

**GRAND FORKS COUNTY EMPLOYEES ASSOCIATION  
EMPLOYEE REPRESENTATIVE MEETING UNOFFICIAL MINUTES  
17 September 2008**

**OFFICERS PRESENT:**

Larry Ahles, Andrea Huso, and Julie Reichert

**OFFICE REPS & AND OTHERS PRESENT:**

Linda Hammen – Extension  
Vicky Hendrickson – Finance & Tax  
Wayne Riendeau – States Attorney's Office  
Tom Grinde – Buildings & Grounds  
Sheila Wixo – Social Services  
Donna Flaten – Emergency Management  
Mike Deziel – Highway Department

**CALL TO ORDER:**

This meeting was called to order by President Ahles.

**APPROVAL OF MINUTES:**

Linda H made a motion to accept minutes from July's meeting, as there was no meeting held in August., second made by Larry, so approved.

**TREASURERS REPORT:**

Julie reported the checking account balance as \$737.16, savings account balance \$887.35, CD 1 of \$4000 expires 05/21/2009, and CD 2 of \$6,000 expires 11/30/2008. Larry made a motion to accept treasurer's report, second by Vicky, so approved.

**UNFINISHED BUSINESS:**

**Negotiations:** The negotiations have been completed with end result of 3.0% COLA increase January 1, 2009, and anniversary pay increase of 2.5% to be effective on the date of your anniversary also beginning January 1. Vicky noted every employee will be getting the step increase even those employees in the "grey" area.

A discussion on negotiations and negotiators duties was brought forth. After the discussions it was determined no one really knows what the definition of negotiators really is, nor what they are required / expected to do. Julie mentioned her concerns with how the other items were not even discussed, and why that happened. Linda brought up that we should be able to renegotiate some of our demands because we never even got to discuss most of the issues; however it is known this will not happen this year as the budget has already been completed. It would be nice to know for next year though! It was also determined that next year we will start negotiations earlier in the year so we are allowed time to actually *negotiate* our needs / demands. President Ahles stated that we need to define the entire negotiation process; he will discuss this further with Ed Nierode and report back next meeting. Andrea touched on the comments he made in a discussion with her. Linda gave a synopsis of lawyers at the commissioners meeting in the past.

Vicky also noted some clarification to the "grey" area and how they determine raises.

**COOKBOOK:** Doing a cookbook to raise money was brought forward again. Vicky thought we should concentrate on getting the association together more before starting a project. Andrea thought it would be a great idea to not only raise money, but to bring the association together. Andrea asked President Ahles to assign a committee to do so instead of taking up the EA time. Linda H had some concerns with legalities and the IRS. Andrea will check into the issue more in depth and report back next meeting. Being we are too close to the holidays for 2008, so this project would be something to look forward to for the holidays of 2009.

**NEW BUSINESS: CD:** Discussion about rolling over the CD was brought to the table; it was further discussed spending the funds, versus rolling them over into another CD. It was also discussed on how or when we are going to spend those funds. Should it be on a case by case basis...how would you break down the funds? Larry commented that it is in place to help employees. It is soon time for employees' dues again, so we will be adding more to the kitty. Some members feel that we do not need to do so, why are there fees established to begin with, (?) should we decrease membership fees to get more people interested in actively participating in the association? Decided this subject needs further discussion.

Pertaining to the CD which expires next month, and never knowing how many voting members will be present, we decided to vote. It was unanimously carried that the CD of \$6,000 be rolled back into another CD with the interest being deposited into the savings account.

**BYLAWS:**

The amended copy of bylaws was passed around for the members present to view and comment, accept or reject. Linda H made a motion to accept Andrea's amended version of the bylaws seconded by Tom, so carried.

**Defensive Driving Classes:**

It was asked of the Employee Association to sponsor a defensive driving course. Linda H mentioned the need. It was also stated there were classes held last year and that the county does offer them every other year. Andrea will make a note to submit with the pay period on the 15<sup>th</sup>, which would be same day as the next meeting. It would hopefully spur the employees in deciding if it is something they may be interested in and respond quickly.

Tom G. moved to adjourn with a second from Larry, so carried.

Next meeting will be **15 October, 2008 at 3pm. Conference room C.**

Respectfully submitted by Andrea Huso, Secretary