



Representative Minutes
10 a.m., May 12, 2020
Teleconference

TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock, Vice
President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Cathy Hollow, Trustee
Steve Abrahamson
Maja Aurora
Britani Bearup
Carlos Bejarano
Erich Bonz
Evan Brom
Debbie Campbell
Linda Cano
Arleen Caruth
Bryan Cassens
Richard Dalton
Ann DiDomenico
Kathy Ferguson
Suzanne Garrido
Sally Garrison
Dani Godreau
Ken Halloran
Megan Harden
Karen Horner
Greg Humphries

Dana Janofsky
Alicia Jerger
Bobbi Jones
Barrett Jurgemeyer
Levon Lamy
Jennifer Leon
Brooks Louton
Cassandra Mac
Rafael Maldonado
Mary Mezey
Tameka Myers
Katie O'Connor
Mercedes Payne
Kelly Rafferty
Marie Raymond
Joshua Roffler
Kristin Scharlau
Larry Schmalz
Parrish Spisz
Wendy Springborn
David Tavares
Lauri Vickers
Jonni Wolfe
Shawn Yunt

1. Call to order: 10 a.m.

2. Approval of April Minutes

- Cathy Hollow moved to approve; Tony Miano seconded.
- The motion passed 4-0.
- Donna was not present for the vote.

3. Internal Services Director Updates – Renie Broderick, Internal Services Director

- Final draft of health pre-screening protocol for employees
- Tom Duensing will send out this morning
- Work with department management on how to implement for your area
- Preferably employees will complete screening at home and not come to work sick
- Employees with symptoms will be sent home

- If employee refuses:
 - Educational opportunity with employee, HR and union rep
 - Or sent home without pay
- Info will go to IT data base. Only HR and IT can access
- Not sure when the end of this will be
- We've learned how useful technology can be
- Re-opening Advisory Group
 - Jeremy King leading group
 - No dates yet on opening the city
 - What will reopening look like for employees
 - For the community
 - Sub committee of Recovery Section
 - Managed through EOC
 - Sending out an employee survey
- Pet insurance
 - Liberty Mutual
- Budget reductions being ranked
 - Keeping vacancies to save money and not reduce positions with people in them
 - Directors will review the proposed reductions
 - Council will make final decision
 - Trying to do what we can to avoid lay-offs
- Parental Leave – Supplemental Family Leave
 - Merit Board review
 - Update to Council on what 6 sided has recommended
 - Get rules changed

4. Committee Reports

- Deferred Comp – No report
- Diversity – No report.
- Wellness – No report.
 - TSA suggestions are not being considered. Need to investigate.
- Health Committee
 - Increase in premiums
 - Cover deficiency in fund balance over three years.
- Six-Sided Partnership
 - Non-city employees working on city property will have to go through their own employers for health pre-screening.
 - Covid information on The Bridge

5. Financial Update

- Tony provided an update on the account balances.
- We are staying on track

6. Discussion

- We have been asked to defer 3% increase for three months and then retro-activated
- None of the groups agree with this
 - Not enough information available
 - Only \$600,000 savings to the General Fund
 - Deferral has a long-term impact
- Met with all Council Members except CM Keating
 - CM Adams seemed the most sympathetic
 - Mayor Mitchell was the least sympathetic
 - CM Kuby stated higher positions should take a bigger furlough like at ASU
- Financial crisis has not been declared
 - To do so would affect the city's bond rating
- Management has not requested to re-open the MOU

- TSA argued on behalf of its members to not be responsible for taking employee temperatures.
 - We are not medically trained
 - Alleviate employees saying they got sent home because we took their temperature wrong
- We have been at the table and our voice has had some value
- Reopening committee is determining what we need to do to get public back into the buildings

7. Adjourned: 10:57 a.m.

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