

# *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  
Vacant, VP Employee/Employer Relations  
Priscilla Baldwin, VP Employee Benefits/Hiring x3349  
Debbie Turano, VP Membership & Hospitality x5692  
Gary Turner, VP Political Action x3176  
Angie Gardea, Treasurer x3144  
Cindy Lopez, Secretary x3880

## **MINUTES**

### **General Membership Meeting**

### **December 2, 2016—12:00 p.m.**

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

### **MINUTES**

L. Smith asks the membership to look over the minutes, and informs them that they will be approved at the end of the meeting.

L. Smith asks Miriam Jauregui to lead us in the flag salute.

L. Plum takes time to thank Momi Elliott for her many years of service to the Union Executive Board and the members of ECCE. Momi has been involved with our local since its induction.

L. Plum announces that there will be a joint celebration with the faculty union celebrating Momi Elliott and other retirees.

### **TREASURER'S REPORT**

Angie Gardea discusses the budget with the membership and asks if there are any questions. There are none.

### **BOARD REPORT**

L. Smith informs the members that the Board Report is now on Board Docs.

It is mentioned by L. Smith that the board members are going over their goals and that it is refreshing to see the newer board members really invested in their roles.

L. Smith says that the local community has an issue with the construction of the parking structure, and that hopefully, it will be finished soon.

### **GRIEVANCES/ISSUES RESOLVED**

There are currently no grievances.

### **NEGOTIATIONS**

The negotiations team is meeting on December 6<sup>th</sup>. L. Smith informs the members that the Faculty were offered 1% this year, 1% for next year and 1% for the year after that. L. Smith suspects we will be offered the same. She discusses longevity pay and lets the membership know that we are the only district in the various districts we compare ourselves to that doesn't start longevity pay until 20 years.

## **UNION FACTS**

L. Plum asks the new employees to please stand up and be acknowledged. The membership welcomes and congratulates them.

L. Plum informs the membership that we will be engaging in something new—Union trivia. The members are asked a series of questions about our local and receive prizes if they answer correctly.

After the trivia question: How many days of personal Necessity do we receive? (the answer is 7 days) Laurie Dawdy asks to go deeper into the response, and L. Smith explains the meaning of “Personal Necessity” further. Maricela Vital asks what personal necessity is taken out of? Answer: Sick leave. She then asks if you’re out of sick leave, does it get taken out of vacation? Answer: Yes, it is then taken out of vacation days. Roy Dietz shares the reasons allowed for taking Personal Necessity.

Elana Azose asks about jury duty: What type of leave do we use for jury duty? Answer: None—we do not tap into our sick or vacation days for jury duty. We have unlimited leave to serve.

L. Smith introduces a short video on union history. She follows the video with a discussion about union rights, and says that here in California we have it better than other states. She shares that early in our existence as an AFT local, the membership agreed as a local we would focus our political efforts on issues that directly affect our district or education. We realize our membership consists of a variety of political affiliations. ECCE wants to be sensitive to individuals personal political stances, and agreed to support issues that could have a direct affect on our lives at El Camino College. She tells the membership that without getting into how we voted in this last election, she feels that the President-elect will affect us as a union. She then shares a short video about the myths and facts about unions.

L. Plum continues with the union trivia after the video.

L. Smith goes over the highlights of the video. She says that the collective action of people is what produces results. She mentions the Friedrichs case and how it could have impacted us greatly. She goes over the successes that CFT has accomplished for classified employees. She then goes over the AFL-CIO gains. L. Smith stresses the importance of unions and to not be an apathetic member. She tells the membership that it is important to be a full-dues member.

L. Smith states that we are a “Defined Benefit Retirement System.” She then goes over a list of “What Classified and Paras Want.” The list highlights traits like respect, appreciation, upward mobility and decent pay. She cites examples of these traits.

C. Lopez shares her experience with getting involved by campaigning door to door for her chosen candidate. J. Macareno shares that he also got involved by helping out a fellow employee with work issues.

L. Plum asks two more trivia questions and more prizes are awarded.

L. Smith finishes with the minutes approval.

Meeting is adjourned at 1:01 p.m.