



City of Bend Employees Association
P.O. Box 1384
Bend, Oregon 97709

www.cobea.org

Minutes – COBEA Quarterly Meeting #1 – 2015

Date: Monday, January 26th 2015

Time: 5:15pm

Location: Pappy's Pizza - 20265 Meyer Drive, Bend, OR 97702

Julie Price, President, called to meeting to order.

Introduction of Officers and Stewards

President – Julie Price, Utilities

Interim Vice President – Joe Burghardt, WRF

Interim Secretary – Julie DeVoe, Finance

Treasurer – Mike Edwards, Utilities

Stewards

IT – Sandra Roberts

CDD/Permits- Julie Craig

CDD/Building – Open (New)

15th – Carl Howe, Garage

15th –Josh Eldridge, Streets

Boyd – Brice Blackwelder

Boyd – Robyn Somers

WRF – Erin Forye (New)

Finance – Open

Courts – Courtney Shootingstar

AL STRMWTR – Rick Kuss

AL 15th – Tony Cota, Streets

Recognitions: Certificate of Appreciation for service given to Mary Packabush (Interim President), Steve May (Treasurer), Heather Rogers (Secretary).

Motion made by Brice Blackwelder to approve the COBEA Quarterly Minutes from July 2014. Craig Quall seconded the motion. Motion passed by COBEA members.

There were no minutes for the COBEA Quarterly meeting in October 2014, due to lack of a quorum.

Julie P mentioned the new employee survey was out and asked if anyone had any questions. No questions were asked. Then Julie P presented the new business cards to the members and pointed out the contact information as well as the Weingarten Rights printed on the reverse side of the cards.

Mary Packabush will continue to update and work on the COBEA web site.

Notes taken by Julie DeVoe

Housekeeping Items

- David Snyder is our main contact for Legal at this time.
- COBEA will have an audit sometime this year and preferably before the next quarterly meeting.
- Communications are difficult for members at this time. We have a total of 183 members and we cannot use the Cities' email. The only way to communicate is via personal email which, Julie Price says out of 183 members, she has 143 emails. Please make sure Julie Price has your personal email.
- Bulletin Boards. Mike Edwards will be designing some new bulletin boards for COBEA information distribution.
- Julie Price is putting together "Welcome Packets" for new employees. If anyone has any ideas about the information to be in the packets, please contact Julie Price.
- LTE Positions: they are limited term up to 2 years. COBEA represented and they must continue to pay dues. These positions are still in negotiations, stress that it needs to be equitable for all.
- There seems to be a discrepancy in the new salary schedule with the effective date of July 1 2014. According to past practice increases have always been in 5% increments. Whether you are getting a step increase or a promotional/transfer to a higher range. With the current salary schedule effective July 1 2014, the transfer/promotional increase is at less than 5%. The President, Julie Price is looking into the matter and having discussions with the attorney. There will be more information to follow.

Budget

Mike Edwards presented the proposed COBEA Budget for 2015. (See proposed budget attached.)

- In 2014 there was \$20,532.50 in income with a total \$19,213.54 in expenses.
- CD Balance as of January 2015 approx \$85,000.00
- Current balance in bank account approx \$9675.00
- Need to tighten up the spending habits of COBEA.
- Remove Wage, annual charity donations, annual social party and Survey Monkey.
- This year's proposed budget has been approved by the E Board.

A motion was made by Karen Clarno to have a paper vote by the members to approve the proposed budget. The motion was seconded by Brice Blackwelder, majority of the members present agreed, 1 abstained, 1 opposed. The motion to have a paper vote to approve the proposed budget was passed.

Guest Speaker

Yaju Dharmarajah – AFSME Labor Specialist / Attorney

Yaju has 15 years of experience in the Labor Union Industry. He has been with AFSME which is a National Union for the State, County and Municipal entities. Yaju is leaving AFSME as of January 31st 2015 and joining a local law firm. He would like to be our new legal council representative if we would

like to have him. Yaju was invited by the E Board to come and speak with the members and answer any questions they may have.

Yaju stated that he had two specific items he wanted to cover this evening, The Fair share Act of 1977 and what and how he could represent our members as legal counsel.

The fair Share Act was instated in 1977. The act basically says that if you are a member of a union, you must pay your dues. Some unions or associations have negotiated fair share out of their contracts. If something like this happens, you can have 200 union members that are represented, but only 20 out of those 200 are actual dues paying members. The fair share states that all members must pay their dues if the act is a part of their bylaws and contract. We have about three pages on the Fair Share Act in our current COBEA bylaws.

Right now the United States Supreme Court is considering possibly revoking the Fair Share Act of 1977. This is a possible decision that we will want to follow and stay up to date on. This could have a huge effect on how our association and other unions are run. Yaju says it is very important to focus on new language for Unions and Associations if the fair Share Act goes away, people will have the optopn to pay their dues or not.

With Yaju leaving AFSME and going out on his own as legal counsel, he would like to be our local representative. He would like to put together an official proposal to COBEA for consideration. Among being a legal representative Yaju would like to offer the following;

- Free financial planning seminars and or workshops
- He would attend all of our quarterly meetings free of charge as long as he had no other obligations to attend
- He would be willing to offer treasurer, secretary and steward training for E Board members at a discounted price.
- He would be local and have an office here in Bend and would prefer it if we conversed face to face when issues arise.
- He wants to help reorganize and structure COBEA to strengthen and educate the members.
- Yaju has negotiated 5-6 contracts per year since 1997. He is a labor collective bargaining specialist.
- Our contract with the City of Bend expires next year.
- Fair Share is Important
- There is strength in numbers

A motion was made by Oakley Taylor to entertain an offer from Yaju Dharmarajah for legal representation; the motion was seconded by Karen Clarno. The members all agreed. None abstained and none opposed.

Final Comments

Warren Packabush asked Mike Edwards if the E Board is considering raising dues. Mike Edwards replied and stated, "yes" that is something the E Board is considering proposing. Karen Clarno requested additional information to be in the proposal to raise dues such as,, a 5 yr budget plan, graphs and data, showing where the money is coming from and where it will go. Which will also include diagrams, legal fees, etcetera.

The door gifts were drawn:

\$25 Home Depot – Rick Kuss

\$25 Olive Garden – Matt Hall

Meeting Adjourned at 6:45pm