

**WASHOE COUNTY EMPLOYEES ASSOCIATION  
BOARD OF DIRECTORS  
MINUTES**

**January 9, 2019**

**Present:** John Andrews, Tracy Burns, David Kelly, John Lewis, Kathie Maestas,  
Justin Norton, Ron Souza, Sarah Turner, Gary Zaepfel

**Absent:** Cheryl Bennett, Teresa Twitchell

**Staff Present:** Wendy Leonard

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**CALL TO ORDER:** 5:10 p.m.

**ROLL CALL**

**APPROVAL OF MINUTES FROM NOVEMBER MEETING**

On motion by Justin, seconded by David, which motion duly carried, the Board approved the minutes of the November 2018 meeting. The December 2018 meeting was cancelled.

**TREASURER'S REPORT**

Justin reviewed the financial reports with the Board.

On motion by Ron, seconded by David, which motion duly carried, the Board approved the Treasurer's Report.

**LEAD LABOR REP REPORT**

- Wendy discussed the possibility of the Nurses' Association merging with WCEA.

Following discussion, on motion by John Andrews, seconded by David, which motion duly carried, the Board approved the Nurses proposal to pay WCEA for representation of their members through the end of the current contract and that the issue of a merger will be revisited after some research is done regarding contract issues. The Nurses' Association will pay WCEA an amount that would be equal to a total of \$7 per paycheck per member through June 30, 2019.

- Wendy updated the Board regarding compensation to employees for the day of mourning. She advised the Board that she met with Dave Solaro and Kate Thomas regarding paying every employee 8 hours of personal leave for the day of mourning. She said WCEA will move forward with a grievance if they don't approve the request. She said she should have more information on Friday.
- Wendy discussed the first rep training she facilitated on January 8, 2019 and noted that the training was in the evening. She said the next two trainings are during the day, and she advised members that they can request to use association time for the training, but it is up to individual supervisors if they approval the request or not.
- Wendy reviewed activity for the month and answered questions.

## **OLD BUSINESS**

### **New Computers**

The Board continued discussion regarding upgrading the computers at the WCEA office. Gary said that he agrees that the computers and software need to updated and suggested Microsoft 2019 products and Cloud-based options. Gary also suggested that a laptop be purchased for Wendy. The Board discussed many options including OneDrive. Justin said he will research options and bring the information to the meeting next month.

### **WCEA Website Makeover**

No new updates.

### **Member Survey**

The Board discussed the results of the member survey and noted the items that members were asking be addressed during upcoming negotiations. Justin advised that 67% of members voted in the survey.

### **Audit Cost Increase**

Since the WCEA accountant advised that costs will increase this year for the annual audit in July, Justin contacted several accountants to get bids for service, but he has not received any response so far.

## **NEW BUSINESS**

### **Review for Wendy Leonard**

This item was discussed under closed session.

### **WCEA Negotiations Committee**

Justin advised that about 22 people expressed interest in joining the negotiation committee. The Board initially discussed limiting the size of the committee, but after further discussion, the Board decided that they would not limit the size and would invite all members that are interested to join the committee.

Justin clarified that the negotiation team has a set number of people, but the negotiation committee does not. He said he would like to offer seats on the negotiation team to board members first and then offer the remaining seats to WCEA members. Justin, Kathie, Gary and Ron are interested in being on the

negotiation team, and Justin said he will check with Teresa also. Sarah indicated that she would like to be an alternate on the team.

- Following discussion, on motion by Justin, seconded by Sarah, which motion duly carried, the Board agreed that members on the negotiation team will be assigned to represent either the supervisory or the non-supervisory unit and it will not necessarily be the unit they are in since there are more supervisors interested in being on the team this year. Justin was appointed Chair of the negotiation team.

Justin said he talked with Mike Langton regarding negotiations and following their discussion, Justin drafted a letter of intent to negotiate for John Lewis to sign. Justin said he will forward the letter to the County. David said he will give all the negotiation notes regarding the timelines etc. to Justin, and Justin indicated that he would like to schedule the first negotiation committee meeting on January, 15, 2019.

### **WCEA Logo**

Item continued until next month.

### **2019 WCEA Scholarship**

Tracy advised that it is time to update the scholarship essay question and set up the scholarship committee. The information also needs to be updated on the website. The Board appointed Cheryl and Teresa for the scholarship committee again this year, but since they are absent, someone from the Board will confirm that they are interested in serving on the committee. Sarah volunteered to draft the essay question for the scholarship this year.

### **CORRESPONDENCE/ANNOUNCEMENTS**

John Lewis announced that the PERS policy revisions were received in the mail.

### **COMMITTEES**

#### **Public Relations Committee**

- David suggested hosting another PERS informational lunch event with pizza for members where PERS will discuss updates regarding the policy revisions and any other changes. He said he will work with Teresa and reach out to PERS to schedule the event.
- David noted that he will send an email to the members regarding the times and locations for the membership drive. The Board discussed having snacks and cookies at each membership drive location.
- David said he will review the WCEA contracts and make note of the differences between the two contracts.

#### **PERS Committee Update**

No new updates.

#### **BCC Committee Update**

John read the BCC report.

**Insurance Negotiation Committee**

Tracy noted that the next insurance negotiation committee meeting is next week.

**County Manager's Advisory Council (CMAC)**

No updates.

**Safety Committee**

No updates.

**HR Rep Meetings**

No updates.

**Deferred Comp Committee**

No updates.

**One More Thing**

- Wendy announced that Rue Bourbon restaurant is offering a 15% discount to WCEA Members
- Justin announced that seven employees joined WCEA during the first week of the membership drive.

**Meeting adjourned at 6:54 p.m.**