

# **BWSR Meet & Confer Meeting Notes**

**Wednesday, September 14, 2022 11:00 AM – 11:30 AM**

Virtual (Teams) Meeting

*BWSR Meet and Confer (MC) Committee Chair Melissa King began the meeting at 11:00 am*

## Introductions & Agenda

Melissa started the meeting and welcomed everyone. Participants present included: Melissa King, Jason Weinerman, Gwen Steel, Annie Felix-Gerth, Suzanne Rhees, John Jaschke, and Dave Weirens. The group agreed to table the discussion on the on the workload solutions and added an item for an update on the workload adjustment form.

## Draft Workload Adjustment Form

The group discussed an update on the form since the June 17<sup>th</sup> MC committee meeting. Melissa shared that the MC committee met to revise the draft workload adjustment form based on comments during the June meeting. Jason Weinerman provided the revised draft form with the leadership team and requested a meeting to discuss the revised form and next steps. John Jaschke replied with a request to schedule a 30-minute meeting with BWSR managers, supervisors, and Human Resources for BWSR MAPE staff to present the draft form and to schedule a second meeting to discuss initial implementation. Rachel scheduled the meeting for the MC committee to present the form to BWSR managers, supervisors, and HR for October 4<sup>th</sup>.

The group discussed that the proposed 3-month timeframe for the form is somewhat arbitrary but could be renewed by mutual consent. John noted it could be a question for managers on who leads when will the form be used – and that it could be left up to the employee or the manager’s discretion? Jason replied that when the MC committee originally discussed the concept form, that it was intended to start as a conversation tool for the employee, but that it could be initiated by either. Melissa noted that the MC committee’s purview are BWSR MAPE staff, however, would ask that the agency consider established a process/standard for all BWSR employees.

## MC Committee Membership

Melissa shared that when the MC committee was originally established, committee membership was limited to six members plus a chair, and that BWSR MAPE staff were intentional to try to be representative of the different sections. The committee has had a vacancy with the representative for the Easements Section leaving the agency. Melissa has learned that the committee is now allowed to have up to 12 members in total, with BWSR’s approval. Melissa asked if the agency would be ok with expanding membership to 12. John stated it would be ok to expand the committee membership to 12 and asked questions regarding the process. Melissa noted that the MC committee is developing a recruitment process and will be doing outreach to all BWSR MAPE staff, and that the MAPE president must ultimately approval all committee appointments.

## MC Committee Updates

Melissa thanked BWSR for providing a pilot parking program at St. Paul for staff and shared that prior to launch of the pilot she arranged a meeting with MC committee chairs from other agencies located on Lafayette to generally discuss parking and safety concerns being shared by staff. The BWSR pilot was one of the only realistic parking options that have been provided to agency staff.

Melissa also shared that MAPE staff were providing an information session on supplemental bargaining to BWSR staff later that afternoon. If this is an avenue that members and the MC committee had wanted to pursue for this next contract cycle, supplemental negotiations would likely need to start sometime this fall and would need to conclude by April/May 2023, before master contract negotiations. Dave asked what was included in supplemental bargaining? Melissa noted that this is an opportunity now available with the creation of the MC committee and other agencies have bargained on items such as student load reimbursements, equipment for field staff. After the info session, the MC committee will be connecting with staff to gauge interest in supplemental bargaining and on potential bargaining topics. Melissa will share an update at the next MC committee meeting.

*Meeting adjourned at 11:27 am.*