



Type of Meeting: Monthly Board Meeting

Date: January 12, 2021

Location: via Zoom

| | | |
|------------------------|---------------|------------------|
| Board Members Present: | Autum Thomas | Thomas Warner |
| | Terry Edwards | Jackie Nelson |
| | Mike Wright | Felicia McDowell |

Board Members Absent:

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks
5:39 pm

II. Introduction of Guests
1. None present

III. Approval of Agenda for 01/12/2021
Motion: To accept the agenda as circulated.

Motioned by: Mike Wright
 Seconded by: Felicia McDowell
 Motion Carried: 6-0

IV. Approval of Secretary’s Report/Minutes from 12/08/2020
Motion: To approve the minutes as circulated.

Motioned by: Terry Edwards
 Seconded by: Mike Wright
 Motion Carried: 6-0

V. Approval of Treasurer’s Report dated December 2020
Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
 Seconded by: Jackie Nelson
 Motion Carried: 6-0

VI. Correspondence – Mike Wright
No Correspondence.

VII. Website – Terry Edwards
Terry updated some of the verbiage from 2018. He still needs to catch up the minutes.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 286 |
| Gain | 3 |
| Loss | 2 |
| Pending | 3 |

B. Political/Public Relations – Autum Thomas & Mike Wright
Autum Thomas has forwarded a few items.

C. Benefits – Felicia McDowell & Jackie Nelson
Inactive.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell
Inactive.

F. Elections –Mike Wright
Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
Inactive.

IX. Unfinished Business

1. Cashing out exempt employee’s accruals – No new information. Completed.

2. Expiration of COVID-19 Emergency Paid Sick Leave Hours 12-31-2020 – Employers can extend to March 31, 2021. It is unknown at this time if the County is going to do this. Cheryl Schiele will reach out to HR and ask.

X. New Business

1. Covid-19 Vaccine – 60% of Behavioral Health staff declined to take the vaccine. It is possible the County may reach out to BCMEA regarding this issue in the future.

2. TBD

XI. Announcements

Bill Connelly is the new Chair for the Board of Supervisors.

XII. Closed Session Items

A. Negotiations

Cheryl will send a letter to the County in the next couple of weeks to start negotiations. Terry Edwards stated he would rather not participate.

B. Member Issues

No member issues.



C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|--------------|----|
| 2017 | |
| Cases Opened | 1 |
| 2019 | |
| Cases Opened | |
| Cases Closed | |
| Cases Open | 2 |
| 2020 | |
| Cases Opened | 50 |
| Cases Closed | 31 |
| Cases Open | 19 |
| 2021 | |
| Cases Opened | 0 |
| Cases Closed | |
| Cases Open | |

XIII. Adjournment
6:28 pm



Type of Meeting: Monthly Board Meeting

Date: February 9, 2021

Location: via Zoom

| | | |
|------------------------|---------------|------------------|
| Board Members Present: | Autum Thomas | Thomas Warner |
| | Terry Edwards | Jackie Nelson |
| | | Felicia McDowell |

Board Members Absent: Mike Wright

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

5:34 pm

II. Introduction of Guests

1. None present

III. Approval of Agenda for 02/09/2021

Motion: To accept the agenda as circulated.

Motioned by: Terry Edwards

Seconded by: Jackie Nelson

Motion Carried: 5-0

IV. Approval of Secretary’s Report/Minutes from 01/12/2021

Motion: To approve the minutes as circulated.

Motioned by: Felicia McDowell

Seconded by: Terry Edwards

Motion Carried: 5-0

V. Approval of Treasurer’s Report dated January 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards

Seconded by: Jackie Nelson

Motion Carried: 5-0

VI. Correspondence – Mike Wright

No Correspondence.

VII. Website – Terry Edwards

No updates. Terry still needs to clean up a few things.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 286 |
| Gain | 5 |
| Loss | 5 |
| Pending | 6 |

B. Political/Public Relations – Autum Thomas & Mike Wright
Autum Thomas has forwarded a few items.

C. Benefits – Felicia McDowell & Jackie Nelson
Inactive.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell
Felicia forwarded the proposed Scholarship Application. Board to review and provide feedback in the next day or two. It was agreed the April 1st deadline shall remain. Jackie Nelson to send to membership once current email addresses are provided.

F. Elections –Mike Wright
Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
Inactive.

IX. Unfinished Business

- Expiration of COVID-19 Emergency Paid Sick Leave Hours 12-31-2020 – The 80 hours provided by the CARES Act have dropped off. The 80 hours provided by the County remain. This item is closed.
- COVID-19 Vaccine – Cheryl Schiele reached out to HR. No new information related to the requirement of mandatory vaccines relayed. This item is closed.

X. New Business

- TBD
- TBD

XI. Announcements

No Announcements.

XII. Closed Session Items

- Negotiations
Cheryl sent a letter to HR to open negotiations. Sheri Waters acknowledged receipt.
- Member Issues
No member issues.



C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|--------------|----|
| 2017 | |
| Cases Opened | 1 |
| 2019 | |
| Cases Opened | |
| Cases Closed | |
| Cases Open | 0 |
| 2020 | |
| Cases Opened | 0 |
| Cases Closed | 0 |
| Cases Open | 0 |
| 2021 | |
| Cases Opened | 50 |
| Cases Closed | 33 |
| Cases Open | 17 |

XIII. Adjournment
6:14 pm



Type of Meeting: Monthly Board Meeting

Date: March 9, 2021

Location: via Zoom

| | | |
|------------------------|---------------|-----------------------------|
| Board Members Present: | Autum Thomas | Thomas Warner, late arrival |
| | Terry Edwards | Jackie Nelson |
| | Mike Wright | Felicia McDowell |

Board Members Absent: Thomas Warner joined meeting at 5:59pm.

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

5:33 pm

II. Introduction of Guests

1. None present

III. Approval of Agenda for 03/09/2021

Motion: To accept the agenda as circulated.

Motioned by: Mike Wright
 Seconded by: Felicia McDowell
 Motion Carried: 5-0

IV. Approval of Secretary’s Report/Minutes from 02/09/2021

Motion: To approve the minutes as circulated.

Motioned by: Terry Edwards
 Seconded by: Jackie Nelson
 Motion Carried: 5-0

V. Approval of Treasurer’s Report dated February 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Jackie Nelson
 Seconded by: Felicia McDowell
 Motion Carried: 5-0

VI. Correspondence – Mike Wright

No Correspondence.

VII. Website – Terry Edwards

No updates.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 292 |
| Gain | 7 |
| Loss | 1 |
| Pending | 0 |

B. Political/Public Relations – Autum Thomas & Mike Wright
No benefits.

C. Benefits – Felicia McDowell & Jackie Nelson
Inactive.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell
No applications have come in. Jackie Nelson will send a reminder email to members two weeks prior to the April 1st deadline. If no applications are submitted by then, BCMEA may decide to extend the deadline.

F. Elections –Mike Wright
Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
Inactive.

IX. Unfinished Business

- 1. TBD
- 2. TBD

X. New Business

- 1. TBD
- 2. TBD

XI. Announcements

No Announcements.

XII. Closed Session Items

- A. Negotiations
- B. Member Issues
No member issues.
- C. Meet and Confer, Grievances, Global Issues, Other ERS Actions



| | |
|--------------|---|
| 2017 | |
| Cases Opened | 1 |
| 2020 | |
| Cases Opened | 9 |
| 2021 | |
| Cases Opened | 6 |
| Cases Closed | 3 |
| Cases Open | 3 |

- XIII.** Adjournment
6:35 pm



Type of Meeting: Monthly Board Meeting

Date: April 13, 2021

Location: via Zoom

Board Members Present: Autum Thomas Felicia McDowell
Terry Edwards Jackie Nelson
Mike Wright

Board Members Absent:

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

5:32 pm

II. Introduction of Guests

1. None present

III. Approval of Agenda for 04/13/2021

Motion: To accept the agenda as circulated.

Motioned by: Terry Edwards
Seconded by: Felicia McDowell
Motion Carried: 5-0

IV. Approval of Secretary’s Report/Minutes from 03/09/2021

Motion: To approve the minutes as circulated.

Motioned by: Mike Wright
Seconded by: Terry Edwards
Motion Carried: 5-0

V. Approval of Treasurer’s Report dated March 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
Seconded by: Jackie Nelson
Motion Carried: 5-0

VI. Correspondence – Mike Wright

One scholarship application and some junk mail were received.

VII. Website – Terry Edwards

Minutes and budget are now caught up. Former board member Thomas Warner removed from site. Terry still needs to add the updated Representative List.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 294 |
| Gain | 5 |
| Loss | 3 |
| Pending | 0 |

B. Political/Public Relations – Autum Thomas & Mike Wright
Autum has forwarded a few things.

C. Benefits – Felicia McDowell & Jackie Nelson
The next meeting has been pushed out until the end of July.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell
One complete scholarship application from Macy Cooper was submitted timely. The applicant still needs to register for school. A second incomplete scholarship application from Anthony Hightower arrived late. Committee to award scholarship to Macy Cooper, pending school registration.

F. Elections –Mike Wright
Elections are open. Terry Edwards and Mike Wright are up for election. Felicia, Autum, and Jackie assigned to the Committee. Elections close May 15, 2021.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
Inactive.

IX. Unfinished Business

1. TBD
2. TBD

X. New Business

1. Review and Approve the 2021 Budget
No major changes.
Motion: To accept the 2021 Budget.

Motioned by: Terry Edwards
 Seconded by: Jackie Nelson
 Motion Carried: 5-0

2. Representative List
List updated due to Thomas Warner leaving County employment/BCMEA.
Motion: To approve the updated Representative List.

Motioned by: Jackie Nelson
 Seconded by: Terry Edwards
 Motion Carried: 5-0



XI. Announcements

No Announcements.

XII. Closed Session Items

A. Negotiations

B. Member Issues

No member issues.

C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|--------------|----|
| 2017 | |
| Cases Opened | 1 |
| 2020 | |
| Cases Opened | 9 |
| 2021 | |
| Cases Opened | 10 |
| Cases Closed | 3 |
| Cases Open | 7 |

XIII. Adjournment

6:42 pm



Type of Meeting: Monthly Board Meeting

Date: May 11, 2021

Location: via Zoom

Board Members Present: Autum Thomas Felicia McDowell
Terry Edwards Jackie Nelson
Mike Wright

Board Members Absent:

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

5:41 pm

II. Introduction of Guests

1. None present

III. Approval of Agenda for 05/11/2021

Motion: To accept the agenda as circulated.

Motioned by: Jackie Nelson

Seconded by: Felicia McDowell

Motion Carried: 5-0

IV. Approval of Secretary’s Report/Minutes from 04/13/2021

Motion: To approve the minutes as circulated.

Motioned by: Terry Edwards

Seconded by: Mike Wright

Motion Carried: 5-0

V. Approval of Treasurer’s Report dated April 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards

Seconded by: Jackie Nelson

Motion Carried: 5-0

VI. Correspondence – Mike Wright

No correspondence received by Mike. Autum received Lacey Sanders BCMEA Board Member Application.

VII. Website – Terry Edwards

No updates.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 291 |
| Gain | 1 |
| Loss | 4 |
| Pending | 0 |

B. Political/Public Relations – Autum Thomas & Mike Wright

Autum has forwarded a few things and an email regarding money that may go to essential workers.

C. Benefits – Felicia McDowell & Jackie Nelson

An email was sent from Rae Forrester in HR requesting confirmation of committee member assignments. No further information is available.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright

Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell

Mike sent an award letter to winner Macy Cooper; he hasn't heard back as yet.

F. Elections –Autum Thomas, Felicia McDowell, & Jackie Nelson

See information under New Business.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson

Inactive.

IX. Unfinished Business

1. TBD
2. TBD

X. New Business

1. As required by association bylaws, Article XVI, Section 16.3, Mike Wright will be working with a Certified Public Accountant to facilitate a financial review of associations finances for years 2018, 2019, and 2020.

Motion:

Motioned by: TE AT MW JN FM

Seconded by: TE AT MW JN FM

Motion Carried: _____:_____:



- 2. Review Lacey Sanders BCMEA Board Member Application.

Motion: To appoint Lacey Sanders to the Board for the remainder of the 2019-2021 cycle.
 Appointment to expire June 30, 2021.

Motioned by: Terry Edwards
 Seconded by: Mike Wright
 Motion Carried: 5-0

XI. Announcements

No Announcements.

XII. Closed Session Items

- A. Negotiations

- B. Member Issues
 No member issues.

- C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|--------------|----|
| 2017 | |
| Cases Opened | 1 |
| 2020 | |
| Cases Opened | 9 |
| 2021 | |
| Cases Opened | 13 |
| Cases Closed | 6 |
| Cases Open | 7 |

XIII. Adjournment

6:51 pm



Type of Meeting: Monthly Board Meeting

Date: June 8, 2021

Location: via Zoom

Board Members Present: Autum Thomas
Jackie Nelson Felicia McDowell
Mike Wright Lacey Sanders

Board Members Absent: Terry Edwards

ERS Representative Absent: Cheryl Schiele

I. Call to Order/Opening Remarks

5:35 pm

II. Introduction of Guests

- 1. Michele Hinkle
- 2. Samuel Casale
- 3. Nicolette Gillespie

III. Approval of Agenda for 06/08/2021

Motion: To accept the agenda as circulated.

Motioned by: Felicia McDowell
Seconded by: Mike Wright
Motion Carried: 5-0

IV. Approval of Secretary’s Report/Minutes from 05/11/2021

Motion: To approve the minutes as circulated.

Motioned by: Mike Wright
Seconded by: Felicia McDowell
Motion Carried: 5-0

V. Approval of Treasurer’s Report dated May 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Jackie Nelson
Seconded by: Autum Thomas
Motion Carried: 5-0

VI. Correspondence – Mike Wright

Thank you letter from the scholarship awardee received. She plans on attending San Luis Obispo and will send enrollment information as soon as possible.

Numerous emails from members regarding the survey and bargaining have been received.



VII. Website – Terry Edwards

No updates.

VIII. Committee Reports

A. Membership – Autum Thomas on behalf of Terry Edwards

| | |
|------------------|-----|
| Total Membership | 286 |
| Gain | 0 |
| Loss | 5 |
| Pending | 3 |

B. Political/Public Relations – Autum Thomas & Mike Wright

Autum Thomas has contacted the County regarding Covid money that may go to essential workers. She has asked that employees be taken into consideration. The County’s response was that they are waiting to hear further information as to what defines an essential worker.

C. Benefits – Felicia McDowell & Jackie Nelson

The Benefits Committee met June 1st. PERS rates will be released June 15th. BCMEA is reviewing other health insurance options. When more information is available, including how alternative plans relate to retirees, that will be sent to the members. Felicia McDowell will be gone for the next meeting June 24th; Lacey Sanders will attend if available.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright

Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell

Inactive.

F. Elections –Autum Thomas, Felicia McDowell, & Jackie Nelson

Motion: To accept the two applications from Mike Wright and Lacey Sanders and appoint Terry Edwards to the BCMEA board by vote of acclamation.

Motioned by: Felicia McDowell

Seconded by: Autum Thomas

Motion Carried: 5-0

G. Annual Dinner Committee-Mike Wright & Jackie Nelson

The options for the next dinner will be reviewed once the state opens.

IX. Unfinished Business

1. TBD
2. TBD



X. New Business

1. Update representative assignments to include Lacey Sanders.
 - a. Reviewed.

2. Increase in vacation buy back.
 - a. Reviewed.

XI. Announcements

Jackie Nelson will be on vacation for the next BCMEA meeting in July. Autumn Thomas and Lacey Sanders will take notes.

XII. Closed Session Items

- A. Negotiations

- B. Member Issues
Cheryl Schiele was absent due to an emergency. No information was provided.

- C. Meet and Confer, Grievances, Global Issues, Other ERS Actions
Cheryl Schiele was absent due to an emergency. No information was provided.

| | |
|--------------|--|
| 2017 | |
| Cases Opened | |
| 2020 | |
| Cases Opened | |
| 2021 | |
| Cases Opened | |
| Cases Closed | |
| Cases Open | |

- XIII. Adjournment**
7:29 pm



Type of Meeting: Member Negotiations Update

Date: June 29, 2021

Location: via Zoom

Board Members Present: Autum Thomas Terry Edwards
Jackie Nelson Lacey Sanders
Mike Wright

Board Members Absent: Felicia McDowell

ERS Representative Absent: Cheryl Schiele

I. Call to Order/Opening Remarks

6:32 pm

II. Introduction of Guests

- | | |
|----------------------|------------------------|
| 1. Michele Hinkle | 5. Janet Peck |
| 2. Deborah Debrunner | 6. Erik Gledhill |
| 3. Ken Colwell | 7. Cynthia Pustejovsky |
| 4. Scott Dunn | |

III. Approval of Agenda for 06/29/2021

Motion: To accept the agenda as circulated.

Motioned by: Terry Edwards
Seconded by: Lacey Sanders
Motion Carried: 5-0

IV. Introduction – Autum Thomas, President

V. Tentative Agreement – Cheryl Schiele (ERS)

County’s verbal proposal reviewed. Cheryl noted BCMEA does not yet have a paper version.

VI. Health Insurance Options

Information from the last Benefits Committee shared, as well as information from a meeting with HR earlier today regarding Teamsters. BCMEA is committed to reviewing an “apples to apples” comparison along with seeing what other options may be available (higher deductibles, different coverage levels, etc.).

VII. Member Questions

Questions asked and answered.

VIII. Survey Reminder

Survey opens at midnight 06-30-2021 and closes at midnight 07-07-2021.

IX. Adjournment

8:23 P.M.



Type of Meeting: Membership Negotiations Meeting
Date: July 6, 2021
Location: via Zoom

Board Members Present: Autum Thomas Jackie Nelson
Terry Edwards Felicia McDowell
Mike Wright Lacey Sanders

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

6:36 pm

II. Introduction of Guests

1. Introductions passed on in an effort to conduct meeting quickly.

III. Approval of Agenda for 07/06/2021

1. Motion for approval passed on.

IV. Introduction – Autum Thomas, President

V. Negotiations Update

Cheryl Schiele and Autum Thomas provided details. BCMEA was not notified until after the most recent survey opened that another bargaining unit received a better offer. As a result, the survey was closed early in order to meet and confer with membership about a new proposal.

VI. Member Questions

Open forum conducted.

VII. Adjournment.

7:31 pm



Type of Meeting: Monthly Board Meeting – Closed Session
Date: July 6, 2021
Location: via Zoom

Board Members Present: Autum Thomas Jackie Nelson
Terry Edwards Felicia McDowell
Mike Wright Lacey Sanders

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

5:34 pm

II. Introduction of Guests

1. No guests

III. Approval of Agenda for 07/06/2021

Motion: To accept the agenda with one correction: Agenda date circulated as 07/13/2021.

Motioned by: Mike Wright
Seconded by: Terry Edwards
Motion Carried: 6-0

IV. Approval of Secretary’s Report/Minutes from 06/08/2021 and 06/29/2021

Motion: To approve the minutes as circulated.

Motioned by: Lacey Sanders
Seconded by: Mike Wright
Motion Carried: 6-0

V. Approval of Treasurer’s Report dated June 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
Seconded by: Lacey Sanders
Motion Carried: 6-0

VI. Correspondence – Mike Wright

No correspondence received.

VII. Website – Terry Edwards

No updates.

VIII. Committee Reports

A. Membership –Terry Edwards

| | |
|------------------|-----|
| Total Membership | 288 |
| Gain | 3 |
| Loss | 1 |
| Pending | 0 |



- B. Political/Public Relations – Autum Thomas & Mike Wright
No updates.
- C. Benefits – Felicia McDowell & Jackie Nelson
No benefits meetings have been held since the last BCMEA monthly meeting. Next benefits meeting scheduled 07-21-2021.
- D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.
- E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell
Mike Wright sent Macy Cooper her check today.
- F. Elections –Autum Thomas, Felicia McDowell, & Jackie Nelson
The Board voted unanimously to elect Autum Thomas president, Terry Edwards vice-president, Mike Wright treasurer, and Jackie Nelson secretary.
- G. Annual Dinner Committee-Mike Wright & Jackie Nelson
No update

IX. Unfinished Business

- 1. TBD

X. New Business

- 1. Vote for Board Officers Positions: President, Vice-President, Treasurer, Secretary.
 - a. See item VIII, section F.

XI. Announcements

XII. Closed Session Items

- A. Negotiations
- B. Member Issues
Not reviewed.
- C. Meet and Confer, Grievances, Global Issues, Other ERS Actions
Not reviewed.

**XIII. Recess. Board to convene in the Membership Negotiations Meeting.
6:30 pm**

**XIV. Reconvene as Monthly Board Meeting.
7:31 pm**

**XV. Adjournment.
8:04 pm**



Type of Meeting: Monthly Board Meeting

Date: August 10, 2021

Location: via Zoom

| | | |
|------------------------|---------------|-----------------------|
| Board Members Present: | Autum Thomas | Felicia McDowell |
| | Terry Edwards | Michele Hinkle |
| | Mike Wright | Lacey Sanders |
| | Jackie Nelson | Patrick Miner |
| Board Members Absent: | | (joined meeting late) |

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks
5:31 pm

II. Introduction of Guests

1. Sam Casale
2. DeeDee Stanhope-Jones
3. Janet Peck
4. Sarah Frohock

III. Approval of Agenda for 08/10/2021

Motion: To accept the agenda as circulated.

Motioned by: Mike Wright
 Seconded by: Terry Edwards
 Motion Carried: 7-0

IV. Approval of Secretary’s Report/Minutes from 07/06/2021 for Monthly Board and Membership Negotiations Meetings

Motion: To approve the minutes as circulated.

Motioned by: Felicia McDowell
 Seconded by: Lacey Sanders
 Motion Carried: 7-0

V. Approval of Treasurer’s Report dated July 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
 Seconded by: Jackie Nelson
 Motion Carried: 7-0

VI. Correspondence – Mike Wright

No correspondence received.



VII. Website – Terry Edwards

No updates.

VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 291 |
| Gain | 11 |
| Loss | 8 |
| Pending | 8 |

B. Political/Public Relations – Autum Thomas & Mike Wright

Autum has forwarded a few things.

C. Benefits – Felicia McDowell & Jackie Nelson

Cheryl stated the Board of Supervisors approved the sick leave conversion based on HMO plan. The County will continue to pay the minimum PEMHCA payment. If BCMEA votes to move to UHC, the Board of Supervisors will agree to a side letter postponing the \$1500 essential worker payment to January 2022. The letter detailing this will go out to the members tomorrow.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright

Inactive.

E. Scholarship – Terry Edwards, Mike Wright & Felicia McDowell

Inactive.

F. Elections –Autum Thomas, Felicia McDowell, & Jackie Nelson

Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson

This has been delayed for now and put on a month to month review pending the improvement of the Coronavirus situation in the County.

IX. Unfinished Business

1. TBD
2. TBD

X. New Business

1. Position BCMEA members can take to strengthen our position with future negotiations Postponed to the next meeting.
2. Updated Board assignments
Autum sent out the update, which does not include Patrick as yet. Terry will put the update on the website.

XI. Announcements

No Announcements.



XII. Closed Session Items

A. Negotiations

The MOU was approved by the Board of Supervisors today.

B. Member Issues

C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|--------------|----|
| 2017 | |
| Cases Opened | 1 |
| 2020 | |
| Cases Opened | 7 |
| 2021 | |
| Cases Opened | 32 |
| Cases Closed | 14 |
| Cases Open | 18 |

XIII. Adjournment

6:46 pm



Type of Meeting: Monthly Board Meeting

Date: September 14, 2021

Location: via Zoom

| | | |
|------------------------|---------------|---------------|
| Board Members Present: | Autum Thomas | Patrick Miner |
| | Terry Edwards | Jackie Nelson |
| | Mike Wright | Lacey Sanders |

Board Members Absent: Michele Hinkle

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks
5:32 pm

II. Introduction of Guests

1. Sam Cromwell; joined during closed session. Autum Thomas told him we would discuss having him join as a Board Member at the next meeting.

III. Approval of Agenda for 09/14/2021

Motion: To accept the agenda as circulated.

Motioned by: Terry Edwards
 Seconded by: Lacey Sanders
 Motion Carried: 6-0

IV. Approval of Secretary’s Report/Minutes from 08/10/2021

Motion: To approve the minutes as circulated.

Motioned by: Terry Edwards
 Seconded by: Mike Wright
 Motion Carried: 6-0

V. Approval of Treasurer’s Report dated August 2021

Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
 Seconded by: Lacey Sanders
 Motion Carried: 6-0

VI. Correspondence – Mike Wright

No correspondence received.

VII. Website – Terry Edwards

Terry Edwards has updated the minutes. He still needs to add some member letters and the new representative list.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 302 |
| Gain | 15 |
| Loss | 5 |
| Pending | 0 |

B. Political/Public Relations – Autum Thomas & Mike Wright
Autum Thomas has forwarded a few things.

C. Benefits – Jackie Nelson
No updates.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards & Mike Wright
Inactive.

F. Elections –Autum Thomas & Jackie Nelson
Two guests that have shown an interest in becoming Board Members did not appear tonight. They need to attend two meetings prior to joining the Board. Sam Cromwell wound up appearing during closed session; he was told to attend the next meeting and we would discuss having him join then.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
This will be revisited in January or February, pending the improvement of the Coronavirus situation in the County.

IX. Unfinished Business

- 1. TBD
- 2. TBD

X. New Business

- 1. Position BCMEA members can take to strengthen our position with future negotiations
 - a. Continued to the next meeting due to Michele Hinkle’s absence.
- 2. Review updated representative list.
 - a. No issues raised regarding the updated list.

XI. Announcements

No Announcements.

XII. Closed Session Items

- A. Negotiations
- B. Member Issues



C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

| | |
|----------------------|----|
| 2017 | |
| Cases Remaining Open | 1 |
| 2020 | |
| Cases Remaining Open | 4 |
| 2021 | |
| Cases Opened | 37 |
| Cases Closed | 20 |
| Cases Open | 17 |

XIII. Adjournment
5:59 pm



Type of Meeting: Monthly Board Meeting

Date: October 12, 2021

Location: via Zoom

| | | |
|------------------------|---------------|----------------|
| Board Members Present: | Autum Thomas | Patrick Miner |
| | Terry Edwards | Michele Hinkle |
| | Mike Wright | |
| | Jackie Nelson | |

Board Members Absent: Lacey Sanders

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks
5:35 pm

II. Introduction of Guests
1. Sam Cromwell

III. Approval of Agenda for 10/12/2021
Motion: To accept the agenda as circulated.

Motioned by: Michelle Hinkle
 Seconded by: Mike Wright
 Motion Carried: 6-0

IV. Approval of Secretary’s Report/Minutes from 09/14/2021
Motion: To approve the minutes as circulated.

Motioned by: Mike Wright
 Seconded by: Patrick Miner
 Motion Carried: 6-0

V. Approval of Treasurer’s Report dated September 2021
Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Terry Edwards
 Seconded by: Mike Wright
 Abstain: Jackie Nelson
 Motion Carried: 5-0-1

VI. Correspondence – Mike Wright
No correspondence received.

VII. Website – Terry Edwards
Terry Edwards has updated information on the site related to scholarship, elections, etc. He also added new Board member contact information.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 294 |
| Gain | 1 |
| Loss | 9 |
| Pending | 4 |

B. Political/Public Relations – Autum Thomas & Mike Wright
Autum Thomas has forwarded a few things.

C. Benefits – Jackie Nelson
No updates.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards & Mike Wright
Inactive.

F. Elections –Autum Thomas & Jackie Nelson
Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
No updates.

IX. Unfinished Business

- 1. TBD
- 2. TBD

X. New Business

- 1. Position BCMEA members can take to strengthen our position with future negotiations
 - a. This item was discussed at length. It was determined a subcommittee should be formed to reach out to members who have separated, gather relevant data, and convey that information to the entire Association. This subcommittee shall consist of Patrick Miner, Mike Wright, Michelle Hinkle, and Autum Thomas.
- 2. TBD

XI. Announcements

No Announcements.

XII. Closed Session Items

A. Negotiations



B. Member Issues

Motion: To appoint Sam Cromwell an active BCMEA Board Member.

Motioned by: Mike Wright

Seconded by: Patrick Miner

Motion Carried: 6-0

C. Meet and Confer, Grievances, Global Issues, Other ERS Actions

- Not addressed; Cheryl Schiele had to leave meeting early due to scheduling conflict

XIII. Adjournment

7:07 pm



Type of Meeting: Monthly Board Meeting

Date: November 9, 2021

Location: via Zoom

| | | |
|------------------------|---------------|----------------|
| Board Members Present: | Autum Thomas | Patrick Miner |
| | Terry Edwards | Michele Hinkle |
| | Mike Wright | Sam Cromwell |
| | Jackie Nelson | |

Board Members Absent: Lacey Sanders

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks
5:33 pm

II. Introduction of Guests
1. Dee Dee Stanhope-Jones

III. Approval of Agenda for 11/09/2021
Motion: To accept the agenda as circulated.

Motioned by: Michelle Hinkle
 Seconded by: Mike Wright
 Motion Carried: 7-0

IV. Approval of Secretary’s Report/Minutes from 10/12/2021
Motion: To approve the minutes as circulated.

Motioned by: Terry Edwards
 Seconded by: Mike Wright
 Motion Carried: 7-0

V. Approval of Treasurer’s Report dated October 2021
Motion: To approve the Treasurer’s reports as circulated.

Motioned by: Jackie Nelson
 Seconded by: Patrick Miner
 Motion Carried: 7-0

VI. Correspondence – Mike Wright
No correspondence received.

VII. Website – Terry Edwards
No changes since the last meeting. Terry Edwards still needs to add last month’s minutes.



VIII. Committee Reports

A. Membership – Terry Edwards

| | |
|------------------|-----|
| Total Membership | 289 |
| Gain | 4 |
| Loss | 9 |
| Pending | 0 |

B. Political/Public Relations – Autum Thomas & Mike Wright
No updates.

C. Benefits – Jackie Nelson
No updates. Patrick Miner added. Lacey Sanders, Michelle Hinkle, and Sam Cromwell may act as backups.

D. Bylaws – Autum Thomas, Terry Edwards, & Mike Wright
Inactive.

E. Scholarship – Terry Edwards & Mike Wright
Inactive.

F. Elections –Autum Thomas & Jackie Nelson
Inactive.

G. Annual Dinner Committee-Mike Wright & Jackie Nelson
On hold.

H. Member Outreach-Mike Wright, Michelle Hinkle, Patrick Miner & Autum Thomas
Retention Survey Questionnaire review due 11-15-2021.

IX. Unfinished Business

- 1. TBD
- 2. TBD

X. New Business

- 1. Committee Assignments
- 2. TBD

XI. Announcements

Next Board meeting advanced to December 7, 2021 at 5:30pm. This will be held live at Feather Falls Casino. Jackie Nelson will make the reservation.

XII. Closed Session Items

- A. Negotiations

- B. Member Issues

- C. Meet and Confer, Grievances, Global Issues, Other ERS Actions



| | |
|----------------------|----|
| 2017 | |
| Cases Remaining Open | 1 |
| 2020 | |
| Cases Remaining Open | 3 |
| 2021 | |
| Cases Opened | 41 |
| Cases Closed | 27 |
| Cases Open | 14 |

- XIII. Adjournment
6:59 pm



Type of Meeting: Special Meeting Regarding Class & Compensation Study

Date: December 2, 2021

Location: via Zoom

| | | |
|------------------------|---------------|----------------|
| Board Members Present: | Autum Thomas | Patrick Miner |
| | Terry Edwards | Michele Hinkle |
| | Jackie Nelson | Sam Cromwell |
| | | Lacey Sanders |

Board Members Absent: Mike Wright

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

6:53 pm

II. Introduction of Guests

1. No guests

III. Approval of Agenda for 12/02/2021

Motion: To accept the agenda as circulated.

Motioned by: Lacey Sanders

Seconded by: Patrick Miner

Motion Carried: 7-0

IV. Class Study Discussion

A letter will be sent to the entire bargaining unit which will include information specific to the class study and the dispute process. It will also include an invitation to a special bargaining unit meeting. That meeting will be held via Zoom on Thursday, December 9, 2021 at 6:00 pm.

V. Announcements

VI. Adjournment

8:54 pm



Type of Meeting: Special BCMEA Bargaining Unit Meeting Regarding Class & Compensation Study

Date: December 9, 2021

Location: via Zoom

| | | |
|------------------------|---------------|----------------|
| Board Members Present: | Autum Thomas | Patrick Miner |
| | Terry Edwards | Michele Hinkle |
| | Jackie Nelson | Lacey Sanders |
| | Mike Wright | |

Board Members Absent: Sam Cromwell

ERS Representative Present: Cheryl Schiele

I. Call to Order/Opening Remarks

6:05 pm

II. Introduction of Guests

- | | |
|---------------------------|-----------------------|
| 1. Chris Saraga | 9. Tim Schuster |
| 2. Devin Duggins | 10. Janna Hauck |
| 3. Eric Miller | 11. Kelly Marinello |
| 4. Sandra Thompson | 12. Monica Soderstrom |
| 5. Anna Bauer | 13. Samantha Skinner |
| 6. John Crane | 14. Sarah Frohocke |
| 7. Dee Dee Stanhope-Jones | 15. Jay Coughlin |
| 8. Spencer Brown | 16. Kim Brollier |

III. Approval of Agenda for 12/02/2021

IV. Class Study Discussion

Classification and Compensation Study Reviewed, including dispute process. Open discussion followed.

V. Announcements

VI. Closed Session

VII. Adjournment

9:29 pm