



**Meeting Date:** 09/11/2019

**Location:** DA ADMIN109 Conf. Rm/ Zoom Meeting

**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
CACERES, ANTHONY	CHIEF STEWARD, CS	ACE	YES
CHACKO, VINS	VICE PRESIDENT, DA	ACE	YES
CHAND, SUSHINI	BOARD MEMBER, DA	ACE	YES
FLORES, ERIKA	CHIEF STEWARD, DA	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	NO
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	NO
MONSELL, CATHLEEN	CHAIR NEGOTIATIONS	ACE	YES
NGYUEN, KATHY	TREASURER	ACE	YES
OLSEN, SCOTT	BOARD MEMBER. CS	ACE	YES
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	YES
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES

**Public Guest:**

**In Person:** Sasha Bostic, Claudia Guzman, Mary Medrona, Deborah Taylor, **Online:** Laura Hiler,



Meeting Start: 1:00pm

A. **Approval of Minutes:**

- **Motion:** Approval of August 29<sup>th</sup> 2019 minutes.  
**Moved:** Monsell  
**Second:** Baldwin  
**Opposed:**  
**Abstained:** Erika Flores  
**Motion Approved** with amendment “Erika Flores was not in attendance.”

B. **Public Comment:**

- **Sasha Bostic:** “I was interested in distributing the information to the Kirsch Center as additional resources for students who may find them useful.”
  - Presented forms from the Office of Equity, Social Justice and Multicultural Education.
  - The American Foundation for Suicide Prevention, which is a suicide resources and advocacy program
  - The De Anza Mobile Food Pantry, which is a mobile food pantry which is opened to all students, staff, and faculty who are in need of food items
  - The LGBTQ Youth Space, which is safe space for LGBTQ youth, which provides counseling, community, and fun activities for youth ages 13-25
  - The HEFAS (Higher Education For AB540 Students), which is an organization which assists undocumented students with resources such as financial aid assistance, and a safe space to promote change.
- **Claudia Guzman:**
  - Updated the board on flyers for undocumented student
  - The undocumented student recourse flyer is being updated so we can provide them to students and their families at welcome tables on opening day.

C. **Financial Report:** Presenter Nguyen

- Our Interest income is at \$6,700.00

**Citi Bank balances as of Sept 9 2019**

<b>Citi Bank</b> CDs 2, 3 & 4:	\$ 405,128.76
<b>Citi Bank</b> Checking Account:	\$ 2,388.67
<b>Citi Bank</b> Savings Account:	\$ 40,876.26
<b>US Bank</b> Money Market:	\$311,952.53
<b>Accounts Grand Total:</b>	<b>\$ 760,346.22</b>



D. **Old Business:** Presenter White

• **Change to ACE Constitution:**

- On Aug 29<sup>th</sup> I proposed the following changes to our constitution, which cleaned up general grammar and punctuation, as well as changing gender language to be more inclusive.

○ **Article 3:**

- Explicitly defines membership withdrawal period from ACE: 30 days from the expiration of our Agreement. Do we want to continue with the agreed upon withdrawal period or have an annual withdrawal period? Consensus is to keep current agreed upon withdraw period.
- Remove all reference to service fee payers.
- Defined cost for representation for members and nonmembers.

○ **Article 5:**

- Change Recorder from appointed to elected position; elections for Recorder will be held in odd years.
- Removed vote of membership as part of annual budget presentation.

○ **Article 6:**

- Remove the technology, elections, and safety committees that we have never used.
- Changed structure of our negotiating team from three members at De Anza, two members at Foothill and one at Central Services to one from each campus (Foothill, De Anza & Central Services) and the rest will be at large.

○ **Article 10:**

- Add 3 days to campaign for elections
- Add process for electronic elections. We no longer utilize paper ballots

- **Motion:** To approve changes to ACE constitution as presented.

**Moved:** Baldwin

**Second:** Monsell

**Opposed:**

**Abstained:**

**Motion approved unanimously**

E. **New Business:** Presenter White

- None

F. **President's Announcements:** Presenter White

- In order to be better informed, ACE, along with all collective bargaining units, have hired an independent financial consultant to review the district's budget.
  - The cost will be shared with the other units based on FTE. ACE has a limit of \$10K but the estimated cost is \$4-7K. We have notified the district of this review.



- Unfair Labor Practice has been filed with PERB against the district regarding the classification study. No timetable as to when the PERB will render their decision.
- Lawsuit has been filed challenging CALPERS determination that the 5% temporary salary increase is not pensionable income
- Classifications in the study. Classifications serve a purpose but don't always accurately describe each individual's job duties.
  - If your title is confusing for the public, employees can use a title that makes more sense.
- One of the things I'm working on is the use of TEA's, Contractors, and Student employees.
  - Per our contract you cannot replace cut positions with TEA's, student employees or independent contractors. Please let us know if this is happening in your area. Sometimes this practice is legit but we need to have the opportunity to review on a case-by-case basis
- With new hires coming on board we need to clearly demonstrate the value that the union brings
  - If more and more people choose not to join and we fall below 50% we will no longer have a union.
  - Loss of the union would be detrimental to employees. Without a union at the bargaining table, we would not get COLA, we would have increases to our health care cost and would have very low salary increases.
  - Asking for your help in approaching new hires. Discuss union benefits; invite them to a site meeting. This only works if we all actively participate in recruiting members
- Still working on how to make the site and board meetings more accessible via the web. Limited by the technology in meeting rooms.
- Baldwin: I invite all members to complete their EO training and to participate on hiring committees. EO training and hiring committee hours can be applied to PGA hours

#### G. **Committee Reports:**

- **District Budget:** Presenter White
  - The district is still declining in enrollment
- **Negotiations Update:** Presenter Monsell
  - Met Sept 9<sup>th</sup> and presented our proposals. Though we sent our proposals to the District well in advance, the District was not prepared to respond.
  - We will meet again Oct 3<sup>rd</sup>
  - Open for negotiation are articles 7, 8, 14 & 18
  - We based our proposals on the Membership survey results

**Meeting Adjourned: 2:00pm**