



**CHAMPAIGN COUNTY BOARD  
COMMITTEE AGENDA**

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**LABOR SUBCOMMITTEE**  
**Brookens Administrative Center, Meeting Room 4**  
**1776 E. Washington, Urbana**  
**Friday, May 7, 2010 – 4:30 p.m.**

**CHAIR: Sam Smucker**

**MEMBERS: Tom Betz, Greg Knott, Brendan McGinty, Alan Nudo**

<u>ITEM</u>	<u>PAGE NO.</u>
<b>I. <u>CALL TO ORDER</u></b>	
<b>II. <u>ROLL CALL</u></b>	
<b>III. <u>APPROVAL OF AGENDA/ADDENDUM</u></b>	
<b>IV. <u>APPROVAL OF MINUTES</u></b>	
A. August 3, 2009	*1-3
B. August 17, 2009 – Open Session Minutes	*4-7
C. August 17, 2009 – Closed Session Minutes	
D. September 24, 2009 – Open Session Minutes	*8-9
E. September 24, 2009 – Closed Session Minutes	
<b>V. <u>PUBLIC PARTICIPATION</u></b>	
<b>VI. <u>CLOSED SESSION PURSUANT TO 5 ILCS 120/2(c)2 TO CONSIDER COLLECTIVE NEGOTIATING MATTERS BETWEEN THE COUNTY AND ITS EMPLOYEES OR THEIR REPRESENTATIVES</u></b>	
<b>VII. <u>OTHER BUSINESS</u></b>	
<b>VIII. <u>ADJOURNMENT</u></b>	

1 CHAMPAIGN COUNTY BOARD  
2 COMMITTEE MINUTES  
3

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4  
5 **LABOR SUBCOMMITTEE**

6 **Monday, August 3, 2009**

7 **Brookens Administrative Center, Putman Meeting Room**  
8 **1776 E. Washington St., Urbana**

9  
10 5:15 p.m.

11  
12 **MEMBERS PRESENT:** Tom Betz, Greg Knott, Brendan McGinty, Alan Nudo,  
13 Sam Smucker (Chair)

14  
15 **MEMBERS ABSENT:** None

16  
17 **OTHERS PRESENT:** Kat Bork (Administrative Secretary), Deb Busey (County  
18 Administrator), Alan Kurtz (County Board Member), C. Pius Weibel  
19 (County Board Chair), Nora Stewart (AFSCME Local 900 President)

20  
21 **CALL TO ORDER**

22  
23 Smucker called the meeting to order at 5:24 p.m.

24  
25 **ROLL CALL**

26  
27 Betz, Knott, McGinty, Nudo, and Smucker were present at the time of roll call, establishing  
28 the presence of a quorum.

29  
30 **APPROVAL OF AGENDA/ADDENDUM**

31  
32 **MOTION** by Betz to approve the agenda; seconded by McGinty. **Motion carried with all**  
33 **eyes.**

34  
35 **PUBLIC PARTICIPATION**

36  
37 There was no public participation.

38  
39 **CHAIR'S REPORT**

40  
41 There was no report from the Chair. Busey announced another Labor Subcommittee  
42 meeting will be scheduled in the next couple of weeks. The committee agreed 4:30 p.m. was an  
43 acceptable meeting time.

44  
45 Weibel entered the meeting at 5:28 p.m.  
46  
47  
48

49 **INVITATION TO ATTEND LABOR-MANAGEMENT MEETING**

50  
51 Weibel stated that Tara McCauley, the AFSCME staff representative, asked for a labor-  
52 management meeting at the Nursing Home, which was arranged approximately a month ago. Right  
53 before the meeting, McCauley sent an email to Weibel, certain County Board members, and  
54 selected Nursing Home Board of Directors members asking for representatives from both boards to  
55 attend the labor-management meeting. Contract negotiations were ongoing at that time, so Weibel  
56 responded that the Board members should not attend such meetings during the negotiation process.  
57 Negotiations have completed, though the contracts have not been signed, and McCauley has made  
58 another request for a labor-management meeting with representatives from the County Board and  
59 Nursing Home Board of Directors in attendance. Weibel felt the Labor Subcommittee should make  
60 a decision and asked Smucker who should attend a labor-management meeting. Smucker asked for  
61 an explanation of why McCauley was asking for the meeting.  
62

63 Betz expressed concern because the neither the collective County Board nor individual  
64 Board members should be involved in the day-to-day operations of departments other than where it  
65 is statutorily or contractually required. If the County Board takes on the role of listening to  
66 grievances, it has the potential to contradict the people it has hired to operate the departments and  
67 Nursing Home. For example, Busey was hired to run the Administrative Services Department and  
68 it is not his position as a Board member to sit down with an employee that Busey needs to  
69 discipline, fire, or hire. Betz wanted to develop a policy to prevent individual Board members from  
70 being pulled into labor negotiations or grievances. Smucker concurred with Betz and said the  
71 Negotiating Team was the appropriate body to address issues. Weibel said the union could want to  
72 discuss a multitude of issues, including issues that should be bargained. The Negotiating Team can  
73 bring issues to the Labor Subcommittee for further discussion at their discretion. Weibel thought it  
74 might be more appropriate for the Nursing Home Board of Directors to attend the meeting.  
75 Smucker warned involving either board instead of the Negotiating Team could create confusion  
76 regarding who is responsible for negotiations. There needs to be a clear line of authority.  
77

78 Busey agreed and pointed out that the collective bargaining agreements define labor-  
79 management meetings. The assumption in the agreements is that management will attend those  
80 meetings, not County Board members who are policy-makers. If a manager felt he or she needed  
81 direction from the County Board regarding a labor-management meeting, it is incumbent on the  
82 manager to ask for the Board's direction. Weibel was happy to agree, he just wanted to make it a  
83 policy. Betz totally agreed with Busey's statements as he does not expect to monitor department  
84 heads as a Board member. The committee discussed the grievance process available to employees  
85 in the contracts. Betz asked if Andrew Buffenbarger, the Nursing Home Administrator, requested  
86 Board members to attend the labor-management meeting. Weibel had not contacted Buffenbarger  
87 about this issue. Betz wanted Buffenbarger to know the County Board has not hung him out to dry.  
88 They believe it is Buffenbarger's job to manage the Nursing Home and the Board would consult  
89 with him upon his request. Busey stated the new contract has been negotiated over the last nine  
90 months and contains even more definitive labor-management language.  
91

92 **MOTION** by Betz that neither the collective County Board nor the individual County Board  
93 members would attend labor-management meetings unless the department manager or County  
94 Administrator requests the Board members' presence.

95 McGinty asked to add that the County Board would continue to operate according to its  
96 current lines of delineation with negotiating with the Negotiating Team. The committee concurred.  
97 Smucker recommended a Negotiating Team member be the one to attend a labor-management  
98 meeting if it is requested by the manager. This would ensure the Board representative is also a  
99 Labor Subcommittee member. The committee preferred that the County Board members not attend  
100 labor-management meetings, but were willing to concede at the request of a manager. Busey noted  
101 there might be circumstances where an administrator or manager may ask non-Labor Subcommittee  
102 member to attend a meeting because of the relevance of that member's participation. It was agreed  
103 that participation by non-Labor Subcommittee members would be cleared with the Labor Chair and  
104 County Board Chair. **Betz agreed to consider McGinty's addition as a friendly amendment.**

105  
106 McGinty seconded Betz's motion.  
107

108 Smucker asked to have a statement written for the next meeting. Busey suggested writing it  
109 as a resolution to be sent to the County Board. Betz remarked union employees communicate with  
110 the County Board members and he does not want to stop that practice, but the Board cannot address  
111 grievances or engage in negotiations. He verified the employees' First Amendment rights are not  
112 being cut off; the committee is simply creating a practical policy. He confirmed no County Board  
113 member will be sent to tomorrow's labor-management meeting at the Nursing Home because there  
114 has not been a request from Andrew Buffenbarger. Busey agreed to inform Buffenbarger  
115 tomorrow.  
116

117 **Motion carried with all ayes.**  
118

119 **OTHER BUSINESS**  
120

121 There was no other business.  
122

123 **ADJOURNMENT**  
124

125 Smucker adjourned the meeting at 5:45 p.m.  
126

127 Respectfully submitted,  
128

129 Kat Bork  
130 Administrative Secretary  
131

132 *Secy's note: The minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the*  
133 *meeting.*

1 CHAMPAIGN COUNTY BOARD  
2 COMMITTEE MINUTES  
3

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4  
5 **LABOR SUBCOMMITTEE**

6 **Monday, August 17, 2009**

7 **Brookens Administrative Center, Putman Meeting Room**

8 **1776 E. Washington St., Urbana**

9  
10 4:30 p.m.

11  
12 **MEMBERS PRESENT:** Tom Betz, Greg Knott, Brendan McGinty, Alan Nudo,  
13 Sam Smucker (Chair)

14  
15 **MEMBERS ABSENT:** None

16  
17 **OTHERS PRESENT:** Kat Bork (Administrative Secretary), Deb Busey (County  
18 Administrator), Alan Kurtz (County Board Member), C. Pius Weibel  
19 (County Board Chair), John Farney (AFSCME Local 900)

20  
21 **CALL TO ORDER**

22  
23 Smucker called the meeting to order at 4:34 p.m.

24  
25 **ROLL CALL**

26  
27 Betz, Knott, McGinty, Nudo, and Smucker were present at the time of roll call, establishing  
28 the presence of a quorum.

29  
30 **APPROVAL OF AGENDA/ADDENDUM**

31  
32 **MOTION** by Betz to approve the agenda; seconded by Nudo. **Motion carried with all**  
33 **eyes.**

34  
35 **APPROVAL OF MINUTES**

36  
37 **MOTION** by Betz to approve the February 10, 2009 open and closed session minutes;  
38 seconded by McGinty. **Motion carried with all eyes.**

39  
40 **PUBLIC PARTICIPATION**

41  
42 John Farney asked to speak as a representative of AFSCME Local 900. He stated AFSCME  
43 Local 900 opposes the resolution establishing a labor-management meeting policy and thinks it is a  
44 cowardly resolution. It says that County Board does not want to talk to its employees, who are  
45 constituents and taxpayers in Champaign County. He understood the County Board was tired of  
46 dealing with the Nursing Home, but they would not have to deal with it on a constant basis if they  
47 fixed the problems at the Nursing Home. The union employees want to talk with their Board  
48 representatives and have the Board members come to meetings to see what is really going on from

49 both sides. Farney was worried about the resolution's language regarding County managers  
50 because County Board members were elected to manage, not Deb Busey or the Nursing Home  
51 Administrator. He wanted to see County Board members telling Deb Busey and other managers  
52 what meetings to attend, not the other way around.

53  
54 **MOTION** by Betz to move item 8 before the closed session on the agenda; seconded by  
55 McGinty. **Motion carried with all ayes.**

56  
57 **CLOSED SESSION PURSUANT TO 5 ILCS 120/2(c)2 TO CONSIDER COLLECTIVE**  
58 **NEGOTIATING MATTERS BETWEEN THE COUNTY AND ITS EMPLOYEES OR**  
59 **THEIR REPRESENTATIVES**

60  
61 **MOTION** by Betz to enter into closed session pursuant to 5 ILCS 120/2 (c) 2 to consider  
62 collective negotiating matters between Champaign County and its employees or their  
63 representatives. He further moved that the following individuals remain present: the County  
64 Administrator and the Recording Secretary. Motion seconded by McGinty. **Motion carried with a**  
65 **vote of 5 to 0.** Betz, Knott, McGinty, Nudo, and Smucker voted in favor of the motion. The  
66 committee entered into closed session at 5:07 p.m. The committee resumed open session at 5:37  
67 p.m.

68  
69 **RECOMMENDATION OF APPOINTMENT OF NEGOTIATING TEAM FOR AFSCME**  
70 **GENERAL UNIT CONTRACT; FOP CORRECTIONS CONTRACT; & FOP**  
71 **CORRECTIONS SERGEANTS CONTRACT**

72  
73 Smucker nominated himself and Nudo to the Negotiating Team for the AFSCME General  
74 Unit contract negotiations. Smucker nominated Knott to the Negotiating Teams for the FOP  
75 Corrections and Corrections Sergeants contract negotiations.

76  
77 **MOTION** by Nudo to approve the nominations; seconded by Betz. **Motion carried with**  
78 **all ayes.**

79  
80 **OTHER BUSINESS**  
81 **Approval of Resolution Establishing a Policy Regarding Attendance of County Board Members at**  
82 **Labor Management Meetings or Meetings Required Pursuant to Collective Bargaining Agreements**

83  
84 A revised resolution was distributed to the committee. McGinty heard what Farney said  
85 about wanting access to County Board members, but that was not the issue in the resolution. The  
86 County Board has a set Negotiating Team with Board members and professional staff who attend  
87 the multiple sessions and are informed about the contract issues. The Negotiating Team reports  
88 back to the full Board with information when it is appropriate. McGinty thought it would be  
89 counterproductive and inefficient to change that procedure. The designated team should do the  
90 negotiating.

91  
92 Betz agreed with McGinty and noted the Open Meetings Act excludes other Board members  
93 from negotiating sessions. The Negotiating Team is designated with the authority to act by the  
94 County Board. This resolution addressed the different question of labor-management meetings.

95 These meetings are built into the contracts and are not about negotiating. The County Board hires  
96 professionals to manage its many departments, pays them well, and they answer to the Board. Betz  
97 did not think it was County Board members' role to become part of labor-management relation  
98 meetings when the members do not run the departments on a day-to-day basis. He described his  
99 experience on a Negotiating Team and passing on feedback from constituents to the appropriate  
100 department head. As a County Board member, he should not be in room when Buffenbarger is  
101 hearing employee complaints because that is why Buffenbarger was hired. Betz wants people to  
102 understand the proper channels must be followed to prevent end-around techniques. There needs to  
103 be recognition that a chain of command exists. While the Board is ultimately responsible, they  
104 should not be involved in the day-to-day operations of departments.  
105

106 Knott completely agreed with Betz's comments and remarked the County Board's role is  
107 policy-making while managers are hired to manage. The County employees feel free to talk to him  
108 outside of the office about problems and he will take other concerns to the appropriate manager  
109 because it is the proper process. The County Board owes it to their department heads to follow this  
110 process. Individual employees are still free to talk to County Board members.  
111

112 Betz thought there was also a union rights issue because the Board might be hearing from  
113 only a small section of the union who do not represent the whole entity. The County Board could  
114 commit an unfair labor practice by adopting the position of a small minority of the union and has to  
115 be careful.  
116

117 Smucker asked where Board members should draw the line about not discussing  
118 employment related matters with an employee. Knott emphasized that no single Board member has  
119 the authority to bargain. Smucker noted employees can lobby Board members on any issue as  
120 citizens. Knott expressed that any operational issues reported by an employee should be referred to  
121 the department head or elected official by the County Board member. That process is important.  
122 There is implied pressure when a Board member is asking a manager about an issue; this balances  
123 the fact that the County Board cannot negotiate.  
124

125 Kurtz asked if Board members were allowed to attend labor-management meetings as  
126 observers only. Knott stated they cannot shake the role of a County Board member and it would  
127 circumvent the process. Kurtz said he wanted to observe the negotiations and labor-management  
128 meetings. Betz clarified that labor-management meetings are not negotiations. Busey explained  
129 labor-management meetings are defined by the contracts as meetings between the employer  
130 (management) and the union related to specific operational and contract issues. These are not  
131 negotiating sessions. The resolution allows for management to request a County Board member  
132 attend a labor-management meeting when the manager believes there is a benefit to having a Board  
133 member at the meeting. She has attended labor-management meetings and they typically talk about  
134 the day-to-day implementation of the contract terms in operations, not policy. She pointed out  
135 management does not invite specific union employees to attend a labor-management meeting; the  
136 bargaining agent brings those employees to the table. It would not be appropriate for the bargaining  
137 agent to specifically invite certain County Board members to a labor-management meeting. It  
138 seems appropriate that management continues to determine who are the appropriate management  
139 representatives to deal with the identified issues for discussion at the labor-management meetings.

140 McGinty supported letting the professional managers do their jobs because there are  
141 appropriate avenues to lobby the County Board. He wondered if the resolution was needed at all.  
142 Weibel thought the resolution did clarify the issue, but did not think the yellow sections in the  
143 revised resolution were necessary. Betz wanted to have a policy to educate all 27 Board members  
144 and provide a basis for management to refer to a policy when the issue comes up in the future. This  
145 gives management that protection because it is a County Board policy. The committee continued to  
146 discuss the proposed resolution.

147  
148 **MOTION** by Betz to approve the Resolution Establishing a Policy Regarding Attendance of  
149 County Board Members at Labor Management Meetings or Meetings Required Pursuant to  
150 Collective Bargaining Agreements without the yellow highlighted sections; seconded by McGinty.  
151

152 The committee discussed altering the verbiage of the resolution to avoid a confrontational  
153 tone. Betz and McGinty agreed to a friendly amendment to include language in the third Whereas  
154 paragraph to read "the Champaign County Labor Subcommittee recognizes policies and establishes  
155 that labor-management meeting and other meetings required pursuant to any of the County's  
156 collective bargaining agreements are a venue in which management employees, bargaining agents,  
157 and employees can discuss issues that are related...County Board members may attend those  
158 meetings upon invitation by the appropriate management representatives."  
159

160 Weibel exited the meeting at 5:03 p.m.  
161

162 McGinty expressed the policy's intention is not to cut off communication to County Board  
163 members, but to ensure concerns are directed to the knowledgeable parties to have consistency.  
164 Smucker noted nothing in the resolution restricts employees from lobbying the County Board.  
165 Board members need to be cautious on how they respond to employees.  
166

167 Weibel returned to the meeting at 5:06 p.m.  
168

169 **Motion carried as amended with all ayes.**  
170

171 **ADJOURNMENT**  
172

173 Smucker adjourned the meeting at 5:39 p.m.  
174

175 Respectfully submitted,  
176

177 Kat Bork  
178 Administrative Secretary  
179

180 *Secy's note: The minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the*  
181 *meeting.*



1 CHAMPAIGN COUNTY BOARD  
2 COMMITTEE MINUTES  
3

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4  
5 **LABOR SUBCOMMITTEE**

6 **Thursday, September 24, 2009**

7 **Brookens Administrative Center, Putman Meeting Room**

8 **1776 E. Washington St., Urbana**

9  
10 6:30 p.m.

11  
12 **MEMBERS PRESENT:** Tom Betz, Greg Knott, Brendan McGinty, Alan Nudo,  
13 Sam Smucker (Chair)

14  
15 **MEMBERS ABSENT:** None

16  
17 **OTHERS PRESENT:** Kat Bork (Administrative Secretary), Andrew Buffenbarger (Nursing  
18 Home Administrator), Deb Busey (County Administrator), David  
19 DeThorne (Senior Assistant State's Attorney), Alan Kurtz (County  
20 Board Member), C. Pius Weibel (County Board Chair)

21  
22 **CALL TO ORDER**

23  
24 Smucker called the meeting to order at 6:31 p.m.

25  
26 **ROLL CALL**

27  
28 Betz, Knott, McGinty, Nudo, and Smucker were present at the time of roll call, establishing  
29 the presence of a quorum.

30  
31 **APPROVAL OF AGENDA/ADDENDUM**

32  
33 **MOTION** by Knott to approve the agenda; seconded by McGinty. **Motion carried with all**  
34 **ayes.**

35  
36 **PUBLIC PARTICIPATION**

37  
38 There was no public participation.

39  
40 **CLOSED SESSION PURSUANT TO 5 ILCS 120/2(c)2 TO CONSIDER COLLECTIVE**  
41 **NEGOTIATING MATTERS BETWEEN THE COUNTY AND ITS EMPLOYEES OR**  
42 **THEIR REPRESENTATIVES**

43  
44 **MOTION** by Nudo to enter into closed session pursuant to 5 ILCS 120/2 (c) 2 to consider  
45 collective negotiating matters between Champaign County and its employees or their  
46 representatives. He further moved that the following individuals remain present: County  
47 Administrator, Nursing Home Administrator, County's legal counsel, and the Recording Secretary.  
48 Motion seconded by McGinty. **Motion carried with a vote of 5 to 0.** Betz, Knott, McGinty,

49 Nudo, and Smucker voted in favor of the motion. The committee entered into closed session at 6:33  
50 p.m. DeThorne entered the closed session at 6:35 p.m. The committee resumed open session at  
51 7:00 p.m.

52

53 **OTHER BUSINESS**

54

55 There was no other business.

56

57 **ADJOURNMENT**

58

59 Smucker adjourned the meeting at 7:01 p.m.

60

61 Respectfully submitted,

62

63 Kat Bork

64 Administrative Secretary

65

66

67

*Secy's note: The minutes reflect the order of the agenda and may not necessarily reflect the order of business conducted at the meeting.*