



Engineering Minnesota's Future

MGEC Board Meeting

June 25, 2018

	Present		Present
President Steve Kordosky	X	Director Ken Hansen	phone
Vice President Derrick Dasenbrock	X	Director Forrest Hasty	
Past Pres. Mohammad Dehdashti	X	Director Cindy Dittberner	X
Secretary Jerry Kotzenmacher	X	Director Rachel Broughton	X
Treasurer Gene Hicks	X	Director Andrea Voelkner	
Director Jeff Cremin	X	Director Scott Knowles	X
Director Blake Nelson	X	Executive Director Dana Wheeler	X
Director Victor Vassas	X	Robert Haag, Labor Relations Consult	X

- 1. Call to order:** The meeting was called to order at 3:40 p.m. by President Steve Kordosky.
- 2. Approval of Agenda:** Additions to the agenda to include MSES joint activity, related service and time keeping. A motion was made to approve agenda as amended was made by Director Blake Nelson. 2nd by Director Scott Knowles. Motioned passed by voice vote.

3. Presidents Report – Steve Kordosky

Worksite Meetings – MGEC held meetings in Duluth and Metro. Steve felt he connected well with older members; not as well with younger grads. He thinks younger members are not seeing the benefits that MGEC has provided over the years. Many young members have chosen not to be full members. Suggestions include getting to these younger employees as early as possible. MGEC will continue to work on getting the employer's hiring offer letters sent to us (MGEC representatives) so we can immediately meet the new employee.

There are instances of Engineer Grad. 2 passing the P.E. exam but not getting promotions to Sr. Engineer. There needs to be a timelier process when the Grad 2 passes the test. Delay has been an issue. MGEC has considered grievance's when this occurs.

Heath care savings account – A member who qualifies for an exemption from the HSA account had 1% of his wages diverted to the HSA account before he requested the exemption. No letters were sent out by MMB explaining that there are exemptions under certain conditions. MGEC was unaware of such exemptions for this situation or it would have so informed members. The member wants the money out of the HCS account. MGEC agreed to write a letter extending its right to exclusive representation to the employee in this circumstance thereby authorizing the member to take to small claims court if he chooses to.

A member had Comp. Time cashed out she had informed her supervisor she wanted to use the time for vacation in May. She had sent an e-mail stating such to her supervisor and it was granted this time by her supervisor. In the meantime, the comp time was cashed out as per contract language if the employer doesn't request an extension of time for the Comp. Time to remain on the books. MGEC filed a grievance with MnDOT on behalf of the employee, but H.R. denied any wrong doing. The next step would be arbitration but MGEC will work with H.R. with letter the member had from her supervisor

requesting and being granted the time off using comp time. The supervisor may have failed to extend the comp time past the cash out point.

4. **Executive Directors report – Dana Wheeler**

Vacation accrual – The current contract allows the employer to credit employees with additional service time credit for private sector employment. Such work must be directly related to current job. Some members have been given credit while other did not receive credit. This is the agencies choice to give credit to employees with experienced from private practice.

5. **Secretary’s report – Jerry Kotzenmacher**

A motion was made to approve the May 2018 board meeting minutes by Director Blake Nelson. 2nd by Director Scott Knowles. Motion passed by voice vote.

The 2018 Annual meeting minutes were reviewed. They will be passed on to the next annual meeting in 2019. The Board said it is ok for them to go on the MGEC web site.

6. **Treasurer’s Report – Gene Hicks**

Report was not reviewed.

7. **Vice Presidents Report – Derrick Dasenbrock**

Balance of hours. When using flex time, most members simply send a note to their supervisor on when they are working beyond 8 hours and when they are taking off. The lab has extra processes for members.

Web site – Dana is working on getting a web site developer. A high priority should be given to get the MGEC web site up and current. Many members have noticed it is not current (2015 contract still on it) A motion was made to allocated up to \$20,000 for its development by Director Scott Knowles. 2nd by Director Jeff Cremin. Motion passed by voice vote.

A meeting was set up for the board to meet next Monday to discuss the actions to take once the Janus decision was public. This decision will happen in the next couple of days. Meeting set up for 7:00 am Monday, July 2nd. The board will decide what our next steps should be. Fee structure for members not wanting to be full members will be discussed. By-laws will also have to be reviewed.

8. **DNR:** No report.

9. **PCA** – No report.

10. **Adjourn:** A motion was made to adjourn by Director Scott Knowles, 2nd by Director Victor Vassas. Passed by voice vote at 7:30 pm.

Respectfully submitted,

Jerry Kotzenmacher
Secretary

Dana Wheeler
Executive Director