

Motion - Roof  
Second - Yaw  
Motion - Passed

Northside Negotiations Meeting #9

2/6/19

Start time: 1451

Present for Union: Bieker, Zukus, Gow

Present for District : Yaw, Roof, Mitton, Poulin

District adopted posted agenda

Motion by Roof 2<sup>nd</sup> by Yaw

Reviewed previous meeting minutes

Motion by Roof to accept minutes as amended 2<sup>nd</sup> by Yaw

Union re-presented amended Article 34 (Grievance)

Reviewed proposed amended agreement

Added language in step 3 after 2<sup>nd</sup> paragraph stating "If the Union is no satisfied with the Commissioners decision the following steps shall be followed:"

Added "have" in 1<sup>st</sup> sentence of last paragraph after shall

TA'd as amended

Discussion on Labor Management language and where to put article

Decided to add to Article 23

Proposed to adopt previously adopted District Labor Management language and place in Article 23

TA'd

District Re-addressed amended Article 38 (Employee Physicals)

District caucused 1528

Returned 1600

Further discussion on proposed language; Union concerned with mental or psychological assessment without some type of standard agreed upon exam

District caucused 1613

Returned 1619

District requests what Union would be comfortable with for mental assessment

Union requested to come up with solutions during Labor Management

Further Discussion

Amended language under Physical Fitness for Duty to remove last sentence of the 3<sup>rd</sup> paragraph and 4<sup>th</sup> bullet point in last

paragraph removing "All results" and adding "The Physician Report of Findings"

TA'd

District presented reasons of just cause

District Attorney uncomfortable with just cause language

Union believes its clear and these presented reasons belong in policies

District will present to Attorney

Union re-presented Article 13 (Consolidation or Merger)

Discussion on language and provided clarification

District caucused 1705

Returned 1717

Further discussion with question and answer session regarding article and intent

District caucused 1730

Returned 1740

District believes consolidation or merger would lake time and would give District opportunity to come up with agreement

District requested to remove Article 13

Union believed it offers extra protection to members and bargaining process required bargaining with changes to wages, hour and working conditions

Further discussion on language and possible rewrite

District continued to feel strongly the article should be removed

Union caucused 1749

Returned 1753

District requested comments from 2 career staff present; Union pulled article

Union presented Article 1 (Term of Agreement)

District proposed to begin March 3<sup>rd</sup>

Union will ratify Feb. 20<sup>th</sup>, District will ratify Feb. 27<sup>th</sup>

TA'd

Adjourned 1819