

**Gogebic-Iron County Airport
Special Board Meeting Minutes**

**Gogebic-Iron County Airport
E5560 Airport Road
Ironwood, Michigan 49938**

**April 27, 2017
5:00 P.M.**

Call to Order

The meeting was called to order at 5:00 P.M. by Chairman Oliver.
The Pledge of Allegiance was recited.

Roll Call

Present: Mr. Bonovetz, Mr. Mullard and Mr. Oliver
Absent: Mr. Hanson and Mr. Wasley
Others Present: Mike Harma, Bob Murphy (AFSCME 25), Mindy Prenderville and Mark Pusakulich

Approval of the Agenda

A motion was made by Mr. Mullard, supported by Mr. Bonovetz and carried by unanimous voice vote to approve the agenda as presented.

Citizens Wishing to Address the Airport Board on Agenda Items (5 Minute Limit)

No citizens wishing to address the Airport Board.

Discuss On-Going Grievance with Michigan Council 25 –AFSCME

Chairman Oliver asked Mr. Murphy if anyone else would be attending the meeting to represent Council 25. Chairman Oliver referred to the CBA and explained that he was under the impression that at this step of the grievance procedure, someone other than Mr. Murphy would be present to represent Council 25.

Mr. Harma added that he had been advised by Mr. Jacobs that he too was under the impression that at this step of the grievance procedure, someone other than Mr. Murphy would be present to represent Council 25.

Mr. Murphy explained that he is representing Council 25; he agreed the steps of the grievance procedure may seem redundant, however, technically, in the previous steps of the grievance procedure Mr. Murphy was not required to be present.

Chairman Oliver asked Mr. Murphy to explain what Council 25 is.

Mr. Murphy explained that Council 25 is made up of elected officials and well as staff representatives; he explained that Council 25 has a review committee which meets twice a month and Mr. Murphy is part of this committee.

Mr. Murphy stated that as an attempt to resolve this dispute, Mr. Pusakulich is willing to withdraw his current grievance if he is given a second chance at being the Crew Leader.

Mr. Mullard asked how things have been going between Mr. Harma and Mr. Pusakulich since the last Airport Board meeting.

Mr. Pusakulich responded that he and Mr. Harma are communicating.

Chairman Oliver referred to Article 22 of the CBA, "Promotions". Chairman Oliver then stated several examples of reasons he feels Mr. Pusakulich is not fit for the Crew Leader position.

Mr. Murphy then spoke about arbitration and "just cause", stating he feels Mr. Pusakulich will prevail if this matter is brought to arbitration.

Mr. Bonovetz said that while he did have some concerns with Mr. Pusakulich's sarcasm at the previous meeting, he feels that Mr. Pusakulich now realizes Mr. Harma's authority. Mr. Bonovetz suggested the possibility of Mr. Pusakulich being given a second chance; this time clearly knowing what is expected of him and what the consequences are if he doesn't do well.

Mr. Mullard stated some concerns he has with Mr. Pusakulich being given a second chance.

Mr. Harma voiced his concerns and frustrations also.

Mr. Bonovetz again stated that he feels Mr. Pusakulich should be given a second chance, with the understanding that Mr. Harma is in charge and if Mr. Pusakulich doesn't perform well, he will be written up.

Mr. Oliver questioned if Mr. Pusakulich is given another chance and doesn't perform well, will this just be a continuing problem.

At 5:28 P.M. Mr. Murphy asked to excuse himself and Mr. Pusakulich for a couple minutes to briefly speak to each other. They returned at 5:30 P.M.

Mr. Murphy said that Mr. Pusakulich would like to have his position as Crew Leader restored with full knowledge that should his performance/behavior not be adequate, the Manager's only option will be and is progressive discipline.

Mr. Bonovetz questioned if Mr. Murphy was asking for Mr. Pusakulich to be appointed the Crew Leader without a trial period. Mr. Murphy responded yes; he feels that is one possible solution or option. Mr. Murphy stated that in the original grievance "demand"/response, Mr. Pusakulich wanted the \$1.00 to be retroactive; he now said he doesn't know if Mr. Pusakulich still has the same stance on that matter or not and that would have to be discussed.

Discussion took place regarding if Mr. Pusakulich was reappointed as Crew Leader, whether a trial period should be given or not.

Mr. Bonovetz stated that he feels strongly about having Mr. Pusakulich participate in another trial period but this time knowing Mr. Harma's expectations and following Mr. Harma's directions.

Mr. Oliver again stated that he is concerned that if Mr. Pusakulich doesn't fulfill Mr. Harma's expectations and fulfill his job duties as assigned, the Board, along with the Union will be right back in the current situation. He went on to say if a trial period is given, it would need to be understood that if Mr. Pusakulich had two (not necessarily two, this was used as an example amount) infractions, the trial period is over and Mr. Pusakulich will return to his current position. Mr. Oliver went on to say that the Board would hear any infractions that may occur.

Mr. Murphy stated that if an infraction occurred, the Board would be notified by Mr. Harma, that way the decision wouldn't be resting upon only one person.

More discussion took place regarding a trial period.

Mr. Oliver asked Mr. Harma if besides not having a Crew Leader, if Mr. Harma had any other suggestions.

Mr. Harma questioned who the leader is if a Crew Leader is appointed. Mr. Harma went on to say that his responsibility would be to handle the budget and to get reports from the Crew Leader; he continued on asking whether or not the job description of the Crew Leader was going to change at all or if the one paragraph in the current job description (regarding the Assistant Manager position) would just be removed.

Mr. Mullard had another meeting to attend so Mr. Oliver asked if this discussion could continue at the meeting scheduled for May 8th.

A motion was made by Mr. Mullard to move this matter forward to arbitration.

Motion failed due to lack of support.

A motion was made by Mr. Bonovetz, supported by Mr. Mullard and carried by unanimous voice vote to place this decision in abeyance until it is discussed at the meeting on May 8th.

Mr. Oliver explained that any action that is needed to be taken within the thirty day period (as per contract), would begin on May 8th.

Mr. Murphy requested that Ms. Prenderville email him a copy of the minutes once they are prepared.

Other Matters

No other matters were discussed.

Public Comment

No public comment.

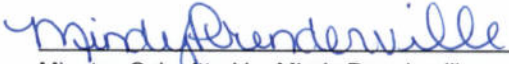
Adjournment

A motion was made by Mr. Mullard, supported by Mr. Bonovetz and carried by unanimous voice vote to adjourn the meeting. The meeting adjourned at 5:46 P.M.

05/08/17
Date Approved



Jeff Wasley, Recording Secretary
Jim Oliver, Chairman



Minutes Submitted by Mindy Prenderville
Confidential Secretary, Gogebic-Iron County Airport