

URBAN COUNTY COUNCIL
Inter-Governmental Committee

OCTOBER 14, 2008

CM James chaired the meeting, calling it to order at 1:00 pm. All members were present.

I. Staying Union Free Human Resources Training Class

CM Blue stated his concerns with this training class. He stated as employers employees should be treated fairly.

Paul Schoninger went over the information in the packet.

Michael Allen, Director of Human Resources, stated the reason the workshop was developed was due to requests from managers and employees with questions about unions coming in. He stated they thought it would be valuable to do a training since there were so many questions. He stated if the issue is the labeling of the class they can change the title. Mr. Allen stated the class is not pro union or anti union. He stated the intention of the class is just informational.

CM DeCamp stated it is probably a good thing to do. He stated the problem could be "Staying Union Free". He stated a different title would help.

CM Blues stated this workshop crosses the line between providing information and advocating.

Mr. Allen stated they have had one workshop that council did not attend but the respondents are key as to how they perceived the workshop. He stated the respondents perceived it as objective.

CM James asked if all comments were put on the sheet presented to the committee.

Mr. Allen stated he believes it is all the comments received.

CM James passed chair to CM DeCamp.

CM James asked who created the training information.

Mr. Allen stated they gathered this information from a presentation by the Kentucky Chamber of Commerce.

CM James asked if Mr. Allen thought the training was neutral.

Mr. Allen stated he believes it is a neutral presentation. He stated this was designed because of questions concerning legislature that might be forthcoming.

Deborah Force, representative of American Federation of State County Municipal Employees, stated she has spoke with some employees regarding unions.

CM DeCamp asked if AFSCME is not allowed to organize.

Ms. Force stated no. She stated it was her understanding that only managers went to this class.

CM DeCamp stated it still allows the employees to organize. He stated to him it is trying to be objective and clear up misinformation.

CM Blues stated this document should not be used in workshops.

CM Myers asked if there is a different training course for private sector versus public sector.

Mr. Allen stated in general the rules are the same. He stated this class was open to all employees.

CM Myers asked if non manager employees attended the first class.

Mr. Allen stated yes.

CM Myers asked how much modification was done to the Kentucky Chamber of Commerce curriculum.

Mr. Allen stated to the best of his understanding not a lot of modifications were done.

CM Myers asked for a copy of the training.

CM Beard stated it was his understanding that employees other than Police, Fire, and Corrections can not collective bargain.

Mr. Allen stated in this state it would require legislation and that has not passed.

A motion by CM DeCamp for Human Resources to hold off having any more of these workshops until revisions to wording can be discussed by the committee and furthermore to decide if it moves forward, seconded by CM Myers, motion failed.

CM Myers stated he would like to see the training information Kentucky Chamber of Commerce has on their website so they can see what modifications were made.

A motion by CM Blevins to direct the administration to cease delivery of this class until such time state law changes to allow unionization or some other pressing need comes before them to deliver this information, seconded by CM Beard, passed.

II. Boards/Commissions Reporting

Paul Schoninger stated this item will be on the next meeting.

III. Boards/Commissions that Adhere to Ethics Act Financial Disclosure Requirement

A motion by CM Myers to table this item for more research to be brought back in two meetings, seconded by CM Beard, passed without dissent.

IV. Update on Committee Items

No motions came from this item.

The meeting adjourned at 1:51 p.m.