

JOINT LABOR MANAGEMENT COMMITTEE (JLMC)

November 10, 2011

Minutes

Members Present

Francis Kessler	PW Ops Customer Svcs Admin
Joel Kuhl	Human Resources
Patrick Long	CD Neighborhood Enhancement Division
Connie Munnell	Human Resources
Allison Pavelek	Human Resources
Randy Ridderbusch	Oregon AFSCME
Richard Swyers	PW Ops Water Distribution
Jack Tucker	PW Ops Water Distribution
Derrick Williams	PW Ops Technical Services

Members Absent

Larry Frazier	PW Ops Pumps and Controls
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Additional Guests

Sue Blohm	IT Operations
Keith Bondaug	PW Ops TV Flow & Monitoring
Franklin Felizardo	Human Resources

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 AFSCME'S 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.

Meeting called to order at 8:30 a.m.

I. Introduction

- a. New guests at this meeting included Sue Blohm, IT GIS Supervisor, and Keith Bondaug, PW Civil Engineer Assistant.

II. Meeting Minutes

- a. October 14, 2011, JLMC Meeting Minutes were approved.

III. Budget Status update

- a. Connie Munnell reported that the City Manager presented a budget message to Council regarding property tax revenue of almost 1 million less than anticipated. Department Directors met to prepare a plan of action for the revenue shortfall which may include a 3 to 5% target savings for this fiscal year in all funds.
- b. Francis Kessler announced that there is a special council meeting tonight with Economist Tim Duy.

IV. Organizational Pulse

- a. Discussion was held regarding possible tension in the workplace due to various personnel actions, training, the maintenance class study, budget and/or layoffs, etc.

V. Collective Bargaining Contract Administration

VI. Special Events/Announcements

- a. Happy Veterans Day is tomorrow, November 11, 2011.
- b. Derrick Williams and Richard Swyers will be cooking for the PW Ops holiday luncheon in December.
- c. Local is collecting children's coats, jackets, hats, mittens, scarves, or other cold weather apparel as part of a child caregiver fundraiser. Donations can be left at Union Hall or please contact Richard Swyers.
- d. The City's Charitable Giving Campaign is ongoing and ends November 14, 2011. There are five charities available to donate to via payroll check deductions, and various food/gift items available on the Silent Auction website (City's intranet).
- e. Yamhill-Polk Labor Council is hosting the 71st annual Children's Holiday Party on December 4, 2011. This is a free event and will include live music, viewing of the movie "Rio", and appearance by Saint Nicholas.

VII. Other Union City Topics

- a. Catastrophic Leave: Connie Munnell summarized that the program used to be just for AFSCME members but then was made available to all City staff by way of donations to an individual or to the catastrophic leave "bank" or "pool". Funds in the catastrophic leave pool are then divided equally for citywide use. The individual or the individual's department may request to use catastrophic leave by contacting the Benefits Manager. The Benefits Manager then notifies the appropriate division or department or union to request donations.

The current value in the catastrophic leave pool is \$2,329. Five AFSCME members used catastrophic leave last month. Human Resources will bring the current value every month to the JLMC meeting and will post it on the upcoming HR intranet site.

Further discussion was held regarding employees that voluntarily share their own private health information; however it is not okay for other City staff to release that information. Please contact Human Resources or the Benefits Manager with any questions pertaining to the Catastrophic Leave program or process.

VIII. City Council Action Updates

- a. Backflow prevention device program rates is on the agenda for reconsideration on November 14, 2011.

IX. Kudos

- a. Richard Swyers thanked a PW water crew (Craig Lynch, Aaron Farance, Cesar Garcia, and Kevin Garcia) for stopping a recent theft in process of a local citizen's bike and cart during their night shift.
- b. Connie Munnell acknowledged Kent Edwards of PW Parks Operations for his generosity in making and donating hand-carved wood canes to the elderly in need.

X. Adjourn

Meeting adjourned at 9:15 a.m.