



HUMAN RESOURCES COMMITTEE MEETING

July 10, 2019
5:00PM – 6:30PM

Conference Center at Highland Care Pavilion
1411 East 31st Street Oakland, CA 94602
Ronna Jojola Gonsalves, Clerk of the Board
(510) 535-7515

LOCATION:

Open Session: HCP Conference Center

MEMBERS

Joe DeVries
Maria G. Hernandez
Tracy Jensen, *Chair*
Ross Peterson

MINUTES

THE MEETING WAS CALLED TO ORDER AT: 5:02pm

ROLL CALL WAS TAKEN AND THE FOLLOWING TRUSTEES WERE PRESENT:

Joe DeVries (arrived at 5:29PM), Maria Hernandez, Tracy Jensen, Ross Peterson

ABSENT: None

A quorum was established.

A. ACTION: Approval of Minutes of the April 10, 2019 Human Resources Committee Meeting

ACTION: A motion was made and seconded to approve the minutes of the April 10, 2019 Human Resources Committee Meeting. The motion passed.

AYES: Trustees Hernandez, Jensen, and Peterson

NAYS: None

ABSTENTION: None

B. INFORMATION/DISCUSSION: Human Resources Dashboard Review

Tony Redmond, Chief Human Resources Officer

Trustee Hernandez asked about dependents aging out of coverage. Ms. Walker said they have processes in place to remove over aged dependents. This was more about spouses or such who do not meet the AHS definition of a dependent.

Trustee Jensen asked if they cover non married partners. Ms. Walker said they do.

Trustee Hernandez confirmed the notifications for any changed coverages would be communicated. Ms. Walker confirmed. HMS would provide resources.

The Committee discussed the coverage of legal dependents.

E. INFORMATION/DISCUSSION: Review of Employee Relations 2019
Chamayne Pierce, Director Total Rewards

Ms. Pierce reviewed the report beginning on page 50 of the agenda packet.

Trustee Hernandez asked if they were analyzing the data from the employee engagement survey so they could report it to the Committee. Mr. Redmond said they were.

Athena Buenconsejo, Vice President of Labor Relations, reviewed the presentation beginning on agenda packet page 54.

Trustee DeVries asked about model contract language. Ms. Buenconsejo said they use many resources. They focus on laying out the details to help managers know what they need to do.

Trustee Jensen said that model language was beneficial but asked if it required them to open every provision of the contract. Ms. Buenconsejo said it does lead to that, which is why they may have heard that management was gutting the contract.

Trustee Hernandez asked if they were training the managers on how to interpret the contract. Ms. Buenconsejo said they were going to implement a program to teach them once the language was approved. Trustee Hernandez asked if the training would go on the intranet for accessibility. Ms. Buenconsejo said that the contracts are posted on the intranet. They don't want to post their interpretation of the contract online, it can lead to bias assumption.

Trustee DeVries asked what the timing was for sharing with the union that they were developing the language. They were not able to share contract plans prior to the bargaining table, but they do review each change. Mr. Redmond said this was one of the areas where they were trying to drive alignment.

The Committee agreed that contract language needed to be shared as often and as early as possible.

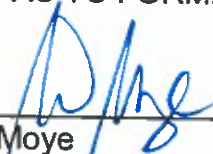
ADJOURNMENT: 7:08 pm

This is to certify that the foregoing is a true and correct copy of the minutes of the regular meeting of July 10, 2019 as approved by the Human Resources Committee on January 8, 2020:



Ronna Jojola Gonsalves
Clerk of the Board

APPROVED AS TO FORM:

Reviewed by: 

M.D. Moye
General Counsel