

MINUTES

MEETING: EAP Membership Meeting - 2016

DATE: May 5, 2016

PRESENT: Stacey Tedsen, Barbara Edwards, Cara Ballan, Carolyn Willette, Porsha Adams, Juan Abarca-Sanchez
 12 members signed in (Renee G, Barbie B., Paul M, Misty G, Schatzi B. ,Lori B., Paul C, Heather P., Frank
 T., Monica B., Shana B., Katharine T.) An estimated 26 members were in attendance.

ABSENT:

SUBJECT	DISCUSSION
Call To Order: 11:30 am	Lunch was served.
Meeting Minutes	<p>The purpose of the meeting was to review the status of negotiations.</p> <p>#1 The EAP has been meeting with representatives from administration including HR and a professional negotiation facilitator.</p> <p>#2 A motion was made to continue to fund the use of the facilitator. An amount not to exceed \$6000.00 was approved by the members present.</p> <p>#3 A joint letter from Jayne and Stacey was sent to all members before the meeting with an overview of the negotiation process we have been involved with.</p> <p>#4 Paper work from the negotiation sessions was displayed for members to see and Stacey reviewed each of the items posted.</p> <p>#5 Each item being discussed in negotiations is presented in terms of:</p> <ul style="list-style-type: none"> a. The story: Why are we discussing the issue? What is important about the issue? What problem exists? Etc. b. The interests: The interests are divided into EAP interests, administration interests and joint interests. c. Options: These are the possible options for a solution. The options are put forth by both the EAP and the administration. The objective is to find a solution that everyone can agree is workable (both sides can live with) <p>#6. Some of the Issues being discussed include:</p> <ul style="list-style-type: none"> a. Standby b. Standby pay rate

	<ul style="list-style-type: none"> c. Wages d. Personal Leave e. Cancel hours f. Weekend hours definitions g. Cancellation order h. Premium pay. i. Layoffs j. Transfer procedures k. Bonus l. Extra shifts <p>#7. The board listened to members feedback on the issues</p> <p>#8. The negotiation process being used this year is unique:</p> <ul style="list-style-type: none"> a. In the past no discussions with members occurred during negotiations. b. In the past each group submitted proposals which were then reviewed by each side mostly independently instead of both sides discussing the issues including options and then presenting the options.
Follow Up	An additional meeting will be held; hopefully in early June to present the new contract. A vote of the members will follow this meeting
Scholarship	Paul Cushing was the winner of the \$250.00 scholarship
Adjourned: 1:00 P.M.	
Minutes Submitted by:	Barbara Edwards
Next Meeting	TBA