

**Cabrillo Classified Employee Union**  
**BOARD OF DIRECTORS MINUTES**

July 15, 2010 — 12:00 P.M., Room 1040 Library

- Item 1.) CALL TO ORDER: ..... TIME 12:22 PM**
- 1-1.) **Voting members present:**  
Rick Fillman, Jefferson Hancock, Olga Diaz, Alta Northcutt, Stephanie Stainback
  - 1-2.) **Non-voting members present:** Eireann Del Bonta
  - 1-3.) **Absent:** Lori Amato (approved), Janus Blumë (approved), Anya Finke (approved), Lena Mason (approved)
  - 1-4.) **Guests:** Bradley Booth, Kathy Carter
- Item 2.) CHANGES TO AGENDA:**  
Executive session added as item 7-3.
- Item 3.) ITEMS FROM THE FLOOR:**  
There were no items from the floor.
- Item 4.) APPROVAL OF CCEU BOARD MINUTES:**  
Rick moved to approve the minutes, with spelling corrections. **Board approved the minutes of 7/1/2010.** 5 yea, 0 nay, 0 abstentions.
- Item 5.) APPROVAL OF EXPENDITURES:**  
There were no expenditures to approve.
- Item 6.) PRESIDENT'S REPORT:**  
Steph recommended that Kathy Carter continue work during the president's absence. Eireann added that Kathy's role will be important in maintaining continuity and communication while Stephanie is gone.  
Board also discussed communication and agenda building process in preparation for Steph's absence. Steph stressed the importance of communication between Eireann, Janus, Alta, and Jeff. Since pre-board meetings deal largely with representational issues, board recommended that Eireann, Lena, Janus and/or Alta attend these meetings.  
Stephanie's operation date has been scheduled. Negotiations have concluded. Representation matters are in hand. Olga continues to work on CCEU's part of the all college day presentation.
- Item 7.) UNFINISHED BUSINESS**
- 7-1.) Layoffs and Work Plans -----Eireann**  
Eireann has received the work plans and they are not satisfactory. Some employees are being evaluated based on work plans. Negotiations regarding reductions will continue on July 21. Some positions have been reduced to classified hourly. Some employees are losing bumping rights and benefits. Eireann is asking for district to retain benefits and bumping rights. She argues that this is fiscally neutral. The District is not allowing people to volunteer for

Board Members and Regular Guests:  
Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke, Jefferson Hancock, Lena Mason, Alta Northcutt, Olga Diaz, Stephanie Stainback

layoffs. Two people are leaving voluntarily; others are not leaving voluntarily. There is one potential bump in the LIA ranks. Some affected employees will take different positions that will keep their jobs whole. The position at the Transfer Center has been reduced from 11 month, 100% to 10 month 75%.

**7-2.) Negotiations Update**

The negotiating team and the district settled on a one-year agreement, ending on July 1, 2011. There were no take-aways or benefit reductions in the agreement. The retirement incentive offered is the same as faculty's. Interested parties must have a retirement date of December 1, 2010 and must notify Human Resources by August 6. The district may re-open the agreement during each quarter for budgetary reasons with 30 days notice. This one year agreement was made in case the whole contract needs to be open soon. Although the classification study continues to be suspended, the District did agree to study LIA classifications. Upon removal of suspension of process, those persons presently involved in re-classification process will be continued.

Olga moved that the board recommend ratification to membership.

**The board unanimously recommended ratification of the one year agreement -- ending on July 1, 2011 -- to membership.**

5 yea, 0 nay, 0 abstentions.

**7-3) Executive session**

Board went into closed executive session at 12:55. Executive session ended at 1:00 p.m. There was nothing to report from the executive session.

**Item 8.) NEW BUSINESS:**

**8-1.) PAC Endorsement Questions**

Janus was absent so this item was tabled.

**Item 9.) AGENDA BUILDING**

PAC Endorsement Questions

Alta will co-ordinate with Jeff to arrange future agendas.

**Item 10.) ADJOURN REGULAR SESSION: ..... TIME 1:06 PM**

**Respectfully Submitted 9/7/2010**

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**Alta Northcutt, 2nd Vice President.....**

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**Jefferson Hancock, Recorder**