



ACE Board Meeting Minutes

Meeting Date: 10/12/2016

Location: FH Altos Room 2019

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
SIGALA-AGUILAR, GRISELDA	BOARD MEMBER, DA	ACE	YES
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	YES
BARTCH, JOHN	BOARD MEMBER, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	YES
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	YES
DUBEAU, CHRIS	CHAIR NEGOTIATIONS	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	NO
HAND, ART	CHIEF STEWARD, FH	ACE	YES
JOSEPH, PAULA	CHIEF STEWARD, DA	ACE	NO
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	YES
PEREZ, ANNETTE	TREASURER	ACE	YES
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
RODARTE, IRMA	CHIEF STEWARD, CS	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
TROSPER, MATT	VICE PRESIDENT, DA	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES



Meeting Start: 1:10 p.m.

A. **Closed Session:** No action was taken in closed session.

B. **ACE Update:** Presenter White

- **Nominations for the following ACE officer positions are underway.**

- ACE Treasurer
- FH Vice President
- DA Chief Steward
- DA Board Member Seat 2
- CS Chief Steward
- CS Board Member
- Membership Officer Nomination Meeting for Foothill will be held Oct 18th. De Anza's was held on Tues Oct 11th.

C. **Motion:** Approval of 08-25-16 minutes

Moved: Bartch

Second: D.Perez

Motion approved. Trosper and Sigala-Aguilar abstained

D. **Financial Report:** Presenter A. Perez

Cetera through East West Bank as of 10/11/2016

Cetera (East West) CD Total: \$257,155.88

Wells Fargo Accounts as of 10/11/2016

Checking Account Balance: \$11,736.76

Business Market Savings (PAC Fund): \$6,316.61

Business High Yield Account: \$367,324.54

Wells Fargo Accounts Total: \$385,377. 91



F. **New Business:** Presenter White

- **FHDA Sexual Misconduct Policy:**
 - New legal requirements necessitate a revision. Will be reviewed and revised at chancellor's advisory council.
 - Edits are marked out in draft.
 - Mandated reporting; who will report, what is reported? There is a Title 9 officer at each campus to address issues.
 - White asked that suggestions or comments regarding the policy be sent to her.
 - D.Perez will go to the revision meeting for White.
- **Constitution Committee:**
 - White requested assistance from a couple of ACE Board members to help review the ACE constitution and make recommendations for any changes that may be needed.
 - D. Perez and Mangeameli volunteered. White will set up a meeting.
- **ACE Swag:**
 - Cost for 500 T-shirts would be \$5 each and \$12 each for polo shirts. Cost would equal about \$10K.
 - Is this something we still want to go forward with considering the cost?
 - If we had an issue that required visible unity, it would be beneficial to have them on hand.
 - Things to consider:
 - Will the membership wear them?
 - Can we survey membership to see if they would wear the shirt to an ACE function?
 - Should we look into some other type of swag?
 - A good quality water bottle may be a good alternative. A water bottle is utilitarian and reminds everyone that there is a union.
- **Approval by email:**
 - PAC Policy and ACE Funds for Classification Study. Attached to the agenda: No comment.

G. **President's Announcements:** Presenter White

- Classification Study: HR and ACE have interviewed four companies. White has vetted all of the companies and ACE's would be comfortable with two of them. Will wait to see which companies HR chooses.
- ACE meets tomorrow with HR to choose a company and go over how the study will take place.
- The selected consultant will go to FHDA board for approval in November and study will likely start sometime after the holidays.



- This study will be for ACE positions exclusively.
- Goal of the study is to address internal equity and career ladders. Focus needs to be on these items rather than compensation; comparison should be within our own salary structure.
 - Update job descriptions so they are relevant to the current duties being performed.
- The District is pretty much in agreement on these items/goals.
- A classification study usually takes about a year to complete. Earliest time this might be done and implemented would be some time around the end of 2017.

H. **Negotiations Update:**

- **Negotiations:** Presenter Dubeau
 - ACE Sunshine Letter sent to the District.
 - ACE to open the following articles for negotiation:
 - Article 8
 - Article 9 regarding holidays and holiday pay for those working an alternate schedule of 4 10^s.
 - Article 14 regarding travel and conference fund and educational assistance.
 - Article 18
 - ACE Negotiations Team has requested the following reports:
 - Retention vs. turnover for ACE employees, annually for the past 3 years, broken down by campus and department.
 - ACE employee work schedule.
 - ACE travel and conference fund for 15/16 by campus.
 - ACE educational assistance fund for the past 5 years by campus
- **JMBL:** Presenter White
 - Will meet Oct 27th.
 - White asked to have Bridge to Medicare program (Post 1997) be put on that agenda. Administrators receive a larger payout for this benefit, but all units pay the same rates for health care benefit premiums. Currently the Bridge to Medicare benefit is 2.8 percent for all units, but it is based on a salary range in your specific bargaining unit's salary schedule.
- **VEBA:** Presenter Mangiameli
 - Will meet Nov 3rd.
- **PARC:** Presenter D. Perez
 - Met last week.
 - Working on a Certificate of Achievement in Humanities, discussed plans for Transfer Day and College Fairs.
- **DDEAC:** Presenter Baldwin
 - Invited to meet with Doreen and Myisha to talk about diversity. Baldwin attended the meeting and discussed what FHDA's diversity and equity vision is and how we are going to get there.



- Had DDEAC retreat with a company that does diversity training. Outcome was teambuilding, engaging and inspired optimism in terms of diversity of the college.
- There is \$40K that the college can use towards diversity equity EEO funding.

I. Budget-District, FH, DA: Presenter White

- Looking at a \$6mil budget deficit 2016/17.
 - Avenues to save money:
 - District renegotiating bond debt will save about \$4mil.
 - District will likely stop refilling positions that open.
 - District is interested in floating another bond however the FHDA board doesn't support this.
 - Budget Challenges:
 - Enrollment is down.
 - District wide we are down about 250ftes. Every hundred ftes is equal to about \$1mil.
 - Foreign student admissions are also down.

K. Discussion on process of grievance that has violated our contract:

- Member asked specifically if there is a process utilized when a layoff is then followed with the hiring of a TEA for the same work.
- Art Hand laid out the process he would take in this situation, following Article 11.1 of ACE Agreement.
- Early reporting is essential.
- A question was asked how ACE monitors a manager who has been in violation and has been instructed to discontinue based on a grievance, so that they don't continue that same violation just with a different employee.

The Meeting Adjourned: 2:30 p.m.