

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—8:00 p.m.—Alondra Room

The meeting was called to order at 8:09 p.m.

WELCOME

Lavonné Plum introduces herself to the membership.

PLEDGE OF ALLEGIANCE

Angie Gardea leads us in the Pledge of Allegiance.

TREASURER'S REPORT

Angie Gardea goes over the Treasurer's report and mentions that the COPE report is on the reverse side. A.G. asks if there are any questions—there are none.

GRIEVANCES/ISSUES RESOLVED

There are currently no grievances.

EQUAL EMPLOYMENT OPPORTUNITY SURVEY

L.P. explains that Jaynie Ishikawa is the Equal Employment Opportunity Director, and that her office will be sending out a survey via email, that will also be available in paper form. She stresses that it is important to take this survey because it is an opportunity to voice our concerns about the hiring process and other equity issues at El Camino College. It was emphasized that the survey is completely anonymous.

CANDIDATE SPEECHES

The candidates for VP of Political Action are introduced and given an opportunity to give their speeches:

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

The candidates for VP of Employee/Employer Relations are introduced and given an opportunity to give their speeches:

Cristina Corrales
Luis Mancia

NEGOTIATIONS UPDATE

L.S. explains where we are with negotiations. She mentions that the last time the negotiations team met, they were close to impasse. After going back and forth with the district—there have been some improvements.

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

L.S. explains to the membership that if we go to fact-finding and we are looking at the benefits cap increase, it wouldn’t be to our advantage, but with longevity pay, it would be very much in our favor.

Mark Ballard asks if the district is offering 5% for this year. L.S. responds yes. He asks about the retro checks, and L.S. explains that the salary would be retroactive to January 1st, 2017. She adds that longevity would begin July 1st, 2017.

A.G. mentions that the retro checks usually take a couple months after being approved.

Donald Santianni asks to see the negotiations breakdown on the screen once again.

Leyna Bernal asks about sub-differential pay, and L.S. explains that it fell off the survey when we polled the membership.

BUILDING POWER UPDATE

Carl Williams is introduced by L.S. and he explains that he is the President of the Lawndale Federation of Classified Employees, AFT Local 4529 . He also serves as the VP of the Southern Region of California for the Council of Classified Employees. C.W. shares his "truth" as a custodian and classified employee. He emphasizes building power through our union and the importance of being involved.

L. P. thanked Luukia for her service as the Union president and leading the classified employees these past years. A.G. presented L.S. with a gift in appreciation of her 16 years of service as the President of ECCE, and L.S. said thanks to everyone for their support and stated that she looks forward to the new president, Debbie Turano, and the future.

MINUTES APPROVAL

L.P. asks for the minutes' approval—minutes are approved.

Meeting is adjourned at 8:55 p.m.