

9.15.21 EBoard Meeting Minutes



MEETING: COBEA EBoard Meeting

DATE: 9/15/2021, 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) – Julie brought up minutes from August. Kerry explained changes needed.
- b. Treasurer Report (3min) - Sean Quinlivan no expenses since last meeting, just deposit from dues.
- c. Vice President Report (3min) -
- d. President Report (30?min) - investigation into ethics and job performance, paid leave investigation for job performance, PDQs, IT study, COVID inquiries and meetings with Fire, Police and HR
 - a. Job performance and ethics concern. Record some data, data was recorded after manager saw data wasn't in there. Investigation brought up key codes. Video is allowed, audio is not allowed according to attorney. Pecba request is out asking for information to vet out possible entrapment. There was some discussion that video monitoring could be a set precedence from the telematics MOU. Teams chats are being logged and could be asked for in a records request.
 - b. Job performance - due diligence if someone is being targeted or everyone is being monitored. Remind members to keep on track. Use services if we need help.
 - c. PDQ's – ongoing one. Getting movement. 2 in WRF.
 - d. IT Study is done. Was signed today. Mike gave quick summary: Over all was a win. One position ended up classified lower by a step. Incumbent wasn't dropped down. Sets up in a good position in the future for a comp study. More specific on position titles.
 - e. COVID with inquiries/meetings: Kerry spoke with Lucky and Steven Doyle. Vaccine mandate didn't affect COBEA or Police. Fire was getting hit with this first. Press release was shared. Fire met with City after the press release. Kerry doesn't know what the outcome has been yet. Police surveyed their membership to find out if they would quit. Results were about 50/50. Results sent to council and Eric King. Then Biden's mandate came out. If mandate comes from Eric we can bargain, if it comes from Federal, we cannot. Kerry met with Eric about possible retention concerns. Eric shared that he is pro exemptions and will be offering options. Latest

email stated nothing will be happening anytime soon. Kerry continues to reiterate that our purpose is to defend the contract. We respect everybody's view points on this matter.

VISITOR COMMENTS

Donna: Has concerns about the mandate. Looking at everybody's voice on this matter. There are valid reasons people don't want the vaccine. Hard time thinking this should be our jobs on the line. She is offering help if we need anything in regards to this, if we bargain. Willing to help us be better represented. Thanked Kerry for answering lots of her questions.

NEW GENERAL BUSINESS: (up to 1.5 hrs)

1. BARGAINING
 - a. SURVEY – went out last May. Summer hits. We were going to let everyone know who the team was during brown bags, but due to covid they were all cancelled. Mike mentioned that secondary survey will be going out. We are hoping for a better response.
 - B. UPDATE -
 - c. GENERAL PREP TIMELINE – Prep season is now. List of focus has been created. Team members will be given a couple of topics to research and draft language.
2. elections
 - a. WHO INTENDS TO RUN AGAIN? – If we aren't planning on running again, then Kerry is asking help to recruit. Mike intends to stick around.
 - B. RECRUITMENT
 - C. UPDATE AND PROCESS

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 OCTOBER 20TH, MEMBERSHIP QUARTERLY MEETING OCTOBER 28TH

STEWARD REPORTS: (ROUND TABLE up to 3min each as time has allowed)

Mike: intends to run again. One new hire, three hires that haven't started yet for service desk, one Sr. Admin. Will start in October.

Nick: Will stick around on the board. He is officially back. We have some new hires.

Sean: sticking around as treasurer. Working on the website. Not a lot of feedback from people.

Lori: Nothing to report, and still undecided on running again.

Matt: wants to run again. Hasn't heard any rumblings of anyone else that would want to run. Boyd Acres, not a lot going on. People started reporting from field, allowed to take trucks home. Been quiet and not a lot of distractions. Return to work meeting, no discipline was given at that time. Member has now heard that discipline is coming down the pike. Keeping ears open to see what might happen in this regard. Kerry gave Tedesco a copy of the work plan, she has let them know what is going on with this possible discipline coming later.

Roy: Not a lot new. One new hire – Apprentice. Couple of promotions.

Lanelle: Not going to be able to Run again. Feels too close with HR to run again. Hired three new people in IT. Plus one person in OPM. Communications Coordinator position went out. Muni Court job posting went out. Everybody is run really thin. Lanelle's PDQ – send copy to Mike and Kerry. Conversation to happen offline on this.

CLOSE MEETING –