

# Cheyenne Theater Meeting Minutes



**June 6, 2023**

**Attending:** Board Members Pat Cress, Margyre Anholtz, Jude Faulkender, Larry Barnes, and Robert Grace; Manager Jessica Lee; and City Council Representative Leann Lee.

The meeting was held at 6:00 PM, in the *Cheyenne Theater* lobby. **We do have a quorum attending.**

The minutes of the previous meeting, May 1, 2023, were sent with the meeting notice. **They were approved by acclamation.**

We examined the complete treasurer's report from Leann: There was discussion of the higher than normal expenses, which were because of the repairs to the marquee signage. But Robert noted that the Theater is a big, 70-year old building, and repair expenses are to be expected.

**The financial report was approved by a motion by Pat, second by Margyre, unanimous.**

There was a question as to whether Terence Lamb was going to do more work, and if not, if he'd sent his final bill? Robert will contact him to find out.

Penny Raile recently contacted the City Council about showing a 45-minute long documentary which features Saint Francis and its history. The documentary is a year-long effort, and they want to show it the Saturday afternoon of the Alumni weekend.

The City Council approved it, but we are short of help, and we can't get help for concessions which Robert said was fine with Penny. Jessica agreed to show the documentary, as we think it is important, even with the crunch of the shortage of staff. We will not sell concessions, but simply do a *House Rental*, since the group is bringing their own content which is not copyrighted by a movie studio.

We assume that the group will agree to the *House Rental* fee, and we will advise them of the required video format. If they can't provide the format, we recommend contacting Matt Grogan.

Leann will contact the group and tell them all of this. **Jude moves, Pat seconds, and there is a unanimous vote to show the historical video as described above.**

There is again discussion on the issue of hiring people as young as 14 years old. Leann and Jessica talk about the *Fair Standards Labor Act* (FSLA), which defines the issue for us. She has also talked with the City Attorney.

Basically, the FSLA defines two calendar periods: non-school and school. The former is June 1 to Labor Day, and during that period the youth can work up to 8 hours per day max of 40 hours per week with no clock times, or at least none that affect this job. So for that period, all movie showings would be possible to work by younger persons.

During the school year, the FSLA limits work to a maximum of 3 hours per day, weekends only, with no work from 7 PM to 7 AM. So during this period, only the Theater's Sunday matinee would be applicable.

Leann said that the City Council was leaning toward not hiring 14 year old people, citing the hiring paperwork and limited schedules of the FSLA.

After extensive discussion, the Board disagreed with the Council's recommendation, and thought that the advantages of hiring outweigh the paperwork issues. Robert will contact Dara Carmichael and ask her to present the Board's consensus on this issue to the Council.

### **The Board's views are these:**

1. It is now very difficult to hire help, and as we understand the *Fair Standards Labor Act*, we could use someone in this category quite well from June 1 to Labor Day. After Labor Day, the 14 year-old would be limited to the Sunday matinee only, but this could be useful in some cases. Notably, June 1 to Labor Day is considered prime time in the movie business.

2. We think that if a 14 year-old were able to work with the theater now, and like the job, it is possible as they got older we might be able to employ them until they graduated from high school, and for several years afterward they could be essentially full time (for us).

3. The Board likes the idea of younger people having useful jobs: it builds character and confidence.

4. Finally, we recall that during Theater fundraisers in the past, many donors have commented that they worked at the theater as youth, and have fond memories of the theater.

5. We appreciate that there is some extra paperwork involved for any new hire, but we think that the trade-off is worth it. We do want parental approval on young hires, of course.

Because Jessica was called away for an emergency First Responder call, we tabled discussion on concessions until the next meeting, as we needed Jessica's recommendations.

After a unanimous motion to go into Executive Session for wages, which lasted five minutes, **Pat moved and Margyre seconded a motion to provide an across-the-board raise of 9%**, which is the COLA cap which the City provided us.

We adjourned at 6:50 PM.