

Presidents Meeting 12/21/2007

- Using employees from cost center 530 to perform inspection work on projects before soliciting from the maintenance yard for volunteers. At this point we are still 4 employees short of our future desired state of 170 employees to staff adequately for the snow and ice season.
Rodney Dickard has accepted the project inspection to repairs being performed on the innerbelt bridge.
- Have the shift problems been solved at the yards where the issues were?
For next years snow and ice have all the TM's in D -12 discuss with the county managers and LRO the process of picking yards and shifts.
- The union requested to address any overtime refusal problems. I feel the union has been successful and would like to thank the union leadership for there support on this issue.
As of 12/21/2007 this process has been successful.
- Grievances.
There have been 3 grievances settled, 2 denied since Ron Wiech has been the Labor Relations Officer in D – 12.
- How will the innerbelt bridge repair project be staffed?
Rod Dickard and Will Sancho will be staffing the project.
- When will Dave Ray be leaving? Will this position be posted?
Dave Ray will be here to assist with the transition period for the successful candidate. The position was posted in house on 12/21/07 and will close on 1/8/08.
- The union feels if D – 12 has a partnership with management we should discuss the T.O. openly.
Each district has the ability to view there own T.O. We can not authorize or give access to other districts T.O. unless they make it available of the web. When the DDD and the administrators finalize District 12's T.O. it can be viewed and discussed. It is ultimately the DDD's responsibility to approve the draft of the T.O. developed by themselves and the administrators to submit to Central Office. If the union leadership would like to discuss the T.O. the presidents meeting would be the preferred environment to do so.
- Will D – 12 be posting HT 4 position in the near future?
The HR plan for D – 12 is still in the developing process.
- Employees feel the parking lot and sidewalks should be maintained better during snow events.

The facility employees were made aware of the issue and it has been corrected.

- The question was discussed when an employee applies for positions and they do not meet the minimum qualifications can the union or the employee receive the minimum qualification they did not meet? The employee can contact Mike Sierputowski or Cheryl Kutchmark.
- The question was raised as to the status of the items left in the median on 271 south of the 422, 271, 480 split.
The items left in the median are being addressed by C. O. with the bonding company.

