

Cabrillo Classified Employee Union
GENERAL MEMBERSHIP MEETING MINUTES
June 19, 2009 — 12:00 noon, Room 508

Item 1.) CALL TO ORDER: TIME: 12:00

1-1.) **Approximate number present at today's meeting: 50**

1-2.) **Guests present: none**

Item 2.) CHANGES TO AGENDA: none

Item 3.) CHIEF STEWARD'S REPORT -----Eireann Del Bonta

The layoff process will be bargained in negotiations and clarified in the process. Presently, in the classified reduction process, managers will fill out a form if a reduction in classified ranks in a particular area is deemed necessary. A service reduction proposal must also be submitted with the form. At present, there is no information about the extent of reductions or layoffs and no managers have submitted forms.

CCEU is currently working with administration to clarify layoff process based on a memorandum of understanding from 2002 which deals with rights of laid off employees and notification to laid off employees. Human Resources and Pegi Ard have been communicative and have been working with the CCEU to make communication and process clear.

Item 4.) NEGOTIATIONS COMMITTEE Steph Stainback

Survey results indicate that membership values maintaining benefits coverage. The District may agree to fund the to pay for lower level HMO. However, the increase in benefits will take \$900,000 in new monies and the District has only planned for 600,000 in worst case scenario. Members may be faced with the decision to take either salary or benefits cuts by accepting to the lower level HMO. Steph's position is that any benefits reductions, salary cuts, or "take-aways" must be made "holistically," campus wide, rather than targeting specific employee groups.

Item 5.) PRESIDENT'S REPORT Stephanie Stainback

5-1.) **Budget Update** — An estimated \$2 million is targeted to be cut from '09-'10 base budget. Categoricals are projected to suffer a 16% cut. Politically, CCEU is pushing for closure of the Scott's Valley Center and elimination of Wintersession to bring down FTES and keep the college under cap. Cuts can be made as late as November. Presently, summer school is being left alone, but all areas viewed as "external" to the college mission are being discussed for cuts.

Steph noted that ideally, service reduction plans should be used to determine layoff, but to their credit, in the interest of saving jobs, the Board of Trustees has looked at vacant positions first for elimination. However, furloughs and "take backs" may be brought up during future negotiations, and membership may be asked to take unpaid leave, give up salary, or receive reduced benefits.

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5-2.) **Vice President of Student Services** — The candidate pool was narrowed down to two choices. Brian, Cesario, Steph made site visits to both candidates' colleges and were pleased with both candidates. Brian recommended Dennis Bailey-Fournier from Feather River College for hire, and the Board of Trustees approved the recommendation. The new Dean will begin service August 1.

Item 6.) PAC UPDATE Janus Blume

The PAC has its changed focus and is now discussing ways to network and communicate its agenda to members. Something very exciting is coming for next semester's membership meeting at the CCEU Fall Luncheon. Those interested in more PAC leadership input should contact Janus Blumë. Additionally, a contribution form is now available on the CCEU website.

Item 7.) ITEMS FROM THE FLOOR:

Steph is going on vacation. In her absence, Eireann will handle negotiations matters, while Janus will handle organizational items, agendas and meetings.

Elections are coming up in November, and nominations open in September. CCEU needs new people on the board of directors and in officer positions. The President, Second VP Treasurer and two (2) at large positions will be open for nomination.

Item 8.) ADJOURNMENT: ----- TIME 12:55 PM