

## **JOINT LABOR COMMITTEE (JLC)**

**January 25, 2011**

### **Minutes**

#### **Members Present**

Franklin Felizardo  
Susan Hurley  
Michael Moran  
Christi Wolfe

Human Resources  
Operations Manager, WVCC  
CS II, PCEA Vice President  
CS II, PCEA President

#### **Members Absent**

Joel Kuhl

Labor Relations Administrator

#### **Additional Guests**

#### **MISSION STATEMENT:**

The goals of the Joint Labor Management Committee are to enhance and facilitate an open dialogue between the City of Salem's management and Professional Communication Employee's Association (PCEA) labor force. The committee's goal in itself is an effort to continue to build better working relations while simultaneously developing an understanding of the needs and requirements of both management and labor.

#### **GOALS:**

- Foster a productive working relationship between employees and management to promote an effective emergency call center.
- Provide another forum, in addition to proper chain of command, for employees to identify concerns and provide information and recommendations to management on programs, technical practices, and administrative policies that impact employees, potential employees, and WVCC customers.
- Aid in the recruitment and advancement of employees in positions at all levels of WVCC.
- Work with management to identify training needs.
- Convene focused leadership dialogues on critical challenges and inventive solutions commensurate with those challenges, and
- Broadly communicate our goals and mission of this committee.

Meeting called to order at 10:05 a.m.

**I. Meeting Minutes**

- a. The meeting minutes were approved by committee.

**II. Organizational Pulse**

- a. *ERC –20 year celebration during the week of March 14, 2011.*
- b. *Awards and Accolades –*
  - \* There was an email to staff regarding the Mid-Willamette Council of Governments (MWCOG) award banquet. JLC supports the employee’s attendance to the banquet.
  - \* An email from Marion County regarding the Emergency Operations Committee.
- c. *Supervisor Meeting –* CSII Moran mentioned rotations at radio positions. He expressed that it is important to members that they rotate. He mentioned that a comment was made that, “if you complain about deployment you’ll work it.” OM Hurley did not approve of that statement and stated that is not ok to say. OM Hurley added that we have a responsibility, however, to keep everyone’s skills fresh and up to date.
- d. *Stats –* CSII Wolfe asked why CSIII Greiner was working on stats for 2010. OM Hurley stated stats were not necessarily needed for the entire year. The agency is looking at the possibility of a scheduling program. It may be money well spend if we have a software. But CSIII Griener will start with a quarter first not the year.
- e. *Establishment of perimeter –* CSII Moran mentioned that a comment was made by CSS’s that WVCC does not assist in setting up perimeters as it is a liability for WVCC. OM Hurley states that is not true. Members will set up perimeters when the field units request it.
- f. *Tone time for Dallas –* CSII Moran mentioned there was a complaint made by Dallas PD regarding a call that had a 2-3 hour delay. However, it is the members’ understanding that it was not a big deal when the DPD asked about it. The issue at hand is that the investigation is a bit excessive for something that DPD did not find a “big deal.” OM Hurley stressed that it is important for the agency to do our due diligence to investigate in case that results in other issues. What may happen is that WVCC may, in the end, get blamed for the “oversight.”

**III. Collective Bargaining Contract Administration:**

- a. *Roll-over proposal –* CSII Wolfe asked about the status on the proposal. Franklin mentioned that Joel Kuhl will communicate the status of that today.

**IV. Other Union/City Topics**

- a. *Prescription changes –* Franklin reiterates that the Plan Design did not change for PCEA members. It is still \$10 co-pay for Generic, \$20 co-pay for Preferred and \$50 co-pay for Non-Preferred. What did change is the Preferred Products List that Prescription Solutions has versus the Preferred Medications List that Walgreens Health Initiative had. These list are not controlled by the City of Salem and they are determined by the Pharmacy Benefit Manager (PBM) companies. These lists change frequently, even when we were on with Walgreens Health Initiative as our PBM.
- b. *Policy/directive language –* CSII Wolfe would like to change “sexual preference” to sexual orientation.

**V. Special Events/Announcements**

- a. *none*

**VI. Kudos**

a. Mentioned above

**VII. Adjourn**

Meeting adjourned at 11:00p.m.

**VIII. Action Items for next meeting:**

<u>Item</u>	<u>Assigned personnel</u>
Reverse Telephone Number search	Director Buchholz to bring to Division Commander
Policy/Directive Language regarding outdated terms	Franklin Felizardo

Next Meeting: 2/22/11, 2:00 p.m. Willamette Valley Communication