

DEKALB COUNTY BOARD OF HEALTH
Minutes of Executive Session
November 28, 2006

Mrs. Grush reported that nine negotiation meetings have been held to date, with another meeting scheduled for tomorrow night. The non-economic portion of the contract is still being negotiated. There are 50 different sections to the contract, and 21 have been tentatively approved by both sides and signed. The Union withdrew four of the issues (including dress code and evaluation of supervisors), and a couple of areas are being held for economics, leaving 13 areas left to work on, including management rights and subcontracting. Mrs. Grush reported that it has been somewhat frustrating because we are re-approving areas that had already been tentatively approved (TAd) with the AFCSME representative, Tom VanDerEeden, that covered for Peg Kermeen while she was off on a medical leave. Mrs. Grush is hopeful that economic issues will be ready to be discussed at the first of the year, with a contract signed by the middle of 2007.

Mrs. Grush presented an article from the *Wall Street Journal* entitled "Litigation Nation." This article affirmed that litigation is a major feature of the business landscape, with legal actions across all major industries regardless of company size. The article stated that more than half of those surveyed cited employment as the top litigation concern. It stated that the workplace has become a legal minefield. Mrs. Grush pointed out that fear of continued litigation does not allow us to do the good work that we should be doing.

Debra Schelkopf, D.V.M., Secretary
DeKalb County Board of Health