

# *El Camino Classified Employees Union*



**Local 6142**  
**CFT/AFT/AFL-CIO**  
[www.ecce6142.org](http://www.ecce6142.org)

Luukia Smith, President x3935  
Lavonné Plum, VP Communications & Emp. Dev. x6962  
Luis Mancia, VP Employee/Employer Relations x3496  
Priscilla Baldwin, VP Employee Benefits/Hiring x3349  
Debbie Turano, VP Membership & Hospitality x5692  
Vacant, VP Political Action  
Angie Gardea, Treasurer x3144  
Cindy Lopez, Secretary x3880

## **MINUTES**

### **General Membership Meeting**

### **February 3<sup>rd</sup>, 2017—12:00 p.m.**

The meeting was called to order at 12:08 p.m.

### **UPCOMING ELECTIONS**

L. Smith tells the membership that she would like to begin the meeting with agenda item #4-- Upcoming Elections.

L. Smith announces that this is her last term and that elections are coming up. At the next General Membership meeting nominations will be held and the election will take place in May. She informs the members that an election committee needs to be formed.

David Valencia asks if the election is in May. L.S. responds that it is. He asks what the election committee does, and L.S. explains.

### **NEGOTIATIONS STATUS UPDATE**

L.S. introduces the Negotiations Team, and goes over the negotiations update--citing the survey that the membership took on their top preferences for items to be negotiated on. It was explained that more Fridays off was moved as a result of the information regarding medical benefits. It was added that it had been decided the team would go back to traditional bargaining--which meant that the details would not be shared so the stance of the team could not be compromised. Information regarding negotiations will be formally reported from the negotiations team. It was explained that the negotiations process is a fluid process and if details are shared while negotiations are still going the information could be wrong at any time.

L.S. assures the membership that the team is NOT negotiating for 1%, despite hearsay that they are.

L.S. continues with the status of negotiations, and presents the information thus far. She presents what the district offered on January 13<sup>th</sup>, 2017, and the response the negotiations team gave on January 20<sup>th</sup>.

Keith Pipkins asks: Where are we as far as the longevity pay? L.S. responds that longevity pay is part of the package, but no details can be given. He then asks what the district started at with salary percentage. L.S. responds 3%.

Fernando Vicente asks: How many people are on the e-board? He is told 7 members.

## **BUILDING POWER**

Laurie Dawdy and Cindy Lopez present the Building Power update. It was explained that the Building Power campaign is about building strength. The first part was to increase membership, which was done. It also includes one-on-one conversations with every member to build relationships and get engagement.

The CFT has been supporting the efforts. It was added that there are many opportunities to get education with multiple training sessions available. The night custodian situation was discussed and that the actions they took with assistance resulted in a meeting where there was an opportunity to have concerns heard and possible solutions discussed.

As discussions continued, it was stated that College of the Canyons was able to increase membership which strengthened negotiations, Coast was able to get 90% membership with leadership and site reps set up, and Los Rios was able to become a sanctuary campus.

In the past, politics were not addressed directly, however, with the changes in just the past weeks, these changes have had an impact on students and us.

The right to work movement was discussed and how that can result in different unions battling for scraps because they have been divided. It was added that in those states the wages are usually lower, there are no health or pension benefits.

The Building Power campaign will allow mobilization when needed to protect standard of living. Solid unions get great victories. It was added that other locals across the state are looking at ECC as an inspiration. We have to continue to work together to push forward to goals. Everyone is invited and encouraged to help. We will continue to equip members with details to come.

Everyone was reminded that change takes time and everyone is invited to participate. All were thanked for the great turn out.

## **MYTHS VS. FACTS**

Carolyn Richie introduces herself and goes over the "Myths vs. Facts" handout. She proceeds to explain both sides of each issue to the members.

## **Q & A**

L.S. states to the membership that this portion of the meeting is for questions only.

Carmen De La Cruz Spoke up to state that she was excited about helping the union, but when she brought up issues up, she was disappointed in the outcome. She is asked if she has a question. When she says no, she is reminded that this portion of the meeting is for questions only.

Jimmy Macareno stands up and introduces himself and states that he is familiar with the decertification process. He says that the E-board does not accurately represent the membership. He is reminded that this portion of the meeting is for questions only.

Meeting is adjourned at 1:01 p.m.