



COUNTY OF DANE

DEPARTMENT OF ADMINISTRATION
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GREG BROCKMEYER
DIRECTOR OF ADMINISTRATION

December 16, 2020

Sunny Kurhajetz
Employee Group #720

RE: Grievance – Labor Management Meetings

Dear Ms. Kurhajetz:

A third step hearing was held on December 2, 2020. I have summarized the primary arguments of each of the parties below:

Employee Group # 705:

Sunny Kurhajetz presented.

- The September labor management meeting was cancelled and replaced with a quarterly divisional meeting.
- It's been noticed that there's a shift in what representation looks like for staff and staff engagement is a way to voice concerns and ideas.
- There have been some agreements made before this grievance, but, there is still an issue with the interpretation of equal. 92% of staff is represented. It isn't equitable that the same amount of non-represented staff are able to be at the table.

Evelyn Mikul presented.

- It was also proposed that the employee group be allowed to have an expert testify since the speaking would be limited to the labor management committee members.

Management:

Tony Sis presented.

- There has never been a strict number of panel members. Previous meetings have not had any limitations and meetings have convened even if the Director is not available.
- Labor had mentioned about the ratios. We get the same number of participants so that it is equal since there is far more line staff than management.
- The next meeting is December 10th and it is structured as directed by Shawn Tessmann's step 2 denial.

Shawn Tessmann presented.

- The Step 2 grievance was denied but did direct that there be a change in practice.
- There was also a back and forth between both parties and in the end it didn't make sense on how we would be grieved for not following the letter and then be asked to satisfy.

Nikia Morton presented.

- These meetings are optional and even though Employee Group represents 92% it doesn't mean that will be the case with the amount of staff that will attending going forth.

Decision

The grievance is denied. The Employee Benefit Handbook Section 1: (EG 720) states that:

- a. The County and the employee group's representative shall each appoint an equal number of representatives to convene and participate in a labor/management committee to address staffing and scheduling practices at the Dane County Job Center. The Director of Human Services will be part of this Committee which will meet on a quarterly basis.

In Director Tessmann's second step grievance response, she provides a format for future meetings. Specifically, she states:

"I will direct EAWS to reserving the first two agenda topics at all subsequent all-staff quarterly meetings to being those specified in the EBH: scheduling and staffing. These first two standing agenda items will constitute the "Labor-Mgmt" part of the agenda. At this portion of the meeting, there shall be an equal number of labor and management participants. EAWS also needs to solicit non-EG members to participate in the Labor-Management meeting so as to maintain conformance with the APM by having both represented and non-represented staff on the labor "side of the table."

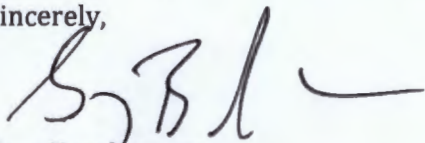
During the "Labor-Mgmt" agenda topics, other staff—both represented and not—will not be allowed to ask questions or give feedback on scheduling and staffing during that part of the meeting. This is to be faithful to the EBH direction of there being equal representation of both sides while scheduling and staffing issues are being discussed.

When those agenda topics are concluded, EAWS managers will open the meeting to all other topics and allow and encourage feedback from all staff both represented and not."

The format described above conforms to both the Employee Benefit Handbook requirement regarding equal normal of representatives, while at the same time adhering to the uniformity provisions contained in the APM.

If you have any questions, you may contact me at (608) 266-4519.

Sincerely,



Greg Brockmeyer
Director of Administration

Cc: Evelyn Mikul
Tony Sis
Shawn Tessmann
Nikia Morton
Neil Rainford