



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

Luukia Smith, President x3935
VP Communications & Emp. Dev. x
VP Employee/Employer Relations
VP Employee Benefits/Hiring x
Debbie Turano, VP Membership & Hospitality x5692
Gary Turner, VP Political Action x3176
Roy Dietz, Grievance Officer x3067
Angie Gardea, Treasurer x3144
Lavonné Plum, Secretary x6462

General Membership Meeting Minutes Friday, March 27, 2015 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, comments, or concerns regarding the minutes. Everyone was asked to review the minutes for approval and voted to approve as presented.

TREASURER'S REPORT

M. Elliott addressed the membership to give the treasurer's report. After reviewing the budget the floor was open for discussion: there was none.

GRIEVANCES

G. Turner addressed the membership. It was explained that there was an on-going grievance regarding surveillance cameras on campus. The attorney had confirmed that the Union's concern was valid.

It was explained that a memo had been sent to HR to request a meeting. It was also explained that the unfortunate reality is that when the Union has a request to HR for information there is usually no response. It was stated that this demonstrates HR doesn't perceive the Union as strong.

It was explained that the impact of using the cameras on campus for discipline had to be bargained. It was asked where the cameras were located on campus. It was responded that currently all locations were not known. There was a brief discussion regarding the camera situation in the ITS area. It was added that ITS did a great job of identifying and showing the Union where the cameras were located. It was added that this was more of a moral and ethical issue.

It was then explained that there were also health and safety issues arising. Every employee has the right to be trained and not work in unsafe conditions. There was a discussion about the unsafe roof conditions. As details were explained it was asked how long had there been no response to this concern.

As discussions continued it was stated that the cameras were a violation of the Ed. code which was serious and a grievance should be filed. The grievance process was described, the first step being an informal meeting request.

Discussions turned to Article 15 of the contract. It was explained that on October 14 a request was made to meet with the VP of HR which resulted in no change of the District's stance that the language does not increase the yearly cost to the District. This issue has progressed to the grievance process. There was additional discussion regarding the language and how it was being interpreted on each side. It was added that if the District chose to interpret the language as the increase would only be for one year, then they should have brought that to the table during negotiations.

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Discussions turned to the fact that this is not about the dollar amounts involved but about honoring our contract. There was a display of the plans and how much each employee contributed to their plans and what each employee should be reimbursed for overpayment into the plan. With this blatant disrespect the employees collectively need to stand up, unify, and filing grievances or the District would continue to abuse the classified staff.

There was then a discussion about the medical plans. It was explained that each employee should become familiar with their plan. PersCare was used as an example for discussions. It was further explained that the fiscal impact on the District was minimal for it to talk about not reimbursing the employees.

Also discussed was the cost to take this issue to arbitration. It was reiterated that this issue is about more than money, what it would cost to make the District do what it should do.

The discussions briefly returned to the issue with surveillance cameras and employees working in unsafe conditions.

It was then stated that the right thing should be done, whatever the cost. It was asked if a reimbursement could be requested after the arbitration was won. The response was no. It was added that in 2001 three issues had to be arbitrated and the Union won 2 of the 3 issues which resulted in the District stopping behavior.

As discussions drew to a close it was stated that the membership needed to consider the things discussed for a vote to be taken at the May meeting. At the May meeting a vote would be taken to decide whether or not to take the Article 15 violations to arbitration. The membership was encouraged to contact the E-Board with any questions they may have.

BOARD REPORT

It was explained that the Board passed a non-smoking campus policy and everyone needs to be aware. This policy is very serious. It was asked what would be done to the student smokers all over campus; the response was that the policy can and will be enforced against employees. It may be used as a form of discipline, employees need to be aware and smokers need to go off campus to smoke.

ELECTIONS

It was explained that a new employee program is in the works. There are more new employees since the hiring freeze was lifted. The membership was asked for ideas of things they would have liked or would have found helpful coming into the job. The goal is to help new employees be successful.

It was added that this year was an election year and there were positions available. Nominations would begin April 24. The membership was reminded that if they were to nominate someone, the nominee must agree. The committee was announced. A vote will be taken at the May meeting. If unable to attend, there would be a form created for a proxy vote. The criteria for nominations were described. It was explained that the job duties for each position could be found on the website.

L. Smith announced that this would be her last term as President. She added that she had been the president since 2001. She had served for the last 15 years as an advocate for the classified staff. Everyone should really think who will lead the staff into the future. It was explained that the commitment required four meetings per year.

OTHER BUSINESS

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The Presidential Hiring committee was discussed. The timeline was briefly discussed and it was stated that there would be two classified employees on the panel.

There was also a discussion about the campus calendar and Caesar Chavez day. It was explained that the options available were a holiday, a day of activities, or a floating holiday.

The Laughlin trip and the tentative itinerary were discussed.

As the meeting drew to a close it was announced that the nomination forms were available on the table near the exit.

The membership was thanked for their attendance.

The meeting adjourned at 1:00 pm.