



MINUTES

Wednesday, July 13, 2005

8:30 a.m. – 10:30 a.m.

Missouri Department of Transportation, Creek Trail Drive

The July 13, 2005 meeting was called to order at 8:30 a.m. by Co-Chair Micki Knudsen.

Agenda Items

SAM II Update – Jan Heckemeyer, Office of Administration

Jan provided a brief update on the upcoming SAM II desktop upgrade. The most significant change that users will notice is the implementation of the inactivity timeout feature. Once this feature is implemented, the system will automatically disconnect the user if there has been no activity for one hour. The production date of the change is August 15. Other minor system changes will also occur on this date. A description of the changes is posted on the SAM II website under Scheduled Upgrades.

Overview of changes to Workers' Compensation Law – Nasreen Esmail, DOLIR*

Nasreen gave an overview of the changes to the Workers' Compensation laws, which will take effect on August 28, 2005. She encouraged everyone to read the actual legislation (the truly agreed to and finally passed version of Senate Bills Nos. 1 & 130). The changes are significant for employers and employees. There will be many issues to be worked through as "test cases" are presented under the new law. In addition to the handouts below, Nasreen handed out a booklet, "How the Changes in the Workers' Compensation Law Affect You." If you would like a copy of this, please contact DOLIR, Division of Workers' Compensation. These handouts are also available electronically on DOLIR's website.

Overview of changes to Unemployment Insurance Laws regarding Drug Testing effective January 1, 2005 – Carol Luecke and David Strange – DOLIR*

Last year House Bill 1268 was passed, which went into effective January 1, 2005, specifically regarding unemployment compensation eligibility where a termination is due to a positive drug or alcohol test. Carol gave an overview of RSMo 285.045. The new law can be found by going to <http://www.moga.mo.gov/statutes/c200-299/2880000045.htm>. The handout presented provides very specific information regarding the documents and questions the division staff request in this type of case. The main difference between RSMo 228.050 and RSMo 228.045 is the latter has a more severe penalty and is specific to misconduct related to drug and alcohol testing. If anyone has any specific questions, please contact Carol at 751-3895 or David at 751-4012.

Annual Leave Sweep – Micki Knudsen, MoDOT*

Micki handed out a chart of comments from other agencies regarding changing the Annual Leave Sweep date from October 31 to December 31. She asked that the agencies let her know if she misrepresented their comments. If any agency hasn't sent in their comments and would like to, please do so by Monday, July 18, 2005. Micki will be discussing this item with MoDOT's Senior Management Team. She will report at the August SHRMC meeting the results of that meeting.

OA Update – Gary Fogelbach, Office of Administration

There is a four-hour personnel training class on how to conduct interviews on September 28. This class is about developing skills to more effectively use the interview process to determine the "best" candidate. It is not about how to use the on-line application system, EAS_e. Please let Gary know if you want a flyer. On July 12, the Departments' Directors were invited to OA Personnel to attend an overview on the laws, regulations, and processes of the Missouri Merit System. There is another Merit System 101 class scheduled for July 14 at 1:00 p.m. for HR Directors. It may prove valuable to hear what was presented to the Department Directors. Gary announced that Carleen Dickneite is retiring at the end of August. There will be a reception for her on August 26. Gary will verify the time at the next SHRMC meeting.

Other Announcements

Lori Hague asked how other departments are handling the EAS_e system. One response was they had to change the availability to get transcripts. Gary thought that Les Balty was working on something.

Next SHRMC Meeting: August 10, 2005, 8:30 a.m.

Location: MoDOT, 1320 Creek Trail Drive, Conference Room I-70

Meeting adjourned.

***THE HANDOUTS FOR THESE TOPICS ARE BELOW.**