

# **Cabrillo Classified Employee Union**

## **GENERAL MEMBERSHIP MINUTES**

April 15, 2010 — 12:00 Noon, Sesnon House

### **Item 1.) CALL TO ORDER:**

12:08 p.m.

1-1.) **Approximate number present at today's meeting:** 58

1-2.) **Guests present at today's meeting:** none

### **Item 2.) CHANGES TO AGENDA:** none

### **Item 3.) ITEMS FROM THE FLOOR:**

Members introduced themselves.

### **Item 4.) PRESIDENT'S REPORT**

#### 4-1.) Lay-offs update

Of the 20 people affected by layoffs, 8 of those reduced contracts were rescinded, for one year. CCEU suggests that in lieu of widespread contract reductions to a large number of members, full layoff of individual positions is a more practical and cost effective choice. In this way, individuals laid off might be re-trained for new positions that come open. Stephanie suggests "putting money together" to retrain displaced employees.

#### 4-2.) LIA situation, job description vs. job announcement

Discrepancies exist between job classes and job announcements. Job announcements are not seen by union but are used in hiring. This particularly affects LIAs with specialized skillsets. Some employees are required to have specialized skills for hire, but are not acknowledged in class pay. CCEU wants this discrepancy resolved, as theoretically, an LIA in writing center could have bumping rights for a vacant physics position. CCEU recommends studying this issue and working with administration to resolve it by examining job descriptions and hiring practices at other colleges.

#### 4-3.) "Me too" proposal update

CCFT has finished negotiations. Their contract was rolled over with no salary increase. The CCFT contract will be subject to re-openers on salary and benefits each year after this one. CCFT also negotiated a retirement incentive.

CCEU distributed an informal retirement survey to membership in hopes of gathering information as to whether or not our union wants to negotiate for retirement incentive this year or in years beyond.

In addition, CCFT adjunct faculty who had reduced assignments will maintain their benefit status. CCEU may request the same for employees who have their contracts reduced.

#### 4-4.) Reorganization info

Re-organization is occurring in the Business Component. Victoria Lewis is now Vice-President of Business Services. She wants to call her component Administrative

Services. Doug Deaver is retiring. Joe Nugent will be director of planning and plant operations and will coordinate new facilities. An assistant director of facilities and plant operations will supervise day-to-day activities in Maintenance and Operations. There will also be a supervisory custodian. The re-organization has been described as revenue neutral.

4-5.) Health benefits fee increase

Blue Shield PPO rates may increase 14%. HMO rate increases may be even higher than those of PPOs. CCEU is not inclined to accept further erosion in health benefits at this point in time.

4-6) Student Senate proposal of \$35 transportation fee

Students are proposing a \$35.00 transportation fee for bus pass or parking permit for all students, staff, and faculty. Members were reminded that staff parking passes are a negotiated item.

**Item 5.) ADJOURNMENT:**

The meeting adjourned at 12:59 p.m.

Respectfully Submitted 04/29/2010

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Stephanie Stainback, President

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Jefferson Hancock, Recorder