

**Meeting Minutes  
Labor Management Relations Council (LMRC)  
Convened On Conference Call  
September 10, 2014**

**Meeting Co-Chairs:**

- Robert G. McSwain – Deputy Director for Management Operations, Office of the Director
- Etta Anderson- LIUNA– Indian Health Service National Council

**On Conference Call:**

- Robert G. McSwain – Deputy Director for Indian Health Service, Office of the Director
- Etta Anderson- LIUNA– Indian Health Service National Council
- Andrea Garrigan – LIUNA/IHS Council Representative
- Charles Wasil - LIUNA Local 1396 Representative, Rockville, MD
- Jeff Hemp - LIUNA Field Representative (100% Official Time)
- Ronald Lahr, NFFE - President
- Ronald Baron – IHS Labor Relations Officer

**September 10, 2014 Minutes:**

Mr. Ronald Baron provided an overview on status of Bullying Circular. LMRC was advised that circular was in comment period which ends September 19, 2014. Ms. Garrigan asked if any changes were to occur whether LMRC would see? She was advised that we would send out an e-mail immediately to all LMRC members if that were to occur for their coordination. We will probably not see a final product until December 2014 or after.

Next May 2014 minutes were accepted by the council.

An update of Website was provided where after the May 2014 LMRC updates were made to site. Because of personnel changeover additional changes were going to be made and council was advised that we needed to address all work groups in November face-to-face LMRC. This would be incorporated into November 2014 LMRC agenda.

A short discussion occurred in regard to Veteran's Day activities. Council was advised that we knew of no activities planned for the day but were hopeful Director would get a message out to all hands.

Next a discussion occurred in regard to the wearing of battle dress uniforms by Commissioned Corps. This was an agenda item added by Ms. Andrea Garrigan. Ms. Garrigan expressed her

concern which had been communicated to Great Plains Area leadership. Concern communicated was the following:

“The issue with fatigues is something Local 205 is working on as we have had many complaints from employees and patients. Military fatigues are generally associated with combat and military actions and are mostly worn by soldiers. Our veterans have complained about the use of this form of dress because CC officers do not, have not, nor will they see combat action, and our members see it as offensive on our reservations because it signifies combat to many people. It can be disturbing to be see a number of “military” people congregating..especially if you do not know what CC is. Some elders feel it signifies a military action.”

LMRC was assured that IHS leadership was looking into matter also. LMRC was advised also that BDUs were being phased out by the Commissioned Corps and would not be worn as of January 1, 2015. LMRC was advised that applicable uniform guidance would be provided to all members of the LMRC. Other than guidance allowing the BDU to be worn once a week, we had no idea as to why BDUs worn above and beyond this. Uniform guidance will be provided to LMRC when LMRC conference call minutes are sent out.

Next Ms. Ms. Andrea Garrigan indicated there were potential issues in regard to ACA that will need to be addressed and asked about setting up a workgroup. LMRC seemed very receptive to it and a workgroup was established. Workgroup members are Ms. Andrea Garrigan, Mr. Jeff Hemp, and Mr. Ronald Baron. Ms. Andrea Garrigan and Mr. Jeff Hemp were to draft a purpose statement as well as Mr. Ron Baron and collectively meet to draw up a draft purpose statement to present to LMRC.

Lastly members of LMRC were asked to think about agenda items for the **November 18 and 19, 2014 meeting to take place in Phoenix, Arizona**. I would be asking for those agenda items in the near future.

Conference call meeting adjourned at 13:52 PM EST.

**Minutes taken by Mr. Ronald Baron 9/10/2014**