


RURAL MUNICIPALITY OF MORRIS

Minutes of a meeting of the Employee Relations Committee of the R.M. of Morris held on Friday, March 31st, 2006 commencing at 2:00 p.m. Lionel Wiens, Ralph Groening and Herm Martens were present with Lionel Wiens in the chair. Don Harder and Ernes Buhler also attended.

Chairman Lionel Wiens lead the discussion on the four recommendations that had been made by Sheryl Feller.

1. Discussion centered around the human resource policy and also a grievance procedure for all staff members, including office and public works. Council is not interested in micromanaging. Councillor Groening advised that we need to define a contract before you can have a grievance. There was general agreement that Sheryl Feller would be asked to review and update the R.M. of Morris HR policy. Mr. Harder advised that the employee manual needs to include the provision of footwear.
2. The CAO undertook to provide booklets for each employee, which would include the newly updated HR policy, strategic plan, and Council Committee listings.
3. Mr. Harder advised that he had received no training recently. The CAO was asked to forward any emails from the Municipal Administrators Association regarding HR training to the Public Works Foreman. Don Harder agreed to accept coaching from Sheryl Feller.
4. Everyone present agreed to change the April 26th potential date for meeting to mid-May. This is to avoid any potential conflict with spring flooding.
5. There was a suggestion that the R.M. could put some crushed rock on the workshop yard. Don Harder advised that he realizes the problem, but the solution could also include drainage because of the build-up of crushed rock in the past. Mr. Harder advises that the problem comes from the graders and other equipment coming onto the yard when they have mud packed on their tires.

There being no further business the meeting was then adjourned at 3:15 p.m.


Chair
CAO