February 1995

Meeting Agendas

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

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Meeting Agendas

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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, TX (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
Tuesday, April 11 - Boston MA

8:30-10:00 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

For more information, please call Leslie Redd at (206) 685-0523
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
on Excellence in State and Local Government
Through Labor-Management Cooperation
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 Central 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
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

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 Liaison
Steve Lowrey - Heavy Equipment Mechanic and Maintenance Liaison

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

3:30 p.m. Adjourn
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
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 9:00-10:30 a.m.

PERSPECTIVES OF ELECTED OFFICIALS
10:30-12:00 noon

12:00 noon

DAVID LIPSKY, Dean
New York State New 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