

Cabrillo Classified Employee Union

BOARD OF DIRECTORS MINUTES

February 26, 2009 -- 12:00 noon, Room 1040

- Item 1.) CALL TO ORDER: TIME 12:06 PM**
- 1-1.) **Members present at today's meeting:** Lori Amato, Janus Blumë, Eireann DelBonta, Rick Fillman, Anya Finke, Jefferson Hancock, Lena Mason, Alta Northcutt
 - 1-2.) **Members absent from today's meeting:** Mikki Adams (approved)
 - 1-3.) **Non Voting members absent:**
 - 1-4.) **Guests present at today's meeting:** Brad Booth
- Item 2.) CHANGES TO AGENDA:** none
- Item 3.) ITEMS FROM THE FLOOR:** none
- Item 4.) APPROVAL OF CCEU BOARD MINUTES:**
2/19/09. Correction in numbering and approval of expenditures added to correspond with 2/19 agenda. Lena moved to approve. Alta seconded. **Minutes approved with correction. 8 yea, 0 nay, 0 abstentions.**
- Item 5.) APPROVAL OF CCEU EXPENDITURES:** This item was tabled until the 3/5 meeting. The treasurer will include expenditures in her treasurer's report then.
- Item 6.) NEW BUSINESS:**
- A.) President's Report
The president reported on a meeting at which programs with significant cuts came to appeal those cuts to constituent leaders and administrative council. However, administration presented nothing in writing about the exact nature of cuts and program efficiency. Constituent leaders will continue to meet with instructional council to clarify cuts. CCEU will work to ensure the administration is clear about the layoff process and develops realistic work plans for frozen and eliminated positions.
 - B.) Chief Steward's Report
Eireann sent a memo to administration regarding CCEU's interpretation of our contract's layoff terms but has not heard back. She previously asked for an updated classified employee list and vacancy report but received incorrect information. She has asked administration to correct these reports so that information is accurate if layoffs begin.

Lena remarked that a process needs to be put in place to clearly sort through layoffs and lateral transfers. She added that administrators need to decide between lateral transfer and administrative transfer in filling vacant positions.

Brad pointed out that 16 people are currently filling temporary hourly positions inappropriately. No temps are allowed in vacant positions unless there's active recruiting going on. Temps can only be in a given position for 60 days. Because Cabrillo is in a hiring freeze, there is no active recruiting. Brad asked about the implication of going forward with eliminating these temporary hourly workers and requested more direction from the board regarding how CCEU wishes to proceed.

Eireann noted that there's been some difficulty determining initial date of hire for some temps because their contracts are sometimes renewed with an updated date of hire at each renewal. She also stressed the importance of implementing work plans for those positions which will lose their temporary employees.
- Board Members and Regular Guests:
Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke, Jill Gallo, Jefferson Hancock, Lena Mason, Alta Northcutt, Stephanie Stainback

She further asked how CCEU would like to move forward with this issue, whether through a grievance or a letter.

The board supported Brad and Eireann in taking the issue to the stewards.

This will be an action item at next board meeting. The board will be endorsing an outline of how CCEU will proceed in bringing these contract and Ed. Code violations to the district's attention and stopping the practice.

Item 7.) UNFINISHED BUSINESS: (15 minutes)

- A.) Extended use of contracted and temporary employees update: Discussed in chief steward's report.
- B.) Mangin CCFT/CCEU solidarity party update: The party will be held on April 3. Alta and Janus will to coordinate with Vicki Fabbri.

Item 8.) ADJOURN REGULAR SESSION: TIME 1:05 PM

Item 9.) SPECIAL SESSION: