



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

www.cobea.org

Minutes – COBEA Quarterly Meeting #2 – 2015

Date: Monday, March 16th 2015

Time: 5:15pm

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

Julie Price, President, called the meeting to order.

Officers, Stewards and Business Labor Representative

President – Julie Price, Utilities Interim Vice President – Joe Burghardt, WRF
Interim Secretary – Julie DeVoe, Finance Treasurer – Mike Edwards, Utilities
Business Labor Representative: Yaju Dharmarajah

Stewards

IT – Sandra Roberts	CDD/Permits- Julie Craig	CDD/Building – Open (New)
15 th – Carl Howe, Garage	15 th –Josh Eldridge, Streets	Boyd – Brice Blackwelder
Boyd – Robyn Somers	WRF –	Finance – Open
Courts – Courtney Shootingstar	AL STRMWTR – Rick Kuss	AL 15 th – Tony Cota, Streets

Introductions and New Business

- Introduce Yaju Dharmarajah, he is our new labor and business representative. He came from AFSME and has a lot of experience. His references checked out.
- We terminated our agreement with David Snyder.
- Removed the passwords from the web site. There will be no Eboard minutes on the web site. There will be a quarterly financial statement available on the web site. If you want more detail, feel free to ask.
- New employee handbook. A few changes in regards to social media, etc. If you
- MOU's for new positions, due to the LEAP project, they are promotional, limited terms. They are for professional development. COABEA is very supportive of the limited term promotions at this time.

Minutes from the last meeting. January 26th 2015.

Motion to approve the Quarterly minutes from Jan 26th 2015, by James Schwartz and seconded by Craig Qual, passed unanimously by the rest of the members.

Financials - Quarterly reports will be posted on the web site by Mike Edwards.

Proposed 2015 Budget Changes;

- We will purchase QuickBooks to keep track of our financials,
- We are required to have an audit anytime we get a new Treasurer, per our bylaws.
- Need to purchase a new lap top.
- We will be purchasing new bulletin boards to go up in the different locations to keep in contact with the members.
- We will be cancelling survey monkey.
- Biggest expense is food for meetings.
- Member Training is included in our budget.
- Discontinue Wage
- Discontinue charitable giving at this time and annual party.

Open for questions: What about the Christmas party baskets? We can solicit donations for charity; however we will not pay for it out of our budget.

Per our bylaws we can vote at our quarterly meetings to accept the proposed budget without having to do a ballot vote. **Motion to adopt the proposed 2015 budget as proposed made by Julie Craig seconded by Robyn Somers.**

The Meeting opened for Discussion of Approving the Proposed 2015 Budget.

Julie Price requested a vote from the members present to approve the 2015 Budget as proposed.

3 abstained, none opposed, the 2015 proposed budget passed by unanimous approval.

Financial Report – Treasurer Mike Edwards

- Official end of the quarter is at the end of March, report will be posted on the web site at that time.
- Current balance as of 3/16/15 (not including tonight's dinner expenses) \$8174.58
- CD balance approx. \$89,000.00 (these funds are for emergency purposes only)
- Purchases: Retirement gift for Denny Kaufman, Eboard pitched in for last meeting to cover expenses for food, past attorney fees from Snyder Hoag, previous Quarterly meeting dinner, misc. office supplies.
- Diana Day Murphy will continue to be the auditor for COBEA that will be up and coming. The tracking of the money? She will track our dues and expenditures.

Guest Speaker – Yaju Dharmarajah

- He has been a union rep or organizer his entire career. Last five years with AFSME. He left on his own terms he was not fired. His job with COBEA will be working as a union rep hand in hand with you. He will be attending all the meetings, Eboard meetings, meetings with the city and site meetings.
- The importance of the Association lies within its active members. The members need to be an active and educated group to maintain strength within the association. It is important to know your contract and your bylaws.
- Mandatory subject of bargaining is everything related to your working conditions, hours, wages and benefits.
- Discussion of article from the Bulletin in regards to our previous contract negotiations hand out from Yaju.
- What is OPEB? "Oregon Public Employee Benefits" (retirement & healthcare benefits)
- Collective bargaining: Bargain training will require a minimum of at least two months of training to prepare for the next contract negotiations. Bargaining will begin in September.

Minutes provided by Julie Devoe, Interim Secretary

Salary Schedule Discussion:

- COBEA has a duty to represent its members.
- The City forgot to define a pay increment, so we look at past practice. Past practice has been 5%.
- So far the City has said they do not want to pay, COBEA is still in negotiations.
- COBEA will have to file a grievance against the City if they cannot come to an agreement.

Concerns: How will this help our relationship with the City? This is not personal; this is business and has to do with the contract that was signed by both the City and COBEA employees. You have to enforce your contract.

Additional Discussion:

- The City has said they will not release the mailing addresses for COBEA members to the Eboard.
- Only two people can file grievances. COBEA as an association can file a grievance on behalf of any member or a Representative of COBEA. We have defined a Representative of COBEA as a Steward appointed by COBEA. There is a form that will be used when a grievance will be filed. If you have an issue your first point of contact will be your steward, second would be an Eboard officer, and third would be Yaju.
- We do not want to have an HR liaison inside any COBEA member disciplinary hearings, this is in order to protect confidentiality. A letter will be sent to HR in regards to this.
- Pay per performance. Once you get to your 6th step, you can then earn additional pay.
- B3 is a program for management and non reps only at this time. The City is purchasing software so they can do a 360 review on employees. This software is to help get feedback from other employees in regards to their coworkers, as well as help to measure an employee's performance.

Summary: Let's get our membership active, engaged and educated! We are members representing members.

Questions:

- Will the members have to vote on filing a grievance with the city, if and when discussions get to that point? **No**, the Eboard will take on that responsibility.
- Can we talk about COBEA issues if we are on a break at work? **Yes**.
- Diane Canaday gave a brief explanation of the changes made to the previous contract and what happened when the changes were presented to COBEA prior to going to a vote.
- If you have had an address change since 2013, please contact your local steward with that information.

Raffle Card Winners: \$25 Olive Garden, Stephen Aldrich. \$25 Red Robin, Joe Burghardt.

Meeting Adjourned 7:45pm