

Cabrillo Classified Employee Union
GENERAL MEMBERSHIP MINUTES
March 19, 2009 -- 12:00 noon, Sesnon House

- Item 1.) CALL TO ORDER: TIME: 12:05**
 - 1-1.) **Approximate number present at today's meeting: 75**
 - 1-2.) **Guests present:** Bradley Booth
 - 1-3.) **Introduction of visitors: none**

Item 2.) CHANGES TO AGENDA: none

Item 3.) PRESIDENT'S REPORTStephanie Stainback

3-1.) Foothill and San Diego City College Decertification of SEIU: Both have successfully decertified SEIU.

3-2.) Position re-allocation and elimination. Administrative decisions about specific positions to be laid off will be made between the 24th-30th of March. There are 28 vacant positions. Impact may include reduction of contracts and elimination of some positions. Losses amount to 8 FTE equivalents and roughly \$550,000 in budget savings. All layoffs are subject to meetings with meet and confer team, cabinet and constituency leaders, and Board of Trustees budget subcommittee. All layoffs also have opportunity for appeal. Members are encouraged to attend appeals hearings and emphasize impact of reductions on students. Seniority and bumping rights will be determined after the process is complete.

3-3.) No new hires in the face of layoffs. Since CCEU believes that all 28 positions can be filled from within, the Union is open to using internal promotion, lateral transfer, re-training, and working out of class to gain experience. Three positions are seen as mission critical and the college is proceeding with filling them. CCEU posits that no new hiring should take place as long as layoffs are occurring.

3-4.) Discuss VP Student Services hire: The Vice President of Student Services, May Chen, has resigned. A decision was quickly made by Brian King to fill the vacancy and recruit from outside the college. The process was viewed as rushed and incomplete. However, since classified staff are numerous in that component, the component needs leadership, so the decision was made to support going forward in hiring the position. Faculty has accepted the need to fill the position, with reluctance. However, among both classified and faculty ranks, perception is that management has not done its share of cutting. Many were unhappy that this unilateral decision was made behind closed doors and that an internal candidate was not accepted. Many believed that hiring an existing Dean on an interim basis would have saved a good deal of money. In the mean time, internals can apply for the job but will be competing against outside candidates. Steph Stainback, Anya Finke, and Lena Mason are CCEU reps on committee. If there is no favorite candidate, the committee will be supported in hiring no one. Some members expressed displeasure with the notion that outside hiring is going on in the face of layoffs, noting that perhaps the CCEU board could have communicated more effectively with CCFT in expressing our position on the matter.

Board Members and Regular Guests:
Mikki Adams, Lori Amato, Janus Blumë, Eireann Del Bonta, Rick Fillman, Jill Gallo,
Jefferson Hancock (recording), Lena Mason, Anya Finke, Alta Northcutt, Stephanie Stainback

Item 4.) NEW BUSINESS:

5-1) PAC Membership

Janus Blume

Janus made a plea to membership to increase PAC membership. She indicated that that PAC committee gives membership clout. She reminded membership that the PAC committee was influential in electing the most recent Trustee CCEU to the Board of Trustees member Susan True, who is listening to CCEU concerns. One of the most powerful ways is through our political action committee. Political action puts CCEU in a more advantageous position within the college.

Member asked what PACs goals would be and expressed a desire for improved communication from PAC. She noted that more people would contribute if they knew what the PAC intended to do.

Item 5.) INFORMATIONAL ITEMS:

5-3) CCEU/CCFT Solidarity Party

Alta Northcutt

The party will happen on April 3 at Michael Mangin’s house. Members are encouraged to attend. Sign up sheet is going around. Bring your own beverages.

5-4) Extended use of contract temporary employees

Eireann DelBonta

A position statement will be made to Pegi Ard soon. CCEU will work to end this practice. More information to come.

Item 6.) ITEMS FROM THE FLOOR:

Alta and Steph are going to Baltimore tomorrow for an AFT Conference. Travel arrangements, conference fees, and accommodations were funded by AFT.

Item 7.) ADJOURNMENT: ----- TIME 12:59 PM