

Cabrillo Classified Employee Union
GENERAL MEMBERSHIP MINUTES
November 20, 2008 -- 12:00 noon, Sesnon House

Item 1.) CALL TO ORDER: TIME 12:04 PM

1-1.) **Approximate number present at today's meeting: 83**

1-2.) **Guests present at today's meeting: Susan True**

Item 2.) CHANGES TO AGENDA:

Item 3.) ITEMS FROM THE FLOOR:

Item 4.) NEW BUSINESS:

4-1.) **Presidents Report Stephanie Stainback (20 mins)**

Thank you to all the confidential staff and the CCFT director who came to the CCEU General Membership meeting today.

The cake is a celebration of CCEU attorney's 60th birthday and Chief Stewards "22nd" birthday. No CCEU funds were spent to provide cake at the general membership meeting.

Thank you to all those employees who showed up at the Town Hall Forum on the budget.

Big picture of budget: Total Cabrillo budget \$65 million. Scope of mid-year cuts \$4.2 million. Vice President of Business Services amassed \$3.7 million in one time funds to cover most of the mid-year reductions.

There will be no people reductions at mid year. Administration: 90% Cabrillo costs are people. CCEU: 87% is people.

We are currently over cap by 10%. That 10% is not reimbursed by state government. If we drop below cap funding becomes more difficult.

Currently reducing teaching units in order to reduce costs. That will affect the number of students that we can enroll. The state is also considering raising student enrollment fees. That will also negatively impact enrollment. We must be careful to stay over CAP.

For an idea of the impact of reducing teaching units consider that 150 teaching units have been cut from the Spring schedule. The savings is \$1700 per unit, primarily taught by adjunct. The savings is roughly \$255,000.

A \$5 million cut is being proposed for next year. That will necessitate a reduction of both programs and employees.

The Town Hall budget forum on 11/19 seemed to illustrate that the administration is making some decisions behind closed doors. The CCEU need to be part of that process.

Board Members:

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

If frozen and unfilled positions are targeted for cuts, there needs to be an appropriate reduction in services. The Cabrillo College President states that current employees may *absorb* these duties. All reorganization needs to include CCEU input in the conversation. CCEU needs to be involved in all shared governance talks.

Possible suspension of the reclassification process for this year.

How are we staffing the new facilities? Retraining current staff members?

Please send all suggestions for money saving ideas to the CCEU president: Ststainb@cabrillo.edu. Scrutinize base budget funds.

We have to ensure the health of the parent organization in order to protect our jobs. That may entail retraining or shuffling of current employees to other areas of the college.

In regards to the reclassification suspension: need to be sure that if the employer requests it, that there is some supervision. Should the manager assign new duties to an employee this needs to be recorded in the job description.

CCEU president is the liaison with CCFT. CCEU would like to increase the member participation of CCFT in solidarity with CCEU, perhaps including a CCFT report at the CCEU General Membership meetings.

CCEU president informed membership that she no longer handles representation issues for the general membership. She is involved should it have political ramifications or need arbitration. Persons to contact when in need of representation are Chief Steward Eireann Del Bonta and/or CCEU attorney Brad Booth.

The CPC committee members need to hear from members. Please let CPC representatives know if you have anything that needs to be voiced at CPC (workplace changes etc).

Big thanks to the election committee, Nancy Miner, Sabrina Luis, Ariba Alston-Williams. And a big thanks to all those who ran for office.

4-2.) **Election Information** **Nancy Miner** (10 mins)

The election is open for one more hour after the General Membership meeting today. If you need a ballot they are at the meeting, you can vote in the mail room or by email. Please encourage your friends to vote.

A preference for voting to end on the day of general membership meeting was voiced. Members feel the GM meeting acts as a reminder and the hour after the meeting provides time to return to work and vote.

4-3.) **Susan True Introduction** (10 mins)

Susan True is the executive director of First Five which takes the tobacco tax and distributes it to preschool programs. She is the newly elected member to the Board of Trustees. She gave a brief hello to the membership and entertained a couple of questions about her experience in running for trustee. The President thanked her for coming and being introduced to the membership and hoped that this was just the beginning in establishing a dialogue with her as a new Trustee.

CCEU president points out that Susan True is not the "union person" but someone who will listen. CCEU president also mentioned that the \$1 chapter dues is now being diverted to PAC for all of those who requested that, and those who did not request it will see it added back into their paychecks.

4-4.) **Questions & Answers..... (20 mins)**

Open a dialog regarding the given budget: Once the governor goes over the budget on January 10th 2009 and the legislature is back in office we will have a better idea of what is coming.

CCEU attorney points out that in the traditional Union world give backs are never offered up first. Generally people are laid off first before benefits of any kind are reduced. He also points out that CCEU does not want to give back all the hard won items such as the 3% raise that had to be taken to the Board of Trustees in order for the administration to approve. Before there are any discussions regarding reduction of benefits the administration would have to engage in a collective effort to resolve the budget crisis.

The Chief Steward noted that if members are worried about their jobs, please contact a steward. There is a list of stewards on the CCEU website and they will bring your concerns to the table.

There is a need for long term planning – galvanized with the educational community. Set priorities for what CCEU will fight for. We need to wait for governor's budget to be released before we do anything. Need to set up job descriptions and class structure. It is a crisis of the educational community not just community colleges.

The President thanked those in attendance and participating in the discussion. We want to be sure you have access to information and resources.

CCEU attorney mentioned that no-one should volunteer for anything before talking to the Chief Steward or the CCEU Attorney.

Item 5.) OLD BUSINESS:

Item 6.) INFORMATIONAL ITEMS:

Item 7.) ADJOURNMENT: ----- TIME 1:00 PM