



El Camino Classified Employees Local 6142 CFT/AFT/AFL-CIO

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Vacant, VP Communications & Emp. Dev. x
Vacant, VP Employee/Employer Relations
Vacant, VP Employee Benefits/Hiring x
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Angie Gardea, Treasurer x3144
Lavonné Plum, Secretary x6462

General Membership Meeting Minutes Friday, November 21, 2014 12:00 PM

The meeting began at 12:10 with the pledge of allegiance.

MINUTES APPROVAL

The membership was asked if there were any questions and/or concerns regarding the minutes from the September meeting.

There was a brief discussion regarding the amount spent on arbitration. It was explained that the breakdown was approximately \$5,000 per day and \$5,000 to read, process, and create a report. The minutes were amended regarding the dollar amount included.

A motion was made to approve the minutes as presented by Willie and seconded by Carl. The minutes were approved.

TREASURER'S REPORT

The membership was directed to the budget (green sheet) in front of them. It was explained that the budget is as of 9/30/14 which is the end of the year for the Union. The membership was asked if there were any questions.

GRIEVANCES

It was announced that there were no grievances at this time. It was asked if the employees are still being photographed, the response was no. The pictures were in relation to a specific issue.

BOARD REPORT

It was stated that at the last meeting it was good to see the self-evaluation being taken seriously, where in the past it had been a joke. It was added that there was no discussion about last year's evaluation.

Discussions continued about how encouraging it was to see the Board discussion goals now being met and how they could be measured.

The suspension of the Puente program was discussed at the Board meeting and that it would be re-instituted in Fall 2015. Trustee member C. Newmark supports many of the student programs and it was nice to see real conversations about the impact to students.

EXECUTIVE BOARD NOMINATIONS

It was announced that the term is up next May for the E-Board and all seats are open. Nominations will take place in March and the vote will be in May. The membership was informed this is a good time to get involved.

WWW

WWW has been coined as a way to get information out to employees. Some of the information shared has been the need of a note after 5 absences and insurance information. It was stated that it had been scheduled every other Wednesday 10:00 – 10:20. It was explained that a table had been set up on the library lawn for employees to visit to get information and meet new people.

MINUTES

FRIDAY, NOVEMBER 21, 2014

The membership was asked for information for future events and information that would be helpful.

HONORING OUR CONTRACT

Discussions turned to the fact that more and more employees are concerned with bullying and intimidation that is going on. Areas of concern are issues such as the contracting out for the landscaping of the Administration Building. It was explained that the grounds workers were not offered the opportunity to do the work. Also of concern are those employees that are on-call but are not receiving their \$500 stipend. Another issue was that the asphalt for the service road was contracted out.

This led to a discussion about all of the contracts the District enters should be reviewed to ensure they are not in violation of our contract. This led to a reiteration that the E-Board needs the help of employees. The tasks that need to be done require more than just the E-Board to be vigilant.

Also discussed was that employees have been getting their evaluations late and they are being forwarded to HR when they shouldn't be. If this has happened an employee can ask HR to remove it from their file. This led to a discussion about multiple evaluations in one day. It was stated that employees have the right to ask for representation. Employees need to get this information to the Union as soon as it happens so action can be taken. The E-Board doesn't know unless we are informed. It was then asked if the date changes with a promotion or level change. The response was the date changes with a promotion, but not a level transfer.

Tasks that employees could assist in were discussed such as someone to review the Board Agenda prior to the meeting and let an E-Board member know. Employees can attend a campus meeting and submit a report to the E-Board.

It was announced that the E-Board would be meeting on December 12 to discuss ideas. Anyone is invited and it would not be a commitment but to get an idea of what goes on.

Board policy 7365 was discussed for review; the District needs to treat people and employees with respect. This led to a discussion about Article 15 regarding insurance benefits. There is a debate on the interpretation of the language regarding the increase on behalf of the District. The District interprets that it was a one-time increase and we, the Union, don't feel the same. It seems the District just wants to say no and hopes the Union will just go away, this is a prime example of the need for all membership to be involved.

It was also discussed that the stance of the District is ridiculous and the amount is pennies, but this is an issue of respect. The membership need to be aware of this and think about whether or not this is worth a fight. It was stated that the point should be that the District adhere to the contract and if the District is allowed to do this, where will it stop. The E-Board asked the membership how far they wanted to take it. It was added that the District is quick to use the contract for discipline. As discussions drew to a close the membership was asked to contact an E-Board member if they did not have a copy of the contract.

OTHER BUSINESS

Umbrellas were given to the employees that chose to sit in the front row during the meeting.

The meeting adjourned at 1:00 pm.