

Meeting Minutes
Labor Management Relations Council (LMRC)
Convened In Phoenix, AZ
January 21 and January 22, 2015

Meeting Co-Chairs:

Lisa Gyorda – Acting Director for Office of Human Resources, IHS
Etta Anderson – LIUNA – Indian Health Service National Council

Attendees:

Lisa Gyorda - Acting Director for Office of Human Resources, IHS
Etta Anderson – LIUNA/IHS Council Representative
Fernando Nakai – LIUNA Council Representative (Full-time official time representative)
James Driving Hawk – Phoenix Area Executive Officer
Ron Cornelius – Area Director, Great Plains Area
Jeff Hemp – LIUNA Representative
Michael Weahkee – Phoenix Indian Medical Center (PIMC), Chief Executive Officer
Avis Kellerhuis - LIUNA Council Representative (Full-time official time representative)
Tammy Wilson – AFGE Local 3601, President
Andrea Garrigan – LIUNA/IHS Council Representative
Etta Anderson – LIUNA/IHS Council Representative
Jody Guardipee – NFFE Representative
Charles Wasil - LIUNA Council Representative (Full-time official time representative)
Dennis Teel – FMCS Facilitator
Ronald Baron – IHS Labor Relations Officer

January 21 and January 22, 2015 Minutes:

Mr. Ron Baron provided a recap/refresher on previous telephonic LMRC meeting developments, and discussed a brief overview regarding January 21 and January 22, 2015 agenda. Minutes of last telephonic LMRC of September 10, 2014 were approved by LMRC.

Status of “Bullying” circular was provided to LMRC. It was explained that in that EEO was developing a circular to address harassment, we were no longer pursuing a “Bullying” Circular but would rather include a “Bullying” statement in a Special General Memorandum (SGM). Statement will be included in a Human Resources SGM. Ms. Avis Kellerhuis asked if the SGM would be enforced and was told yes.

Next LMRC discussed the Affordable Care Act (ACA). Ms. Andrea Garrigan indicated a concern in that some customers to IHS were choosing other care providers vs. the IHS. LMRC discussed briefly and it was also communicated there was concern that 962 series employees classification may need to be reevaluated because of increased responsibilities of these employees. Ms. Gyorda indicated that she would have 962 series PDs looked at by classifiers.

Unions asked that coder's and billers be looked at also. Ms. Jody Guardipee asked to be added to ACA Workgroup.

LMRC discussed that Local LMRC's. Mr. Ron Baron indicated that not all Local LMRC's had been established and that this needed to be accomplished. All members were advised that their active involvement was necessary and Local LMRC Master List needed to be updated. LMRC members agreed to do so. Mr. Ron Baron advised LMRC that once he received updates he would provide to LMRC members. It is Mr. Baron's hope that an updated list would be provided to next telephonic LMRC.

Commissioned Corps dress was addressed briefly and issues and concerns addressed back in September have since evaporated.

LMRC next had a discussion about Title 38. Discussion revolved on why there were restrictions on overtime vs. what was offered by VA. A discussion on pay rates and scheduling ensued. Ms. Gyorda indicated that she would take concerns to IHS leadership's attention, i.e. Dr. Karol, and would report back to LMRC in 60 days. The need for a global discussion was advocated. The feasibility of call-pay for nurses and other authorities under Title 38.

Next LMRC discussed whether to maintain or eliminate LMRC Workgroups. LMRC decided that at this time LMRC Workgroups for Communications and Diversity were not needed, so they will do away with these workgroups.

For the IPC Workgroup LMRC decided to keep this workgroup and membership on this workgroup are the following people:

Andrea Garrigan
Jody Guardipee
Tammy Wilson
Ron Baron

IPC Workgroup will provided an update at next LMRC session.

LMRC then discussed Social Media and safety concerns in regard to these types of media. Main source of communications should be email and telephone. Also communicated was that "Linked – In" was now approved for use by employees. Social Media materials were provided to LMRC by CAPT Michael Weahkee. See attached.

LMRC next discussed how the 5 tier PMAP was working. LIUNA requested a copy of PMAP instructions which Mr. Ron Baron indicated he would provide. LMRC decided they wanted to form PMAP Workgroup as follows:

PMAP Workgroup

Purpose: Insure PMAP processes are consistent and insure PMAPS are being accomplished by deadlines and PMAP policy and there is accountability through processes established. Start with role plays and tracking being used at PIMC. Report status at next LMRC.

Workgroup Members

Ron Baron

Michael Weahkee

Charles Wasil

Tammy Wilson

James Driving Hawk

Jeff Hemp

Jody Guardipee

LMRC determined what needed to be discussed at future LMRC's.

Recruitment/Retention. Ms. Gyorda indicated that she would discuss with Dr. Karol and get back with LMRC on outcome of discussion.

Also Members of LMRC indicated they had concerns about wage grade rates which Ms. Gyorda would get back to LMRC on.

LMRC also requested updates on Title 38 pay tables which Ms. Gyorda indicated she would provide.

Mr. Wasil requested webpage be updated.

LMRC members also requested an update on NFC by next LMRC.

LMRC members discussed Immunizations. Members indicated some concern over the use of masks in regard to labeling employees and respect. Attached is information provided to LMRC for their review.

Lastly the following are the tentative dates for calendar year 2015 LMRC meetings discussed by LMRC:

March 10 and 11, 2015 – Face to Face (Rockville, MD)
June 3, 2015 – telephonic LMRC
July 15, 2015 - telephonic LMRC
October 27 and 28, 2015 - Face to Face (Phoenix, AZ)

LMRC adjourned.

Approved with the below additions (if any) on _____:
Minutes taken by Mr. Ronald Baron