Manager, Division of Parks & Trails (by video)
- Bob Buckingham, Business Representative, AFSCME
- Denise Legato, Manager, Human Resources
- Wayne Damerow, Manager, Central Region Forestry
- Pat Burt, Manager, Human Resources
- Bonita Eliason, Manager, Division of Ecological Resources
- Joe Fleisher, Lands and Minerals, MGEC (by video)

Absent:

- Joe McMahon, Business Representative, MAPE
- Dana Wheeler, Executive Director, MGEC
- Tim Bremicker, Manager, Central Region Fish and Wildlife
- My Lee, Business Representative, MMA

Guests:

- Terry Lahti, DNR Safety Administrator

Notes

Mission Statement-Norms of Behavior

The mission statement and norms of behavior were read.

Review and Approval of Meeting Agenda

Outcome: The agenda was approved as submitted.

Commissioner's Office/Legislative/Budget Updates

No reports were provided this month.

Safety Update – Lahti

Terry said the DNR has kicked off the Manager Safety Inspection/Audit Program (see: <http://intranet.dnr.state.mn.us/safety/inspection-audit/index.html>). Also, MR is completing the facilities' annual safety inspection.

DNR will implement a revised smoking policy soon, which includes prohibition of smoking in state vehicles and within 30 feet of DNR buildings. A memo will be sent to staff outlining the changes and signs will be posted.

Terry provided an overview of DNR's Safety & Health Injury Report. The cost of claims paid in 2009 (include claim obligations as far back as 1976) was \$1,071,369. 56% of costs paid in 2009 are related to injuries in 2007, 2008 and 2009. The overview was very informative on costs related to injuries.

H1N1 Update - the H1N1 second wave has subsided here and H1N1 is moving to the southern hemisphere. Terry encouraged folks to get vaccinated.

Review and Approve January 28, 2010 LMC Meeting Summary

Outcome: The January 28, 2010 meeting summary was approved.

DNR Wellness Program - Legato

Denise reported she has asked Colleen Schmitz to represent DNR on the statewide group. DNR is in the early stages of conducting an employee survey regarding wellness activities. Denise will continue to provide updates when appropriate.

Overtime Issue Area - Burt

Pat distributed a list of overtime terms to be further defined. Committee members reviewed the list and provided input/inclusions. The first draft of the definitions will be placed on the May agenda for review.

Eco/Waters Integration Update

A "WE R Better Together" project update (February 4, 2010) was distributed for review and Bonita provided an update on the current status of the integration.

Parks and Trails Integration Update - Mitchell

Craig provided a short update on the Parks and Trails Division integration process. Four of the five St. Paul managers have been hired, in addition to the four region managers. Congratulations to Linda Notch, Administrative Services Manager, Peter Hark, Strategic Manager, Chuck Kartak, Recreation Operations Manager, Ron Potter, Recreation Systems Manager, Mike Kovacovich, Northwest Manager, Paul Maurer, Northeast Manager, Joel Stedman, Central Manager and Craig Mitchell, Southern Manager. Next steps include implementing the regional structure and hiring/filling the balance of those positions.

Work Plan Development – Wheeler

Cindy distributed the April, 2007 minutes as a starting point for reviewing previous topic areas/issues. The committee reviewed those and began the identification of new issues for consideration. Thus far they include the following:

1. Workloads/staffing levels.
2. Diversity (possibly review after Census).
- 3 LMC awareness.
4. Recognition – employee (department awards program).
5. Connection between region and central office labor/management committees.
6. Frequency of LMC meetings (want legislative information of a regular basis).

This discussion will continue to the next meeting.

Tentative Agenda Items for the March 25, 2010 Meeting

Commissioner's Office, Legislative, and Budget Updates
Safety Update
Working Plan Development

Tentative Agenda Items for the May 27, 2010 Meeting

Overtime terms – draft definitions