

Cabrillo Classified Employee Union
GENERAL MEMBERSHIP MEETING
January 15, 2009 -- 12:00 noon, Room 1804, Sesnon House

Item 1.) CALL TO ORDER: TIME 12:04 PM

1-1.) **Approximate number present at today's meeting: 70**

1-2.) **Guests present at today's meeting: Bradley Booth**

Item 2.) CHANGES TO AGENDA: none

Item 3.) ITEMS FROM THE FLOOR:

1-1.) A member expressed interest in a morale boosting flex activity – crazy sweater day. Membership expressed support for perhaps a different morale building activity. Stephanie suggested that the member co-ordinate with the Membership Committee.

1-2.) A member pointed out that the college has made bids to contract out custodial services in at least one building. Our Chief Steward will investigate.

Item 4.) BOARD REPORTS:

A.) CHIEF STEWARD'S REPORT: Eireann Del Bonta, Bradley Booth

1-1.) Layoff Language and Seniority. Brad pointed out that positions will be identified and eliminated. Seniority is determined by date of hire, not percentage of work.

Therefore, a person with seniority who is employed at 50% time can bump into an equal or lesser 100% position. He pointed out two issues of contract language that need to be resolved with management.

- **Bumping rights** — If a position is terminated, the affected employee, if seniority is applicable, can bump into an equal or lower class, provided the employee meets the minimum qualifications. CCEU's position is that an employee should be able to enter into *any* position of equal or lower class, so long as minimum qualifications are met. Administration does not agree and argues that the employee must have *status* and can only move into a class he or she has previously occupied.
- **Job Descriptions** — There is a difference in interpretation of job descriptions and job announcements. According to the college, job announcements and descriptions should be considered equally, as some positions require special qualifications such as bilingualism. CCEU maintains that only the job description should be considered, so if a qualification or duty is not mentioned in the job description, then it's subject to argument. Contract language supports CCEU on this issue.

In a brief question and answer session, Brad made the following points:

- Contract language doesn't specify whether a person can choose which position to bump into.
- An employee whose position has not been eliminated can be bumped by a laid off employee with seniority.
- An employee can bump into a categorical position. Source of the funding for the job does not matter, only the job does.
- The administration will notify CCEU when layoffs are imminent. Informal notices will go out February 11. Formal notices must will be sent on March 15.
- CCEU is meeting with management to create a procedure for layoff notification. The process will include access to stewards, appeal rights, and so on. Members will be notified when the process is complete.

Board Members:

Mikki Adams, Lori Amato, Janus Blumè, Eireann Del Bonta, Rick Fillman, Jill Gallo,
Jefferson Hancock (recording), Lena Mason, Anya Finke, Alta Northcutt, Stephanie Stainback

- In cases of contract reduction, the college must justify such reductions and the layoff process in the contract must be adhered to.

B.) PRESIDENT'S REPORT: ----- Stephanie Stainback

1-1.) Budget. Stephanie met with the college governing board budget subcommittee and advocated the following on CCEU's behalf:

- The \$5 million cut may be too drastic. Perhaps the college should try a target more in line with the Governor's suggested budget, which would result in \$3.25 million in cuts – and use the \$4 million in one-time money gathered for mid-year cuts as a bridge if cuts are larger than the target.
- Budget cuts should not be used to confront employee discipline, evaluation, or performance issues. An appeal process should be put in place for eliminated positions.

CCEU and constituency leaders are meeting the governing board budget subcommittee to stay involved in decision making. Steph expressed concern about contract reductions, as opposed to position elimination, and some worry that the resulting plans for getting the work done are not realistic. CCEU is working to ensure that such decisions are not unilaterally made by the Vice Presidents and Deans. She added that the suggestions from the cabrilloccommons.org website being reviewed by the Vice Presidents.

1-2.) Classification Study: Administration believes that reclassification costs roughly \$80,000 per year. CCEU is interested in where this dollar figure comes from. Currently, reclassification is a cumbersome and difficult process, so the CCEU executive board may offer to suspend the reclassification for the 2009 calendar year. During that time, the process can be reviewed and streamlined for efficiency.

1-3.) Negotiations: CCEU has withdrawn a request for salary increase for the 08-09 fiscal year. This does not preclude the possibility of givebacks being suggested by the District for the 09-10 fiscal year, but until CCEU knows the realities of the state budget, the union will remain watchful. Stephanie expressed the need to maintain solidarity with CCFT. Administration says it's not ready to discuss givebacks by management yet.

C.) GOODWILL: Alta Northcutt

1-1.) Celeste Hewitt volunteered to fill Zoe Davidson's seat as the union's goodwill ambassador.

Item 5.) NEW BUSINESS: none

Item 6.) OLD BUSINESS: none

Item 7.) INFORMATIONAL ITEMS: none

Item 8.) ADJOURNMENT: ----- TIME 12:54 PM

Respectfully submitted: January 22, 2008

/s/
Stephanie Stainback, President

/s/
Jefferson Hancock, Recorder

AGENDA BUILDING: