

The University of Iowa & AFSCME Local 12  
Labor Management Committee Meeting  
Tuesday, April 15, 2008, 3:30 – 5:00 PM  
Room 302 USB

## MEETING SUMMARY

Meeting was called to order at 3:30 PM by co-chairs Laurie Hathaway (AFSCME) and Kevin Ward (University of Iowa).

Present: Kevin Ward, Deb Conger, Mark Atwood, Joe Marron, Laurie Hathaway, Bonnie Anderson, Dave Ambrisco, Bob Sass, Tim Cook, Suzanne Hilleman, Shannon Bartlett, Jim Schepker

Absent: Todd Taylor

Guests: Teresa Kulper, Joni Troester, Dave Ricketts, Jim Sayre, Mark Fettkether, Jeff Rahn

### Summary of 3/18/08 meeting:

- Kevin Ward clarified that HR was working with the Provost Office on pilot projects to support attendance and that the "UI Philosophy and Expectations Regarding Staff Attendance and Use of Leave Benefits" was not a draft and was published on the HR web site.

### Follow-Up Items:

- Kevin Ward demonstrated a new web page on the UI's Employee & Labor Relations site for the AFSCME Labor Management Committee ([http://www.uiowa.edu/hr/relations/bargaining/afscme\\_labor\\_mgt.html](http://www.uiowa.edu/hr/relations/bargaining/afscme_labor_mgt.html)); page includes meeting summaries, lists of committee members, and resources.
- Parking & Weather  
Union expressed concern over injuries suffered by staff during the winter due to slip-and-falls on ice-covered parking lots and sidewalks. Representatives of Parking & Transportation and Facilities Management explained that the winter of '07-'08 was abnormally harsh, including multiple ice storms, persistent snow cover, and very low temperatures. The staff worked exhaustively to maintain safe conditions, but efforts were subject to the unpredictability and severity of the weather. Dave Ricketts agreed to investigate establishing a single point of contact for reporting dangerous areas, work to resolve questions of jurisdictions, and will visit the committee again in October 2008.
- Behavior Risk Management:  
Teresa Kulper described the BRM protocol, which began in 2001 and was intended to address threats/violence and substance abuse in the workplace. BRM is a two-pronged response that assists employees and departments with both clinical measures and policy compliance, and examines potential

systemic/environmental triggers of behaviors. Teresa also provided a brief review of case outcome data. She was invited to the next meeting to address any questions on BRM, and to discuss the new Threat Assessment initiative.