



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 2<sup>nd</sup> 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 16<sup>th</sup> 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 11<sup>th</sup>
  - Drop in questions with Koff scheduled for May 30 & 31<sup>st</sup>

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**