

Special Meeting

June 10th 2019

May 30th-, 2019

Shaheed sent Email about resignation to Ruban.

Amended Agenda Approved:

Agenda For Next Meeting Monday June 10th 2019

A quorum at a meeting means?

Amend the Bylaw Article six section 9

- **Check in with Celeste Jones or similar Union Rep or read/breakdown any provided documents from Union.**

Union Justin Speaks

- Review required policies of Union for staff management.
- **Due date:** Length of time taken to fill interim positions KBOO has until **July 31st**
 - Jenna
 - Lisa
 - Mike

NONCOMPLIANCE-may result in unfair labor practice 2 ULPsin the last six mo.

- Concerns about union busting regarding disciplinary practices taken to shop stewards
- Bargaining Agreement must vote on bargaining agreement. Due July on bargaining agreement. June 24th meeting-Add to top of agenda!! Hopefully of Quorum will allow.
- Request to add letter to the meeting minutes

Question: can we add to the SM hiring committee POC women also?

- **We need to update the description- include EEO language “Women POC etc encouraged to apply” and change language that**
- **We need to answer where we posted-if we did not post we need to re-post in POC places**
- **We need to send correct job description to all applicants**
- **We need an interim station manager-perhaps one who is from KBOO so we don’t have to use the one who wants 2xcurrent hourly rate for half time?**
- **Reevaluate the SM manager support team?**

- **Ani needs to be told what she is being suspended for-Union & Ani and someone else needs to meet to divulged this.**
- **Don't want next station manager to have such trouble understanding the Union.**
- **Fact finding- do it over if fact finding didn't work.**
- **Conflict resolution policy does not have a policy over this.-work with union to utilized/creative checklist.**

- **Station Manager Hiring process**
 - Address what concerns community expressed as a "Tainted process"
 - No community involvement/staff involvement at that time
- Is there a reason why an evaluation group couldn't be put together to see the interviewees
- In the past staff have been involved
- Screening, needs to be redone with applicants that were skipped over to be reevaluated by a community hiring committee.
 - Re-evaluate/and redesign/assign roles in the process to include all board members to help address community concerns.
- Questions about AAP-minority orgs and newspapers
- What were the places the job was posted to? Did it include poc outlets such as Scanner, Asian Reporter/
- Job description

Question: Who was responsible for changes to job description?

Answer: Danielle Rubuen, Ruban, and Dan-committee formed changes made Based on time with Del as station manager/union discussions/time line.

- Job description, change. We can make updates/**Add equity statement back.**
- **Language change**-back to working with instead of Manage, Drive, Established, Ensure, Facilitate, Evaluate etc.

Free Mentoring for executive directors: nonprofit association

Ask the Union for some direction for free-

Contract up in Sept 2020

Question:

From union-where is the \$ for HR coming from?-if that is the case that was supposed to be there for bonus.

Gene-worked with Ruban to try to understand and learn-good classes to take and shop steward can educate.

Question: Why was HR hired?

Why can we not hire someone else other than Ann Marie?

Ruban will reach out to NAO for possible HR person—b/c we need someone to help with investigation.

Justin-Getting advice from HR rep have led to the ULPs

- **Review, together as a board., any submitted questions to new Google form/ or via email direct from community**
 - Draft responses, together as a board for community
 - Divvy up responses amongst board
 - Timeline for responses (TBEstablish at June 24 meeting.)

- **Investigation of Volunteer Coordinator**
 - Volunteers want to be included in what is going on w/the processes surrounding Ani. Membership/Volunteers have requested:
 - A timeline of the situation with Ani,
 - Specifically address what process is being used in lieu of Policy 5.
 - Clarification of who is participating the process of the investigation with Ani?

- **Financial implications from the hiring HR And Lawyers-**
 - Community is concerned of how Costly to KBOO this has been.
 - What are the costs we have seen?
 - Contracted HR.....\$-
 - Lawyers Fees\$
 - Personnel Settlements...\$

Financials Handout/details from Finance committee/MacRae

- **Report back from meeting with non-profit association.**
 - What were their recommendations for moving forward?
 - Station Manager
 - Communications with Volunteers/Members/Staff
 - Interim Positions
 - Misc.
 - Meeting has been held, When can community be made aware of the recommendations?

- **What is happening with the interim positions communicate to greater KBOO Community**
 - Jenna- Date-steps forward
 - Mike- is he on extension through may?

- Lisa- Dates steps forward
- **Address the tentative agreement on the bargaining agreement from 2018 needs to be addressed.**
 - What is the timeline for this?
 - How can the board support/expedite this process
 - Communicate conclusions to staff.
- HR
- Grievances
- UNLP

(Moved) **A closer look at bylaws & Robert's Rules (flashcards)**

SM Description-changes

Public Comments:

Public Comments 6:22:56

Robert Rodgers-
Gene-handout
Dawn-handout
Ellen

Change of Bylaws down from 12 to 7 or 8.

Ken-
Sue-handout
Theresa
Linda
Robyn Ryan
Jenna
-equity issues
-EEP statement Macs list
Weblist

AAP-
Oversight/Tangible and perceivable
Justin – Union Rep.
Jenka-African American community rift. What steps to take to address rift.
Sandy-Have not been able to come out and want more information Open Meeting
away from building laws.

Interim

½ time for double the pay rate station manager or ask for a station-volunteer?

Caretaker from the community.

Who supervises the board? Can it be other support folks for the interim manager

Focus on priorities how job description was made to which communities/scanner etc.

Make sure we are doing proper outreach

NAO-has folks for interim

Doug White has a couple of folks who would like interim.

8:03PM

10 min Break:

8:23PM

Resume:

Question:

About HR not meeting with Ani and a timeline for investigation- earliest Thursday?

Answer: Continuing with HR investigation, reached out to see if Ruban could participate in HR investigation with HR, Ruban said no. Need to coordinate Rep/Ani/

Justin says a union rep is always available to answer HR questions-

**We have paid \$10,000 to HR so far and policy states that we cannot keep an HR person to continue the investigation,
-Alternate person for investigation process
-This has been going on May 20th- looking into**

Ani is on paid leave/not Suspension.

Discipline vs. Process

Post Affirmative Action plan!-KatMeow will do this by Weds June 19th,2019.