



DANE COUNTY EGR 720

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Wisconsin Council of State, County and
Municipal Employees - Council 32

Step 2 Grievance: Job Center Labor Management Committee

Employer: Dane County	Date of Alleged Infractions: 8/12/2020 through present
Department: Human Services	Supervisors: Shawn Tessman, Nikia Morton, Tony Sis
Employees: Multiple	Work Location: Dane County Job Center Office
Grievance No: 072-08122020	Dates: 8/12/2020 (original), 10-13/2020 (modified)

TO: Shawn Tessmann, Director, Dane County Department of Human Services

FROM: Evelyn J. Mikul, Employee Group 720 Steward, Labor Management Committee Member

CC: Nikia Morton, Tony Sis, Sonia Kurhajetz

RE: Step 2 Grievance Decision—Job Center (JCO) Labor Management Committee

Since its resurrection in 2017, the Dane County Job Center Labor Management Committee has provided both parties a place to come together and discuss, brainstorm, and resolve issues that affect our shared workplace. Management was able to bring forward topics as readily as labor to facilitate a more equitable and productive atmosphere for all. Labor was given a voice and a literal seat at the table to discuss topics that stemmed primarily from staffing and scheduling concerns. Solutions and understandings were reached because all were able to speak and be heard.

The implementation of the town-hall style Quarterly Division meeting and its execution, though allowing more stakeholders to participate, removed the ability to have a back and forth discussion, that often resulted in dynamic and equitable solutions. The modification to that meeting's structure, as described in Director Tessman's Step 2 Grievance decision received by us on October 2, 2020, reserves the first two agenda items of the meeting to issues relevant to staffing and scheduling and will constitute the labor management portion in recognition of the existing right as codified in the Employee Benefit Handbook. This decision is an example of the compromise that was often achieved via the old Labor Management meeting format. And, contrary to the assertion made, we applaud the inclusion of all interested stakeholders under this new format and the transparency that is now being achieved.

We propose the following modifications to that proposal in order for it to be considered a resolution to the grievance:

1. That the ability to have a real discussion be retained; in the virtual meeting format that we are currently limited to as a result of COVID-19, both audio and video features be allowed for all participants, not just the chat feature. While the chat feature is a useful tool, it promotes a more one sided method of communication and items typed can be missed or even ignored to the detriment of all. The in-person format can be decided at a later time during a future meeting.
2. That those not appointed to the former Labor Management Committee will not be able to speak on agenda items falling under Scheduling and Staffing unless a committee member cedes their seat for the duration of that topic. This will allow the inclusion of "expert" testimony on an as needed basis and notice will be given prior to this type of substitution at least five business days prior to the actual Quarterly Division meeting.
3. That the total number of participants be comprised of both represented and non-represented employees; proportional representation be based on percentages, currently EGR 720 has 91% membership of eligible JCO employees so should retain an equivalent number of appointed positions. Currently, with the exclusion of the EGR 720 President, who is invited to participate but is not an appointed committee member; that equates to five represented and, up to, one non-represented employee, on the labor side of the table.

We look forward to your response to this proposed approach to resolving this dispute. We will await your response before advancing this matter to the next step of the grievance procedure. If you do not agree to hold the grievance in abeyance while you consider our response and reply to us, then please let us know, and this notice will serve as our request to advance to Step 3 of the grievance procedure.



Evelyn J Mikul
EGR 720 Steward

October 15, 2020

Date