

# MINUTES

[approved 11/14/06; finalized and shared 11/17/06]

Ohio EPA Labor Management Meeting

[held at OCSEA, Polaris, October 26, 2006, 10:00 a.m.]

## Attending:

Mark Besel, Mike Bolas, Craig Butler, Ken Dewey, Heidi Griesmer, Mariano Haensel, Dave Hunt, Kelvin Jones, Jessie Keyes (replacing Shelly Ward, who promoted to ODNR), Susie Marshall, Don Starr, Pat Tebbe and Donna Waggener. CALMC Trainers and Moderators Jim Cowles and Meredith Porterfield moderated the session.

## Excused/Absent:

Deborah Bailey, Patty Howell, Barcy McNeal, Craig Rehkopf

## Agenda

- 1- review minutes
- 2- Identify note-taker, time-keeper & scribe
- 3- Career Path
- 4- Training
- 5- Sick Leave
- 6- LMC Web site development
- 7- Transitional document re LMC for the next director
- 8- District (and Lazarus, etc) "local" L/M committees
- 9- Possible additional Management member
- 10- New business
- 11- Confirm/set next meeting date (11/14), location, agenda and lunch options

We briefly delayed the start of the meeting owing to the absence of members, including Barcy who was apparently not familiar with the meeting location. Jim & Meredith served as facilitators; see also new business, below.

**1. The minutes** - The September 26, 2006 minutes were reviewed and approved with minor updates (removal of parentheses) & correction of mis-spelled names.

**2. Meeting roles** - Mark agreed to take minutes and to serve as the primary secretary. Neither time-keeper nor scribe were needed nor identified for this session.

**3. Career Path;** After discussion, the group agreed to pursue Career Path simultaneous with other efforts. Facilitators assisted members, separating into three work groups. Each group progressed through an "affinity process" - an exercise in which career path concepts - phrases or attributes raised at a prior session - were grouped in a fashion determined by each group, with each member participating. All were encouraged to review the collective work. That is, each of us walked around the room, reviewing the efforts of the other two teams, prior to resuming discussion.



**8. District / Local LMCs;** Members reported on the status of more local L/M efforts (This being premised on the consideration that dialogue was desirable to identify and resolve issues at a basic or local level.) The NEDO meets monthly with an agenda drafted and shared prior to the meeting as well as drop boxes for ideas. The SEDO officially meets quarterly but also keeps in contact more frequently via steward efforts. The SWDO is more ad hoc, driven by steward concerns. They do meet officially at least two times each year. NWDO meets quarterly. CO/CDO have resumed a committee.

**9. Additional Management Representation;** There was discussion concerning the possibility of more front line supervisor representation on the committee. Diversity of Divisions and supervision of several (vs just one or a few) was noted. Any recommendations should be forwarded to Don.

#### **10. New Business**

**10a. additional facilitation;** After brief discussion, the group opted to request additional facilitation efforts via Meredith, Jim & CALMC. We understand and will pursue an additional (up to) five WFD funded facilitations which would need occur prior to July 2007. Mike and Don will pursue (or have pursued) via Susan Nagel at DAS & Suhail Zidan of OCSEA.

**10b. voluntary cost savings;** NWDO staff had inquired about the implementation of voluntary cost savings in the contract. Don noted that management was not in a hurry to send the wrong tone to the next administration. There was no voiced disagreement.

#### **11. Next Agenda / location**

the next meeting will be at Ohio EPA, 11/14/06 at 10:00 with the preliminary agenda as follows:

1. Review Minutes
2. Career Path Subcommittee Report
3. Training Subcommittee Report
4. Sick Leave Subcommittee Report
5. LMC Web site development - Don
6. New Management Member (suggestions to Don)
7. Application for Additional Facilitation (Mike, Don?)
8. New business; including voluntary cost savings
9. Next agenda

Respectfully Submitted,  
Mark Besel,  
Approved 11/14/06  
Finalized November 17, 2006