



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

COBEA EBOARD Meeting Minutes Jan -2019

Date: Jan 9, 2019

Time: 5:50pm –

Location: 62975 Boyd Acres Rd. Bend, OR 97701 (Eisenhower)

Members in attendance:

<input checked="" type="checkbox"/> Kerry Bell – President	<input checked="" type="checkbox"/> Julie Devoe - Vice President	X – Julie O’Connor - Secretary	<input checked="" type="checkbox"/> Corey Mastrud – Treasurer
<input type="checkbox"/> Stuart Rounds– Steward At Large Boyd Acres	<input type="checkbox"/> – Steward Utilities Boyd Acres	<input type="checkbox"/> Tony Cota – Steward Streets & Operations 15 th St	<input type="checkbox"/> Carl Howe – Steward Streets & Operations 15 th St
<input checked="" type="checkbox"/> Sandra Roberts – Steward IT/EIPD Wall St Annex XX Mike Niles	<input type="checkbox"/> – Steward CDD City Hall	XX – Mike Niles - It City Hall	<input type="checkbox"/> Open - Steward WRF
<input checked="" type="checkbox"/> Jeromy Miller – CDD City Hall	<input type="checkbox"/> – Steward At Large Boyd Acres	<input type="checkbox"/> – Steward Utilities Boyd Acres Utilities Water Ops	<input type="checkbox"/> Tedesco Law Group Labor Representative
<input checked="" type="checkbox"/> Nick Patten – Steward at Large CDD	<input type="checkbox"/> Josh Oliver – Steward at Large Streets Department	<input checked="" type="checkbox"/> Cathleen Carr – CDD Steward At Large	<input checked="" type="checkbox"/> Cally Whitman - Steward WRF

EBOARD MEETING – Welcome intros.

COBEA BYLAWS Quorum-

5.03 Quorum The quorum for any quarterly or special meeting of this Association shall consist of two (2) elected officers and thirteen (13) non-elected members/Association Stewards in good standing. The quorum for any Executive Board meeting shall be two (2) elected officers and four (4) Association Stewards.

Call to Order: 5:40pm –

Officer/Committee Reports

Secretary Report	JulieD. moved to approve the minutes adding officers elect and Nick 2nded it . All were approved. No one opposed.
Vice President Report	Duties of Vice President: Bylaws says that Vice Pres should send out all communications. Darcy has offered to help if need by. Org chart discussion to follow.
Treasurer Report	Amount to transfer to savings is about the same per Corey. He went over proposed budget and handed out to everyone. Kerry gave a brief explanation of the idea of having T-shirts on hand. Darcy mentioned that wearing the T-shirts as an organization will be discussed as a board and be initiated on an as needed and voted on basis. Motion to approve this budget was made by Calley, 2nded by Julie Devoe. All were in favor to approve the budget.
WRF - McGrath	
CDD - Downtown	
IT - Downtown	
Finance - Downtown	
Utilities – Boyd	
Streets – 15th St	
Stormwater – Boyd	
Muni Court – 15TH St	
Code Enforcement	
WFF – Skyliner Rd	

Presidents report	Per Kerry: Comp time vs. overtime per directors. Admin study, some directors felt that it hurt some employees. IT positions are a concern are being created that are not under IT. Asked for comp study for over a year. Length of time with grievances. Kerry met with all past presidents. Keeping up with communications. Working with the city keeping Labor union relations. Don't believe everything Keep records of hours with attorney. Delegate and lean on stewards. Have someone check financials. Remain more professional and by the book. Grievance over CDL loss.
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Executive Session: (Closed 7:00pm-7:50pm)

Old Business:

Bargaining: Met last Saturday. Still gathering comp study information. Bargaining committee to decide what is going into their wage study report. Haley gave an outline of the contract and it's articles. And what needs to be cleaned up. The less articles we open up, the more we can concentrate on what really matters. Because of Janus ruling, this is the year to make sure that we have the strongest contract as possible.

We should have had a vote this last go around for all stewards.

Quarterly meeting will be the 24th of January.

general Business

New Business:

1. Quarterly E Board and brown bags:

Kerry feels that it isn't necessary to meet every month. A lot can be done over email. She proposed a standing quarterly meeting before our membership quarterly meetings. Possibly meet bi-monthly if needed. She would like to move meeting to 5:00. Once per year she wants to move quarterly meeting to a park. She is proposing monthly brown bag meetings to get members to come to a meeting.

Cally is willing to move to quarterly meetings. 5:00 pm she is in favor of. Park venue sounds good. bag will alleviate concerns and is worth trying. Cathleen Carr likes brown bag idea. She is concerned about meetings only happening once per quarter. They will get very long. She likes the education piece of the monthly E-Board meetings. Bi monthly might be OK. But she is concerned about the time frame of less meetings and how they will take more time. Communication piece won't take place with membership about bargaining. Mike Niles suggested that we start with once/6 weeks. 2 meetings per quarter. Sandra agrees with Cathleen but willing to try what Mike is suggesting. Corey suggested a monthly email check in.

2. Executive Session is for the Officers (Per Kerry) She doesn't intend to schedule one unless needed. If there is a grievance in an area Kerry will work with the appropriate steward directly. Bylaws don't support having entire executive board in on Executive Session. Cathleen states that bylaws don't fully go into who should be involved in a grievance. We should use more discretion on sharing info or names. Kerry is going to stick to the bylaws on this issue. Darcy stated that referring this issue to Haley would be smart. Kerry stated that a start of a Grievance doesn't require anyone to consult with Cobe. Cathleen stated that once a member pulls Cobe in on his grievance, the entire board should be involved. Kerry isn't going to call an executive session unless it is just officers. Sandra asked if stewards would not hear anything on grievances. She suggests that a violation of Executive session should be addressed in our Bylaws. Grievances will be communicated in a general manner. Cathleen suggested that can't be done over email. Kerry suggested that these will not be shared. Julie Devoe suggested that Executive session should be used to discuss with officers only. Kerry used Janell as an example.

Everyone knew who it was. It should have been brought up as just a member. Sandra agrees. She supports handling information as undisclosed. Nick suggested that executive session should be used in a general sense.

It was suggested to table this issue and ask Haley about it.

Darcy: feels that we might isolate stewards and could possibly break down the association. Kerry will email Haley and ask for feedback. She reiterated that she wants to stay by the book.

It was suggested to lock down our website.

3. Vacant Offices: No communications officer is in the bylaws. Appointed stewards are not in by-laws. Per Kerry not going to undo what has been done. Wants to vote on this at quarterly meeting. There was some discussion on why the verbiage is in the contract. Kerry wants to define what the campuses are. She wants to add water filtration and wall st annex. As locations.

Back to Round Robin:

Jeromy wants us to speak with Haley about E Sessions. Meeting schedule sounds good, as long as we stay flexible. Corey is all for cutting back on meetings. Earlier time sounds good. He is fine with one steward at every campus. Sandra asked about meals and how much we had spent. Kerry explained she wanted this money moved to brown bag meetings for members. Sandra was OK with Place and time. Asked for a template for meeting postings. She asked if we would ask Haley about executive session. In regards to Bylaws, if we are changing she wants a change to have consequences if someone leaks info outside of the Board discussions.

Mike Niles: Good with all of it. Nick: Brown bags good idea. If we bring food to them, they might show up. We would have to be armed with communication. Frequency is OK with him. Will bring his own dinner. E Sessions he found helpful in the past, would like to still have them with discretion. Bylaws change should wait until later. Julie DeVoe is good with everything. Julie O: Ok with everything Meeting frequency is OK as long as we can all agree to be flexible.

Everyone was OK with 5:00 time. Nick and Jeromy 1st and 2nded the motion to change start time for Eboard meetings.

Cathleen moved to motion that Eboard meetings will be once every 2 months. Cally 2nd it. All were in favor.

Meeting was adjourned 7:25 pm.