

10.20.2021 EBoard Meeting Minutes



MEETING: COBEA EBoard Meeting - provided by Sean Quinlivan.

DATE: 10/20/2021, 4:30 PM – 6:30PM

Attendees:

○ Kerry Bell – President ○ Julie Craig -Vice President ○ Julie Oconnor – Secretary ○ Sean Quinlivan – Treasurer
○ Nick Patten – ST Downtown main campus ○ Matt Ziebol - ST Boyd ○ Mike Niles - ST Wall Annex ○ Roy Bradley - ST WRF ○ Nolan Holmgren – ST 15th alternate ○ Lori Davison – downtown main alternate ○ Joe Holmgren – Boyd alternate ○ Lanelle Duran – Wall Annex alternate ○ Cally Whitman – WRF alternate ○ Tedesco Law Firm - Representation

CALL TO ORDER: PRESIDENT - 4:35 PM

REPORTS: (15min)

1. Officer Reports

- a. Secretary Report (3min) – Minutes from last meeting reviewed. Error in minutes. Roy shared he was pro-exemption. Matt approved. Cally second. Minutes approved.
- b. Treasurer Report (3min) - Sean Quinlivan – Meeting expenses for bargaining committee and deposit from dues.
- c. Vice President Report (3min) - N/A
- d. President Report (30?min) - investigation into ethics and job performance – work plan and training, paid leave investigation for job performance – termination, 2nd positive drug test termination
 - a. Kerry discussed lack of supervisory connection/presence in an awareness sense. Not a matter of just pulling data on someone, but to assess the employee more personally and on the whole work area.
 - b. Investigation into non-performance of an employee. Video recording showed the employee not working during work hours. Employee was terminated.
 - i. Mike asked whether the person terminated had the right disciplinary steps followed. Kerry said yes.
 - c. Second positive drug test of employee. Kerry worked with the shop steward of that area. Set up of a last chance agreement. Shop steward had/has concerns of reprimand and LCA. Sent to attorney. Member was not honest with the city or Kerry. Second drug test led to notice of intent to terminate. City accepted resignation. Used time and benefits to pay for recovery program.
 - i. Kerry has concerns that people are going through stuff due to the pandemic – lack of connectivity and recognition of the job being done due to COVID and working from home.
 - d. HR has a member on paid leave for investigation in errors of cashiering. Can/will request info after investigation is complete.

NEW GENERAL BUSINESS: (up to 1.5 hrs)

1. Elections
 - a. No nominations as of now for eBoard positions. Kerry expressed concern for the future of the association. Mike may have a steward to nominate.
 - b. Julie O. indicated that she will run for Secretary.
 - c. President and VP will be responsible for recruiting qualified and quality people for stewards.
 - d. Cally indicated she was struggling to recruit people for steward and officer positions.

OLD GENERAL business

1. **NEW HIRE ORIENTATIONS** – Kerry did all of the streets. Sean and Nicks area – building. Trying to stay up on the new hire lists.
2. **FAIR PAY STUDY** – still no update. If something is out of whack, we have the contract to fall back on

UPCOMING MEETINGS: BOARD MEETING DECEMBER 15TH

CLOSE MEETING –