

MEETING MINUTES - EBOARD



MEETING: COBEA EBoard Meeting

DATE: 7/21/2021, 4:30 PM – 6:30PM

Attendees:

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

CALL TO ORDER: PRESIDENT

REPORTS: (15min)

1. Officer Reports

- a. Secretary Report (3min) – Cally motioned to approve. Mike Niles 2nded to approve. All were approved. April minutes deferred to next meeting.
- b. Treasurer Report (3min) - See attached separate report.
- c. Vice President Report (3min) - None.
- d. President Report (30?min) - forced voluntary demotion – Kerry asked for documentation from the member. Was told they had to sign this or would be let go. Kerry might meet with Eric and manager and HR about labor management relations hit.
- e. Retaliatory intimidation and 1st amendment rights – member on their own time, on their own computer reached out to their city council, CC'd city manager, director, and manager. Attacked mgmt. member regarding houseless community issue. Manager approached member on city time, city property, made member uncomfortable. Attorney advised on formal complaint with HR. HR responded they need more info. They will look into this. Our job is to defend against any future retaliatory behavior.
- f. Paid leave investigations in Muni Court – Member resigned. Another instance was brought to Kerry, member says no errors that she knows of – assumption of out of balance till. No coaching or counseling, put on paid leave. This person resigned this morning. Meeting with Sharon to come.
- g. PDQs – one in Filtration, one in reclamation, CDD movement was good.
- h. IT study- Mike to report later.
- i. positive drug test for cocaine – person with CDL. Member followed all steps. Waiting for HR evaluation on it. Kerry hoping they put member on unpaid leave, and member could still do his job without CDL classification. Kerry asked attorney if disciplinary if they use paid time.
- j. Telematics coming – software coming. Seems discretionary. Kerry just wants us to all be aware of it. Kerry found the MOU that was signed on this topic. She sent it out to everyone in the meeting for their own viewing.
- k. Holiday pay for July 4th grievance by member – member works 4th of July (Sunday) Contract 19.7 states you get 19.4 or 19.6, not both.

VISITOR COMMENTS

NEW GENERAL BUSINESS: (up to 1.5 hrs)

1. SELECT BARGAINING COMMITTEE – total of 7 applications. Cally motioned to accept all 7 applications. Roy 2nded the motion. All were in favor. Committee members selected are:
 - A. KERRY BELL, SEAN QUINLIVAN, JULIE O’CONNOR, MIKE NILES,
2. ELECTIONS
 - A. WHO INTENDS TO RUN AGAIN? –
 - i. Secretary – Julie O. is currently undecided.
 - II. Vice – President – Sean quinlivan is interested.
 - iii. Shop stewards – Cally is not going to run again. Everyone else is OK to run for Steward again. Lori Davison is undecided.
 - B. RECRUITMENT

OLD GENERAL business

1. **NEW HIRE ORIENTATIONS** – Kerry and Sean still need to do an official audit. There are a few members that need to be approached.
2. **DATA ANALYTICS AND TECHNOLOGY STUDY** –
 - a. Mike shared that we met and shared proposal. Went seemingly well.
3. **FAIR PAY STUDY** – still no motion on it. Legal advised not to do a PECBA request.

UPCOMING MEETINGS: BOARD MEETING JULY14TH

STEWARD REPORTS:

Roy – nothing other than July 4th grievance. New hire coming next week.

Cally had nothing to add.

Lori- nothing to report

Kerry -meeting with Russ about CV. Can’t afford anymore losses in CDD. She meets with Eric tomorrow, and Stephanie on Friday. Sharon next Wednesday. Haven’t met with Economic Development director.

Sean mentioned that Facilities guys are now in charge of hotel for houseless. Beyond their job description they feel.

Mike had already talked about the IT study, so he nothing further.

CLOSE MEETING

Meeting was adjourned at 6:56

COBEA

Balance Sheet

As of July 21, 2021

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Business Advantage Sav - 4564 (4564)	155,395.04
COBEA Checking (2744)	43,203.87
Total Bank Accounts	\$198,598.91
Total Current Assets	\$198,598.91
TOTAL ASSETS	\$198,598.91
LIABILITIES AND EQUITY	
Total Liabilities	
Equity	
Opening Balance Equity	117,068.27
Retained Earnings	53,645.40
Net Income	27,885.24
Total Equity	\$198,598.91
TOTAL LIABILITIES AND EQUITY	\$198,598.91

COBEA

Profit and Loss

June 21 - July 21, 2021

	TOTAL
Income	
COBEA Membership Dues	4,495.00
Total Income	\$4,495.00
GROSS PROFIT	\$4,495.00
Expenses	
Uncategorized Expense	138.00
Total Expenses	\$138.00
NET OPERATING INCOME	\$4,357.00
NET INCOME	\$4,357.00