

*Key Workplace Documents*

*Federal Publications*

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Cornell University ILR School

Year 1995

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Meeting Agendas

U.S. Task Force on Excellence in State and Local  
Government Through Labor-Management Cooperation

**Secretary of Labor's Task Force  
Regional Meeting • Pacific Northwest  
February 7-8, 1995**

**Tuesday, February 7 - Seattle and Olympia, Washington**

- 7:00-8:00am Breakfast Meeting at Westin Hotel, Seattle  
Mercer Island Presentation  
Paul Lansbery, City Manager  
Rich Conrad, Asst City Manager  
Dave Hart, President, Local AFSCME  
Jerry Gilming, AFSCME Maintenance Dept.  
Rob Sprague, AFSCME  
Diane White, Development Services Manager
- 8:30 Seattle Metro Presentation  
*Metro Van Pick up at Westin Hotel*
- 8:40-9:25 Metro Tunnel Ride - Stop at Westlake Tunnel - Local 587 + Mgmt  
Tunnel and Power Teams Discussion
- 9:50-10:20 Exchange Building  
Rider Information Support Project
- 10:30 Drive to Renton via Ranier Avenue  
Public Safety Partnership Programs  
Security Committees, Bus Shelter Mural Project
- 11:00 Renton Water Treatment Plant - Local 6  
Collaborative Partnerships/Gain Sharing
- 11:30-12:30 *Lunch at Plant*
- 12:30-2:00 *Van trip to Olympia*
- 2:00-2:15 Olympia Presentations  
Opening Comments by Mark Brown, Director of Washington State  
Department of Labor and Industries (former Deputy Director of  
Washington Federation of State Employees (AFL-CIO) Council 28)
- 2:15-2:45 Overview of Quality Initiative and Reorganization  
WA State Dept. of Labor and Industries  
Lucille Christenson, Assistant Director for Human Resources
- 2:45-3:00 *Break*

- 3 :00-4:00 Overview and Discussion of Impacts Problems and Benefits of Dept. of Labor and Industries Organization  
Mike Watson, Deputy Director (former President of AFSCME Local)
- 4:00-5:00 On-Site Demonstration of Imaging Technology and Application

**Wednesday, February 8 - Portland, Oregon**

- 9:00-10:30 Site Visit
- 11:00-11 :30 Tri-Met  
Tom Walsh, Tri-Met  
Ron Heintzmann, Amalgamated Transit Union
- 11 :30-12:00 State Workers - Presentation
- 12:00-1:00 *Lunch*
- 1 :00-1:45 Quality Initiatives  
Randy Francke, Zion County Commissioner and President, National Association of Counties  
George Richardson, Northwest Natural Gas  
Tammie Loehman, Oregon Quality Initiative
- 1:45-2:45 Multnomah County Panel  
Beverly Stein, County Chair  
Barry Crook, Multnomah County Budget and Quality Manager  
Quality Initiatives in Austin, IX (non-union) and Multnomah County (Union)  
Joe Devlaeminck, President of AFSCME Local 88.  
Phil Sund, President, Multnomah County Corrections Officers Association  
Bunny Harrold, President, Oregon Nurses Association
- 2;45-3:00 *Break*
- 3 00-4:00 City of Portland Panel Discussion
- 4:00-4:30 Task Force Discussion

*Secretary of Labor's Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation  
Regional Meeting - Northeast  
April 11-12, 1995*

**Tuesday, April 11 - Boston MA**

- 8 :30- 1 0:00 **Massachusetts Highway Department**  
**MassHighway Bridgewater Depot**  
Charles Kostro, Chief Policy Analyst, Executive Office of  
Transportation and Construction  
Kevin Sullivan, Deputy Commissioner, Massachusetts Highway  
Department  
Anthony Salamanca, Deputy Chief Engineer for Privatization  
Frank Borges, Secretary-Treasurer, SEIU Local 285  
*Other representatives from MassHighway and Public Employee  
Unions*
- 10:30-12:00 **The Commonwealth of Massachusetts, Joint Labor Management Committee  
for Municipal Police and Fire**  
Roger Turdeon, Management Chair  
David Owen, Management Member (*Town Administrator, Burlington*)  
Robert McCarthy, Alternate Fire Member (*President, Professional Fire Fighters  
of MA*)  
Raymond McGrath, Police Chairman (*International Brotherhood of Police  
Officers*)

**Portland, ME**

- 2:00-5:30 **City of Portland**  
*Hadlock Field*  
*Districting Program*  
*Construction Company*
- Maine Employee Health Commission**  
Jo A. Gill, Executive Director, Maine State Employee Health  
Insurance Program
- Preventive Mediation Initiatives**  
John Alfano, Mediator for Maine Labor Relations Board. and  
Private Labor Arbitrator

**Wednesday, April 12 - Rutgers University, New Brunswick, NJ**

- 9:00-10-00 **Task Force Discussion**

- 10:00-11:00 **State of Connecticut - District 1199/New England Health Care Employees Union (SEIU) Quality of Worklife Program**  
Christopher Lassen, Coordinator, Quality of Worklife Program  
Del Pelletier, Assistant Regional Director, Department of Mental Retardation  
Tom Heads, Supervising Clinical Psychologist, Department of Mental Retardation  
Lou Weisenbacher, Mental Retardation Program Supervisor, Department of Mental Retardation, Local 1199
- 11:00-12:00 **City of Bridgeport, CT**  
Labor-Management Cooperative Program  
Charlene Hosticka, Labor Management Coordinator  
Mardi Schroer Mattei, Field Representative, CT Education Association  
Dennis Murphy, Chief Administrative Officer, City of Bridgeport
- 12:00-1 :00 **Lunch**
- 1:00-2:00 **Ulster County, NY/Civil Service Employees Association Labor Management Committee**
- 2:00-3:00 **Jeffrey Keefe**  
Associate Professor, Labor & Employment Relations  
Rutgers University, School of Management & Labor Relations
- 3:00-4:00 **New Jersey State Judiciary & The Judicial Employees Labor Alliance**  
Mark Rosenbaum, Administrator of Labor and Employee Relations, Administrative Office of the Courts  
John Loos, Legislative and Political Liaison, Communications Workers of America
- 4:00 Adjourn

*Secretary of Labor as Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation*  
**Regional Meeting - Southeast**  
**April 20-21, 1995**

**Thursday, April 20 - Charlotte, NC**

***Employee Involvement in Public Safety Compensation & Performance Management Systems Design***

- 9:00-10:30 City of Charlotte Police Department  
*Law Enforcement Center*
- 10:30-12:00 City of Charlotte Fire Department  
*Government Center*
- 12:00-1:00 City of Charlotte, *Implementation of a Broadbanding Pay System*  
Lunch
- 1:00-2:00 City of Charlotte, *Issues of Competition*  
Wayman Pearson, Solid Waste Services Director  
David Cooke, Business Support Services Director
- 2:00-3 :30 City of Hampton, VA, *Self-Directed Work Teams*  
Tharon Greene, Director of Human Resources  
Christine Snead, Budget Manager  
Kevin Gallagher, Recycling Manager

**Friday, April 21, Charleston, SC**

- 9:00-10:30 South Carolina State Department of Revenue & Taxation  
Division of Motor Vehicles, Quality Service Team  
E. Gregorie Frampton, Administrator
- 10:00-11:00 South Carolina State Quality Network  
Phyllis Mayes, Assistant Executive Director  
State Budget and Control Board
- 11:00-12:00 City of Charleston Department of Parks

***Role of Leadership Development an Promoting Supervisor-Employee Cooperation***

- 12:00--1:00 Philip Grose, Director  
Executive Institute, State Budget and Control Board  
State of South Carolina

Lunch

1:00-2:00 City of Charleston Police Department

2:00-3:00 City of Rock Hill, SC

3:00 Adjourn

*Secretary of Labor's Task Force  
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**Regional Meeting - Southwest  
May 3-4, 1995**

**Wednesday, May 3 - Los Angeles, CA**

*Los Angeles City Hall, Room 367*

- 9:30-10:00 Jackie Goldberg  
Los Angeles City Council Member
- 10:00-11:00 Los Angeles City  
Joint Labor-Management Benefit Committee
- 11:00-12:00 State Joint Labor-Management Child Care Committee  
*Patricia Pavone, Chief of Benefits and Training Division  
Department of personnel Administration  
Linda Morrison, Statewide Affirmative Action Coordinator,  
California State Employee Association*
- 1:30-3:30 Foshay Middle School, South Cental Los Angeles  
*Site Visit Howard Lappin, Principal and  
Representative of United Teachers of Los Angeles*

**Thursday, May 4 - Albuquerque, NM**

- 7:30 *Robert Brown, Director of Employee Relations, City of Albuquerque*  
Breakfast
- 9:00-10:15 **Jefferson Middle School**  
*Site Visit Michael Houser, Director, Employee Relations  
Albuquerque Public Schools  
Don Whatley, President, Albuquerque Teachers Federation  
Julie Ambrogi, Principal*
- Convention Center, Tijeras Room, Upper Level East Complex*
- 10:30-12:00 **Phoenix, AZ, Fire Department**  
*Robert Cantwell, Assistant Fire Chief  
Gary Pykare, Business Manager, IAFF Local 493*
- 1:00-1:45 **Hobbs, New Mexico Fire Department**  
*Michael Ravanelle, Captain  
Andy Graham, Captain  
Larry Wood, Driver Engineer*

1:45-3:00     **Salt Lake City, UT**  
*Gordon Ottley, President*  
*AFSCME Local 1004*  
*Roger Black, Director of Public Services*  
*Salt Lake City Corporation*

3:00            Adjourn

Agenda: May 16-17, 1995

5/10/95

***Secretary of Labor's Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation***

**Agenda  
May 16-17,1995  
U.S. Department of Labor, Room N-3437B**

TUESDAY MAY 16

9:00-10:00 a.m. **Briefing on Regional Meetings**

***Comparing Viewpoints in the Debate on Contracting-Out: Implications for  
Labor-Management Cooperation***

10:00-11:00 a.m. **James Mercer** - President, Mercer Group

11:00-12:00 noon **Ronald Utt** - Visting Fellow, Heritage Foundation

12:00-1:00 p.m. LUNCH

1:00-2:00 p.m. **Elliot Sclar** - Professor, Columbia University

2:00-3:00 p.m. **Laurence Clements** - Directory, University of Iowa Labor Center

3:00-4:00 p.m. **Marshall Barry** - Director, Labor Research Center of Miami and Boston

WEDNESDAY, MAY 17

***Status of the Contractor Workforce***

9:00-10:15 a.m. **Richard Loomis** - Senior Vice President, COMARCO  
**Diana Ceresi** - Associate General Counsel, SEIU

***Role of Labor-Management Cooperation in Service Improvement and Efficiency***

10:30-12:00 noon **Los Angeles Bureau of Sanitation and Department of General  
Services and SEIU Local 347**

*Bureau of Sanitation*

**Drew Sones** - Assistant Director, Bureau of Sanitation  
**Marilyn McGuire** - Manager, Refuse Collection Division

*Department of General Services*

**James Keehne** - Automotive Supervisor, Fleet Services Division

*Bureau of Management/Employee Services*

**Sandy Spencer** - Senior Personnel Analyst

*SEIU LOCAL 347*

**Dave Trowbridge** - General Manager

**Dmitri Tatum** - Field Representative  
**Jesse Taylor** - Refuse Truck Operator, Bureau of Sanitation  
**Art Sanchez** - Refuse Truck Operator, Bureau of Sanitation  
**Craig Bierlein** - Refuse Truck Operator, Bureau of Sanitation

12:00-1:00 p.m. LUNCH

1:00-2:30 p.m. **Massachusetts Highway Department and SEW Local 285**

*Office of Transportation & Construction*

**Charles Kostro** - Chief Policy Analyst

*SEIU Local 286*

**Frank Borges** - Secretary-Treasurer

**Lee Devereaux** - Heavy Equipment Mechanic and Maintenance Liason

**Steve Lowrey** - Heavy Equipment Mechanic and Maintenance Liason

2:30-3:30 p.m. **Task Force Discussion**

3:30 p.m. **Adjourn**

*Secretary of Labor 's Task Force  
on Excellence in State and Local Government  
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**Regional Meeting - Mid West  
June 5-6, 1995**

**Monday, June 5 - Indianapolis, IN**

*City-County Building, Department of Public Works Conference Room, 24th Floor*

- 8:30 - 9:00            Mike Stayton, Director of Public Works
- 9:00 - 9:30            Steve Fantauzzo, Executive Director, AFSCME Council 62
- 9:30 - 10:00          Ray Wallace, Special Assistant to Mayor Goldsmith, on Costing

*Site Visit*

- 10:15 - 11:45          Indianapolis Fleet Seniors  
John McCorkhill, Administrator and  
Dominic Mangine, President, AFSCME Local 3131

*City-County Building*

- 12:00-1:00            *Lunch*  
**Indiana State Employee Labor-Management Project**
- 1:00-2:15              **City of Peoria, IL**  
**Joint Labor-Management Committee to Control Health Care Costs**
- 2:15-3:30              **City of Cincinnati, OH**  
**Cincinnati Federation of Teachers/Cincinnati Public Schools**

**Tuesday, June 6 - Madison, WI**

**City of Madison, WI**

*Site Visit*

8:15-9:30                      Madison Metro/Teamsters Local 695

*Madison Municipal Building*

9:45-10:50                  Building Inspection Unit, Department of Planning and Development  
AFSCME Local 60

10:50-11:25                  Police Department

11:25-12:00                  Streets and Sanitation Division/Laborers International Union Local 236

*University of Wisconsin at Madison*

12:15-1:15                      *Lunch*

University and City Partnership: In Pursuit of Quality

1:15-2:45                      **State of Wisconsin Department of Industry, Labor and Human Relations  
Labor-Management Advisory Council**

6/13/95 Preliminary Agenda

*Secretary of Labor's Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation*

*Agenda*

*June 22-23, 1995*

*U.S. Department of Labor, Room N-3437B-D*

THURSDAY, JUNE 22

***Effects of Finance, Budget, and Pension Trends on Labor-Management  
Cooperation***

9:00-10:00 a.m.     **Christopher Zimmerman, Chief Economist  
National Conference of State Legislatures**

10:00-11:00 a.m. . **Bridget Anderson, Partner  
KPMG Peat Marwick**

11:00-12:00 noon   **Budget Trends and Practices**

12:00-1 :00 p.m.    LUNCH

1:00-2:00 p.m      **Harold Schaitberger, Legislative Counsel  
National Conference on Public Employee Retirement Systems**

2:00-3:00 p.m.     **Ian Lanoff, Partner  
Bredhoff & Kaiser**

3:00-4:00 p.m.     **Albert Shanker, President  
American Federation of Teachers**

FRIDAY, JUNE 23

9:00-12 noon        **Summary of Regional Meetings and Task Force Discussion**

12:00-1:00 p.m.    LUNCH

***Experiences of State or Local Elected Officials in Implementing Workplace Changes***

1:00-2:30 p.m.      **Elected Officials (Governors, Mayors, or Legislators)**

**Charles Quincy Troupe, Missouri State Representative  
62nd Legislative District**

2:30-3:00 p.m.      **Task Force Discussion**

3:00 p.m.            **Adjourn**

6/29/95 Preliminary Agenda

*Secretary of Labor's Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation*

*Agenda  
July 10-11, 1995  
U.S. Department of Labor, Room N-3437B-D*

MONDAY, JULY 10

***Role of Neutral Agencies In Promoting Workplace Cooperation***

9:00-10:30 a.m.     **John Calhoun Wells, Director  
Federal Mediation & Conciliation Service**

**Shlomo Sperka  
Director, Michigan Employment Relations Commission  
Immediate Past-President, Association of Labor Relations  
Agencies**

**Daniel Ellis, Chairman  
Oregon Employment Relations Board**

***Legal Issues***

10.30-12:00 noon     **Herman Torosian, Commissioner  
Wisconsin Employment Relations Commission**

12:00-1:00 p.m.     LUNCH

***High-Performance Work Environments***

1:00 4:00 p.m.     **Jerome Rosow, President  
Work In America Institute**

**Robert Gadiana, Director  
United Steelworkers, Sub-District 8**

**John Champagne, President  
Magma Metals**

**AT&T Capital  
Ann Hemp, Vice President  
Employee Team Members**

TUESDAY, JULY 11

***Effects of Civil Service***

9:00-12 noon     PRESENTATIONS AND DISCUSSION

**National Association of State Personnel Executives  
Oscar Jackson, Jr., President  
Administrator & Secretary of Human Resources**

**Oklahoma Office of personnel Management**  
**Robert Dumont, President-Elect**  
**Administrator**  
**Massachusetts Department of Personnel Administration**  
**Linda Hanson, Executive Committee Member**  
**Director**  
**Iowa Department of Personnel**  
**Stephen Osborne**  
**Director**  
**South Carolina Office of Human Resources**

**International Personnel Management Association**  
**Representatives - TBA**

12:-00-1:00 p.m. LUNCH

1:00-3:00 p.m. **Task Force Discussion**

3:00 p.m. **Adjourn**

**Secretary of Labor's Task Force  
on Excellence in State and Local Government  
Through Labor-Management Cooperation**

Agenda  
September, 13-14, 1995  
U.S. Department of Labor, Room N-3437 B-D

**WEDNESDAY, SEPTEMBER 13** 9:00-10:30 a.m.

10:30-12:00 noon

12:00 noon

**Thomas Donahue**, President  
*AFL-CIO*

**Randy Franke**  
Vice Chair, Commissioners' Office, Marion County Oregon  
Immediate Past President, National Association of Counties

ADJOURN

**THURSDAY, SEPTEMBER 14** *The Role of Schools of Labor Relations and Labor Studies* 9:00-10:30a.m.

*Perspectives of Elected Officials*

10:30-12:00 noon

12:00 noon

**David Lipsky**, Dean  
New York State School of Industrial and Labor Relations  
Cornell University

**Margaret Hallock**, Director  
Labor Education and Research Center  
University of Oregon

**Robert Pleasure**  
Chair, Labor Studies, The McGregor School, Antioch University  
Executive Director, The George Meany Center

**Paul Soglin**, Mayor  
City of Madison, Wisconsin

**Michael Stayton**, Director of Public Works  
City of Indianapolis, Indiana  
(representing Mayor Stephen Goldsmith)

ADJOURN