

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
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—8:00 p.m.

The meeting was called to order at 8:15 p.m.

L. Plum leads the members in the flag salute.

TREASURER'S REPORT

L. Smith informs the members that the fiscal year ends Sept. 30th and that there has been little activity since then. The ending balance is \$90, 313.

Leyna Bernal suggests that one of our union activities should include a holiday party for the membership.

GRIEVANCES/ISSUES RESOLVED

There are currently no grievances.

NEGOTIATIONS

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 makes it clear that we will not be accepting a 1% wage increase. L. Smith points out that we are the only district in our vicinity where longevity pay starts after 20 years. Most districts start at 5 or 10 years.

L. Bernal asks if the shift differential was included in the negotiation items. L. Smith replies that there is so much we are requesting already, that it is not on the table this time around. O. Flores asks about a "catch up" of salary increase and L. Smith replies that we probably won't receive that.

UNION FACTS

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.

ORGANIZING COMMITTEE

Lucy Langworthy introduces herself and reminds the night shift about a meeting that took place on October 28th. She goes over the points and issues that arose from that meeting and introduces Darlene Esquivel as one of the members of the newly formed Organizing Committee. D. Esquivel explains the plan that is being put forth by this committee. L. Langworthy informs the members that part of the plan is a petition. She stresses the significance of this petition and how the collective power of all members will be the force leading this plan. L. Langworthy also informs the members that all these actions will ultimately end up in the forming of a Labor Management Committee.

L. Langworthy asks: What would happen if there is no response to this petition? She asks Earl Eiland, another member of the Organizing Committee, to read the escalating actions. Earl reads them.

L. Langworthy explains that if there is no response, we will follow the chain of command up the ladder:

- Assistant Director
- Director
- Vice President
- President
- Board of Trustees

L. Smith reminds the nighttime employees why we are on this journey. The collective action of all will produce results. She tells them we need to stay focused and not allow the negativity and retaliation get to us, as difficult as it may get. L. Langworthy adds that it is harder for management to bully when employees are knowledgeable. She proceeds to read the terms of the petition.

L. Langworthy asks the Organizing Committee to share how their one-on-one conversations went. L. Bernal shares that members are eager and ready. D. Esquivel shares the same feedback and adds that she had no problem collecting signatures. O. Flores shares that one member was so eager, he signed off immediately. E. Eiland tells the members that he explained the importance of the petition. Barry Cunnigan informs us that everyone he asked signed the petition.

L. Smith reminds the members that we need to watch out for each other. The chaos amongst ourselves will only hurt us—we need to stand united.

Michele Whiting introduces herself and mentions her longtime work for the union. She informs the nighttime group that this action is something significant—it has never been done before. She encourages them to continue to stand together.

C. Lopez talks about unity and the importance of moving forward that way. She reminds them that fear is part of the process, but to let that fear fuel their strength.

L. Dawdy talks about the threshold of the petition. How many signatures will we be content with? A discussion ensues about what the next steps are. It is decided that the petition will be presented to the Assistant Director of Facilities on Thursday, December 8th at 6:30 a.m.

MINUTES

L. Smith finishes with the minutes approval.

Meeting is adjourned at 9:02 p.m.