

Meeting Minutes
Labor Management Relations Council (LMRC)
August 31 and September 1, 2011 Quarterly Meeting

Meeting Co-Chairs:

Michael D. Weahkee - Deputy Director for Personnel Functions, OMS, IHS
Robert Purcell – LIUNA

Attendees:

Sharon Wagner – NFFE Representative
Charlene Avery - Director - Office of Clinical & Preventive Services
Lyle Ignace – Deputy Director - Office of Clinical & Preventive Services
Bryce Redgrave – White Earth Health Center CEO
Vincent T. Gudewich - Director, Program Integrity and Ethics Staff
Robyn LeCompte - Aberdeen Area LIUNA Representative
Carol Ratliff – Oklahoma Area LIUNA Representative
Avis Singer – LIUNA Sector Representative
Julie Claymore - LIUNA Sector Representative
Steven Miller – LIUNA/IHS Council Representative
Anne Susan - Phoenix Area LIUNA Representative
Lu-Ann Glaser – FMCS/Baltimore
Laura Poppendeck - FMCS/Baltimore
Matt Jarvinen – FLRA Denver Regional Office Director
Julia Clark – FLRA General Counsel

August 31 and September 1, 2011 Minutes:

FMCS Instructors (Ms. Lu Ann Glaser and Ms. Laura Poppendeck) provided recap/refresher on where we were in terms of LMRC development and how we needed to move forward with our meeting agenda. Also discussed was between meeting processes. Areas discussed were:

- Conference call scheduling
- Commitment by all participants
- Potential obstacles of charter pending
- Not enough discussion w/working groups
- More participation of LRMC members
- E-room obstacles – why are members not using?

Next council discussed membership of working groups briefly, identifying that we needed to do better in defining what they do between meetings. This was followed by a lengthy discussion on charter approval, followed by a commitment discussion.

A briefing was provided by Dr. Ignace on IPC, which is a quality system used to provide methods on making improvement. Slides were provided and copies of slides can be viewed on the LMRC e-room. There also some other developments in this area:

- Unions were provided copy of IPC survey. Survey is a quarterly survey which will be implemented in later part of October 2011
- Unions requested involvement in IPC III
- Unions were to send e-mail to Business Managers so as to inform them of ideas discussed and get feedback from employee's affected. This information gathered is to be provided at future LMRC's. Reason is to avoid potential issues in future.

Next phase of LMRC was developing work groups and matters associated with these work groups. First was a lengthy discussion on PDI (pre decisional involvement). Group first defined what PDI meant and developed a PDI work group to further define and further define guiding principles. Much of the rest of two day LMRC was spent on work group development where LMRC Council creating the following workgroups:

- PDI Workgroup
- Diversity Workgroup
- IPC Workgroup
- Website Development Workgroup
- Communications Workgroup
- Local LMRC Planning Workgroup

Each workgroup chairs/leads were assigned; members were assigned; a clear purpose of workgroup was established; tasks and goals developed; and subsequent meeting dates were established (see attached Workgroups sheets which show this information and follow on activities planned.

Council decided they would like a brief by EEO on diversity so as to best understand diversity issues in the IHS. CDR Weahkee indicated he would try to arrange for such a brief at next LMRC.

Unions requested a formal signing of charter for next LMRC. Unions asked what authorities management had on the LMRC? CDR Weahkee was to address and provide feedback to LMRC on this.

Last half day of LMRC was spent receiving training and addressing different kinds of Unfair Practice Issues with the FLRA, Mr. Matt Jarvinen. Training and discussions were very helpful to all parties.

FMCS Instructors also provided an additional discussion on E-Room with several discussions on workgroups and charter development.

Initial Agenda items for November 31 and December 1, 2011 LMRC is as follows:

- Debrief and provide status on six LMRC workgroups
- Review of between meeting process success
- Discussion of Pre-Decisional Involvement (w/report of committee)
 - Definition and Practice, etc.
- Metrics (FMCS) led discussion/followed by Council discussion
- Presentation on Diversity
- Address Problem Question #2
- Review Issue List and Add/Subtract/Modify
- Agenda Development
- Joint Communication, if any

Approved with the below additions on _____:

Minutes taken by Mr. Ron Baron, dated September 2, 2011

Attachments: Workgroup Descriptions and Future Actions