

EBoard Meeting Minutes



MEETING: COBEA EBoard Meeting

DATE: 12/15/2021, 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

REPORTS: (30min)

1. Officer Reports

- a. Secretary Report (3min) – Sean read through the minutes really fast. Cally voted to approve the minutes. Mike Niles moved to 2nd the motion. Minutes were approved as read.
- b. Treasurer Report (3min) - Sean reported Legal exp 1100.00 not a lot of activity. \$221,212.43 in bank accounts.
- c. Vice President Report (3min) -
- d. President Report (20?min) - investigation into ethics and job performance - termination, and request for investigation, PDQs, contracted third party for plan review
 - a. Investigation on ethics/job performance: City had interview with Member. Kerry was there, she asked as many questions as she could beforehand. Member is called out for failed policies. Option to was resign, or COBEA to push forward. After investigation and interview, member was sharing unhappiness with working for the City. Kerry was willing to fight for the written warning. There was written documentation as to fair warning as to the significance of the infraction. Checks were left. Drawer was checked.
 - b. PDQs: Movement on a couple, not on others. Kerry is waiting on meeting with Mike to update.
 - c. Third party reviews for Building dept: Kerry sent request for info on contract for Third party reviews. Trying to flush out if temp contract or not. May need to demand to bargain. We want to make sure this is documented. Want to make sure that labor law is not violated here.

VISITOR COMMENTS

NEW GENERAL BUSINESS: (up to 1.5 hrs)

1. TRAINING FOR 2022, CALLY'S INFO – summer conference will be similar cost to last time we sent a couple of members. Cally to get better cost info for us.
2. BUDGET FOR 2022 – Will review it and vote on it in January. Extra items will be Training and bargaining. Sean to dig up past bargaining expenses.

3. TIMECARD ISSUE: Kronos outage.

A. Mike Niles spoke, Eduardo is vendor relation application. Because of timing, HR did export on Friday before the weekend of this event. Shut down all cloud services with their software.

A. MatT Ziebol: Comp Holiday is an issue. There was some discussion about how other departments are handling the comp holiday. Opinions seem to differ depending on who you talk to.

OLD GENERAL business (.5HR)

1. NEW HIRE ORIENTATIONS – behind by 30 days. Kerry to update us. A couple of people haven't responded. Maybe we audit once every six months?
2. Fair pay study – Shannon shared a summary. Kerry will look for this info. City hasn't made determination or plans yet that we know of.
3. ELECTIONS – has to run for 10 days. Julie O. to send out and use Survey Monkey.
4. BARGAINING – Kerry to meet with Atty to go over info request. And to go over questions and set up next meeting with the bargaining team. We will start to see bargaining legal fees. Bargaining should be less expensive this time. Bargaining team is asking to bargain in person, and will bargain on their own and bring in attorney for more robust items.

UPCOMING MEETINGS: BOARD MEETING JANUARY 19TH , MEMBERSHIP QUARTERLY MEETING JANUARY 27TH

STEWARD REPORTS:

Steward reports are off record.

CLOSE MEETING ENDED AT 6:20