



ACE Board Meeting Minutes

Meeting Date: 05/09/2018

Location: FH Altos Room 2019

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	YES
FLORES, ERICA	CHIEF STEWARD, DA	ACE	YES
GERARDO, PRECIOUS	VICE PRESIDENT, DA	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
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	YES
PEREZ, ANNETTE	TREASURER	ACE	YES
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	NO
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



Meeting Start: 1:00

A. **Closed Session:**

Report out from closed session: Nothing to report

B. **Motion:** Approval of 04-11-18 minutes

Moved: Baldwin

Second: Rodarte

Motion Approved with the following amendments: Opposed for PAC fund. Negotiations pg. 7 2nd bullet add “Negotiating a “proposed” \$1500

C. **Financial Report:** Presenter Annette Perez

Cetera through East West Bank as of 5/09/2018

Cetera (East West) CD Total: \$261,018.00

Wells Fargo Accounts as of 04/11/2018

Checking Account Balance: \$6,926.68

Business Market Savings (PAC Fund): \$0

Business High Yield Account: \$424,329.28

Grand Total: **\$692,273.96**

- A. Perez: Is working on scheduling our annual fair share audit at a cost of \$2,700.

D. **Public Comment:**

- No public comment

E. **President’s Announcements:** Presenter White

- Online vote appointed Karen Hunter to Business Process Alignment Taskforce

F. **New Business:**

- **Pending Supreme Court Decision in Janus vs AFSCME Prohibiting the Collection of Fair Share Fees:**

- What does this mean when someone wants to be a fee payer rather than a member?
- What do we do if we don’t have a contract?

- **Maintenance of Membership Policy**

- There is language in our constitution that if you are a member, you choose to be a fair-share fee payer if you opt out any time during the length of the contract.
- A new policy was proposed that states an employee can



join as a full dues paying member at any time, but must remain a member until the end of the contract.

- Opting out must be done no sooner than 30 days prior to the expiration of the contract.
- This policy is in place to prevent people from jumping in and out of membership.
- These are just the guidelines for joining and leaving the union. Exceptions to this policy can be approved by the Board.
- **ACE Representation Policy**
 - This policy will cover nonmembers that are in need of representation and what that will cost.
 - I. Rodarte: This policy draft brings up the conversation about why are we using a percentage base for dues but we are using flat rates for non-members representation.
 - A. Booth: These rates are for non-members, members are covered since they already pay union dues.
 - I. Rodarte: The conversation I want to have is why the dues are collected on a percentage base while now in this policy we are using flat rates. Why the dues are not a flat rate as well.
 - C. White: This is something that you can submit for the next agenda as a discussion item.
 - I. Rodarte: Ok, I will.
 - A. Perez: “This applies to people who have opted out either at hire or at some other time.”
 - White will notify members in the next newsletter.
 - Need to have this in place as soon as the Supreme Court decision comes out.
 - We will need to approach all members and tell them what their options are.

Motion to approve maintenance policy

Moved: Gerrado

Second: Mangiameli

Abstained: Rodarte

Motion approved

- **Membership Reaffirmation Drive**



- We have to convey to our membership what the pending Supreme Court decision means for ACE
- We will have to ask all members if they want to continue as members.
- All members will have to complete an ACE dues authorization form to recommit to ACE
- This will be a face to face champagne to recommit
- There is concern regarding the statement “I authorize ACE to \$5 of my dues for PAC fund” on the dues authorization form.
- There is still value in having money set aside for things that are directly related to our district
- Understand the reluctance to use dues money for political purposes, however, this would be a voluntary option
- A. Perez: Opposed to taking this money out of dues.
 - Should be totally voluntary not as a % of what I pay for union representation.
 - Funds should be voluntary and should be separate from dues.
 - District always asks staff to donate to the foundation via a letter, we should do the same.
- I. Rodarte: Opposed to taking this money out of dues
 - The board already voted to end the PAC fund why are we trying to collect money for it again when there were not enough members contributing to it.
- C. White: Asked if the board would be ok with removing the language and going forward with using this form.
- I. Rodarte: I don't want to ask members to sign the new form when there is concern that paying dues as a % is unfair. A flat fee is what some want.
 - There was discussion on evaluating options of charging a % vs a flat rate.
 - B. Booth suggested a dues % with a cap. If we go with a cap, we would have to take this to the members as a vote.
- C. White: We need to look at all our options and figure out a good balance.
- We will target Sept as having something to present to members.



- A. Perez suggested we put this item on our August retreat agenda
- We must have dues authorization cards ready to go as soon as the court decision is made.

Motion to approve the card as amended

Move: Olsen

Second: Kirkpatrick

Approved with the following amendment: Remove check box of \$5 donation of dues for political

- **ACE Executive Board Retreat in August**
 - Board settled on Thursday August 16th for retreat
 - All ACE board members, stewards, and negotiators will be invited to the retreat

G. **Old Business:** Presenter White

- **Seniority Report**
- **Classification Study**
 - Had a conversation with district and Koff
 - There are some concerns over language used
 - Left as is, would be difficult to present to members
 - Koff will revise report and will try to have it back to us by May 11th
 - Drop in questions with Koff scheduled for May 30 & 31st

H. **Committee Reports:** Meeting adjourned prior to committee reports

- **District Budget:** Presenter White
- **Negotiations Update:** Presenter Monsell
- **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
 - **IPBT:** Gerardo
 - **SSPBT:** Kirkpatrick

Meeting Adjourned: 2:30