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Consultative minutes 01/21/2015

Consultative Committee

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Consultative Committee
January 21, 2015
Prairie Lounge
10:30 am

Present: Leslie Meek, Lisa Harris, Sam Daniewicz,, Michelle Page, LeAnn Dean, Jayne Blodgett, Allison Wolf, Julie Eckerle

Absent: Megan Jacobson, Jean Rohloff, Nancy Helsper, Rita Bolluyt

Minutes from December 10th, 2014 and January 14th, 2015 were approved.

LeAnn reminded us our spring semester meeting time is changing to Wednesdays at 9:30 am.

Guest(s): Sarah Mattson, Director of Human Resources and Angie Berlinger, Health Coach

Sarah was asked to share with us her thoughts regarding the question of, it appears Morris does not have as many wellness programs as the Twin Cities. Sarah shared that they try to provide as many of the programs that the Twin Cities offers. Angie's position was reviewed and increased from 50% to 75% (the position was posted). Angie now personally qualifies for all the wellness programs that she offers/promotes. This will give her a better understanding of all the programs and the needs for additional programs on the Morris campus.

Angie brought handouts; Program Categories and Wellness My Way. Of the 19 programs, UMM offers 17 of them. Angie is currently working with Sodexo and their dietitian. This may qualify in the future for wellness points/program. Angie is also currently working on the Group Strength Express program, and the Heart Rate Express program. Angie shared that there's anywhere from 50 to 100 members that participate with the Biometric Health Screenings. A member asked if it would be helpful if Morris had someone on the committee that developed/planned the programs. Angie stated it's getting better. A member suggested more points for being healthy. It's hard to get points unless you have medical issues or quit a bad habit. Angie was thanked for all her hard work.

Sarah was asked about equity (wellness, benefits, (EAP) Employee Assistance Program, etc.) due to our location here in Morris. An example of a potential issue was people being referred for mental health services to locations an hour away. Sarah thought we could use SCMC (she'll check into this and see if there has been a miscommunication). EAP is 100% confidential. These programs are important for our faculty, staff and the University.

AFSCME Clerical came to our committee in November 2014 to discuss wage fairness, the JEQ Process and hiring at higher steps.

- Sarah spoke about how wages are set through contract negotiations.
- The JEQ has 54 questions that both the employee and supervisor complete. Going forward, bargaining units will continue to use the JEQ. Unions have not yet asked that the JEQ be removed or replaced. Sarah mentioned that not very many JEQ's are submitted. AFSCME shared that their JEQ's were less successful than other groups (25% of AFSCME were denied over a ten year period and other groups were zero percent denied). The tools are negotiated. She would suggest they bring it back to their union for discussion.
- Sarah meets monthly with AFSCME. She's hoping these subjects will be on their next agenda.
- A member asked if it would help if Admin knew that some faculty and staff felt that AFSCME are beyond needed and should be paid as such. Each year HR is asked what issues they should look into addressing, and these are some issues she could bring forward.
- Hiring at Step 1 versus higher steps due to experience: Sarah shared thoughts on compression issues. We have hired a few at Steps 1, 2 and 3. If they have a recommendation on this, we'd look at it.

Sarah was asked to come back when our three (3) USA members could be present.

Respectfully submitted,
Lisa Harris