

**MINUTES** - Ohio EPA Labor Management Meeting  
Tuesday, February 24, 2009, 9:30 AM, at Ohio EPA (Lazarus)

Attending:

Deborah Bailey\*, Mark Besel, Mike Bolas, Craig Butler, Heidi Griesmer, Mariano Haensel, Natalie Oryshkewych, Craig Rehkoph, Mylynda Shaskus, Don Starr, Donna Waggener and facilitator, Alauddin Alauddin. Excused / Absent: Kelvin Jones, Ken Mettler, Ryan Sarni, and Dave Sholtis\*. (\*Dave is a new management member. Deborah arrived late and left early, apologizing and noting she was ill.)

The agenda, provided in draft by Alauddin, was tweaked and adopted as follows:

- 1 Identify Action Items / Recorder
- 2 Review Minutes/Action Items
- 3 Contract Update
- 4 PT Update
- 5 IT Update / Reclassifications
- 6 Policies Update (Bereavement / DHWM 2/18/09)
- 7 Schedule 2009 meetings
- 8 IBB - (Interest Based Bargaining) Update
- 9 Management (& exempt) / BU ratios
- 10 Steward List
- 11 Review & Prioritize L/M topics
- 12 Set next agenda (at OCSEA)

- 1 Mike Bolas agreed to recap action items; did so, see 2/27/09 e-mail.
- 2 The October 22, 2008 **minutes** were reviewed and **approved**. The Prior action items were not readily available nor specifically reviewed.
- 3 **Contract Update** - There was some discussion of preliminary, leaked & unofficial information about the still pending contract, including "VCS".
- 4 **PT Update** - It became apparent at agency-specific contract discussions that an Agency option to allow employee initiated, part-time arrangements had grown to more than 25, agency-wide. OCSEA requested that the practice be stopped. The Agency is doing so, providing affected individuals the opportunity to return to full-time or transition to full-time permanent. These changes are expected to be completed in the coming month or so.
- 5 **IT Update / Reclassification** - it is underway & new classifications have been developed & on DAS web. Intent being to reduce (from 32 to 18) and "genericize" positions, both labor & management. Pilot effort to be at ODJFS. Some to have qualifying criteria/requirements. If so, existing staff expected to have window of time to meet criteria. Much yet to be developed.
- 6 **Polices Update - Bereavement** policy updated; changes to clarify "3 days", to reflect OCB efforts statewide. Bargaining Unit being three "normally scheduled" days, management limited to 3 x 8 hours. (The proposal had been shared with the Bargaining Unit. No comments were known to have been made.)  
**DHWM policy re. comp-time or overtime** for mandatory vs. discretionary training, effective 2/18/09, also shared. It appeared to clarify or flesh-out matters not addressed by way of Agency policies. Minimal discussion; a few voiced, "helpful", "nice job", etc.

7 The following **2009 schedule** was developed, sharing various conflict days:

March; Wed. 3/18/-9, OCSEA/Polaris	August ; Thurs., 8/27/09, Ohio EPA/ Lazarus
April; Thurs., 4/23/09, Ohio EPA/ Lazarus	September; Tues., 9/29/09, OCSEA/Polaris
May; Tues., 5/26/09, OCSEA/Polaris	October; Thurs., 10/29/09, Ohio EPA/ Lazarus
June; Wed., 6/24/09, Ohio EPA/ Lazarus	November; Tues., 11/17/09, OCSEA/Polaris
July; Thurs., 7/16/09, OCSEA/Polaris	December - no meeting scheduled

8 **IBB update** - Agency-specific bargaining members updated all as to facilitated efforts, resulting in proposed, updated and expanded appendix to the Contract. Additional reinforcement of training & development and employee support. On call, mediation program and performance evaluations included. Team presented the proposal to Labor and Management at OCSEA. It is expected in the pending contract.

9 **Management (& exempt) / BU (bargaining unit) ratios**; Don shared a central office ratio of 187 to 438 (exempt:BU). There was some “what’s the point?” discussion, leading to a recap of employee expressed unease due to the economy, gossip about requested give backs, and a variety of employee concerns. The BU brought copies of the Governor’s Chief of Staff’s 2/13/09 memo to cabinet directors concerning “Opportunities for Meaningful Change”. Don noted the Director’s thoughts to pursue such matters by way of the “ART” team. Labor noted OCSEA, too, was included in dialogue at the Governor’s level with requested feed-back. Craig B. & Donna both provided insight as to the Agency’s situation, including retirees and non-hires, both beyond Agency control. Several noted the significant number of employees now or soon eligible to retire. (Craig B. noted education of relevant program chiefs, part of his job.) There was no specific resolution, but an apparent shared consideration that to be continued.

10 **Steward List**; Don repeated a request for stewards list. After brief discussion and caveats re training, Chapter appointments, etc., Mark promised a list later that week.

11 **Review & Prioritize** L/M topics; Members discussed the previously developed lists of potential efforts and assigned review as homework. (A copy is with the October minutes, shared 3/12/09.) There was also discussion of the “IBB mandates” - the agency specific efforts, much of which falls to L/M. This too, to be reviewed. There was discussion as to a “guest protocol”. [While recapped in the action items, the matter is not completely resolved.] There was general agreement that our context need be appreciated and that guests for a purpose, such as the web page update last Fall, are appropriate for such purposes.

12 **Set next agenda** (at OCSEA 3/18); 1, action items; 2, review minutes & action items; 3, contract update; 4, policies update; 5, Gov’s cost saving req.; 6, IBB; 7, upcoming efforts; and 8, nxt agenda.

**MINUTES** - condensed; Ohio EPA L/M Mtg - OhioEPA, Tues., 2/24/09, 9:30.

Attending:

Deborah Bailey\*, Mark Besel, Mike Bolas, Craig Butler, Heidi Griesmer, Mariano Haensel, Natalie Oryshkewych, Craig Rehkoph, Mylynda Shaskus, Don Starr, Donna Waggener and facilitator, Alauddin Alauddin. Excused / Absent: Kelvin Jones, Ken Mettler, Ryan Sarni, and Dave Sholtis\*. (\*Dave is a new management member. Deborah arrived late and left early, apologizing and noting she was ill.)

Agenda (Provided by Alauddin and as tweaked:)

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|--|-----------------------------|
| 1 ID Action items / Recorder           | 7 Schedule '09              |
| 2 Review Minutes/ Action Items/ Agenda | 8 IBB                       |
| 3 Contract Update                      | 9 Mgt/Exempt Ratios         |
| 4 PT Update                            | 10 Stewards List            |
| 5 IT Updates/ Reclassification         | 11 Review/Prioritize topics |
| 6 Policies update - Bereavement        | 12 Next Agenda              |

- 1 M. Bolas agreed note/share action items (see his 2/27/09 e-mail)
- 2 Minutes reviewed and approved; action items not readily available.
- 3 Contract - brief discussion of gossip, including VCS (Vol Cost savings.)
- 4 PT Update; efforts considered at odds with collective bargaining had grown over last 8+ years; magnitude discovered at IBB. To be stopped.
- 5 IT Update / Reclassification; OCSEA/OCB efforts to modernize and simplify IT positions is in progress. New Pds on DAS web site. (32 to be reduced to 18, including both management & BU. Plot at ODJFS.
- 6 Policies; Agency Bereavement and DHWM OT/CT related to training shared. Minimal discussion. No BU comments re Bereavement.
- 7 The following 2009 schedule was developed, sharing various conflict days:

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- 8 IBB update - members updated L/M as to agency-specific discussions related to the Contract, including emphasis on training, development, employee support, on-call, quality and performance evaluations. State mediation program also reinforced. Presented at and endorsed by "big table", (so to be in the contract).
  - 9 Management /bargaining unit ratio; (Union had requested); provided to be 187 to 438 (Lazarus?). Discussion evolved to a recap of employee expressed unease as to the next contract and employment uncertainty. Governor's 2/13 memo re "Opportunities for Meaningful Change" shared. Hiring & retiring limitations and possibilities and prognosis for significant Agency changes discussed. No resolution, to be continued.
  - 10 Stewards list; Mark to provide State-wide, w caveats, yet this week.
  - 11 Review & prioritize efforts; prior lists, IBB and governor's invitation all pending; as homework, each to review and to continue discussion 3/18 (at OCSEA). Discussion re members, guests, visitors and expansion of efforts via sub committees w additional effort from others, i.e, beyond this group.
  - 12 Next agenda (this an estimate, not sure we developed one:)
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|--|--------------------------------|
| 1 ID Action items / Recorder           | 5 Governor's Request           |
| 2 Review Minutes/ Action Items/ Agenda | 6 IBB                          |
| 3 Contract Update                      | 7 Next efforts (also in 5 & 6) |
| 4 Policies update                      | 8 Next Agenda                  |

Minutes: by MBesel; shared draft, 3/15/09; accepted 3/18/09; shared final 3/30/09

