



Meeting Date: 11/09/2022

Location: Zoom Meeting

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, BILL	VICE PRESIDENT, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	THE BOOTH LAW GROUP	YES
BOOTH, BRADLEY	LEGAL	THE BOOTH LAW GROUP	NO
BOSTICK, SASHA	BOARD MEMBER, DA	ACE	YES
CACERES, ANTHONY	CHIEF STEWARD, FH	ACE	YES
CHACKO, VINS	VICE PRESIDENT, DA	ACE	YES
ESQUIVEL, ANGELICA	BOARD MEMBER, DA	ACE	YES
FLORES, ERIKA	CHIEF STEWARD, DA	ACE	YES
RODRIGUEZ, CATALINA	BOARD MEMBER, FH	ACE	NO
OLSEN, SCOTT	PRESIDENT	ACE	YES
MARKS, THOMAS	CHIEF STEWARD, CS	ACE	NO
MURRAY, LOGAN	BOARD MEMBER, CS	ACE	YES
NGUYEN, KATHY	TREASURER	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	NO
TRAN, PHUONG	VICE PRESIDENT, FH	ACE	YES
WHITE, CHRIS	CHAIR NEGOTIATIONS	ACE	NO

Guests: EJ, Terry Rowe, Stacey Carrasco, Helen Graves, Dan Pritchford, Arcela Figueroa, Mahran Karimi, Bill Matsumoto, Cathleen Monsell, Chris Frye, Audrey Capristo, Ariana Buccat, Thomas Bailey, Sofia Abad, Lan Trinh, Melissa Luis, Adriana Garcia, Michael Galindo, Dave Tran, Keri Kirkpatrick, Mike Mohebbi, Andrea Santa Cruz, Kit Perales, Patti Whelan, Patricia Del Rio, David Nguyen, Dave Garrido, Bidya Subedi, Lakshmi Auroprem



Meeting Start: 1:15pm

A. Approval of Minutes

- **Motion:** To approval the Oct. 12th, 2022, minutes
Moved: Baldwin
Second: Nguyen
Minutes Approved

B. Financial Report Presenter: Olsen

B of A Checking:	\$142,000.00 +
US Bank Money Market:	\$600,00.00 +/-
Accounts Total:	\$741,000.00 +

- Membership Dues for the month of Oct \$20,500+ which will be deposited in the Month of Nov. Cash flow for Oct only about \$14K in spending.
- Olsen: What are the interest rates on our CD's and Money Market.
- Nguyen: I can't tell you as they haven't updated the interest rates. I'm researching institutions that can offer more competitive rates.

C. Public Comment:

- No public comment

D. Old Business: Presenter: Olsen

- **Demand to Bargain – Mask Policy**
 - District and ACE met this morning and did come to an agreement
 - Regarding the masking policy is that it will be approached on a case-by-case basis. Classified professionals do have the right to post signs or say they would like a mask to be work in their work area.
 - If you experience any issues or resistance, contact your ACE steward. We will help to facilitate this through HR. You do not have to disclose your reasoning wanting to have masks worn in your work area.
 - Currently we are in a low transmission rate, so things may change going forward.
 - Booth: Our contract requires that they (the district) meet and confer with us when there are policy changes. We're not going to get them to change or retract the policy but we're there to bargain the impacts of that change. We used every legal means to get them to the table and ultimately in the end they did get there. Scott was able to get some good protections for those people that are the most vulnerable.
 - Olsen: Having this meet and confer meeting meets the criteria to withdraw our grievance and withdraw our unfair labor practice regarding this issue.

E. New Business: Presenter: Olsen

- **Election Results**
 - **Positions:**
 - Took place last week. Results sent out and uploaded to ACE website.



- Thank you to all who accepted their nominations. There are places in ACE where folks can contribute. I'll be reaching out to you for positions on committees and other things.
- Terms begin January 1st of 2023
 - Chief Steward De Anza: **Erika Flores**
 - Chief Steward Central Services: **Thomas Marks**
 - Board Member Central Services: **Stacy Carrasco**
 - Board Member De Anza Seat 2: **Angelica Esquivel**
 - Vice President Foothill: **Phuong Tran**
 - Recorder: **Shawna Santiago**
 - Treasurer: **Kathy Nguyen**
- **December Site/Board Meetings:**
 - Traditionally we've canceled out site & Board meetings and lump them into a kind of social gathering or holiday party.
 - De Anza hot chocolate hot cider cookies event. What do folks think about canceling the site meetings and having a social event?
 - Tran: "Sounds good"
 - Baldwin: Thumbs up
 - Chacko: In favor
 - I'll work with Shawna to get this all scheduled and on everybody's calendars.

F. President's Announcements: Presenter: Olsen

- **Cola Update:**
 - We did dues forgiveness in the month that had the retro COLA payment from 2021/22. This month we are going to receive our 5.56% salary increase plus the retro for four months of 2022/23.
 - Along with that we've approved dues forgiveness in our budget.
 - Rumor control: Someone said to me "WOW! You must be making a ton of money as ACE President." The answer is that I make the same amount of money and I torpedoed my options for moving up in the institution here.
 - Your Dues are being spent responsibly and are forgiven whenever possible.
- **Upcoming Workshops:**
 - Workshops coming up on Professional Growth Awards and Staff Development Leave. I encourage everybody to attend.
- **Cell Phone Usage:**
 - I sent out the Cell Phone Usage Policy and several folks forwarded that to their managers. Thank you for doing that. A lot of times when I send out a message I do forward to supervisors.
 - I hear there are going to be meetings and guidance provided to administrators on this policy.



- You don't have to use your personal cell phone. There are other options such as Jabber. If they do require you to use your personal phone, they should pay for it.
- The Cell Phone Policy was only intended for administrators and not classified staff, so they are working on reformatting and making the guidance clear.

G. Committee Reports:

- **Negotiations Report:** Presenter: Olsen
 - We have yet to sunshine our proposals, but they are being created.
 - The negotiations team is working on refining those and will be sending them to the district soon.
- **JLMBC:** Presenter: Olsen
 - There was a reopener to come back and establish a formula for funding the rate stabilization fund.
 - Joint Labor Management Benefits Committee (JLMBC). We come together with all bargaining units to work on health benefits and negotiate the cost as well as review options and alternative providers.
 - Quotes from these alternative providers came back higher and would result in a significant cost to changing healthcare options.
 - We will most likely be staying with CalPERS.
 - What the Rate Stabilization Fund (RSF) does is it keeps your premiums lower for health care. So, the RSF is important, and a crucial fund. The bargaining units are always trying to find ways to keep the RSF afloat. Without this fund there would be a substantial increase in health care costs. That's the conversation that taking place in the JLMBC.
- **Benefits:** Presenter: White
 - Nothing to report
- **VEBA:** Presenter: Olsen
 - Meet last week to look at options for getting a small return on the money that's there so we don't have to collect so much from our employees.
 - I'll provide more information about the trust as we go forward.
 - VEBA is another item that helps pay for healthcare after you've retired.
- **IMP Council:** Presenter: Tran
 - There is a proposal to create a subcommittee to develop guidelines for resource allocation and reduction.
 - Associate VP of Instruction will initiate the meetings for fur of us and meet to form a subgroup.
 - President Fung shared with us what the old round table guidelines looked like to use as a reference as we move forward.
 - Olsen may join the next meeting.
- **Budget –District, FH DA:** Presenter: Olsen
 - Foothill has \$12M carry over De Anza has a much smaller amount at about \$120K.
 - Conversation on how we use new COLA money and One Time Funds.
- **DDEAC/HRAC/Equity:** Presenters: Baldwin/ Murray
 - **DDEAC:** Baldwin



- Nothing to report
- **HRAC:** Murray
 - Nothing to report
- **APBT/IPBT/SSPBT:** Presenters: Esquivel, Chacko, Bostick
 - **APBT:** Presenter: Esquivel
 - Nothing to report
 - **IPBT:** Presenter: Chacko
 - We have some funding to hire staff or faculty positions.
 - Trying to decide if we should move forward with the current hiring process or just wait until the new process starts next year.
 - **College Council:** Chacko
 - Decided we can move forward with the new proposal of Pack Committee. We don't yet have a structure on how that committee is going to run so we will have a college council meeting again next week and hopefully decide on how that's going to run.
 - **SSPBT:** Presenter: Bostick
 - Presentation from Mallory on the institutional self-awareness evaluation that is due.
 - Discussion involving various demographics on campus and how we can assist students further.
 - She spoke on the following:
 - ◇ Food
 - ◇ Security
 - ◇ Housing
 - ◇ Foster Youth
 - ◇ Mental Health
 - ◇ Potential for adding social services to help students in need
 - ◇ New governance restructure in DASG.
 - ◇ African American tipping point transfer survey; transfer rates experience.
 - Michelle Le Blue Burns gave some information regarding Assistance in Minutes and Timely Care services that are offered to students who are battling mental health issues and need immediate assistance. Timely Care offers assistance with only a 3-minute wait time.
- **PCAC** Presenter: Tran
 - Nothing to report

Meeting Adjourned: 1:45pm

Report Out from Closed Session:

- Nothing to report