



METROPOLITAN SERVICE DISTRICT

1220 S.W. MORRISON, ROOM 300, PORTLAND, OREGON 97205

(503) 222-3671

MSD MANAGEMENT COMMITTEE

MINUTES FOR THE JULY 20, 1977 MEETING

MEMBERS AND STAFF IN ATTENDANCE

Sid Bartels, Chairman
Ray Miller
Robert Schumacher
Dean Gisvold
Charles Kemper
Chuck Estes
Warren Iliff
Jean Woodman

1. VACATION CREDIT ALLOWANCE - Lee Marshall, Zoo Division

Mr. Kemper reviewed Lee Marshall's request for confirmation of the total term of his employment on the Zoo staff. The request was being made in order to clarify Mr. Marshall's accrued vacation time.

Commissioner Miller moved to consider Lee Marshall's employment date as November 15, 1971, less his six months termination period of June 14, 1974, to December 2, 1974, and this employment date to be used for determining amounts of vacation time. Commissioner Schumacher seconded and the motion carried unanimously.

2. LEAVE WITH PAY - Steve McCusker, Zoo Division

Mr. Iliff presented a proposal for allowing Steve McCusker to accept a traveling Churchill Fellowship to go to England which would absent him from the Zoo for 8 weeks.

Commissioner Miller moved to approve eight-weeks leave of absence for Steve McCusker under the following stipulations:

1. Mr. McCusker will utilize all of his available vacation for this trip.
2. MSD will pay for three weeks of his salary while he is away.
3. The remainder of his absence will be leave without pay.
4. Any follow-up talks for the English Speaking Union will be done at no expense to MSD.
5. Mr. McCusker will provide the MSD with in-depth husbandry and exhibition reports of a captive management program for penguins, felines and primates.

Commissioner Schumacher seconded the motion. The motion carried unanimously.

3. ZOO DIVISION DISCOUNT POLICY

This agenda item was set over to the next Management Committee meeting.

4. PLAYBOX PLAYERS CONTRACT STATUS

Mr. Iliff reported that the Zoo Advisory Committee had appointed a sub-committee to review contracting with the Playbox Players. It was Mr. Iliff's feeling that the Playbox Players should be placed under an annual contract allowing other groups to participate on an annual bid system. Mr. Gisvold stated that it was MSD's burden to develop specifications and notify interested parties of MSD's intentions.

No action was taken.

5. UNION 483 NEGOTIATIONS

Mr. Gisvold reviewed a draft agreement between MSD and Local 483 which he stated was acceptable to Mr. Dick House, the union negotiator. (draft attached). The agreement will be developed in final form for consideration by the Board on July 22, 1977, and Mr. Gisvold will draft a Statement of Intent clarifying some sections of the agreement.

The Committee discussed phasing out of comp time on a 60-day notice, with comp time already earned to be honored. The members were in agreement. There was also some discussion on amending the 90-day lag time for new employee benefits to become effective the month following employment if employment is prior to the 20th of the month. Section 12.2 was added to provide sick leave or transfer of pregnant animal keepers due to a disease carried by hooved animals that affects the fetus. Mr. Iliff will research the affect the disease may have on visitors and female employees working in other areas of the Zoo.

There was a consensus in favor of the negotiated package for Local 483, and the Committee will provide a summary report of the agreement to the Board.

The meeting adjourned at approximately 2:30 P.M.