

BWSR MAPE Meet & Confer Committee

Meeting NOTES

Monday, January 22, 2024

Jason, Dave, Matt, Andrea, Patty, Amie, Steve, Suzanne

Jason started the meeting at 1:03 pm

1. Defer comp time liquidation - anything else needed? Amie - no, the comp time didn't get paid out, will continue to manage and pay out on regular schedule. No staff are near the max so problems are not anticipated.

2. Proposed revisions to hybrid work policies -

- Request to meet with employee; allow venue for discussing changes -- see suggested revisions
- PS - notes hybrid work arrangements could change at any time with state govt structure - don't make it part of bargaining structure (could all be changed at state govt level as directed by the Governor/MMB, not at agency level). More of an agency decision, not bargaining unit.
- JW - the revisions would reference BWSR policy only.
- PS - so any state policy would supersede BWSR policy. BWSR did need to get approval from MMB for the current policy. It seems unlikely that they would agree to these changes. Are there any problems with the current hybrid work system?
- JW - Not as far as we know. Mainly a protective approach.
- Ok to include contract language re 14 days notice and send to MMB, if that's in the contract?
- PS -- **that's for telecommuting, not hybrid work**. Discussed the differences between hybrid work, remote work and telecommuting - there seems to be a lot of confusion and terms are used interchangeably despite the differences as defined in contract and HR language.
- MK and JW will schedule meeting with Patty to clarify.
- Dave - clear definitions would help everyone.
- Will bring back to MAPE team and provide citations of contract language. Then provide any related changes in BERT.

3. Conflict of interest (actual or perceived) - Our interest is based on issues in other agencies, including actual termination. Concern that employees might be called out for their volunteer efforts: serving on LGU boards, working with neighborhood groups, etc. See MK's list of questions. Have gone thru conflict of interest training, but would like more guidance.

- PS - See MMB HR Policy 45 under Code of Ethical Conduct. Will share.
 - Amie -- refers to BWSR's Code of Conduct. Can serve on Boards, but might need to fill out a form or recuse oneself. Disclosure is best policy - to supervisor and compliance coordinator. She's had those forms requested.
 - Bring up with supervisor first, then declare if needed.
 - Who manages these questions? Rachel, for Board, but no one specific for staff.
 - Is it employee's responsibility - to notify? Yes.
- MAPE M&C should discuss with staff, maybe annually. (One person decided to retire rather than not be allowed to serve on a WD's board.)

4. What about the suggested changes to overtime and balancing hours? Patty hasn't had time to review -- defer to a separate meeting with M&C leads and Patty.

- Andrea offers to help with homework - connecting policies on Bert and contract provisions. She'll come up with an inventory comparing contract and Bert language.

Meeting concluded at 1:55 pm.