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**EMPLOYMENT RELATIONS BOARD**

January 28, 2015, 5:30 PM

Harrigan Hall – Maksoutoff Room

Draft Minutes

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I. CALL TO ORDER

Kainulainen called the meeting to order at 5:33pm.

II. ROLL CALL

Chair Leigh Kainulainen, Doris Bailey and Mo McBride were present.

III. WELCOME TO GUESTS

Robin Koutchak (Municipal Attorney), Mark Danielson (CBS Human Resources Director), Mark Gorman (Municipal Administrator), Sara Peterson (Deputy Clerk), Melissa Henshaw (Assistant Clerk/Secretary), Linda Johnson (ERB Attorney) participated telephonically, Kim Metcalfe (Business Agent for ASEA AFSCME Local 52), Sam Rhodes (Business Agent and Organizer for ASEA), Bev Brill (Vice-President CBS Sitka Chapter), and CBS Fire Engineers - Scott Foss, Joe Danon, Craig Warren, Michelle Snowden.

IV. APPROVAL OF MINUTES

V.

**MOTION by McBride to approve the minutes of January 21, 2010 and March 20, 2012.**

*Motion PASSED unanimously by voice vote.*

Bailey directed City staff to schedule a meeting to approve minutes within 30 days after ERB meetings.

VI. ADDITIONS/DELETIONS TO THE AGENDA

None.

VII. NEW BUSINESS

A. Petition submitted by Sitka Fire Department Engineers to be represented by the International Association of Fire Fighters (IAFF) opposed to the Alaska State Employees Association (ASEA).

The Board asked the audience if all interested parties were aware of the memos.

Linda Johnson, ERB Attorney, had suggestions on how to move through this request. The November 24, 2014 document from the SFD Engineers is signed by six people. It appears as both the City and ASEA raised two issues: is it was permissible and if so when. Johnson stated that the letter from SFD Engineers dated January 23, 2015 is asking for a conceptual approval. Referring to Ordinance 2005-30, she stated that this is not an acceptable proposal.

They need to move to decertify or to withdraw. She determined that more information is needed to decide if this is an appropriate request.

McBride told of the history since she has been on the board since the conception. They tried to keep the union groups to as few as possible for the ease of it. McBride brought up the timeline with regards to the request, the contract and the required percentage.

It was agreed by the board that at this present time, they cannot made a judgment, but asked for the parties to come forward for their comment(s).

VIII. PUBLIC PARTICIPATION

Bev Brill, City and Borough of Sitka Chapter Vice-President stated that there is a three year contract from July 1, 2013 to June 30, 2016.

Craig Warren, SFD Engineer, read his letter asking that the petition be withdrawn. He stated that there are six fire engineers employed by the city. They were unaware of the process so contacted Human Resources and was directed to read the ordinance with no other information.

McBride suggested that they ask direct questions to ASEA, stating the Union is there for their members.

Sam Rhodes, Business Agent and Organizer for the Alaska State Employees Association and Kim Metcalfe, Business Agent for Alaska State Employees AFSCME Local 52 came forward. Mr. Rhodes commented that this has opened up dialog and is hopeful that they can work together through this, mentioning that there was a fire engineer involved in the bargaining table and negotiation committee. Ms. Metcalfe represents state and city workers stating that Craig Warren has sat on at least two bargaining teams. There is an appendix in the contract specific to the fire department.

Mark Danielson, HR Director for the City and Borough of Sitka stated that the ordinance was written by the union, relationships are better and communication is improving.

The Board directed the ERB Attorney to compose an explanation of how to certification/decertification/fragment and the process of that, what materials are necessary to present, the deadline to the ERB should a group want to do so and it be directed to the Fire Fighters as the ERB board will not be meeting regarding this matter unless the following items that would be outlined are met.

Bailey announced her resignation.

IX. NEXT MEETING

February 23, 2015 at 5:30pm.

X. ADJOURNMENT

Adjourned at 7:09pm.

Submitted by:

Melissa Henshaw  
Secretary