

Meeting Minutes
Labor Management Relations Council (LMRC)
Convened On
October 27, 2015 in Phoenix, AZ

Meeting Co-Chairs:

- Lisa Gyorda – Acting Director, OHR
- Etta Anderson- LIUNA– Indian Health Service National Council

In Attendance At Meeting:

- Lisa Gyorda – Acting Director, OHR
- Etta Anderson- LIUNA– Indian Health Service National Council
- Tammy Wilson – AFGE Local 3601, President
- Jody Guardipee – NFFE Representative
- Francis Frazier – Director OPHS at Headquarters Rockville, MD
- Charles Wasil - LIUNA Council Representative (Full-time official time representative), LIUNA Local 1396 Representative, Rockville, MD
- James Driving Hawk – Phoenix Area Executive Officer
- Michael Weahkee – Phoenix Indian Medical Center (PIMC), Chief Executive Officer
- Pauline Bruce – LIUNA – Field Representative
- Jeff Hemp - LIUNA – Field Representative
- Marcy Johnson - AFGE Local 3601, IHS Claremore Indian Hospital
- Murray Leslie – LIUNA Local 1386
- Michelle E. Bird – Wheatley – LIUNA (Full-time official time representative), Portland, OR
- Ronald Baron – IHS Labor Relations Officer

Not In Attendance At Meeting:

- Ron Cornelius – Area Director, Great Plains Area
- Avis Kellerhuis - LIUNA Council Representative (Full-time official time representative)

October 27, 2015 Minutes:

Meeting was delayed by a hour because of transportation issues. Mr. Ronald Baron provided an overview of meeting agenda to the LMRC once all arrived. Minutes from July 15, 2015 conference call meeting were accepted, except that Ms. Bruce indicated an oversight where she was listed in attendance and not in attendance. This fix has been accomplished minutes will be posted to LMRC website.

Next Mr. Baron provided an update on the status of Bullying SGM. SGM is in coordination with MPICS so hopefully SGM will be sent out soon for comment and then go final for Director's signature.

Next Agency was asked about Color Code Conditions found in the Agency used at medical facilities by Ms. Etta Anderson. Unions were advised that similar Color Code Conditions were used at our facilities but varied slightly at each facility. Union's asked to see policy used and definitions used at PIMC which was provided to all LMRC members via e-mail.

LIUNA representatives raised a concern about GAO trial installation of cameras in government vehicles. Not all locations in the IHS were part of this trial and notice was not provided to Unions consistently in that most areas were not aware of trial. LIUNA requested to see notice that was provided in the Navajo Area which was provided on November 2, 2015.

Mr. Jeff Hemp then indicated a follow up discussion on PMAP Policy, Tracking and Awards Distribution. Mr. Hemp indicated he would be drafting proposals in regard to PMAPs in hope that maybe a PMAP compliance system could be developed. Ms. Gyorda indicated that Department would probably be looking at this but had not developed a PMAP compliance tracking system as yet. Members of LMRC asked for a PMAP Workgroup meeting to occur in November and Mr. Baron indicated that he would make arrangements for this meeting to occur.

An IHS Telework Policy update was requested and provided by Ms. Gyorda. Policy is still with MPICs and awaiting Director's signature.

LIUNA indicated a concern about the use PHS 1912 (Request for overtime) form and its inconsistent use and lack of standardization. Ms. Gyorda indicated to LMRC that the IHS was already looking into this to include looking at tour of duties.

LIUNA indicated concerns over personnel near the Mexican border and had concerns over their safety. Mr. Larry Lanier indicated he would check into this and if agency could in fact affect this.

The LMRC discussed whether the Diversity Workgroup and Communications Workgroup needed to be disbanded and LMRC by consensus decided that both would be dissolved. It was also decided that IPC Workgroup and PMAP workgroup would become standard discussion areas in future LMRCs.

AFGE and LIUNA expressed concerns that employees were being bullied in regard to immunizations and over consent form being used. When asked for specifics none were provided. It was brought to Unions' attention that immunizations was in bargaining and bargaining unit employees should not be affected at this time.

Matters to be worked between LMRC's is in regard to PMAP workgroup and it is hope workgroup will have something for the next scheduled LMRC.

Also discussed was in reference to 0962 series employees where employees need to request desk top audits on these positions. Larry Lanier indicated that the standard being used is very old (1971). Jody Guardipee indicated she would be asking for a desk top audit. Also Ms. Guardipee and Ms. Wilson asked that ORAP be invited to the next face to face LMRC to address 4 day turn around in regard to revenue enhancement.

Also Ms. Wilson indicated a concern about being able to encrypt her e-mails. Agency indicted that we would try to have IT available to address for next face to face LMRC.

Next LMRCs for 2016 are as follows:

January 26, 2016 (Tuesday), Teleconference Call, at 1300L EST

April 5 and 6, 2016, Face to Face, Rockville, MD

July 19, 2016 (Tuesday), Teleconference Call, at 1300L EST

November 1 and 2, 2016, Face to Face, Phoenix, AZ

Minutes taken by Mr. Ronald Baron 10/27/2015