

El Camino Classified Employees Union



Local 6142
CFT/AFT/AFL-CIO
www.ecce6142.org

Luukia Smith, President x3935
Lavonné Plum, VP Communications & Emp. Dev. x6962
Luis Mancia, VP Employee/Employer Relations
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

March 17, 2017—12:00 p.m.

The meeting was called to order at 12:09 p.m.

WELCOME

L. Smith welcomes the membership.

PLEDGE OF ALLEGIANCE

Lavonné Plum leads us in the pledge of allegiance.

TREASURER'S REPORT

Angie Gardea presents the Treasurer's Report. A.G. asks if anyone has any questions on the report. There are none.

GRIEVANCES/ISSUES RESOLVED

There are currently no grievances.

NEGOTIATIONS UPDATE

L.S. asks the negotiations team to stand up. L.S. announces that the team has met four times and the following has been accomplished:

- *Tentatively agreed on hours of service. Language now says that you cannot tack on your break at the end of the day to shorten it.
- *The district wants to change language to say that if you have been out for medical reasons, that you give the district a minimum of 48 hours advance notice before coming back to work if you have any special restrictions.
- *It was mutually agreed to make this a 3-year contract with no re-openers.

Items still on the table:

- *More release time for E-board members
- *Expand the definition of "immediate family" to include uncle, aunt, niece and nephew.
- *The district wants to have language in the contract that states that if you call out right before or after a holiday, you will not receive the holiday pay. L.S. informs the members that we will not agree to that.
- *The district also wants to add language saying that if you have an attendance issue, you shouldn't be able to work overtime. L.S says that if there is an attendance problem, that's a supervisor issue. We won't allow the contract to do the supervisor's job.

L.S. presents the package offered in negotiations. She informs the members that the district offered us what the faculty accepted: 5%, 1% +COLA, 1%. We came back with the following:

Moon and the Stars Package:

Salary 2017--3%	3%
Salary 2018—3%	3%
Salary 2019—3%	3%

Medical Benefits Full Coverage	2%
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Longevity 7(2.5), 10(5), 15(10), 20(15)	5%
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Total 3 Yr. Package 16%

Possible Second:

Salary 2017—3%	3%
Salary 2018—3%	3%
Salary 2019—3%	3%

Medical Benefits Full Coverage	2%
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Longevity 7(2), 10(2.5), 15(5), 20(7.5)	2%
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Total 3 Yr. Package 13%

L.S. feels like we will end up in impasse because the district will not want to give us more than they gave the faculty.

Keith Pipkins stated that the district first said they wouldn't honor the raise until after the contract was ratified. L.S says that language was taken away.

Veronica Cooper asks: Now that the Supplemental Employee Retirement Plan (SERP) was offered, wouldn't the order of the voted items change because the benefits cost would be less? L.S. responds that we don't know how many people will be taking the package.

Franklin White asks about the district's initial offer of 5%, 1%+COLA, 1%. L.S. explains that we don't have to take what they offer—we don't have to settle for what the faculty received.

L.S. states that she wants to fight for what we get.

EXECUTIVE BOARD NOMINATIONS

L.S. reminds everyone that this is an election year. All seats are open. She tells the members that you can nominate yourself or get permission from someone if you want to nominate him/her.

Election Committee

L.S. announces that the election committee is made up of three people. We so far have Angela Embry from Admissions and Derek Warren from the Library/Learning Resources. A third member is being asked to serve.

- a. Nomination Period March 17 – April 14, 2017
- b. Election Campaigning Period April 17 – May 11, 2107
- c. Secret Ballot Elections May 12, 2017
 - i. 12:00 – 1:30pm
 - ii. 8:00 – 9:00pm
 1. Members can appoint a proxy to cast their vote if they are not available on May 12th.

SERP

L.S. states that the district is offering eligible members a Supplemental Employee Retirement Plan (SERP) that offers 70% of their salary ending on June 30, 2017 for faculty and, December 31, 2017 for classified and others. There will be informational meetings coming up for those interested. Benefits will be explained by Keenan and Associates.

Lisa Webb asks what 'time-specific' means? L.S. says she doesn't know what they mean by that.

Donna Baldwin asks: If not a lot of people sign up for this package, will the district not save money? Is their Plan B to lay off new classified employees? L.S. responds that ECC has not laid off anyone in decades.

Ellen Lorenz asks: If they don't have enough participation for the SERP, will they pull back their offer? L.S. explains that what she understood from Barbara Perez is that if there aren't enough people interested to make it worthwhile for the district, they can pull back their offer.

Linda O'Hara asks: is it a one-time payment? L.S. responds that it does not say a lump sum payment.

BUILDING POWER UPDATE

Laurie Dawdy presents the Building Power update. She highlights the following:

- *Strengthening our local
- *Worksite leadership structure
- *Having a group of nineteen new Organizing Committee (OC) members
- *The Organizing Committee will focus on having 1:1 conversations with members
- *The OC will be coming around with Commitment Cards
- *Let's continue to gain the power and respect we have earned
- *Our union hosted a grievance training on Saturday, March 11th for members to learn the difference between a grievance and a gripe

OTHER BUSINESS

May 19 – 21, 2017 – Camping at El Capitan State Beach

June 9, 2017 – Graduation and Year-End Happy Hour

June 23 – 25, 2017 – Laughlin Trip

MINUTES APPROVAL

L.S. asks for the minutes approval—minutes are approved.

Meeting is adjourned at 12:03 p.m.

