

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 21, 2013

CALL TO ORDER

Vice Chairman Holewinski called the LRES Committee to order at 8:30 a.m. in Committee Room #1 of the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

LRES COMMITTEE MEMBERS PRESENT: Carol Pederson, Sonny Paszak, Scott Holewinski and Billy Fried.

LRES COMMITTEE MEMBERS ABSENT: Ted Cushing (Excused)

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Dennis O'Brien (citizen)

APPROVE AGENDA

Motion by Pederson, second by Paszak to approve the agenda for the present meeting. All ayes; motion carried.

GRIEVANCE POLICY

Lisa Charbarneau told the Committee that Andy Phillips reviewed the County's Grievance Policy that was initially approved. He recommended some changes to the policy that were printed in red for the Committee to approve. They included some deleted items, clean-ups of the letter that were added for further clarification. The biggest change was the Impartial Hearing Officer. The Impartial Hearing Officer should not be the LRES Committee. It should be someone from outside, such as an attorney or Human Resource Director from another county.

Charbarneau stated that the grievance procedure was only for specific reasons, minor things are not grievable. This is for extreme issues, such as termination, loss of days or pay and safety issues.

Brian Desmond said you can't eliminate the policy; you have to have a grievance policy by law. You need to have a fair and impartial system, due process.

Charbarneau went on to explain that some of the larger counties formed a group of volunteer human resource directors that will travel to other counties and act as the Impartial Hearing Officer in exchange for someone to come to their county. They will not charge a fee for time or mileage. Other counties have hired someone from the outside. She is working on getting other options and costs.

Dennis O'Brien remarked that contracts were in place for 60 years. They followed progressive discipline and you were given the opportunity to improve and demonstrate you can learn and follow the rules. Any process there should be a warning, let you know you violated things we do here. Length of service should also be considered; 30 years and you don't get along with boss so you are out the door. There should be an appropriate level of punishment. Does punishment fit the crime? People deserve better treatment.

Desmond stated it is not the legal standard now. They are at will employees according to Act 10. He said the County does use progressive discipline. Suspensions and terminations are not taken lightly.

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Motion by Fried, second by Pederson to approve the amendment of the Oneida County Grievance Policy as presented and shall be used at this point forward for any grievance that comes forward to Oneida County. All ayes; motion carried.

FUTURE MEETING DATES

February 27 9:00 a.m.

FUTURE AGENDA TOPICS

Impartial Hearing Officer – Cost/Options

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Fried, second by Pederson to adjourn. All ayes; motion carried.

Meeting adjourned at 9:05 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary