

Board Retreat Minutes

DATE: 9/9/11
TIME: 9am-3pm
LOCATION: The Duvneck House at Hidden Villa



CALL TO ORDER AND ROLL CALL

President Blanche Monary declared that **a quorum was present** and called the meeting to order at 9:50am.

Board Members Present

Bill Baldwin, Al Guzman, Art Hand, Patience McHenry, Blanche Monary, Olivia Patlan, Annette Perez, Shelley Schreiber, Phuong Tran, Renato Tuazon.

Regrets

Monica Sain (guest), Ray Sarria

Guest(s) Present

Bradley Booth

CLOSED SESSION

Nothing to report out.

PUBLIC SESSIONS

APPROVAL OF MINUTES

Approval of minutes postponed until next Board meeting (10/27/11).

New ACE Foothill VP

Shelley motioned to appoint Phuong Tran as FH VP.

Art seconded this motion.

The Board unanimously approved.

Retiree arbitration:

Bradley and the chief stewards believe that if a pre-1997 retiree loses health benefits because of failure to pay the monthly premium, ACE most likely can't win a grievance over it. This is because those covered under health benefits are required pay the monthly premium. Also, there are some doubts about whether retirees are represented by ACE or not.

United Healthcare and Deductibles

Eight ACE members were delinquent on payment and disqualified from benefits - all were retirees.

Associated various issues:

- \$500 penalty for missing open enrollment
- Incorrect address for people

Joint Labor Management Benefits Council (JLMBC)

HR seems to make new policies arbitrarily and unilaterally without negotiation. There is often no procedure or protocol with HR.

What is the role of Lockton? This matter will be left to the discretion of the attorney.

TREASURER'S REPORT AND APPROVAL OF EXPENDITURES

Reviewed 2010-2011

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2011-2012

Dues: \$248

Interest \$700

(See Annette's handout for next year)

There is no money set aside for paying for a budgeting consultant; most likely, we should put this expense into the budget.

Recommendation: ACE should invest some of its money. A committee was formed to address this issue.

The Recorder Position

Release time: Recorder - should she be classified under "outside services"? Note: the Recorder position is N46, not N42.

Is the job description correct/appropriate?

There is concern about the fact that the Recorder is a classified worker who works for a group of other classified employees. There is a conflict of interest here. If she has a grievance, how would this be handled? Should Monica be made into a Confidential employee (5.09.1 - salary, grade, step) in order to resolve this conflict?

Shelley motioned to retain the Recorder position as is at classified Admin. II level at N46 at 50% time and ensure she has a District supervisor. In the event the position becomes vacant, the Board would review the position for classification purposes.

Patience seconded the motion. Al and Olivia opposed.

The rest of the Board approved (there were no abstentions).

Constitution

The Board made additional corrections in addition to the initial corrections done by Blanche and Monica:

- Grammatical corrections
- Recorder's duties
- Negotiation Chair
- Article 8: Added: "significant beneficiary" and "as a result of the decision."
- Article 10.9: Election cycle (removed unnecessary historical information).
- Article 11: Added: "initiated and signed by members in the respective representational area."
- Made adjustments to the Treasurer's duties and changed "CPA" to "accountant."

Budget Changes

- Benefit consultant
- Recorder amount
- Total outside services

Art motioned to move to approve the budget as amended.

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Bill seconded the motion.
Al opposed.
The rest of the Board approved. No abstentions. Passed 7-1.

PUBLIC COMMENT

There were no public comments made in today's session.

COMMITTEE REPORTS

OLD BUSINESS

NEXT MEETING

October 27, 2011 FH Carriage House 1pm - Closed Session 1:30pm - Open Session

_____ Date: _____
Blanche Monary, ACE President,
ACE Board Meeting Chair

_____ Date: _____
Monica Sain
ACE Recorder