

## **Labor Management Committee (LMC)**

Thursday, March 27, 2008

12:30-2:30 p.m.

DNR 6<sup>th</sup> Floor Conference Room

St. Paul, Minnesota

### **Meeting Summary & Outcomes**

#### **Attendees:**

- Cynthia Wheeler (co-chair), Manager, Division of Parks and Recreation,
- Bob Quady (co-chair), MAPE, Division of Forestry
- Craig Mitchell, Manager, Division of Trails and Waterways, Southern Region
- Denise Legato, Administrator, Bureau of Human Resources
- Mark Fischer, AFSCME, Division of Fish & Wildlife,
- Pat Burt, Assistant Administrator, Bureau of Human Resources
- Tim Bremicker, Manager, Division of Fish and Wildlife, Central Region
- Joe Fleisher, MGEC, Division of Lands and Minerals
- Christie Nelson, AFSCME, Business Representative
- Rich Ransom, MAPE, Business Representative
- Wayne Damerow, Manager, Division of Forestry, Central Region
- Terri Yearwood, Manager, Division of Ecological Services

#### **Absent:**

- Tom McShea, MMA, Business Representative
- Linda Moberg, MMA, Division of Parks and Recreation
- Paul Maurer, Manager, Division of Parks and Recreation, Northeast Region
- Dana Wheeler, Executive Director, MGEC

#### **Guests:**

- Larry Kramka, Assistant Commissioner for Operations
- Bob Meier, Assistant Commissioner for Government Relations
- Denise Anderson, OMBS Administrator
- Terry Lahti, 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.

#### **Review and Approve February 28, 2008 LMC Draft Meeting Summary**

*Outcome:* The February 28, 2008 meeting summary was reviewed and approved.

#### **Commissioner's Office Update – Kramka**

The Commissioner's Office is currently focused on managing a difficult situation in the northwest region with respect to bovine TB and its relationship to the deer herd. The commissioners also continue to track bills/issues at the legislature.

#### **DNR Legislative Update – Meier**

Bob reported that bills related to the DNR supplemental budget and other policy initiatives are progressing through the legislature. As reported last month, the bonding bill passed off the floor at \$935 million, but

the Governor has stated that the amount of bonding dollars needs to be reduced to \$825 million before he will sign into law.

**DNR Budget Update – Anderson**

Denise distributed a spreadsheet outlining the DNR Supplemental Budget Requests, which vary by one percent (Governor 4%, Senate 3.5% and House 3%).

A bigger challenge for DNR will continue as we prepare the 2009-2010 biennial budget, as funding for the DNR will trend downward. The department will need to downsize and examine how we do our business in the future with a smaller workforce and less funding.

**Safety Program Update – Lahti**

Terry led a discussion among committee members on the draft Fleet Policy on Motor Vehicle Records (MVR's). The draft policy states that "every employee or volunteer with driving duties will be required to have a motor vehicle record (MVR) check." It is proposed that new hires have their MVR's examined prior to the start of employment. All employees who have driving required for employment will have their MVR's checked annually. Driving records must remain within an acceptable range.

There was some opposition to the policy as currently drafted. Some committee members expressed the opinion that an employee's personal driving behaviors on their own time should not be subject to discipline at work. Some also stated that the policy, as written, is very punitive in nature and the employee motor vehicle record grading system matrix is very rigorous. There was consensus that ensuring employees have a valid drivers license yearly, if driving is a job requirement, is reasonable. The current policy requires employees to notify the employer if their license is suspended or revoked. It was noted that management makes an effort to work with employees who notify them.

*Outcome:* Terry agreed to look into it further. Union representatives will check with their colleagues who represent MnDOT employees to see what kind of policy they have in place.

**Work Planning – Overtime Issue Area**

Pat Burt reported that Human Resources is continuing to work on clarifying definitions, etc. related to overtime and will report back in a couple months' time.

**Work Planning – Workforce Planning Issue Area**

Denise Legato stated that her staff will present a draft report on workforce planning next month.

**Tentative Agenda Items for April 24, 2008 Meeting**

Monthly Updates (Commissioner's Office, Legislative, Budget, Safety)

Fleet Policy-Motor Vehicle Records

Work Plan/Action Plan Progress Reports

Review/discussion of what LMC does/does not do

Bylaw Review

Weather Related Emergency Facility Closures

Submitted by: Blom

Approved by: Wheeler/Burt