

MONTGOMERY COLLEGE GOVERNANCE

Employee Services Council

Thursday, March 8, 2018

2:00 p.m. - 4:00 p.m.; Location: CT S201

Minutes

Attendees

Present: Chauncy Butcher, Christopher Campanella, Richard Cerkovnik, Lisa Dyer, Liz Feldman, Mary (Aggie) Harrell, Victoria Lees, Krista Leitch-Walker, Alex Micich

Call to Order

The meeting began at 2:10 pm.

Constituent Concerns/Comments

- There is concern about parking at the CT building. Reports of MC employees being towed.

Review of February 8, 2018 minutes

- February 8, 2018 ESC minutes were approved unanimously with amendments.

Chair's Report

- There was concern at the College Council meeting that Colin Powell's presentation was not well attended. All tickets were claimed but there were many empty seats. Weather may have been a factor.
- Compensation (non-bargaining) — There will be opportunity to appeal. Bargaining units still in negotiations.
- ESC charged by College Council to review non-bargaining grievance process and compare process with that of bargaining group. The grievance process is currently being rewritten for PNP so this charge is delayed until that is done and is out for comment.
- Vote on part time faculty is postponed due to absence of some College Council members at meeting.

HRSTM Report

- Collective bargaining still in negotiations.
- Workday development continues to be on pause status with exception of those modules that are already live.
- Sick and Safe leave law implemented. Some details unclear regarding how substitution time hours are calculated according to the law.
 - Do sub hours count toward their threshold as defined by the law?

- How part time faculty are affected by the law is unclear as they are under a contractual agreement (ESH). This agreement needs to somehow align to the new law going forward.
- Other questions include how hours are counted in late starting courses and consolidated courses
- Definition of family is expanded so sick leave may be used under a greater number of circumstances.
- Leave reinstatement— if employee returns within 37 weeks, entire leave balance is reinstated.
- Scheduled meetings with HR or ombuds do not require leave.
- Family medical leave is up for discussion/review. A leave coordinator/administrator will be assigned to handle all leave programs.
- Question was posed regarding lactation rooms. It is difficult to find out where they are and when available. Possible problem involves where to put this information.

EEAG Update

- Committee, with Sharon Fechter as chair, is at recommendation stage and preparing final draft to present to president. Process has been expedited and is intended to be in the president's hands before her sabbatical.

Continued Goal Updates

- Goal #1 (Standardization) - Chauncy and Liz will provide status report at next meeting.
- Goal #2 (FMLA) - Krista will connect us with Paula Hadzima. Lisa and Rich will coordinate with Paula to create a report on the goal and communicate with constituents.
- Goal #3 (Ethics—code of conduct) - Chris researched website and noticed errors in linking, redundancy, ambiguity, and verbosity. Generally a cumbersome experience navigating the site. It is recommended that a few examples be extracted and reported to the website content managers. Some ideas are to streamline and add interactive content.

Meeting adjourned at 4 p.m.