

Cabrillo Classified Employee Union

GENERAL MEMBERSHIP MINUTES

Tuesday, September 20, 2011 — 12:00 Noon, Sesnon House

Item 1.) CALL TO ORDER:

1-1.) **Approximate number present:** 50

1-2.) **Guests:** Kathy Carter

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.) CCEU ELECTION NOMINATIONS

The following were nominated as candidates for the CCEU Board of Directors:

President: Rick Fillman, Alta Northcutt, Steph Stainback

2nd V.P.: Rick Fillman, Poco Marshall

At Large: Poco Marshall, Ben Ten Cate

Treasurer: Lori Amato

The entire Negotiations team is up for election. Two current members do not wish to run again (Rick and Cathleen). The rest will run again (Lena Mason, Leah Hlavaty, and Wendy Scott).

Item 5.) CHIEF STEWARD'S REPORT

There was no Chief Steward's report.

Item 7.) NEGOTIATIONS UPDATE

Negotiations are near completion. Issues of classification study and layoff language are still being discussed. If negotiations are finished prior to October General Membership Meeting, a special ratification meeting may result, which is not covered by release time. CCEU will continue to keep membership informed and will work to ensure that all members are informed and able to vote.

Item 8.) PRESIDENT'S REPORT

8-1) September Governing Board Thanks to Olga Diaz for giving the CCEU report at the September Governing Board Meeting. Thanks also to Alta Northcutt for recruiting members to attend Governing Board meetings. Kudos to the eight members who attended the September Governing Board meeting.

Board Members and Regular Guests:

Lori Amato, Bradley Booth, Eireann Del Bonta, Olga Diaz, Rick Fillman, Anya Finke, Jefferson Hancock, Lena Mason, Alta Northcutt, Stephanie Stainback, Ben Ten Cate

8-2) Layoffs

- Elimination of the Tutorials LIA position was approved at the September Governing Board meeting. The Coordinator position in Tutorials was replaced through lateral transfer and the LIA position was discontinued.
- In the mailroom, a full time employee was laid off. A 50% employee with seniority who had been previously laid off moved into the position.
- Duplications is being staffed by a temporary employee. The backlog of work is being felt in division offices.

8-3) Budget The 2011-2012 fiscal year has been planned. A 3.5 million dollar deficit will be covered by reserves. The college is presently 3% over its funding cap, which is a good position, being not too high but allowing for slight reductions. Presently, there is 1 million dollars put away to allow for projected midyear cuts and an additional 1 million dollars for FTES growth. The 2010-2011 budget ended with \$1.8 million in "excess revenue" and \$3.2 million in reserves.

8-4) Program Elimination Discussion of program elimination has turned to discussion of program reduction because program elimination may interfere with the 50% law which states that at least half of funds must go to classroom instruction.

8-5) Bookstore CCEU deeply regrets bookstore manager Robin Ellis's resignation. The Union is presently going forth to negotiate the layoff of the remaining eight employees whose work hours and health benefits were reduced by 20%.

8-6) Training for Interest Based Bargaining To address the adversarial tone of negotiations, The Governing Board has expressed a desire for administration and both unions to move towards interest based bargaining. CCEU has expressed willingness to attend trainings in interest based bargaining to be scheduled in the next calendar year. This will coincide with the election of a new CCEU negotiating team.

Item 9.) ADJOURNMENT

The meeting adjourned at 1:00 p.m.

Respectfully Submitted:

_____ date

/s/ _____
Stephanie Stainback, President

/s/ _____
Jefferson Hancock, Recorder