

**Glendale City Employees' Association
Board Meeting Minutes
July 15, 2008**

The regular meeting of the Board of Directors was held on Tuesday July 15, 2008, in the Perkins Community Room.

A motion was made by Stan Cleaves to approve July's minutes. Don Robie 2nd the motion. All in favor.

Finance Report

Joy mentioned that the committee did not need to meet this month. The committee approved the Treasurer Reports via email.

President Report

Craig informed the Board that he and Myrna went to the WAGE (Working Assembly of Government Employees) conference in Las Vegas. Currently, Craig is the WAGE President. Craig invited David Twedell our GCEA Labor Consultant to the conference at which Mr. Twedell gave a great presentation on being a shop Steward or director. Craig is presently working on few things with the managers as well as some Grievances.

Vice-President Report

Myrna mentioned that this was her second year attending the WAGE conference. Myrna thanked Craig for doing an excellent job on running the conference. She also thanked Mr. Twedell for giving a great presentation. Myrna mentioned that she learned a lot from this conference especially from the City of Las Vegas and its self-insured health plan. Myrna will hand out more information about CLV comprehensive coverage and how they view pre-existing conditions on the next month board meeting.

Craig and Myrna reminded all the Directors that it is open enrollment and asked if everyone received the packet that Human Resources sent out. All open enrollment the instructions are on page five (5) of this packet. Everyone has until August 15 to submit these forms to H.R.

Community Alliance Report

Don Robie talked about Cruise Night event which is on Saturday the 19th. Don mentioned that we will have three (3) vehicles from GWP and one vehicle from Public Works. Please let Don know if you will be driving a city vehicle. Don would like everyone to be there by 1:30pm. Our GCEA both will be on Wilson Ave between Brand and Maryland.

Don again mentioned that this is a great event to inform the public about what we do.

Myrna asked the Directors if anyone would like to volunteer to work the both it will be only for one hour.

OLD BUSINESS

Verbal Warning Form

Craig will make copies for the Directors when the form is completed.

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Sick Leave

Craig mentioned that he and Myrna are still working on this issue and hope to resolve this issue soon. After a lengthy discussion Craig would like the Directors to make copies of their evaluation that the supervisor used against the employee for taking sick leave to show the City Manager the inconsistency that's happening in different departments.

NEW BUSINESS

Shop Steward/Grievance Training

David Twedell talked about the different associations he met at the WAGE conference.

He also talked about his experience working with management and how they deal with their employees. In some cases Mr. Twedell saw the Manager's office overruling H.R.'s decision.

David also talked about how to handle a Grievance process as a Director. First, get various sides of the issue to verify that the employee is telling the truth. Do your own investigation to get the full story. Second, have the ability to tell the employee him /her or management that they are wrong, when they are. He also reminded the Directors that a level of respect must be maintained between management and the association. As a leader you have to have your employees respect.

Mr. Twedell also shared some of his family history and their dealings with the formation of unions and management.

GOOD OF THE ORDER

GCEA Monthly Meeting

Chris Gallagher suggested that in order to be a successful Director you have to have monthly GCEA meetings. Myrna and Craig continue to visit with different groups and sections as the requests come in with enough advanced notice.

Chris Gallagher made a motion to adjourn the meeting. Emilio Perez 2nd the motion. All in favor

Craig Hinckley
Craig Hinckley
GCEA President