

Meeting Minutes
Labor Management Relations Council (LMRC)
Convened In Rockville, MD
February 20 and February 21, 2013

Meeting Co-Chairs:

Vince Gudewich – Acting Deputy Director for Personnel Functions, OMS, IHS
Steve Miller – LIUNA – Indian Health Service National Council (not present but was on conference call)

Attendees:

Ronald Baron – IHS Labor Relations Officer
Tammy Wilson – AFGE
Andrea Garrigan – LIUNA/IHS Council Representative (on conference call)
Roberta Whiteman – NFFE Representative
Johanna Vega-Hall – Phoenix Area LIUNA Representative

February 20 and February 21, 2013 Minutes:

Ronald Baron provided a recap/refresher on previous LMRC meeting developments, and discussed a brief overview regarding February 20 and February 21, 2013 agenda. Minutes of last LMRC (face to face) were approved).

LMRC discussed development of Local LRMC plan to implement further where we would try to complete draft message and insure that we tried to have joint training where possible across the IHS.

Next LMRC discussed further Union concerns in regard to “bullying”. Both Agency and Unions agree that employee issues regarding “bullying” are conduct related. Concerns stem from overt hostility shown between employees. As a result the LMRC decided to establish a work group that looked into matters involving “how to resolve conflict.” Members of workgroup are as follows:

- Ronald Baron – IHS Labor Relations Officer
- Andrea Garrigan – LIUNA/IHS Council Representative
- Steve Miller – LIUNA – Indian Health Service National Council
- Vince Gudewich – Acting Deputy Director for Personnel Functions, OMS, IHS

LMRC indicated that they would like to establish status calls between meeting occurrences to make sure issues were being worked and to get updates.

Andrea Garrigan and Tammy Wilson indicated that they would jointly draft e-mail and get out to group regarding “team Work.” FMCS issued and discussed roles and responsibilities of LMRC members.

LMRC had a discussion about measuring real success and that we needed to define what was real success. All members needed to keep this in the back of their minds.

LMRC discussed the need to put a “Bullying” action plan together between LMRC meetings if possible. Group also discussed that they wanted to have a discussion about roles and responsibilities of HR Regional ER/LR.

Next LMRC to address status of Local LMRCs and employee viewpoint survey.

Lastly the following are the tentative dates for calendar year 2013 LMRC meetings discussed by LMRC:

- February 20 and 21, 2013 – Rockville, MD (face to face)
- May 23, 2013 – e-voice
- September 4, 2013 – e-voice
- November 13 and 14, 2013 – Phoenix, AZ (face to face)

Approved with the below additions on _____:
Minutes taken by Mr. Ronald Baron