



Representative Minutes
March 12, 2019, 10 a.m.
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President
Donna Sullivan, Vice-President
Michelle Fedor, Secretary
Bruce Smith, Treasurer
Cathy Hollow, Trustee
Kristi Griffin
Ken Halloran
Lauren Hyre
Alicia Jerger
Bobbi Jones

Cody Lowe
Kelly Rafferty
Wendy Springborn
Tom Wilhite

Guest
Kathryn Baillie, Napier, Coury &
Baillie, P.C.

1. **Call to order** – Mary Fowler called the meeting to order at 10:05 a.m.
2. **Approval of the March meeting minutes**
Bruce moved to approve the minutes; Cathy seconded the motion. The motion carried 4 to 0
Ayes: Mary, Michelle, Bruce and Cathy
Nays: None
Absent: Donna Sullivan-Hancock
3. **Legal Presentation – Kathryn Baillie, TSA Attorney**
 - Kathryn provided information on the Supreme Court's ruling on Janus v. AFSCME
 - Non-members, aka free riders, do not have to pay for representation.
 - If a member or non-member requires assistance preparing a Part II, we do not do the work for them.
 - If you are representing a non-member, you can be a silent witness
 - Non-members do not have access to Kathryn.
 - We do not need to change our by-laws due to Janus. We are fair and meet the standard.
 - If someone joined because they got in trouble, assistance is not retroactive. It works like insurance.
 - Document everything when dealing with UAEA covered employees.
 - Give constructive criticism in a professional manner.
 - Don't be a bully and don't get bullied.
 - You can have your own witness if you think the employee is going to twist what you say.
 - TSA can assist when you provide discipline for an employee.

4. Elections

- VP and Treasurer
- Nominations are in for both.
- Board going to put together an election committee – required by By-laws. Not board members.
- We want to be open and keep everyone updated.
- If a candidate feels they're not being treated fairly they should contact the election committee or Kathryn.
- TSA is a corporation, so elections must be done a certain way.
- We must follow ASRS Chapter 10.
- We are keeping board out of the process to prevent any allegations of mishandling.

5. Committee Reports

- **Diversity** – No report
- **Deferred Compensation**
 - RFP to consolidate funds under one record keeper
 - Board voted to drop a fund – if invested will get letter from Nationwide
 - Schwab account – hasn't been reviewed or updated. Consultant will review.
- **Wellness**
 - Haven't met.
 - New walking challenge.
 - No new replacements have been received for new trackers – contact Tammy.
- **Health Committee**
 - Meeting next week about OPEB.
 - Actuary looked at costs.
- **Six-sided Partnership**
- **Labor Management**
 - Negotiations – they want to bring up some items in six-sided partnership because management wants to implement city wide.
 - Some items are not MOU specific. They told us we're not allowed to negotiate per the charter.

6. Financial update

- We are doing well.

7. Member Announcements/Future Agenda Items

- No announcements.

8. Adjourn

Meeting adjourned at 10:52 a.m.

The next meeting is scheduled for 10:00 a.m. on April 9, 2019, at the City Council Chambers.

Submitted by: Michelle Fedor

Reviewed by: Mary Fowler

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