



LLOYD B. OMDAHL
LIEUTENANT GOVERNOR

State of North Dakota

OFFICE OF THE LIEUTENANT GOVERNOR
BISMARCK, NORTH DAKOTA 58505
(701) 224-2200



Statement of Lt. Governor Lloyd Omdahl:

After six months of preliminary organization and balloting, the new 15-member board of directors for the North Dakota Public Employees Council will hold its organizational and planning meeting on Friday, January 18 in Bismarck.

The Council evolved from the suggestions and comments of state employees during the work of the cost reduction commission. Many employees noted that morale among employees was very low and productivity was being seriously affected.

As a consequence, I randomly selected 17 people from throughout the government (list attached) to meet and review the idea of organizing an in-house employees organization to rebuild morale and improve productivity. A subcommittee of the initial group, headed by Lisa Kudelka, drafted the initial bylaws for organizing. The office of lieutenant governor has implemented the plan to this point.

At its meeting on January 18, the board of directors will no doubt reassess the original organizational plan and develop an action program for the future.

Governor George Sinner and I regard the Council as a legitimate function of government to improve morale and productivity on an interagency as well as intraagency basis. A number of agencies already have employee committees to support events within the individual agencies.

As contemplated, the Public Employees Council will not be a lobbying entity or engage in policy issues. Those kinds of political activities are the function of the existing employee organizations. It is our hope that the Public Employees Council will provide leadership and advice in the development and coordinating of government-wide programs that will improve public employee morale as well as agency productivity.

At its January 18 meeting, we expect the board of directors will take charge of its own destiny. The office of lieutenant governor will be a resource for their use in implementation of programs but it will not attempt to control the direction or policies of the council.



LLOYD B. OMDAHL
LIEUTENANT GOVERNOR

State of North Dakota

OFFICE OF THE LIEUTENANT GOVERNOR
BISMARCK, NORTH DAKOTA 58505
(701) 224-2200



MEMORANDUM

TO: State Agencies and Institutions

FROM: Lieutenant Governor Lloyd Omdahl *LO*

DATE: January 28, 1991

SUBJECT: Report on Public Employees Council

Over the past few months, we have been engaged in a process of nominating and balloting for the selection of a 15-member board of directors for the Public Employees Council. Representatives of the participating agencies were the voting members selected by the various agencies and entities.

On January 18, the duly elected Board of Directors assembled in Bismarck for its first meeting and begin the long-term planning for programs to build employee morale and enhance agency productivity.

Dick Gross, chair of the interagency group that conducted the recent employee survey, gave the Board a comprehensive report on the attitudes of employees toward a whole series of productivity and job satisfaction issues. This report provided an excellent foundation for planning future activities.

After several hours of grappling with the major issues of organizing and programming, the Board members decided they should consult with the agency representatives chosen to participate in the system. (The list as compiled in our office is attached. If your agency did not select a representative to this point, I urge you to do so and have your designated person contact his or her board member.)

Each of the Board members will be holding a meeting with their agency representatives in the near future to discuss the future of Public Employees Council. Governor Sinner and I agree that the activities of this Board should be construed as a part of their job descriptions for the duration of their selection. If agency representatives need time or travel to attend the upcoming meeting, it should be construed as a proper agency expense and responsibility. Agencies now engage in intraagency morale and productivity activities. The Public Employees Council just carries this to the interagency level.



LLOYD B. OMDAHL
LIEUTENANT GOVERNOR

State of North Dakota

OFFICE OF THE LIEUTENANT GOVERNOR
600 E. Boulevard-Ground Floor
BISMARCK, NORTH DAKOTA 58505-0001
(701) 224-2200

December 23, 1991


Mr. Gerard T. Friesz
Executive Director
North Dakota Public Employees Association
3333 East Broadway Avenue
Suite 1219
Bismarck, North Dakota 58501

Dear Mr. Friesz:

In your last edition the observation was made that the Council of State Employees is not a substitute for the North Dakota Public Employees Association. As one who participated in organizing the Council, I want to second your statement.

The Council of State Employees is limited to working inside the government as an interagency group. It complements rather than competes with other employee groups. The external employee organizations, such as NDPEA, must still carry the brunt of any campaign to protect the rights of public employees in the policymaking circles of government.

State employes will need all of the organization they can muster to deal with the issues facing North Dakota in the next biennium.


Lt. Governor Lloyd B. Omdahl



LLOYD B. OMDAHL
LIEUTENANT GOVERNOR

State of North Dakota

OFFICE OF THE LIEUTENANT GOVERNOR
BISMARCK, NORTH DAKOTA 58505
(701) 224-2200



December 27, 1990

Greetings:

Congratulations on your selection as a member of the Board of Directors of the Public Employees Council.

These are challenging times for state employees. While they make an outstanding contribution to the quality of life in North Dakota, many of their efforts go unappreciated and unrecognized. This makes it difficult to maintain high morale without which we can see lower productivity and changes of occupation. It is time to face these and related issues head-on with a positive response. The Public Employees Council is a part of that positive response.

As far as Governor Sinner and I are concerned, participation by you in the Public Employees Council is official state business. Service on the Council automatically becomes a part of your job description for the length of time you serve. Your employing unit should permit you as officially elected representatives to attend meetings without loss of pay or taking of annual leave. It should provide for your travel expenses.

As an extralegal entity of government created to achieve state objectives, the Council must maintain a focus on internal efforts to improve morale and productivity in government. Interfacing on policy issues with the legislature is a task that is left to the various employee organizations functioning outside of the government. If the Council should attempt to become another employee organization, members of the Board would be required to take annual leave for meetings and pay their own travel expenses. In addition, state agencies would be unable to provide support services to carry out PEC programs.

The first meeting of the Board of Directors will be held 10:00 a.m. to 4:00 p.m., Friday, January 18 at the Doublewood Ramada Inn Bismarck. This will be a critical meeting as many important decisions must be made to launch an effective organization.

I am enclosing as much background information as I can to help you approach your task. A proposed agenda is enclosed but is subject to your changes when you meet.

Thank you for accepting this challenge.

Sincerely yours,

Lloyd B. Omdahl
Lieutenant Governor

LBO:mg
Enclosures



LLOYD B. OMDAHL
LIEUTENANT GOVERNOR

State of North Dakota

OFFICE OF THE LIEUTENANT GOVERNOR
BISMARCK, NORTH DAKOTA 58505
(701) 224-2200



NORTH DAKOTA
CENTENNIAL
1889-1989

August 1, 1990

Greetings:

Over the past six weeks an ad hoc committee has been meeting to design an internal public employees council to foster a positive working spirit among state employees. Enclosed is the initial draft of bylaws prepared by the committee under which the Council will be organized.

State employees now have options when it comes to joining organizations to press their case in policy matters. However, a vacuum exists when it comes to internal morale building and communicating the importance of good productive employees to the taxpayers of North Dakota. The Council would fill this vacuum.

The ad hoc committee felt that a board of 15 directors should be apportioned to the various institutions and agencies on the basis of nonfaculty employees. (See enclosure on apportionment.)

I hope your agency or institution will see fit to participate in this statewide Council by designating a person to represent your agency or institution in (1) the selection of a member of the Board of Directors and (2) in serving as a contact for Council programs for a 1-year term. If you are supportive of this effort, I would like to receive the name of your representative by August 17 so that the representatives of the agencies and institutions in your assigned subcommittee can select a member for the Board of Directors. Each agency is free to determine its own method for selecting its representatives.

Sincerely yours,

Lloyd B. Omdahl
Lieutenant Governor

Enclosure

Designation of Agency Representative

Agency: _____

Representative: _____ Phone: _____