



# Human Resources Department

City of Burlington

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## **DRAFT**

### **Institutions and Human Resources Policy Committee Minutes Special Meeting to Hear Referred AFSCME Grievance September 10, 2014**

**Present Councilors:** Sharon Bushor (SB), Norm Blais (NB) Bianka LeGrand (BL)

**Staff Present:** Susan Leonard (SL), Stephanie Hanker (SH)

**Others Present:** Attorney Jeff Nolan, outside council for the IHRPC, Doug Wood, Patrick Sharrow, Steve Gragg, Matt Harding, David Carman, William Rasch, Julie Hulburd, Gene Richards

**4:08 pm: Meeting Called to order in Human Resources Conference Room, 179 S. Winooski Ave.**

SL informed the committee that the grievance process allows either the grievant or the Department Head to request the HR Director to intervene in an effort to negotiate resolve the grievance. She further explained that both parties had come together in the HR office around 3:00 to discuss the grievance separately in preparation for the 4:00 meeting. During this time, former AFSCME VP, Bill Rash and she were able to reopen discussions between the parties and were in the process of potentially mediating a settlement to resolve the grievance. SL asked the committee for additional time for this process to continue. SB indicated she had until approximately 6:00, BL indicated that she had until approximately 5:15-5:30. SL indicated that she thought the parties were close to agreement and would likely either resolve the issue or be prepared to either begin testimony or schedule another time to give testimony if needed. BL made arrangements for SL to contact BL when the parties were ready to reconvene.

**4:11 pm: BL called a recess**

**4:50 BL reconvened meeting**

SL informed the committee that a settlement had been agreed upon by both parties and the grievance had been withdrawn. SB asked if there was anything the committee needed to do or if it was appropriate to discuss the settlement. Attorney Jeff Nolan advised that because the grievance had been withdrawn, there would be no finding of facts or conclusions necessary by the IHRPC.

**4:55 BL adjourned meeting**