



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

www.cobea.org

Minutes – COBEA Quarterly Meeting #1 – 2019

Date: Thuesday, January 24th, 2019

Time: 5:15pm-7:00pm

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

Officers, Stewards and Business Labor Representative

President Kerry Bell	X	Vice President Julie Devoe		Secretary Julie O'Connor	X	Treasurer Cory Mastrud	X
Finance Steward	X	IT/EIPD Steward Sandra Roberts	X	CDD Steward Nick Patten	X	CDD Steward Jeromy Miller	
Streets/Garage Steward	X	Streets/Garage Steward Tony Cota	X	Boyd Acres Steward	X	Boyd Acres Steward	X
WRF Steward Cally Whitman	X	At Large Steward Cathleen Carr		IT/EIPD Steward Mike Niles		COBEA	X

Welcome – call to order 5:39

Reports:

Officer Reports:

Secretary report – Julie O'Connor gave a brief overview of the minutes. It was discussed that our website is locked down for minutes. Sheila Pyott made a motion to approve minutes. James Schwartz 2nded the motion. Minutes were approved as read.

Treasurer report- Darcy gave a report on last qtr budget showing a balance of \$19,301.81. Brice spent money on binders. Training for Julie D and Sandra. Further questions go to Corey. Corey proposed 2019-2020 Budget. He explained that in the past, we have put it to the Eboard. Julie Price explained that in the past we have put the budget to the vote. She expressed concerns that we only put it to the Eboard since we have had problems in the past. There was some discussion on that. Kerry mentioned that it is important to be transparent, but the Board is an elected board that should be trusted. Survey Monkey could be used to approve budget. Kerry asked if we had ever done that. Kerry came up with the idea to bring ballots and box to brown bag meetings and have them vote on budget. Option 1 - change bylaws Option 2 – Electronic vote Option 3-vote by ballot. Sign in sheet was passed around so that a vote could be taken. Kerry explained the line item of the T-shirts. Sheila suggested buttons could possibly be purchased. Buttons would be a one size fits all. Tony Cota liked the idea of being prepared now. Sheila stated that we need to give new members a button and Tupperware. Kerry

Minutes provided by Julie O'Connor

explained that we have not been getting notified of new members since last October. Kerry said that she had met with HR and they are supposed to give us a new list of new COBEA hires next week.

Vice President report – None given as Julie Devoe was not present

President Report – Director Meeting feedback: talked about concerns with the admin study.

Admin study turned into mid-term bargaining. Talked about the contract. She explained to mgmt that she really wants to stick to the black and white as much as she possibly can. They are concerned about how long a grievance takes. It is important to stick to timelines. Kerry explained that she wants to sit with those members that want to opt out of paying dues and trying to find out why. We will stick to defending the contract. Advancing a grievance - we can grieve it. We are defending the contract. Board meetings minutes – names will be left out. Eboard meetings are every month. Possibility to shift this time to doing more department meetings. For now, we are meeting every other month.

New Business

Contract Bargaining – Kerry explained that timelines had been started. Team has been collecting comp study information. Committee has added Portland and Redmond for comparisons. Key items from survey that team is focusing on. Haley also has dissected the contract. Items to address: Vacation accrual, probation period, limited term duration. Rob has made it clear that limited term is the new trend. Overtime taking comp time vs. overtime pay will be addressed. COLA will be addressed. B3 and pay for performance, we want to go away. Rob knows that with the Oregon Fair Pay Equity act, some of these items need to go away. Parking is going away.

Legal Representation – Yaju is no longer representing us. Tedesco is now our legal rep.

Revision of bylaws – Shop Stewards should be elected in each area. There is no language about steward at large. We want to put to vote to add areas, 15th st campus, boyd acres campus, water reclamation, city hall campus currently is what the bylaws address. Board wants to add wall annex, and water infiltration, and language for flexibility for expansion. Kerry has asked Haley for her input as well. Haley says traditionally it is by campus. We will look at bylaws more in the future for revision after bargaining.

Old General Business – Julie Price made comment that people come to meeting when agenda is strong, or have guest speaker etc. Comment was made to stick to Roberts Rules of Order.

Close Meeting – Cathleen Carr made motion to adjourn. Sheila Pyott 2nded the motion. Approved Meeting was adjourned at 7:36.

Meeting Adjourned 7:45pm