

**Secretary of Labor's Task Force
Regional Meeting • Pacific Northwest
February 7-8, 1995**

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, IX (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

*Secretary of Labor's Task Force
on Excellence in State and Local Government
Through Labor-Management Cooperation
Regional Meeting - Northeast
April 11-12, 1995*

Tuesday, April 11 - Boston MA

- 8 :30- 1 0:00 **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**

- 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
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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

Agenda: May 16-17, 1995

5/10/95

***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

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/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 Liason

Steve Lowrey - Heavy Equipment Mechanic and Maintenance Liason

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

3:30 p.m. **Adjourn**

*Secretary of Labor 's Task Force
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**Regional Meeting - Mid West
June 5-6, 1995**

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
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City-County Building

12:00-1:00	<i>Lunch</i> 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**

6/29/95 Preliminary Agenda

*Secretary of Labor's Task Force
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*Agenda
July 10-11, 1995
U.S. Department of Labor, Room N-3437B-D*

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
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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* 9:00-10:30a.m.

Perspectives of Elected Officials
10:30-12:00 noon

12:00 noon

David Lipsky, Dean
New York State 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