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

**Keywords**
Key workplace documents, federal, ILR, Catherwood, meeting, agenda

**Comments**
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

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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 Gallaghcr, 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 and 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 Breakfast Robert Brown, Director of Employee Relations, City of Albuquerque

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
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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 Viewponts 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 and 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 University 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