

Cabrillo Classified Employee Union
GENERAL MEMBERSHIP MINUTES
October 17, 2008 -- 12:00 noon, Room 508

Item 1.) CALL TO ORDER: TIME 12:02 PM

1-1.) **Approximate number present at today's meeting: 35**

1-2.) **Guests present at today's meeting: Mary Planding**

Item 2.) CHANGES TO AGENDA:

Item 3.) ITEMS FROM THE FLOOR:

Item 4.) NEW BUSINESS:

4-1.) **Nominations for ElectionNancy Miner (10 mins)**

Elections Committee outlined where we are with election and called for nominations. Candidate statements should be submitted. The polls will be open 11/17 to 11/20/08 via paper and email ballots. Membership needs to put the last 4 of their social security number on paper ballots and in the subject line if they vote by email. Paper votes will not be counted if they are not placed in 2 envelopes. Nominations end 10/31/08.

4-2.) **New Look WebsiteMary Planding (15 mins)**

Mary Planding informed membership of the web migration project and illustrated the "new look" of the Cabrillo web pages. It will be launched July 2009.

4-3.) **Presidents Report Stephanie Stainback (10 mins)**

State budget has slow revenue and an unrealistic budget has been passed. It is probable that there will be mid year cuts of \$700,000 to \$2 million. CCEU is hopeful that the cuts will come from program and unit review, not scraping percentages from each component.

Negotiations – do we ask for increase in salary, better benefits when there is a likelihood of layoffs?

Cabrillo President wishes to implement parts of the Bay Federal Credit Union philosophy of employee participation and reward. CCEU president supports this "culture change" going forward.

CCEU Attorney stated that CCEU is getting to know the players by meeting regularly with the Director of Personnel and Human Resources (Lori McCawley) and the Director of the Business Office (Victoria Lewis). The director of M & O (Joe Nugent) is also receptive to these meetings.

Board Members:

Mikki Adams, Lori Amato, Janus Blumě, Lena Mason, Steve Miner, Alta Northcutt,
Margaret Pierce, Sharon Spence, Stephanie Stainback

Reallocation of Resources – new phrase used by administration. In the “expendable” workers would be laid off, then new workers would be hired in areas that needed supplementation. It was two separate tracks. CCEU wants to avoid this concept, but to also be sure that job descriptions and specialty training are honored.

Student Services – New Dean position. CCEU agrees that a leadership position is necessary. Consensus is that it should not be at Dean level. The position would be budget neutral.

4-4.) **Pac dues/chapter feesStephanie Stainback (5 mins)**

Anyone opting to donate \$1 to PAC – easily accommodated. For those not interested, \$1 is returned to employee. Currently working with Payroll to achieve that goal. We are hoping that the changes will show up on the October 31st paycheck.

4-5.) **Overview of Catastrophic Leave..... Lena Mason (5 mins)**

CCEU is setting up subcommittee to review/recommend policies and procedures for catastrophic leave. Members need to keep track of their own balances. Questions to be answered are: when and where do CCEU & CCFT give to each other? How do we calculate CCEU leave vs CCFT leave? This process is fraught with problems, if members have issues they should contact the CCEU Attorney or the CCEU Chief Steward.

The subcommittee will look at the language of the Catastrophic Leave wording and propose modifications to the CCEU Board.

4-6.) **Holiday PartyAlta Northcutt (10 mins)**

Does membership want a party? What would members like it to look like? Would any members like to organize it? 2nd Vice President will email membership with these questions in order to gauge responses.

Item 5.) OLD BUSINESS:

Item 6.) INFORMATIONAL ITEMS:

Item 7.) ADJOURNMENT: ----- TIME 1:02 PM