

12/7/06 DWD/PSS Labor/Management Meeting

Present for labor: Barb Miller, Laurel Kailin, Steve Laesch, Larry Jensen, Bill Brockmiller

Present for management: Kevin Reid-Rice, Jerry French, Ann Smith, Chris Wolle, JoAnn Hium, Diane Griffin, Leanna Ware, Carolyn Gormican, James Bond, Jerry Guenther, Gene Lillge, Brian Solomon

1. Follow up from last meeting – safety/service concerns at Dane County Job Center
 - capitol police will be conducting training sessions for staff about handling dangerous situations and irate customers
 - County is developing a training program for County staff
 - County is hiring new employees – maybe bilingual
 - Union voiced concerns that it has been a month since we brought this issue to the table and there have been no changes
 - Brian Solomon will follow up on the progress of the training plan
 - Management is confident that this can be handled by the supervisor at the local office level
 - DWS is sending a DWS Equal Opportunity Officer and a DHFS compliance officer to visit the Dane County Job Center to monitor compliance with civil rights issues .
 - If you have any comments/ concerns, contact a member of the union team
2. DWS- requests from Job Service Counselors for private offices
 - DOA sets these guidelines and they do not allow for private offices for each counselor
 - Each job center should have a dedicated conference room for Vets reps and Job Service staff to meet with clients
 - Brian Solomon will give Diane Griffin a list of locations so she can request computers for these conference rooms
 - Brian suggested that the counselors will have less need for a private office as they move from individual to group counseling session
 - The union will follow up with the Secretary's office to see if there is a possibility of a waiver of the DOA guideline
3. Follow up from October – policy on outside vendors conducting business on State property
 - OSER will establish a state-wide policy
 - Pending the new policy, DWD is not approving any outside vendors
4. LTE's
 - Union was provided a list , by Division, of current LTE's
 - 2 LTE's were hired above the minimum as UBS3's
 - Union questioned the higher rate of pay- management said it was justified due to the amount of work being produced by these individuals
 - Union will follow up with the DWD Secretary

- Union noticed an increase in the use of LTE's and Project employees instead of permanent hires and this will also be addressed with the Secretary
5. Budget update
 - Nothing new to report
 - Divisions submitted their plans to meet the 10% reduction requirement
 - No definite plans to reduce positions – same story/different year
 6. DVR – facility concerns at the Teutonia location
 - James Bond reported that no one in management was aware of any problems with the facility
 - On 11/30 the landlord arranged for an environmental lab test – the report was sent to Rich Stevenson- no mold or mildew was found
 - Lease at the location is month-to-month, pending negotiations for a new location
 7. Local union orientation – the union is not receiving timely notice of new hires
 - >HR is working on a procedure and will report back at the next meeting
 - > Management to provide the union with a list of recent new hires
 8. DVR- workload concerns for LMAC members
 - > James Bond reported that 4 hours of travel time for some members was too long to travel for a 2 hour meeting – he suggested that members could attend via teleconference
 - > Union response is that these quarterly meetings are meant to be in person and that we expect our members to be able to attend in person, without any negative comments from management
 - > Union reminded Mr. Bond that he does not set our term limits – we make the appointments to the LMAC and do not want our members encouraged to end their service
 - > James Bond reported that counselors now work in teams and should bring their workload concerns to the team or a supervisor if relief is needed to attend the LMAC meetings
 - > Union position is that work relief should be given to anyone serving on any LMAC team
 9. DWS- we asked for the names of the DWS Complaint Resolution Clearing House
 - > Members are : Joan Larson , Diane Griffin, and Carolyn Gormican
 - > Carolyn is also the EO and AA officer for DWS
 10. ALL- questions about the inclement weather on 12/1/06 – what offices were closed
 - > Management will send a memo to all supervisors asking if any offices were closed

- > Union reported one closing – Pewaukee Workforce Development Center
- > Since those employees were “ locked out” of the building, they will be paid for work hours missed that day without charge to their annual leave
- > Thank you for the employee that brought this to our attention so that we could take action
- > The question still remains: if partner agencies decide to close a building, what happens to the State employees
- > Union will be addressing this with the DWD Secretary

Respectfully submitted, Barbara Miller

Next meeting 1/4/07 Agenda items due by 12/22