

# Executive Committee Meeting

APRIL 22nd 2021

Attendees: Gene, KatMeow, Brian, Emma

Call to order 6:04pm

## Bargaining Committee Report Back

Timeline of events leading up to today according to Bargaining Committee (MBC) members Gene Bradley, Celeste Carey and Jenna Yokoyama

## Previous Agreements Surrounding Pay

Back pay for wage increases (which had been asked for/budgeted for in OCTOBER) has already been agreed to by MBC.

**5 step pay scale is what is in effect currently at KBOO each level of pay scale has the following increases:**

**Level 1** 5% increase for entry level employees

**Level 2** 4% increase

**Level 3** 4 % increase

**Level 4** 3% increase

**Level 5** 3%increase

The foundation was able to afford the raises due to two Reduced full time positions to two part time positions

We also have three people outside the pay scale due to the previous manager agreements with union. These employees will receive 3% pay raise as well.

Engineer (exempt)

Accounting 21.77/hr

Development Dir. 20+

## Timeline of Events

### **December 9th**

We had agreed to a raise for Employees and needed the contract reviewed by both MBC and Union representatives.

### **March 16th**

received draft but there were errors that needed to be corrected

### **April 9th**

There was a meeting with Union to review and ask that union correct mistakes and Union Bargaining Committee

- MBC explained that b4 we signed it needs to be reviewed by UB team and then shared with the board so they could have duty of due care with regards to the Contract.
- MBC explained MBC need draft corrected and sent by **April 15th** a in order to have time for the committee to review and have time to get the contract to the board to review by **April 19th** which would give the board time to review before the Board Meeting.

### **April 19th**

at 2:30 in the afternoon Management received the agenda with some explanation why it was late due to tech issues with AJ's laptop. Unfortunately this was too late to have MBC review the contract and was too late to send it to board for review.

Management replied saying they could get the review in May since it was too late to be properly reviewed in time for the April Board Meeting.

-AJ responded with accusations of management "trying to drag feet"\* in the process.

The MBC Wanted to review the final draft for mistakes because there were mistakes for the Union to correct.

### BOARD ACTION

We have added 30 minutes to the Board Meeting Agenda in April for closed session (with the hope of agreeing to the contract after the union corrects because mistakes Gene found more on the latest Draft)

\*AJ Is upset and may be going to the board meeting which is his right to do. It is a public meeting and he may want to bring staff to the meeting to plead their cases.

### CHAIR

I think it would be best especially looking at the very full agenda, that we make our response very polite in the interest of dismantling the hostility and adversarial history of engagement between the board and union. This board is very much pro union, pro staff having protections, very much interested in providing living wages and wants KBOO as a whole to thrive this includes financially and culturally.

### Considerations for the next Budget Review in May

We have more staff than most stations our size. We may need to look at layoffs to increase wages during the budget review in May for October.

## Issue to be aware of for June Union Negotiations

1)Gene has found many things that need to be cleaned up.

EX.1. There are things in people's job descriptions they don't do anymore

EX. 2. W/O development director-/need to increase wage to be competitive we are losing revenue!

EX.3. Culture change from paying everyone the exact same amount to an amount related to the going rate for non profits in Portland.

HIGH skill experience people will not get paid same as lower skilled folks.

## BRIAN

Dealing with some loss and a lot of work outside of KBOO.

Wants to get going on the strategic planning process-can add the time he needs to April Agenda

Sees this as what could be a huge reset on us all, if we begin using the appreciative model

ie. Building on what works and what we want to see rather than focusing on what does not work/complaints

Is working to find a practitioner outside of us to find someone who can help us with that.

Appreciative institute that could be used.

-KATMEOW would nominate Vo because they had facilitated beloved community meetings at KBOO in the past

## EMMA

Agrees with the plan and appreciates Gene's report back. Would like to hear from KM about their opinions.

## KATMEOW

Thinks that we could have a get together with staff KBOO stuff off the table where we get to know each other as people. Perhaps a Zoom gathering asap to get to know each other personally better with games etc. When the world starts to reopen as more people are vaccinated, schedule a dinner with staff and board as well, a: No KBOO business dinner!

## GENE

The thing I advise the board to focus on now is to get good board members for the election-people who have the time and temperament for governance. If we can add some folks who are as productive as the current active board members it would help.

Adjourn:6:38pm