



Chapter Email: csea33@smccd.edu

Chapter Website: <http://chapter33.csea.com>

Chapter 33 Special Meeting Q & A on Tentative Contract Agreement

Wednesday, March 30, 2011

Location: District Board Room

5:00 pm – 6:00 pm

Members present: Linda Herda, Herb Mintz, Annette Perot, Ulysses Guadamuz, Jeanne Stalker, Rachel Corrales, Chris Weidman, Mario Pena, Kathy Chaika, Chuck La Mere, Charles Jones, Violeta Grigorescu, Juanita Celaya, Dean Drumheller, Maggie Skaff, Jan Phemester, Lavine Mar, Medelline Lowe, Maria Lara-Blanco, Sharon Himebrook, Faye Soler

Meeting called to order 5:01pm – Annette Perot

1. Annette Perot – reported that CSEA Labor Representative Diana Hull and Charlie Goetchius okayed the holding of this meeting. Two handouts were provided: the Tentative Agreement, March 23, 2011 and Medical Plan recap. Stated that given the bleak budget situation this is what the negotiating committee was able to achieve at this time (per handout.)

Stated that there was general confusion over the Kaiser \$40 medical cap. The agreement expired 2009; the new contract is open for salaries (8.1.1) and medical (9.1.1) negotiation only. Out of pocket remains the same through the year end. January 1, 2012 there will probably be an increase.

It was noted that we are very fortunate compared to other districts. We are okay for the fiscal year 2011-12, though big changes are in store for fiscal year 2012-13.

The goal for the negotiating team was to close the 2009-10 contract, and lock in 2010-13 three year contract.

Opened the floor to any questions, comments or concerns regarding the Tentative Contract Agreement.

2. (Rachel Corrales)
Q. Clarify article 21.2 (Contract Reopeners) with regards to salary and medical cap.

A. The contract is negotiated for a 3-year period; the entire contract stays in effect with the exception of salaries and medical cap which are re-opened for negotiations. The District wanted us to roll over the contract, but we couldn't do that. We have included a different 'me-to' letter.

3. (Ulysses Guadamuz)

Q. Regarding vacation article 6: "Who made changes regarding cashing out on max vacation?"

A. It's still the same, you need supervisor approval, and the district will usually negotiate to pay out because it is a liability on the books.

4. (Dean Drumheller)

Q. Asked for clarification regarding the 3-year agreement, re-opener and why don't we just roll-over the contract.

A. We negotiate a 3-year contract, but include automatic re-openers for salaries and medical cap, as well as our choice of 2 other articles (the District also get to choose 2 articles to reopen.) If we just rolled over the contract as is, we could possibly lose out on the ability to renegotiate salaries and medical cap increases that other unions (AFT and AFSME) might get.

5. (Linda Herda)

Q. After this meeting, what happens?

A. We hold a ratification vote on Tuesday April 19, 2011 (College V.P.'s need get tellers and campus locations, voting is from 9am-3pm.) Then the contract goes to the Board on the Wednesday, April 20, 2011 – it usually is approved. We also have delegate elections, and a drive release meeting that afternoon.

6. (Rachel Corrales)

Q. Regarding the last page – explain why the 3 items that are crossed out (Article 9.1.1 medical and Article 8.1.1 COLA)

A. The crossed out items are how it is written in the current contract, the bold items are what it is being replaced with in the new contract.

- i. Page number need to be changed
- ii. Contract needs to be gone through with a fine-tooth comb to ensure no other changes were made without our consent.

7. Reminder from Chris Weidman

- i. Know Your Rights meeting at Canada bldg. 3-148, April 20, 2011 from 5p-8p. Need to RSVP to Herb Mintz by April 15, 2011 (need count for food)
- ii. CSEA Conference: needs a complete list for delegates from Canada. Email nominee to Annette – someone must second. We need 3 official delegates and 4 alternates.

Must meet the following criteria:

1. Nominee must have attended at least 4 meetings prior to Brown Bag Meeting.
2. Must go to the RPM Meeting June 14 at SSF High School
3. Must attend the entire conference (Sunday July 24-Friday, July 29)
- iii. Flight, room, meal per diem (\$40 per day) is included.

8. (Rachel Corrales)
Q. Do the delegates have to use vacation time?
A. No, per our contract, the time is an approved excused time off.
9. Charles Jones discussed the importance of the conference: delegates write resolutions, and if they pass, CSEA finds legislators to take them to Sacramento to back until carried through to passage as law.

Examples of resolutions by delegates that became law:

1. 45 day lay-off notice
2. Sick leave converted to service credit

10. Chris Weidman reminded everyone about the labor rallies in California on Monday, April 4, 2011 5:45p-7p. Wear Red. Various locations: Downtown RWC, SF, Oakland, SJ
11. (Mara Lara-Blanco)
Q. Who decides who goes to the conference:
A. Delegates are nominated/seconded and elected (Tuesday, April 19, 2011) CSEA Chapter 33 President attends with the 3 nominees with the highest number of votes. The remaining 4 nominees are alternates. Per our contract, attendees are released from work for the full week of the conference.

Meeting adjourned 5:58pm – Annette Perot