

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

May 12th, 2017—12:00 p.m.—Student Activities East Lounge

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

WELCOME

Luukia Smith welcomes the membership.

PLEDGE OF ALLEGIANCE

Toni Newman leads us in the pledge of allegiance.

TREASURER'S REPORT

Angie Gardea presents the Treasurer's Report. She points out the COPE account report on the back side of 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.

MINUTES APPROVAL

L.S. asks for the Minutes approval. Carl Turano motions to approve the Minutes. Toni Newman seconds. Minutes are approved.

BUILDING POWER UPDATE

Laurie Dawdy talks to the members about the end of CFT support for the Building Power Program. She informs them that Lucy Langworthy will only be available periodically to support ECCE. L.D. explains that this program will be falling on our shoulders completely. She introduces the Leader Structure for this new wave of union leadership.

EQUAL EMPLOYMENT OPPORTUNITY SURVEY

L.S. introduces Jaynie Ishikawa who talks to the membership about an EEO survey that will be emailed out on Monday, May 22nd, and will also be available in paper form. She stresses the importance of the survey, citing that this is an effort to create a working and academic environment that fosters diversity and promotes excellence. It was emphasized that the survey is completely anonymous.

L.S. emphasizes the importance of taking the EEO survey.

CANDIDATE SPEECHES

L.S. announces the candidates that are running unopposed:

President – Debbie Turano
VP Membership & Hospitality – Cindy Lopez
VP Employee Benefits & Hiring – Michael Good
VP Communications and Employee Development – Gema Perez
Secretary – Miriam Jauregui
Treasurer – Diana Stanojevich

L.S. introduces the candidates running for VP of Political Action to give their speeches:

Patrick Grant
Jimmy Macareno
David Mussaw (Speech given by Gema Perez)

L.S. introduces the candidates running for VP of Employee/Employer Relations to give their speeches:

Cristina Corrales
Luis Mancia

NEGOTIATIONS UPDATE

L.S. explains that if both sides cannot come to an agreement, we will end up at impasse.

ECCE:

- Article 6—Salary Increases
- Article 6 (New section)—Longevity Increases
- Article 9 (Sections 4, 5 & 6)—Classification Review Process, appeal and unit review
- Article 11 (Section 2(c)—definition of “Immediate Family”
Add aunt, uncle, niece, and nephew
- Article 11 (Section 10(f)—District will grant “paid” leave
For judicial or official appearance
- Article 15—Medical Benefits

*Salary increases—5% retro back to January 1, 2017
1% or COLA whichever is higher for 2018
COLA for 2019

*Longevity—2% at 10, 15, 20, 25 to begin July 1, 2017

*Assuming the 5% increase, if you make \$4,140/mo (Range 20), this would be an approximate monthly longevity increase:

At 10 yrs. – 83.00
At 15 yrs. – 167.00
At 20 yrs. – 253.00
At 25 yrs. – 341.00

*We will let go of any increases to medical benefits, the classification review, language for the additions to the "immediate family" definition, add "paid" leaves to Article 11 Section 10(f), and removal of the district's OT proposal and holiday pay proposal.

District's most recent longevity offer:

10 yrs. - \$50
20 yrs. - \$125
25 yrs. - \$200

Toni Newman asks if the district is taking the Issue of not paying employees before or after a holiday off the table? L.S. responds that it seems like they are.

M. Whiting states that she would like to add the 15-year longevity increase to the district's offer.

Cindy Lopez states that she would like to either have the longevity package be better, or have the district increase the medical benefits cap.

Maricela Vital would like the negotiations team to fight for the cap on benefits to increase.

L.S. presented \$100 gift cards to the outgoing E-Board: Angie Gardea, Lavonne Plum and Priscilla Baldwin.

L. Dawdy goes up to thank Luukia Smith for her 16 years of service to ECCE as President.

Meeting is adjourned at 11:55 p.m.