



# County of Los Alamos

Meeting Conducted  
on Zoom

## Agenda - Final Labor Management Relations Board

*Sharyl Hofer Labor Representative; Felicia Orth, Management Representative; and Rachael DiGiovine, Neutral Representative*

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Tuesday, September 7, 2021

11:30 AM

<https://us06web.zoom.us/j/82856553768>

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Please click this URL to join. <https://us06web.zoom.us/j/82856553768>

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Webinar ID: 828 5655 3768 International numbers available: <https://us06web.zoom.us/j/82856553768>

1. **CALL TO ORDER**
2. **PUBLIC COMMENT**

*This section of the agenda is reserved for comments from the public on items that are not otherwise included in this agenda.*

3. **APPROVAL OF MINUTES**
4. **REPORTS**
  - A. **Chair's Report**
  - B. **HR Manager's Report**
5. **BUSINESS - ACTION ITEM**
  - A. **Election of Officers**
  - B. **Discuss to Meet Via Zoom or in Person**
6. **INFORMATION ITEMS**
  - A. **Our next scheduled meeting will be on December 7, 2021.**

## **7. ADJOURNMENT**

If you are an individual with a disability who is in need of a reader, amplifier, qualified sign language interpreter, or any other form of auxiliary aid or service to attend or participate in the hearing or meeting, please contact the County Human Resources Division at 505-662-8040 at least one week prior to the meeting or as soon as possible.

Public documents, including the agenda and minutes can be provided in various accessible formats. Please contact staff if a summary or other type of accessible format is needed.

**LOS ALAMOS**  
**Labor Management Relations Board**  
**Special Meeting Minutes • May 25, 2021**

**I. Call to Order**

Mr. Trujillo called the meeting to order at 11:36 am (technical issues resulted in a delay)

**A. Board Members Present**

Eppie Trujillo, Neutral Representative/Chair  
Felicia Orth, Management Representative  
Sharyl Hofer, Labor Representative

**B. Staff/Others Present**

Katie Thwaits, Deputy County Attorney  
Mary Tapia, Acting Human Resources Manager  
Rachael McGuire, HR-OS/Administrative Support

**II. Public Comment**

There were no members of the public present.

*No action was taken on this item.*

**III. Approval of Special Meeting Minutes – March 2, 2021**

Mr. Trujillo called for comments or corrections to the minutes. Ms. Hofer mentioned a correction in the tense of the business items. Ms. Hofer commented that Mr. Frazier had served 11 years rather than the 12 years listed.

*Mr. Trujillo made a motion to approve the minutes as corrected; Ms. Orth seconded. The roll call vote was unanimous.*

**IV. Reports**

**A. Chair's Report**

Mr. Trujillo stated that this was his last meeting and that a replacement for his position needed to be found.

*No action was taken on this item.*

**B. HR Assistant Manager's Report**

Ms. Tapia gave an update on the recruiting process of the HR Manager and County Manager.

*No action was taken on this item.*

**V. Business – Action Item**

**Review and action on the proposed changes to the Board's Rules and Regulations to comply with the provisions of the Public Employee Bargaining Act.**

Mr. Trujillo asks if the board was able to look over the proposed changes provided in the Agenda Packet. Mr. Trujillo then asked Ms. Thwaites to proceed with the overview of the proposed changes. Ms. Thwaites provided the board members with an update on the progress with the States Labor Management Board. Ms. Thwaites explained that the State Board moved to table our Labor Board's rules due to defects. Ms. Thwaites discussed the specific issues and defects the State Board found in our rules. Ms. Thwaites stated that there would be a hearing to discuss if our Labor Board's rules conformed to the State Board's rules. This hearing was to be held on May 22, 2021. Ms. Thwaites recommended that the board call a recess to give time to hear what the State Board would decide at the hearing.

**Ms. Orth calls for a motion to recess and reconvene on June 2, 2021, at 11:30am to continue with the board's Agenda of today. It will be on the Zoom platform and the link will be provided on the County's website. Ms. Hofer seconds the recess.**

**VI. Adjournment**

Approval:

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**Eppie Trujillo, Chair**

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**Date Signed**

**LOS ALAMOS**  
Labor Management Relations Board  
Special Meeting Minutes • June 2, 2021

**Continuation of "Labor Management Relation Board meeting from May 25, 2021."**

**I. Call to Order**

Mr. Trujillo called the meeting back to order at 11:45 am.

**A. Board Members Present**

Eppie Trujillo, Neutral Representative/Chair  
Felicia Orth, Management Representative  
Sharyl Hofer, Labor Representative

**B. Staff/Others Present**

Katie Thwaites, Deputy County Attorney  
Mary Tapia, Acting Human Resources Manager  
Rachael, HR-SOS/Administrative Support

**II. Public Comment**

There were no members of the public present.

*No action was taken on this item.*

**III. Approval of Special Meeting Minutes – December 8, 2020**

*No action was taken on this item.*

**IV. Reports**

**A. Chair's Report**

Mr. Trujillo had no report.

*No action was taken on this item.*

**B. HR Assistant Manager's Report**

*No action was taken on this item.*

## **V. Business – Action Item**

### **Review and action on the proposed changes to the Board's Rules and Regulations to comply with the provisions of the Public Employee Bargaining Act.**

Mr. Trujillo asked Ms. Thwaites to update the board on the hearing. Ms. Thwaites explained that she and Ms. Orth were able to testify at the hearing on behalf of the board. Ms. Thwaites explains that the State Board decided to conditionally approve the board's rules with a change to the date for our Labor Board's ordinance. Approval was recommended for the 5-day variance that our board requested. Mr. Trujillo asked for clarification on the edits Ms. Thwaites made. Ms. Thwaites was able to explain the changes that were made. Mr. Trujillo asked the board if they would like to go through each change or move forward as they have already been discussed in the previous meeting. The board agreed to move forward. Ms. Thwaites requested that the board leave flexibility if approved for there to be technical edits, if necessary, but no substance would be changed. The board unanimously agreed. Mr. Trujillo thanks Ms. Orth for testifying on the board's behalf.

*Ms. Hofer made a motion to accept the with the recommendation given to the board by the hearing officer. Ms. Orth seconded. The vote was unanimous; the motion passed.*

## **VI. Information**

Mr. Trujillo called for information items.

- A. The June 2<sup>nd</sup> meeting had been cancelled prior to the recess. The next scheduled meeting will be on September 7, 2021.
- B. Mr. Trujillo brought to the attention of the board that he would be resigning from his position as the neutral representative on the Labor Management Relations Board. The board members discussed the process of appointing a new member.

*No action was taken on this item.*

## **VII. Adjournment**

Motion by Orth, second by Hofer ... roll call.  
Mr. Trujillo adjourned the meeting at 12:00 p.m.

Approval:

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**Eppie Trujillo, Chair**

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**Date Signed**