

Mt. Pocahontas Special Open Board Meeting

Saturday, February 25th, 2023

Regarding: Unionization of Employees

6 pm Meeting starts and Pledge of Allegiance

Introduction of new board members and reorganization of board positions after resignation of President Mike Kath and Secretary Eileen Slack

**President – Amy Laich Term exp. 7/2025
Vice President - Jeff Treubig exp. 7/2025
Treasurer - Richard Karajewski exp. 7/2024
Secretary – Ellen Cuffari exp. 7/2024
Security -Alan Ingrassia exp. 7/2024
Maintenance – Donald Long exp. 7/2025
Code Officer – Shawn McHose exp 7/2023**

**Events will continue to be managed by both Amy and Ellen
Aquatics – Richard and Ellen**

Lawyer: James Nanovic present , He gave some points to remember about the pending unionization.

- 1. Union is Not presently in place.**
- 2. There will be an election with the employees.**
- 3. We are bound to negotiate with the Union.**
- 4. When we negotiate, we start from scratch.**
- 5. Union will ask for everything, we do not have to give them anything.**
- 6. Health benefits if approved will come out of union dues.**
- 7. If we change anything before the election, we could be accused of unfair labor practices. Any disciplinary action should be documented.**

Nanovic said he will look into Tommy Milbauer being a seasonal employee and whether he qualifies for union representation as well as Tori Milbauer because she has hired employees.

Other members concerns:

Nepotism: Employee handbook should prohibit family members from working for Mt. Pocahontas moving forward.

Maintenance should be given duties for day/week and work should be posted in office/and website.

All overtime should be approved prior.

Payroll should be done by board member or at least time cards checked and monitored before checks signed.

Members expressed a desire for more open meetings for transparency purposes. Employees should be barred from open mtgs. and employees should not be on the facebook page unless they are a member of the community. A few members should be included in the Union committee along with a few board members.

Board expressed a need for Budget committee and Roads committee.

Member concern of the financials :over budget #s from 2022

President announced a Forensic Audit for 2022

Meeting adjourned by Richard and 2nd by Jeff