

Cabrillo Classified Employee Union

BOARD OF DIRECTORS MINUTES

October, 2nd, 2008 -- 12:00 noon, Room 1040

Item 1.) CALL TO ORDER: TIME 12:05 PM

1-1.) **Members present at today's meeting:** Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Anya Finke, Lena Mason, Alta Northcutt, Margaret Pierce, Sharon Spence, Stephanie Stainback

1-2.) **Members absent from today's meeting: none**

1-3.) **Guests present at today's meeting:** Wendy Scott, Kathy Carter

Item 2.) CHANGES TO AGENDA: (5 minutes)

Brad: discussion of extended absence/leave with Peggy.

Contract language needs to be revised. The law states that an employer can only deduct what they paid to a replacement (to cover the sick employee) from the pay of an employee on extended illness leave.

Item 3.) ITEMS FROM THE FLOOR: (5 minutes) Welcome Anya Finke.

Item 4.) APPROVAL OF CCEU BOARD MINUTES: (5 minutes) Stephanie: moved & withdrawn – need revisions.

Item 5.) BOARD REPORTS: (15 min total, Items A, B, & C on second meeting of month)

- A.) **Chief Steward's Report ----- Eireann DelBonta**
- B.) **Treasurer's Report ----- Lori Amato**
- C.) **Vice Presidents' Report(s):Janus Blumë/Alta Northcutt**
- D.) **President's Report: ----- Stephanie Stainback**

Reallocation of resources.

College proposing for overstaffed or adequately staffed departments to redistribute staff to areas of shortage.

Union stance on this issue? Need to respect job descriptions & employee rights. What is overstaffed/adequate?

Board Members and Regular Guests:

Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Anya Finke, Jill Gallo, Lena Mason, Alta Northcutt, Margaret Pierce, Sharon Spence, Stephanie Stainback

Brad: In Collective Bargaining, management has the right to how they use their people. Traditionally employees do not have a say in this process.

A cabinet member feels that the decisions of the college administration have been unfairly affected by classified staff. Section AB725 states that Faculty can have a voice but does not mention classified staff.

Need a process that addresses issue of movement of staff that enables union to support administration but protects employee rights.

PAC report to the board: Janus

77 PAC members.

Monthly income around \$200 a month

Recommendation to thank Mark Hopkins for the donation of his time to allow a community TV airing of discussion between Michael Mangin and Susan True (Susan True is running for Cabrillo College Board member).

Item 6.) NEW BUSINESS: (15 minutes)

A.) Catastrophic sick leave.

Kathy Carter and Wendy Scott:

Employee asks for leave.

Sue Torres sends out a letter informing employee of their options.

Sue Torres checks employee sick leave with payroll or datatel.

Determine legitimacy of leave request.

Issue with validity of sick/vacation/CTO not being updated regularly because of non timely reporting by employees/departments.

Sick leave donations: Hours available for donation –call payroll

Donated hours used? call payroll

Returning from extended sick leave – need to know hours remaining – call payroll.

Extended absence leave (catastrophic leave) may only be used again after 6 months of continued re-employment

Suggestions:

Form a subcommittee to produce solutions/policies for issues.

This subcommittee will consist of Kathy Carter, Wendy Scott, Eireann Del Bonta and Bradley Booth. Brad is included to aid in his negotiations with Victoria and Peggy regarding leave issues. The subcommittee will report back to the board on the 11th of December 2008.

Include a CCEU cover letter with Sue Torres' letter including important contact information that makes leave options clearer.

Sue Torres or CCEU should provide better guidance/advocacy for sick employee.

Implement datatel option that tracks leave.

Online availability of sick/vacation/CTO hours.

Employees track their own sick/vacation/CTO hours.

Membership drive to educate classified staff about donating.

Donors of sick leave should be able to donate anonymously by marking a check box. Sick leave recipients can thank those who donated non-anonymously.

Donations of leave from faculty and classified used simultaneously.

Faculty and classified donations should be equal – currently faculty hourly is equal to another faculty hourly but classified hourly is equal only to another hour at the same salary rate. This is not what was agreed upon previously in contract negotiations.

Stephanie: Suggests a Retiree committee with Kathy Carter heading it. This committee will address retirement issues and transitions.

Item 7.) OLD BUSINESS: (15 minutes)

Item 8.) ADJOURN REGULAR SESSION: TIME 1:02 PM

Item 9.) SPECIAL SESSION: