

Cabrillo Classified Employee Union
Board of Directors
Quarterly Meeting Minutes
January 26, 2009 -- 5:30 p.m., Room 1605

Item 1.) **CALL TO ORDER**

Time: 5:45 p.m.

- 1-1.) **Members Present:** Mikki Adams, Lori Amato, Janus Blumë, Rick Fillman, Anya Finke, Jefferson Hancock (recording), Lena Mason, Alta Northcutt, Stephanie Stainback
- 1-2.) **Members Absent:** none
- 1-3.) **Non Voting Members absent:** none
- 1-4.) **Guests:** Eireann Del Bonta, Jill Gallo

Item 2.) **CHANGES TO THE AGENDA:**

Allotted times for each item were removed.

Item 3.) **ITEMS FROM THE FLOOR:**

Eireann notified the group that she had to leave the meeting from 6:15-6:45.

Item 4.) **NEW BUSINESS:**

A.) **February 3 meeting and luncheon.** Alta notified members that food will be ordered and ready in time, but she does request help setting up. She also has three gift certificates left over from last year. These will be awarded at the meeting between agenda items. Three items will be on the agenda in the following order.

1. **Yes or no hand vote on re-appointing the negotiations team.** Nancy Miner and the elections committee should coordinate and supervise.
2. **Budget overview.** Jill and Steph, as CPC representatives will update membership on latest developments in the college budget. Steph will invite the Student Senate president and Student Trustee as well as CCFT leaders. Lori reminded the board that we should formally notify membership of guests present, and Anya pointed out that presenters should speak cautiously about budget matters if other constituencies will be present.
3. **Contract language and bumping rights.** Erin and Brad will give a presentation and answer member questions regarding bumping rights and contract language. Prior to the meeting, Eireann will prepare a short list of Frequently Asked Questions and a document clarifying differences with management regarding contract language and bumping rights.

B.) **CCEU position on possible contracting out of services.** Board members want to be vigilant about potential contracting out of services for the following reasons:

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- Educational Code regulations restrict this type of contracting out and say that contractors must receive a comparable wage to those of college employees.
- Work that can be done by Cabrillo employees should be done by Cabrillo employees, especially when jobs are threatened. Work of classified employees should not be done by members who are not in the bargaining unit.
- Ultimately classified ranks could be losing positions when the college is already short staffed.
- CCEU fought hard for all new positions because the college is understaffed and the new facilities need to be serviced.
- Accreditation cited understaffing as a weakness in its most recent report.
- Contract section 16.2.7 specifies that college employees should do classified work.

Stephanie suggested that *if* the administration goes through with any contracting out plan, CCEU should express its opposition in the strongest terms possible by meeting with governing board members and mounting a member-based campaign against it.

- C.) **Renewed PAC campaign.** Janus suggested that members who were reluctant to contribute might feel more comfortable doing so now that the PAC has had some success. Still, she noted that unveiling a campaign like this at the CCEU luncheon with such dire budget news on the agenda might not be the best idea.

Steph suggested doing on-on-one outreach by making a list of members who have not contributed to the PAC and contacting them individually.

Janus agreed to prepare a skeletal outline for review and board support at the March 2 meeting during her PAC report. She also asked for a list of members who might not be receptive to such meetings. Alta agreed to let her know.

- D.) **Contract language and bumping rights.** Eireann explained differences between CCEU and administration in contract interpretation of bumping rights in section 16 of the contract. Seniority is determined by date of hire. Date of hire is not affected by percentage of employment. District suggests that employees can only bump others with less seniority employed in the same class or in a class previously held. With this interpretation, theoretically an employee with ten years experience could be bumped, while another in a lower class with only two years experience would remain employed. CCEU holds that an employee with seniority should be able to bump to any equal or lower class, provided

Board Members and Regular Guests:

Mikki Adams, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke, Jill Gallo, Jefferson Hancock, Lena Mason, Alta Northcutt, Staphanie Stainback

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that person meets the minimum job qualifications, which are determined by the job description, as indicated in the contract.

Eireann noted that the stewards supported CCEU's interpretation because it was fairer than the district's and held those with more seniority in greater favor. She asked for direction from the board. The district fears that CCEU's interpretation will create chaos as employees bump one another and move from class to class. Eireann, however, notes that both Educational Code and the contract favor CCEU's interpretation. She suggested that the district and the Meet and Confer team work together to develop a process and find a solution that will avoid chaos.

Eireann also spoke about differences between job announcements and job description. Section 10.3 of the contract states that job descriptions shall be consistent with job announcements. The district, meanwhile, argues that job announcements can be used to determine minimum qualifications.

Stephanie suggested that Eireann request a list of job announcements and job descriptions which disagree and compare the differences. She also recommended that the reclassification study committee be notified of these differences.

Item 5.) **OLD BUSINESS**

A.) **Reclassification study.** Board is waiting on a side letter from Bradley Booth to suspend the reclassification process. Board further agreed that the process should be suspended for the 08-09 and 09-10 academic years. During that time the reclassification process will be studied to find ways to improve the process. The decision will be announced to membership. Members currently applying for reclassification will receive priority when the process resumes.

B.) **Change in agenda format.** Stephanie suggested changing the format of the agenda to include action items and information items rather than old business and new business. Eireann pointed out that *Robert's Rules* dictates there is no old business. Lena suggested changing old business to "unfinished business."

The recorder agreed to research *Robert's Rules*. He further suggested keeping the present format, changing the "old business" to "unfinished business," and noting action items, information items, and motions with boldface type.

Board members requested that "agenda building" remain at the end of the agenda.

C.) Duties and responsibilities -- Tabled for a future meeting.

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Item 6.) **ADJOURN QUARTERLY SESSION**

TIME: 8:00 PM

Respectfully submitted: 1/27/2009

Jefferson Hancock, Recorder

Stephanie Stainback, President

AGENDA BUILDING

Duties and responsibilities

PAC campaign (March 2 meeting)

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