

**Meeting Minutes**  
**Labor Management Relations Council (LMRC)**  
**Convened In Phoenix, AZ**  
**November 13 and November 14, 2013**

**Meeting Co-Chairs:**

Vince Gudewich – Acting Deputy Director for Personnel Functions, IHS  
Steve Miller – LIUNA – Indian Health Service National Council

**Attendees:**

Ronald Baron – IHS Labor Relations Officer  
Vince Gudewich – Acting Deputy Director for Personnel Functions, IHS  
Steve Miller – LIUNA – Indian Health Service National Council  
Tammy Wilson – AFGE  
Andrea Garrigan – LIUNA/IHS Council Representative  
Beverly Kemp – LIUNA Field Representative (100% Official Time)/Attended Day 2  
Etta Anderson – LIUNA/IHS Council Representative/Attended Day 2  
Roberta Whiteman – NFFE Representative  
Dorothy Dupree – Area Director, Phoenix Area  
Bryce Redgrave - Deputy Director of Management Services, Bemidji Area Office  
Carol Ratliff – LIUNA Local 888 Representative, Clinton, OK  
LeAndrea Nez - LIUNA Field Representative (100% Official Time)  
Charles Wasil - LIUNA Local 1396 Representative, Rockville, MD  
Pete Cinquemani – FMCS Facilitator

**November 13 and November 14, 2013 Minutes:**

Ronald Baron provided a recap/refresher on previous LMRC meeting developments, and discussed a brief overview regarding November 13 and November 14, 2013 agenda.

LMRC discussed and developed draft guidance on “Bullying” to be presented to IHS leadership for consideration for a statement or policy, see attached. The LMRC has identified workplace bullying as a problem that is harmful and disruptive at all levels. Therefore, the LMRC proposed a document to serve as a guideline for identifying and addressing workplace bullying. Mr. Gudewich indicated that we would into possibility of using and or developing a training module for “Bullying.”

Next LMRC discussed status of the LMRC website. Group was advised that website had disappeared and that Agency was working to reestablish the site. It is our hope to have site back up before the next LMRC meeting.

Local LMRC status was checked and verified. All LLMRCs will not be set-up by beginning of new year. It is anticipated that LLMRCs should all be set-up and operating by February 2014. We will verify at next LMRC. Issue is getting training from FMCS for remaining LLMRCs.

For next LMRC we are to review results of Employee Viewpoint Survey and Agency Health and Wellness programs. Also group has desire to find ways to promote Telework and it is hope we can discuss in near future once Telework policy is in place for the IHS.

Lastly the following are the tentative dates for calendar year 2014 LMRC meetings discussed by LMRC:

- February 19, 2014 (Teleconference) at 1 PM EST.
- May 13 & 14, 2014 – Rockville, MD (face to face) – LMRC to receive a NFC brief – try to get Dr. Roubideaux on agenda/calendar to discuss “Bullying” with her.
- September 10, 2014 (Teleconference) at 1 PM EST.
- November 18 and 19, 2014 – Phoenix, AZ (face to face)

Management indicated that they would try to find an URL for “Bullying” training, ie., LMS.

**Approved with the below additions on November 19, 2013:  
Minutes taken by Mr. Ronald Baron**