

Cabrillo Classified Employee Union

GENERAL MEMBERSHIP MEETING MINUTES

May 21, 2010 — 12:00 Noon, Room 508

Item 1.) CALL TO ORDER

The meeting was called to order at 12:10 p.m.

Approximate Number Present: 31

Guests: Bradley Booth

Item 2.) CHANGES TO AGENDA

There were no changes to the agenda.

Item 3.) ITEMS FROM THE FLOOR

There were no items from the floor.

Item 4.) PRESIDENT'S REPORT

Stephanie asked members to report back to worksite, as we are going into negotiations and many members are working at Running Start event today. She urged members to "show up" and make classified presence known.

College administration is again claiming a 2.5 million dollar structural deficit, which includes 737,000 for increased benefits cost. The college's net ending balance was roughly 20 million dollars, much of it already earmarked. There is still a large balance in one-time funds. The CCFT contract was settled with no take-aways. There was some improvement of benefits for adjunct faculty and there were openers for salary and benefits in 2010-2011.

The benefits committee has met. The Dental plan rate increase may add 1-2% for a total of 17% total increase in all benefit costs. Stephanie has asked the college president to be more specific in delivering numbers. He noted the increase as close to 20%. The benefits committee wants to be clear that benefits must be approached as a negotiated item. They met with Paul Harvell and Debora Bone from CCFT and noted that CCEU does not want any degradation of health plans. The District indicates that holding this position could result in staff losses.

In State news, there is the possibility of getting 2 million dollars in growth money from the state to the base budget. Since this is an election year, there is the possibility that a budget may get passed, but if the budget is unrealistic then mid-year cuts might be possible.

A retirement survey was sent out asking how many members would be interested in retiring if an incentive were offered -- 26 have indicated between now and 2013. Savings for district in that case will be considerable.

Item 5.) CHIEF STEWARD'S REPORT

Agreement reached for most of how layoffs process will proceed.

Side letter is being written to address a particular type of bumping process. Budget cuts have led to a reduction of 5.75 FTE. 15 positions are affected by reduction or elimination, 12 people are affected, both categorical and non-categorical. At present the Chief Steward is unsure how many will actually be "out the door." Bumping will begin next week and then she will have final count of how many employees will be leaving. Notice of vacant and unfunded positions will be distributed soon. Eireann is presently tracking documents from HR. They appear to be accurate. If members want to see the current vacancy report it's available on the CCEU website. CEED is trying to find funding for positions, by reorganizing itself. Meanwhile, plans for reduction in service will have to be bargained. Eireann notes that she's received some plans but they're completely inaccurate. She needs to know how reductions affect each person or area on campus. Reductions in assignment also need to be bargained. Eireann needs to know if affected individuals would rather be completely laid off rather than reduced.

A side letter and memo of understanding is presently being drafted to address the discrepancy between job announcements and job descriptions. There are general job descriptions and specialized job announcements. Certain LIAs have very specialized job skills, and there is no way to specifically clarify bumping rights because each job announcement is specific. In the bumping process the district has been asking for more specific requirements in job announcements, but job descriptions are vague and general. In the short term, discussions have developed a side letter to address the 2010-2011 layoff process to meet and confer with all LIAs to find vacancies in LIA positions. The problem is that some LIA job descriptions ask for a basic level of skill and experience while job announcements may ask for Master's degrees. CCEU has asked to put these jobs through classification study process and to review how other colleges deal with the problem, which is particularly prevalent in the LIA and Program Specialist areas. A long term solution may be to establish a new class with "classified professional" status.

Representational issues: Eireann has been meeting with payroll to resolve discrepancies revolving around employees being paid by contract calendars rather than absence reports.

Item 6.) NEGOTIATIONS UPDATE

Administration is bringing its lawyer to the bargaining table. Negotiations will begin soon. A side letter says that our contract remains in place until we enter impasse or agree on a new contract. Proposed changes to article 10 in the contract address workload issues brought about by layoff.

Item 7.) 2010-2011 CCEU BUDGET (Information Item)

The Treasurer passed out copies of the proposed budget for membership review. 5,500 was allocated for consulting fee to do special work. No one is volunteering so this person was hired as an independent contractor. The allocation was approved by Board of Directors at its January 12 meeting. The budget will end with roughly a 15,000 surplus to be put toward reserves.

Item 8.) ADJOURNMENT

The meeting was adjourned at 1:03 p.m.

Item 9.) AGENDA BUILDING

Work plans will be discussed at the June General Membership Meeting.

Respectfully Submitted 05/27/2010

Stephanie Stainback, President

Jefferson Hancock, Recorder