



***El Camino Classified
Employees
Local 6142***
CFT/AFT/AFL-CIO
www.ecce6142.org

Luukia Smith, President x3935
Hector Salazar, VP Communications & Emp. Dev. x3793
Luis Mancia, VP Employee/Employer Relations x3496
Julieta Ortiz, VP Employee Benefits/Hiring x3430
Debbie Turano, VP Membership & Hospitality x5692
Gary Turner, VP Political Action x3176
Fernando Vicente, Grievance Officer
Momi Elliott, Treasurer x3978
Lavonne Plum, Secretary x6462

**Executive Board Minutes
September 9, 2011**

The meeting began 12:00 p.m.

It was stated that this meeting was a result of a request that the E-Board meet on campus and the meeting be open to all staff.

SEPTEMBER 16 GENERAL MEMBERSHIP MEETING

It was stated that the general membership meeting had been scheduled for September 16. It was announced that the candidates for the open Board of Trustee seats had been invited to the meeting and to-date, the only one to respond was Ken Brown. It was stated that another email invite would be sent out. There was a brief discussion about the other open seats on the Board and the candidates.

Those in attendance were asked if there was any information they would like shared at General Membership meetings. It was asked if there could be a report on what happened at the previous Board of Trustees meeting.

Also discussed was the voting that happens at the general membership meetings. It was stated that some employees cannot attend those meeting and may not be the most appropriate time to take a vote. I was responded that in the past there had votes taken by other means that did not go so well. It was asked if ballots could be distributed, it was responded that in the past only 10% of the ballots sent out were returned. It was responded that when a vote is taken staff can also attend the evening meeting to vote.

NEGOTIATIONS UPDATE

Luukia began the update by stating that negotiations are still at an impasse. It was added that a goal was to have faculty go to fact-finding first regarding the biggest issue, the Insurance Benefits Committee, since the faculty contract has stronger language regarding the IBC.

Another update announced was that the District wished to impose time clocks in Facilities. It was stated that the District has the right to implement time clocks and was told to do so and the effects would be negotiated. The Union would not address this issue because the District wants it to be in the contract and the Union does not.

The following issues were also discussed as part of the negotiations update, the District wants to be able to change an employee's work schedule with a 15-day notice, retiree benefits, more release time for the E-Board members, the classification review process, and floating holidays. There was a brief discussion about the retiree benefits and the cost savings to the District.

Another topic of discussion was the change that employees hired, from this point forward, could be 10 month or 83.33% employees, which equates to approximately 6 hours and 40 minutes of work these positions would be specified as part of the job announcement. It was also discussed that the issue is what happens when there is more than 83.33% worth of work. Also discussed was how that would work with positions such as the custodians as most of their work will be scheduled for particular times of the year. Also addressed was how this

MINUTES
SEPTEMBER 9, 2011

change could affect advancement because any current employee that applied for a new position, that was a 10-month position, would become a 10-month employee.

GETTING INVOLVED

It was stated that although we are fighting here for things that we have had, other areas are much worse off. It was stated that we are passive on politics, not meaning party affiliation, but being aware of legislation that may affect staff and union jobs. Legislation such as that recently passed by both the House and Senate regarding the K-12 classified employees volunteering to administer medicine to children.

Also discussed was the need for the union to show support for the grocery stores that may be going on strike. It was explained that they are fighting for their medical benefits also. It was then explained that as we show them support they will show support for us if needed. It was asked what would be needed. It was explained that it would be helpful if we did not cross any lines, but also if you shop at one of the stores and speaking with the manager to let them know that you will not shop in to support of other union members.

Gary, Luis, and Luukia shared their experiences going to Verizon.

OPEN ENROLLMENT

It was explained that open enrollment for the year would begin earlier. It was explained that the goal is to make everyone aware of what can happen to them depending on which plan you currently have and/or if you continue to remain with that plan. Staff have to be aware that it may cost them in the future. There would be a handout distributed at the General Membership meeting so everyone could see what the costs may be.

COMMITTEE MEMBERSHIP

This item was tabled to be discussed at the next meeting.

COMMUNICATION

Everyone was asked for ideas on ways to improve communication and disseminate information. It was announced that Local 6142's website was in the process of being updated and would have a lot of information added to it. Luis briefly discussed the website and the few things that will be on it, such as union meeting minutes and IBC meeting minutes. It was also added that a large part of the information is pre-loaded but the goal is to make it our own.

It was also announced that Hector would also be working on a newsletter.

Meeting adjourned at 1:00 p.m.