

## MINUTES FROM CSEA MTG HELD 6/26/2012 @ OEC

- The meeting commenced at 12:10. Edna Tse led the pledge. In the absence of the Chapter Secretary, Marti read the minutes of the last meeting. Motion to approve by Tom Andrews, Seconded by Sean Small, passed with unanimous approval by all 13 members in attendance.
- Ricardo Foreman is not responding well since his last episode in February. He remains at Kindred Hospital. Members were asked to remember Ricardo in our thoughts and prayers.
- The executive committee has selected Zina Edwards and Victoria Williams as alternate delegates to attend the union conference this year in July replacing Judy Arroyo and Esmeralda Abejar who will not be able to attend.
- Board Trustee, David Chapel has asked CSEA to endorse his election to the board. Since the area boundary changes McLoughlin, Conley, and Chapel will all run against each other. Victoria asked if CSEA had a preference on endorsing one or the other. Marti felt Chapel was more approachable than the others but thought the union should support all running candidates. Brian Conley announced his retirement and will no longer be a Board Trustee. No action was taken.
- Marti reported Managers and FARSCCD have received a 1% increase to salary; CSEA will open negotiations for the 1% increase in September. Victoria asked about the “Me too” clause. Since, Article 14 excludes this clause, CSEA must “go to the table” and negotiate any changes to the contract. Tom advised the group to send negotiation suggestions to the board. Someone asked if Professional Development would be reinstated. Marti stated that could be an item to bring forward at the table. A survey will be developed and sent to members for additional negotiation suggestions. Someone asked if the step in column is automatic? Marti confirmed everyone due for step will receive it July 1. Someone asked if they anticipated a freeze in column? Marti stated this would need to be negotiated, but didn’t think this would be a problem or issue. Marti is hoping to have negotiations completed prior to November elections. If the governor’s tax initiatives don’t go through, this will cause triggers to be pulled. At that time, the district can come to the Union in January to negotiate reinstating a freeze. Generally, CSEA waits until the official budget is filed in September to open negotiations. For the most part, the budget includes the 1% increase for classified. Another item to include in the survey is the week at Christmas. The district saved nearly \$80,000 in utility expense by shutting down the district during the summer 4/10 work schedule. Marti ending by asking group to consider serving on the Negotiation Team.

## **TREASURER'S REPORT**

- Esmeralda Abejar reported: May 1<sup>st</sup> beginning balance was \$11,756.35. The ending balance as of May 31<sup>st</sup> was \$9,185.92. MSC Tom Andrews/Sean Small to approve as read. Lithia Williams asked about the \$2,000 difference. The funds were used for attendance to the upcoming July conference.

## **HAZARDOUS MATERIALS OVERSIGHT REPORT**

- Tom reported there are ongoing issues in the R-Bldg, i.e. Power Vacuum; Personalities; Job Descriptions. He didn't think this meeting was the appropriate time to discuss the problems. He requested to delay discussions until afterwards with the E-board and a couple people who work in the R-bldg.

## **EERC**

- Payroll doesn't require a time card for the 4<sup>th</sup> of July.
- M&O Grievance – since Paul Foster has resigned; CSEA is waiting for Jim Kennedy to respond.
- CSEA is looking into the maintenance provision of the warranty extension on SCC swimming pool. CSEA may file an unfair labor practice if the maintenance is contracted out.
- Executive Director Foundation – an email was received asking about the title change of this position – since the assignment includes overseeing SAC & SCC Foundation this title is for 'extra duties as assigned' however the official title the director is paid under is Director College Advancement.
- Short-term Assignments allow 19 consecutive days. The status change forms reflect the assignment is "NOT TO EXCEED" 19 consecutive days. Tom is working with the Bookstore to comply with the guidelines as it relates to usage of the hours allotted.
- Athletic fields SCC maintenance contract that is currently in place cannot be challenged. There is an outside vendor maintaining the fields. All challenges MUST be addressed within 5 years for CSEA to have recourse.
- Re-Orgs ITS-Appl.Spec. III to IV: Due to Debra Bosboom's resignation, Sylvia LeTourneau asked to upgrade the assignment to a IV(four).
- Business/Fiscal-New title-Audit Specialist-Grade 15: Based on the evaluation of HAY, this position is a level 15. Questions and discussions on the difference between Re-Org & Re-classification were brought up. Administrators initiate re-orgs and they can be processed anytime. Re-classifications are reviewed in March or October. New or changed assignments have to be 50% more than previous responsibilities.

## **GRIEVANCE COMMITTEE**

- Sean shared a classified manager asked a lead position to do an assignment and get paid out of class. Sean stressed members need to bring matter of concerns to CSEA. The union cannot change a situation unless they know.

### **GOOD OF THE ORDER**

- Since, July 23<sup>rd</sup> is the next board meeting. Should members show up? Marti stated it's more beneficial in September when negotiations start. There was a large turnout of Child Development Union members who rallied at the last board meeting.
- Next meeting will be at CEC.
- Meeting adjourned at 1:05pm