

Meeting Minutes
Labor Management Relations Council (LMRC)
November 30 and December 1, 2011 Quarterly Meeting

Meeting Co-Chairs:

Michael D. Weahkee - Deputy Director for Personnel Functions, OMS, IHS
Robert Purcell – LIUNA (Not In Attendance)

Attendees:

Sharon Wagner – NFFE Representative
Vincent T. Gudewich - Director, Program Integrity and Ethics Staff
Carol Lincoln – Director, Division of Commissioned Personnel Support, Headquarters
Alan Barlow – Aberdeen Area CEO
Carl Mitchel – Director, Division of Human Resources, Headquarters
Dorothy Dupree – Area Director, Phoenix Area
Johanna Vega-Hall - Phoenix Area LIUNA Representative
Etta Anderson - LIUNA/IHS Council Representative
Avis Singer – LIUNA Sector Representative
Steven Miller – LIUNA/IHS Council Representative
Anne Susan - Phoenix Area LIUNA Representative
Lu-Ann Glaser – FMCS/Baltimore
Laura Poppendeck - FMCS/Baltimore
Ronald Baron – IHS Labor Relations Officer

November 30 and December 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.

Meeting minutes of previous LMRC accepted with edits.

LMRC discussed Charter and that it had not been completely vetted through management thus was not ready at this time, but was being reviewed by the Agency. Copy of draft charter circular was provided to members and members were to raise any concerns with charter during the LMRC meetings of November 30 and December 1, 2011. LMRC agreed to press forward with charter circular drafted.

Next LMRC received diversity training and highlights from Ms. Pauline Bruce where she provided hard copy diversity information. Information has been put into FMCS e-room for LMRC.

FMCS Instructors (Ms. Lu Ann Glaser and Ms. Laura Poppendeck) provided recap/refresher introduction to FMCS Tags/E-room.

LMRC then broke out into workgroups on Website Development Workgroup and PDI Workgroup. Later established a list of actions for the next LMRC on Website Development and worked on PDI where LMRC worked on establishing guiding principles trying to flesh out mechanics of PDI. LMRC decided that PDI is “meaningful Union participation in the decision making process before a final decision is made, and it is timely input provided to Agency. It was also understood that some information can not be shared. Further discussion on PDI is to continue in future LMRCs.

LMRC then received metric training and information provided by FMCS Instructors (Ms. Lu Ann Glaser and Ms. Laura Poppendeck). Metrics would be further discussed and applied in future LMRC meetings.

LMRC discussed future LMRC meeting locations and dates where proposed LMRCs for calendar year would be as follows:

- February 29 and March 1, 2012 – Rockville, Maryland
- June 6 and 7, 2012 – Denver Colorado
- August 29 and 30, 2012 - Rockville, Maryland
- November 28 and 29, 2012 – Phoenix, Arizona

Ms. Dorothy Dupree was to arrange for meeting space in Denver, Colorado and get back to LMRC.

Next LMRC agenda was to cover:

- Website development and future demo
- Metric development
- Workgroup updates
- Photo opportunity with Director on Charter circular signing

LMRC Council Approved Minutes on February 29, 2012:

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Minutes taken by Mr. Ron Baron, dated February 8, 2012