

Collective Bargaining

March 14, 2022

4:00 PM

Bitterroot Valley Education Cooperative

And

The Cooperative Employees' Bargaining Unit 4403, MFPE, NEA, AFT, AFL-CIO

Attendance for Union: Wendy Wanner, Karen Gideon, Lindsay Davis, Erin Bauer

Attendance for Management: Dr. Moore, Dr. DoBell, Diane Woodard, Jenny Rammell

Other Attendees: Jill Reynolds

Start Time: 4:00 PM

Time Constraints: 5:00, Ms. Woodard has Board meeting in Victor

Minute Taker: Jill Reynolds

Review/Approve prior meeting minutes: NA First Meeting

Agenda Items for today: Expectations, Ground Rules, Meeting Schedule for 2022 Collective Bargaining

Ground Rules

1. Jenny went through the ground rules established in the 21-22 bargaining:
 - a. Members should be on time, provide advance notice if they will be late or unable to attend.
 - b. There must be two (2) Board Members and two (2) Union Members for votes.
 - c. Share ideas and show courtesy and respect for other's ideas.
2. Dr. Moore added that a caucus should be used properly and not for stalling or extending time with no real purpose. He has seen this done in other bargaining sessions. Dr. Moore also recommended we be prepared with the story behind the need for language changes in the contract.
3. Dr. DoBell added that we all should be transparent. We are a public institution and there should be no secrets when it comes to funding. He also asked that we be direct and to the point.
4. Karen asked about not taking, stating it was hard for her to take notes and participate in the meeting. In the past, note taking alternated each meeting so not just one person would do the notes. This year Jill will take notes, but at times she may have the same issue of participating and note taking. Notes will be distributed to the entire bargaining team within 24 hours of each meeting, providing everyone the opportunity to review prior to the next meeting where they will be on the agenda to be approved.
5. Jenny will provide an agenda for each meeting.

Meeting Schedule

1. Jenny proposed the Co-op would present their bargaining items at the next meeting (second meeting) and then the Union would propose their bargaining items at the following meeting (third meeting). Dr. Moore recommended both the Union and the Co-op should have all issues on the table by the third meeting and no additional issues would be brought to the table after that. The group agreed.
2. Jenny reviewed the timeline for 21-22 bargaining where we sent out notice of reelection in April with no salary dollars, Board approved the agreement in June, contracts with salaries were mailed in June. The co-op would like to target completion earlier this year due to the salary issues we are seeing because other providers have significantly increased their salaries which is causing us to lose employees. Dr. DoBell asked when the co-op would want to get contracts out so we can work backwards on dates. Jenny replied she would like to get contracts out no later than the second week of May.
3. Meeting dates were set for the following dates and time, all meetings will be in the BVEC conference room:
 - a. Thursday, 3/31/22 at 4:00 PM
 - b. Tuesday, 4/5/22 at 4:00 PM
 - c. Wednesday, 4/20/22 at 4:00 PM
 - d. Tuesday, 4/26/22 at 4:00 PM
4. Dr. Moore recommended that both the Union and the Co-p bring all issues they want to discuss to the table at the meeting on 3/31/22. Karen clarified it would be a list of issues, not all the detail.

Meeting adjourned: 4:35 PM