



Engineering Minnesota's Future

MGEC Board Meeting

July 25, 2016

	Present		Present
President Steve Kordosky	X	Director Ken Hansen	X phone
Vice President Julie Groetsch	X	Director Gene Hicks	X
Past Pres. Mohammad Dehdashti	x	Director Cindy Dittberner	X
Secretary Jerry Kotzenmacher	X	Director Joe Fleisher	X
Treasurer Linda Heath	X	Director Greg Asche	X
Director Jeff Cremin	X	Director Scott Knowles	x
Director Blake Nelson	X	Executive Director Dana Wheeler	X
Director Derrick Dasenbrock	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:** The following additions to the agenda were proposed:
 - G. Awards/scholarships
 - H. Agreements to the contract
 - I. Building Status
 - J. Arbitration announcement
 - K. Comp Study
 - L. Legislative update

A motion was made by Director Ken Hansen to accept the agenda with above additions. 2nd by Director Blake Nelson. Motion passed by voice vote.
3. **Secretary's report – Jerry Kotzenmacher**

Motion to approve June 13, 2016 board meeting minutes was made by Treasurer Linda Heath. 2nd by Director Blake Nelson. The June 13th, 2016 board meeting minutes were approved by voice vote.
4. **Presidents Report – Steve Kordosky**

Arbitration awards – Congratulations to the bargaining/arbitration committee on the awards granted to MGEC. Although not all MGEC members will receive additional compensation beyond the last offer from the State, MGEC as a whole will benefit in the future with this award. The arbitrator writes *“The magnitude of the disparities shown by the evidence on this issue suggests that further remedial adjustments might be needed. That discussion, however, is left for the parties to undertake in their next round of bargaining after the results of their 2016 pay survey become known.”* In essence, the ruling provides proof that Minnesota Management and Budget (MMB) has broken State Statute 43A.18 by not fairly compensating MGEC positions.

The ruling on the Engineering Specialist Sr. was disappointing. Perhaps the change in definition of the job description in the 2016 wage comparison will help the argument to increase pay for the ES/ESS positions. The hiring trend by the States own arbitration evidence suggests Sr. Engineers are being replaced by ESS, making both arguments that the State is having a hard time hiring/keeping registered engineers while the engineering work is more often being completed by ESS's.

The MGEC brief, States brief and the arbitrators ruling will be posted on the MGEC web site. Dana will send out a note to the members on the award in the next day or two.

Structure of MGEC – The Constitution Committee met prior to the board meeting and discussed possible changes to the Vice President/President election cycle. The argument was that the President's position was too short. By the time that the President is knowledgeable and effective in the position, the term is over. After multiple scenarios for the election were discussed and no changes could be better than the existing, it was determined the current structure would stay as is.

Constitution Committee will have proposed changes to review and consider at the next meeting.

Dues changes – With the costs of professional fee's, additional staffing help, growing a fund to help members in the next state shutdown, round of bargaining and general inflation, the membership dues will need to increase. There have been no changes to membership dues in the past 6 years. The following proposed increase was suggested: ½ of the 1st step of wage level 9 per pay period. Associate members will increase as above but at 1/6 of the first step of wage level 9 per pay period. Additionally, this would make dues increases automatic and only when wages are increased. The board concluded that the investments being made into the membership are justified and have produced results. The proposed dues increase does not need to go to a membership vote so the Board could approve it at any time (Bye-Law 3).

The Directors stipend will increase from \$50 per month to \$75. The overall additional cost to MGEC will be \$200 per month. This increase will take effect on January 1st, 2017. The Executive Officers will continue to receive \$150 per month.

5. Treasurer's Report – Linda Heath

Presented the monthly MGEC finance report. With the arbitration, lost time was a higher than normal cost. A motion was made to accept the monthly report by Director Derrick Dasenbrock. 2nd by Director Scott Knowles. Approved by voice vote.

A second motion was made to use "actual numbers" rather than projected numbers for the annual report to the members at the annual meeting. The motion was made by Director Scott Knowles. 2nd by Director Derrick Dasenbrock. Approved by voice vote.

Vehicle Interlock – A new state policy created by the Department of Safety allows persons with restricted driver's license because of vehicle interlock requirements can continue to work and drive a State vehicle. MnDOT has rejected this policy for a MnDOT employee suggesting there was too much risk, creating a conflicting policy between state agencies. No MGEC members are currently involved in such a situation but MGEC may be willing to challenge if a member should be in this situation.

6. Vice Presidents Report – Julie Groetsch

There are not automatic promotions for Surveyor's in training once they pass required tests as there are for Engineers 1 and 2 (promoted to Sr. Engineer). This will be a meet and confer subject at the next Meet and Confer meeting with MnDOT Management.

7. Executive Directors report – Dana Wheeler

Parental Leave – Governor Dayton proposed paid parental leave for State employees. There will be a meeting July 28th on this subject. Both the State and MGEC are in favor of this proposal. Board will need to approve this contract change.

By-laws – Changes are pending. Board will get to review changes before next meeting. Board will need to approve any changes at the next meeting.

Meet and Confer – Mohammad has a list of employees who have left state service. MGEC will conduct exist interviews with those we can reach and discuss the list with MnDOT.

Vacation extensions - There are supervisors who request that MGEC members continue to work past July 1st without getting there vacation times below 275, while HR may not grant that extension. Members should get it writing otherwise risk of losing vacation time.

New Employee Orientation – MGEC used to get invited. May need to get into contract to attend these orientation meetings as in the past. Jodi Mathiason, MnDOT offered to draft an MOU to this issue.

Building Status - Looking into ADT security system and a system from Armor Security for the building. Access cards appear to be a good option over keys for the doors. Will continue to look into options about having doors lock automatically and repairing stuck latching mechanisms.

Comp Study – It may be best for comparisons to wait until our wage rates are at the new rate and then complete the survey.

State Legislative Committee – New chairman will need to be appointed since the past chairman passed away (Metsen). Dana will contact the new chairman or their staff and explain the arbitrator’s award.

8. **MPCA:** No report.
9. **DNR:** No report.
10. **PCA** – No report
11. **Adjourn:** A motion was made to adjourn by Director Derrick Dasenbrock, 2nd by Director Greg Asche. Passed by voice vote at 6:35 pm.

Respectfully submitted,
Jerry Kotzenmacher
Secretary

Dana Wheeler
Executive Director