

Cabrillo Classified Employee Union GENERAL MEMBERSHIP MEETING MINUTES

Thursday November 19, 2009 - 12:00 Noon, Sesnon House

Item 1.) CALL TO ORDER: TIME 12:03 PM

1-1.) **Approximate Number of Members Present: 75**

1-2.) **Guests:** Brad Booth, Maya Bendotoff

Item 2.) ELECTIONS

Nancy Miner reminded membership that elections start today for the following seats: President, Stephanie Stainback; Second vice president, Alta Northcutt; Directors at Large (2 seats, 3 candidates): Olga Diaz, Anya Finke, William Rankle. Nancy will be leaving in June. Ariba will take over her duties, with Andree LeBourveau assisting. Ariba encouraged membership on this committee. Loren Washburn volunteered. **The elections team will consist of Aiba Alston-Williams, Andree Le Bourveau, and Loren Washburn.**

Item 3.) NEGOTIATIONS UPDATE

3-1.) Coalition building with CCFT

CCFT Director Maya Bendotoff reported that representatives from both unions have met with a budget analyst from the California Federation of Teachers to look for areas from which the college might draw to meet the budget shortfall. Maya also noted that the CCFT Council made several resolutions, among them to oppose further reduction of teaching units and to explore ways to preserve categorical jobs. In deference to CCFT, CCEU will remain publicly silent on teaching unit issue. Currently the college is 9.7% over funding cap. Both unions may recommend using FTES reserve to help bridge the budget shortfall. Brad praised joint work with CCFT and noted that working through these difficult times will be easier with both unions working amicably in concert to save jobs.

Maya pointed out that management is trying to get all constituent groups working together. She added that doing so helps the two unions in achieving solidarity. Both she and Brad pointed out that bargaining separately at the table is important, but if both groups agree on a target figure, then bargaining separately becomes easier.

3-2.) Informational talks with VP Business Services

The district has suggested that constituent groups may be asked to give back 2.8% to offset the college's budget shortfall. What form this 2.8% would take may be determined in negotiations and raises several questions. Do we want furlough? Pay cuts? Will furloughs be tied to benefits? Are graduated reductions taken in consideration for those with reduced contracts? Should we use UCSC's model for graduated furlough? Ideally, CCEU will try to use a

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variety of approaches rather than a single one. CCEU will continue to advocate for using one time money to bridge gaps over layoffs.

The district is willing to consider graduated salary reductions and contingency in sundown language among other things, but reminded constituent groups that savings need to come from contract, not from positions or voluntary reductions.

Item 4.) BUDGET NEWS

4-1.) Categorical Cuts

14 people in categorical programs were affected by cuts, with 6 layoffs and 8 contract reductions. Members who have had contract reductions or have lost positions should contact the Steward in their area or Eireann Del Bonta.

What will happen to those who suffered job losses and contract reductions? Some members wondered whether those who have had contracts reduced will be affected by concessions as well. The answer was unclear but Steph has raised this concern with question with the constituent groups.

4-2.) Non-Personnel Base Budget Cuts

Bus passes in Spring Semester will go from 55 to 75 dollars and be restricted to those taking more than a certain number of units. The parking fee may increase as well.

4-3.) Personnel Cuts To Base Budget

The college is presently faced with 3 years of sizeable budget problems. Reductions to base budget are presently being calculated.

Item 5.) FLOOR ITEMS / Q&A

Several members raised concerns about work plans in the face of reduced contracts and job losses. Jill Gallo suggested that we must share ideas about method and to consider which mechanisms have worked successfully in the past and which have not. Lori reminded members that they should take responsibility for their own work load and inform managers of what can and can't be done in the time allotted for their work. Brad encouraged members to participate in discussions with management to determine work plans.

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Q: Will CCEU address benefits lost as a result of reduced contracts or furlough?
A: CCEU will work to keep benefits intact.

Q: In discussion of salary savings has there been discussion for financial incentives for retirees?
A: No.

Q: How do we handle areas with varying areas of productivity?
A: Flexibility of work flow might be something to consider. Our jobs may look very different.

Q: When and how will we find out what these cuts are?
A: Everything will be decided by January or February because of the March 15 pink slip deadline. Some people haven't been notified of job reduction yet.

Q: When does the bumping process begin?
A: That's a hard question to address in definite terms. Members who have had contract reductions or have lost positions should contact the Steward in their area or Eireann Del Bonta.

Item 6.) ADJOURNMENTTIME 1:05 P.M.

Respectfully Submitted 12/2/2009

*/s/ _____
Stephanie Stainback, President*

*/s/ _____
Jefferson Hancock, Recorder*

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