



ACE Board Meeting Minutes

Meeting Date: 07/11/2018

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	NO
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	YES
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	NO
FLORES, ERIKA	CHIEF STEWARD, 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
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
GERARDO, PRECIOUS	VICE PRESIDENT, DA	ACE	NO
WHITE, CHRIS	PRESIDENT	ACE	YES



Meeting Start: 1:00pm

Guest(s): Rick Edwards, Andre Meggerson (ACE steward)

A. **Closed Session:**

Report out from closed session: Nothing to report out

B. **Motion:** Approval of 06-13-18 minutes

Moved: Mangiameli

Second: Baldwin

Motion Approved: Unanimously

C. **Financial Report:** Presenter A. Perez & White

Cetera through East West Bank as of 06/30/2018

Cetera (East West) CD Total: \$261,074.00

Wells Fargo Accounts as of 10/11/2016

Checking Account Balance: \$11,299.18

Business High Yield Account: \$434,790.57

Accounts Grand Total: \$707,163.75

- o Have a meeting next week to review fee structure

D. **Public Comment:**

- No public comment

E. **New Business:** Presenter Monsell

- **Closed Site Meetings -No supervisors or non-members**

- o Proposes we restrict ACE meetings to members and invited guests. For example a guest speaker invited by a board member. Guests should come with a purpose and be preapproved.
- o Need a way to monitor that only members enter meetings.
- o Could consider giving union ID cards.
- o Will allow those who want to enter to join at the door.

Motion: Limit any ACE meeting to members only. Guests must be preapproved by the ACE President or an ACE Vice President

Moved: Monsell

Second: Mangiameli

Opposed: Olsen

Motion Approved



F. Old Business

- **Classification Study**
 - Koff has reviewed employee input.
 - Expecting Koff to finish response to feedback by late August early Fall.
 - When the JLMCC gets the report, we be sure that all members have the opportunity to review the response to their feedback.
 - If issues arise, the JLMCC will negotiate solutions.
- **Membership reaffirmation drive**
 - Is going well.
 - The difference now of fee payer and member is very small (.85% vs. .95% of base salary).
 - This is a good opportunity to speak with employees and convey the good things that ACE accomplishes for its members.
 - Should be able to wrap up the reaffirmation drive by end of summer.
 - Automatic 25% of recipients return their reaffirmation form after the email was sent out.
 - When will the service fee stop? That is up to the district to manage that is there responsibility
 - ACE will now manage all membership forms and notify payroll as to who is a member.
 - Anyone who wants to opt out must do so with ACE 30 days before the expiration of the contract.
 - All current members will remain members if they do nothing.
 - Monsell: We should have a table for members to reaffirm at the membership/site meetings.
 - We will no longer assist nonmembers in need of representation. Nonmembers will have to join the union, or they can choose to pay fees out of pocket to ACE for legal representation or hire representation on their own.
- **Annual ACE Board Retreat**
 - Retreat will be held on August 16th.
 - Location is TBA.
 - Will invite all stewards, board members & Negotiation team.

G. President's Announcements:

- Working on the fair-share fee audit.



H. Committee Reports:

- **District Budget:** Presenter White
 - No meetings until Fall.
- **Negotiations Update:** Presenter Monsell/White
 - Met with district and negotiated 5% salary adjustment for one year starting July 1st 2018 through June 30, 2019.
 - District agreed to give this temporary compensation increase to all the bargaining units.
 - Before this expires, we will ask for the 5% increase to be ongoing, but at this time the district cannot make that commitment as they don't know what the future budget will look like with the new funding structure.
 - All bargaining units are telling the district that compensation needs to be part of a balanced budget.
 - ACE contract will be for 3 years.
 - Have a few items that we will discuss with the district next meeting
 - The new funding structure, while it doesn't benefit FHDA in the long run, it does give us more time to make cuts and it doesn't spend down the one-time stability fund as quickly as the current funding structure does.
- **BENEFITS:**
 - There will be no increase to employee portion of benefits for the 2019-year plan. There are one-time funds that will offset the cost of benefits.
 - ACE was clear that we would not accept no compensation increase and an increase of employee cost of benefits.
- **JMBL:** Presenter White
 - No meetings until Fall.
- **VEBA:** Presenter Mangiameli
- **College Counsel:** Presenter Gerardo
- **PARC:** Presenter D. Perez
 - No report.
- **DDEAC/HRAC/Equity:** Presenters: Olsen/Baldwin
 - HRAC: June 20th update administrator hiring policies; closed loopholes and tried to mirror that language for faculty hiring.
- **PBTs:** Presenter Keri Kirkpatrick

Meeting Adjourned: 2:25