



Office of the City Clerk  
Jim Nelson, CMC

13 July 2018  
City Hall, Council Chambers  
121 11<sup>th</sup> Street  
2:00pm  
Re: Step 2 Grievance  
Negotiations, Personnel and Employee Insurance


Members present: Chair Bob Rockwell, Kathy Hall, Bob Rockwell  
Also present: Audie Schmidt, Ives Tappendorf, Shannon Pirmann and City Clerk Jim Nelson.

Chair Bob Rockwell called the meeting to order 2:00pm and noted that his committee had a quorum present.

Alderman Rockwell asked the Union if they had anything new to present. Business agent Audie Schmidt that this step 2 grievance is over an oral reprimand issued to Shannon Pirmann. Schmidt noted that this event happened on the day the new CBA was ratified, after the meeting there was a question on how a clause in the contract was being enforced, at that time Shannon Pirmann said she would go get the information for them. Then Schmidt said she was not aware of any policy that prohibits Pirmann from getting documents from City Hall or that City Hall was closed and feels that the oral reprimand should be removed and a policy should be put in place. Schmidt said the information that Shannon was asked to get was confusing and needed to be straightened out. Schmidt recommended that we meet to discuss workplace attitude. Schmidt feels frustrations are being taken out on this employee. Alderman Rockwell asked for a Labor Management meeting to discuss this. Schmidt recommended that a professional labor /management counselor come in prior to any meeting taking place. Much discussion followed.

Alderman Rockwell told the Union Representative that he would give them the committee's answer within 5 business days as allowed per collective bargaining agreement.  
The meeting adjourned at 2:56pm.

Submitted by

  
Jim Nelson  
City Clerk

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