



ACE Board Meeting Minutes

Meeting Date: 06/13/2018

Location: DA ADMIN 109

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	YES
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	NO
FLORES, ERICA	CHIEF STEWARD, DA	ACE	YES
GERARDO, PRECIOUS	VICE PRESIDENT, DA	ACE	YES
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	YES
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	YES
MONSELL, CATHLEEN	CHAIR NEGOTIATIONS	ACE	YES
OLSEN, SCOTT	BOARD MEMBER, CS	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
SMITH, CYNTHIA	BOARD MEMBER, DA	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES



Public guests: Victoria Kahler, Terry Rowe, Mary Kay Englen

Meeting Start: 1:05 PM

A. Closed Session:

Report out from closed session: Nothing to report

B. Motion: Approval of 05-09-18 minutes

Moved:

Second:

Abstained:

Amendments:

1. Change “champagne” to “campaign”
2. Irma will email me quote
3. Will clarify bullets on dues and PAC
4. Will amend minutes and email out to board

Motion will be voted on Via Email after updates 1-4 are completed.

C. Financial Report: Presenter A. Perez

Cetera through East West Bank as of 6/13/2018

Cetera (East West) CD Total:	\$261,027.61
Wells Fargo Accounts as of 04/11/2018	
Checking Account Balance:	\$18,894.32
Business Market Savings (PAC Fund):	\$0
Business High Yield Account:	\$424,350.91
Grand Total:	\$704,272.84

D. Public Comment:

- No public comment

E. President’s Announcements: Presenter White

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F. New Business:

- **Accountant Nancy Reynolds Contract (\$375 per month)**
 - ACE is required to have an annual audit. Our audits have gone so smoothly because Nancy runs our books so well.

Motion: To approve continuation of Nancy Reynolds’ contract as our accountant

Moved: Mangiameli

Second: Monsell

Motion approved unanimously



- **Two ACE members that want to be moved to service fee payers**
 - White looked but could find no language on the process for a member to leave the union that specifically states a timeframe in which it must be done.
 - We just defined the 30-day policy at our last Board meeting and haven't had the opportunity to educate the membership about it. In order to be fair, we should waive the 30-day policy for these two members and allow them to become service fee payers.

Motion: To allow member number one to become a service fee payer

Moved: Olsen

Second: Baldwin

Abstained: Mangiameli & A. Perez

Motion approved

Motion: To allow member number two to become a service fee payer

Moved: Olsen

Second: Monsell

Abstained: Mangiameli & A. Perez

Motion approved

- **Supervisors attending ACE site meetings**
 - Issue came up when a supervisor, in support a colleague, came to a site meeting.
 - At our site meetings we encourage members to speak openly. This may be difficult if ones supervisor is in attendance
 - White has a call in to that supervisor to discuss the appropriateness of their attendance at ACE meetings.
 - White will ask HR to notify supervisors to refrain from attending the meetings. We appreciate their support and are available to answer questions or concerns, but they should not attend ACE meeting
 - The question is should we close our meetings to those outside of ACE?
 - Monsell would like to add this to our next meeting agenda.

G. **Old Business:** Presenter White

- **Classification Study**
 - Study is going as well as expected.
 - Koff has submitted a first draft of classification recommendations.
 - If they didn't capture what you do, you are given an opportunity to submit changes.
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- Koff will review feedback, update recommendations and resubmit where appropriate.
- It's important to give feedback so that they can adjust the report to accurately reflect what you do
- To date, over 180 staff members responded; a little over 100 talked to Koff in person and about 80 emailed Chris White.
- Koff is not comparing salary structures in this draft; a compensation study will come later.
- We have a guarantee that **no one** will go down in pay regardless of a level change.
- Predicting that nearly 25% of our members will move up.
- District has been on the same page with ACE on most of the issues brought forward. Any red flag issues will be resolved via negotiation.
- This will not be perfect but will be better than what we have now
- Classifications are general. They are meant to reflect the skills, duties and responsibilities within a class. Not all positions within that class will have identical duties and responsibilities.
- Being an educational institution we need to really look into why some educational requirement have been downgraded
- We will give Koff the time over the summer to ensure they have ample time to make updates. Also, many members are not working in the summer and we want to make certain no one misses an opportunity to review recommendations.

Public Comment:

- There is some concern about timing in terms of where we are in our budget reductions.
- If education requirements are adjusted, what will that mean to the members in the event of reorganization?
- White: Need to remind all that this is only a draft and the membership must vote on this before any change will be implemented
- A. Booth: Our goal for sharing the funding for this study with the district was to have a say in the process. The establishment of the JLMCC affords us authority throughout the process even though the District covered the cost of the study.

Public Comment:

- Would like ACE to consider an extension of deadline for feedback.
 - People are worried that if they sign off on this they are forgoing their opportunity to make changes.
 - White: There is value in extending the date, but we have to have a due date or feedback will not be forthcoming.
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▪ **Classification and Seniority:**

- If anyone is reclassified and their previous classification is eliminated, all of their seniority comes with them to the new classification. If they are reclassified, but their current classification remains, they start earning seniority in their new classification from the date of change. No different than what happens now when a worker is reclassified or promoted.
- We have to negotiate what this will look like. Also need to remember that none of this will be implemented unless it's voted in.

Public Comment:

- When we get to the compensation piece of the study, and we are still in budget crisis, can we still negotiate salary?
- White: Yes. We need to see what the budget will look like in a real way and it should include appropriate compensation.
- We will all have the opportunity to review all this before a vote is put to the membership.
- I give Koff a lot of credit as they have responded directly to employees who have given feedback.

▪ **Membership Re-affirmation Drive:** Presenter C. White

- Just received an updated roster of members, which I will give to the board on Monday of next week.
- Supreme Court decision is not yet out.
- Without ACE representation, the District can do whatever they want as it relates to the terms and conditions of a worker's employment.
- Negotiating rights are a huge power that would be gone without the union.

H. **Committee Reports:** Meeting adjourned before committee reports

- **District Budget:** Presenter White
- **Negotiations Update:** Presenter Monsell
Will meet in early July
- **JMBL:** Presenter Monsell & White
- **VEBA:** Presenter Mangiameli
- **College Council:** Presenter Gerardo
- **PARC:** Presenter D. Perez
- **DDEAC/HRAC/Equity:** Presenters Baldwin / Olsen
- **SSPBT/IPBT:** Presenters Gerardo & Kirkpatrick