



STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



REGULAR MEETING MINUTES

CONNECTICUT MANAGEMENT ADVISORY COUNCIL

Wednesday, December 21, 2022, at 10:00 AM

via [MS TEAMS](#)

www.CTMAC.gov

I. CALL TO ORDER

- CT MAC's Mission and Purpose (Executive Order No. 6)
- Quorum Confirmation – 11, Quorum confirmed

II. SPEAKER – Dennis Murphy from the Employee Review Board – Attorney Murphy introduced himself and his various experience and past rolls. Attorney Murphy shared his respect and appreciation for the states managers and described the ERB as our process of grievance resolution. The ERB does have subpoena powers but noted it would have to be an extraordinary scenario for the board to utilize this power. You can appeal an appraisal, demotion, discrimination, specific state statue or item related to employment (If you take your case to the CHRO, the ERB's role ends). ERB cannot hear matters related to compensation, cannot create new classes or classification of positions. We are hearing more of these related to duties, as managers are receiving new roles out of class. The DAS has a process for this, and this is where these matters are held. Meetings and hearings are held over remotely over zoom. If you file an appeal, you will use the OLR grievance packet through your supervisor. This document is yours, until it reaches the level of the ERB, then it becomes the ERB's property (keep PHI, social security numbers etc out of the packet). Step 1 is file with your supervisor, Step 2 is filed with your commissioner, Step 3 is file with OLR. OLR will respond with the states position before ERB takes the matter to allow the state to define its position. The ERB is not bound by formal rules of evidence, you can state your story. But as a hearing officer, the ERB may ask how a piece of information is relevant to the matter. We can conduct onsite inspections, if the panel feels it is relevant to the case, ERB has the authority for this. Important, the grievance must be filed within 30 calendar days. Also, it is important to note there are established response dates, which must be paid attention to. A general “test” or lens that is applied, is “Just Cause” or if a decision was “Arbitrary”. You will have to demonstrate your case against these two situations. ERB cannot advise, as it is a quasi-judge in matters. ERB doesn't have jurisdiction over compensation or work performed within or out of class, but DAS does have a process for this. Timelines depend on how quickly you can have a hearing, sometimes OLR's timeline affects ERB's timeline. Attorney Murphy encouraged managers to familiarize themselves with the OLR packet, which defines the steps and pieces of information required to bring a grievance forward.

III. APPROVAL OF MEETING MINUTES FOR: September 2022 – Motion by Karolina (DMHAS) Seconded by Valarie Lilly (DCF), minutes approved by vote, no nays, no abstentions. Approved as submitted.

IV. TREASURER'S REPORT FOR: September & October 2022 – CT MAC Treasurer Borecki

- I. **September** – Erica Blackmon Motioned, Andrea Clark-Mckitty seconded – Approved without nays or abstentions, no discussion
- II. **October** – Erica Blackmon Motioned, Valarie Lilly seconded – explanation of venmo tax given, 11 payments encountered a fee of 95 cents. No nays, No abstentions, approved.

V. STANDING COMMITTEE REPORTS

- Credentials Committee – Vice Chair Wytrykowska
 - Status of Upcoming Elections – Work on upcoming
 - Agency CT MAC Representatives Meeting – post monthly meeting
 - Enhancement of Membership and Participation - ongoing
 - Review of 2022 CT MAC State Managers Day and DMSA – Treasurer Borecki -
- Thank you all!

VI. BYLAW TASKFORCE – Taskforce Chair Nick Jerard – update was provided, work related to defining active membership was done as well as alt/rep eligibility enhanced. There is upcoming discussion related to agency recognition in MAC, or whether they would be absorbed in a larger state departments recognition in MAC.

VII. LIST SERV MAINTAINER REPORT – Sec. McAuliffe – List serve is up to date, continue to submit names of new managers to Ashley or Erica.

VIII. WEB MASTER REPORT – E. Blackmon

- Posting of Meeting Calendar & Meeting Documents – updated. The Alt/Rep list pending updated.

IX. CT MAC LIAISON/MEMBER VOLUNTEER REPORT-OUTS

- Managers Sick Leave Bank (MSLB) Committee – Vice Chair Wytrykowska – no updates
- Governor’s Council on Women and Girls (CoWAG) – Valerie Lilley – Several presentations occurred at the last meeting. One was by Period Poverty, an organization advocating for resources for women. Next meeting is in January 2023. Valerie’s Report:
 - Recognizing Agencies in CT MAC – Reach out to Chair Beckford or Vice Chair Wytrykowska to review recognition
 - Special Elections - Planning pending

X. UPCOMING SPEAKERS/PRESENTATIONS

- None

XI. COMMUNICATION WITH ADMINISTRATION

- Scheduled for December 2022

XII. OPEN FLOOR

XIII. ADJOURNMENT 11/16/2022 @ 12:10pm. Motion by Valerie Lilly and Seconded by Nick Jerard.