



**Meeting Date:** 04/23/2025

**Location:** Zoom

**Recorder:** Sharon Garcia-Vega

| NAME                  | TITLE              | ORGANIZATION        | IN ATTENDANCE? |
|-----------------------|--------------------|---------------------|----------------|
| AREBALO, MARYBELL     | VICE PRESIDENT, DA | ACE                 | YES            |
| BOOTH, ANTHONY        | LEGAL              | THE BOOTH LAW GROUP | NO             |
| BOOTH, BRADLEY        | LEGAL              | THE BOOTH LAW GROUP | YES            |
| CHAVEZ, CHRIS         | CHAIR NEGOTIATIONS | ACE                 | YES            |
| GARCIA, ADRIANA       | BOARD MEMBER, DA   | ACE                 | YES            |
| GARCIA CORDOVA, JANIE | CHIEF STEWARD, FH  | ACE                 | YES            |
| GARCIA-VEGA, SHARON   | RECORDER, FH       | ACE                 | YES            |
| LY, LISA              | BOARD MEMBER, DA   | ACE                 | YES            |
| MALBOUBI, YASMINE     | BOARD MEMBER, FH   | ACE                 | NO             |
| MARKS, THOMAS         | CHIEF STEWARD, CS  | ACE                 | YES            |
| MEGGERSON, ANDRE      | CHIEF STEWARD, DA  | ACE                 | YES            |
| NGUYEN, ALAN          | BOARD MEMBER, CS   | ACE                 | YES            |
| NGUYEN, KATHY         | TREASURER          | ACE                 | YES            |
| OLSEN, SCOTT          | PRESIDENT          | ACE                 | YES            |
| TRAN, PHUONG          | VICE PRESIDENT, FH | ACE                 | NO             |
| WEST, LINDSAY         | VICE PRESIDENT, CS | ACE                 | YES            |

**Guests:** Keri Kirkpatrick, Susan Ho, David Garrido, Nicholas Falasco, Margarita Hawthorn, Peter Chow, Jesse Perez, Pam Eberhardt, Patrick Satana, EJ, and Lidia Burlanescu.



Meeting Start: 1:04pm

**A. Approval of Minutes:**

- **Motion:** To approve the March 12<sup>th</sup>, 2025 minutes  
**Moved:** Janie Garcia  
**Second:** Andre Meggersson  
**Abstain:** Chris Chavez, Thomas Marks, Kathy Nguyen, Marybell Arebalo, Lindsay West

**B. Financial Report** Presenter: Kathy Nguyen

|                        |                     |
|------------------------|---------------------|
| MeriWest CD:           | \$654,894.66        |
| MeriWest CD 2:         | \$160,248.99        |
| MeriWest Checking:     | \$77,086.47         |
| B of A Checking:       | \$23,857.47         |
| <b>Accounts Total:</b> | <b>\$916,087.59</b> |

- Interest Income 2025: \$7,459.38
- Interest Income 2024: \$34,283.76
- Past Dues Forgiveness: Oct/Nov. 2024
- Next Dues Forgiveness: Apr./May 2025
- Interest income continues to grow.

**C. Public Comment:** None

**D. Old Business:** Presenter: Scott Olsen

- **Steward Training:**
  - Steward training took place, and all stewards attended. Part of their training involved learning about Weingarten rights (which allow union members to have a union representative present during a disciplinary meeting).
  - When you meet with your Stewards you have agency over what happens next, and they maintain confidentiality.
  - Call your reps even if you aren't sure if you have an issue, it helps avoid one even if you do not have one yet.
  - Thanks to Anthony and the Booth Law Group.
- **ACE Swag:**
  - Scott Olsen is reaching out to a vendor to order 80 t-shirts and 80 hoodies. Once we receive this inventory we can decide if we want to purchase more items or explore other vendors.
  - Wearing these will be a great way to identify union members at board meetings, opening day, may day, etc.

**E. New Business:** Presenter: Scott Olsen

- **De Anza VP Appointment:**
  - Marybell Arebalo will be the new Vice President of ACE at De Anza.
  - Thank you to Vince for previously serving as Vice President of ACE at De Anza.
- **Travel & Conference Committee:**



- We will table this for the next meeting.
- We will need to improve the way we process requests. We currently have three different ways of approving these. We could benefit from standardizing the process.
- **Spring Event Planning**
  - Based on Anthony Booth's previous idea, Scott Olsen suggested hosting a weekday event with release time (modeled after what Cabrillo and West Valley Mission do).
  - Janie Garcia suggested starting with a weekday lunch to build momentum.
  - Scott will explore logistics with administration about having an event during work hours.
- **May Day**
  - May Day is international workers day, observed on May 1<sup>st</sup>.
  - Adriana Garcia shared that it commemorates the struggles of workers and the labor movement, going back to what happened in Chicago, May 4<sup>th</sup>, 1886, where workers protested for an 8-hour workday and against exploitative labor practices like child labor.
  - Today May Day events include marches, rallies, and educational workshops. It's a day for collective action and visibility for a range of labor rights issues.
  - San Jose, Mountain View, Redwood City, San Francisco and Oakland all have May Day events, but other cities do too.
  - ACE members should attend to show solidarity with other workers and to learn more about issues impacting our broader community.
  - Adriana Garcia will be attending the San Jose May Day march and is available to contact for those interested in joining her.

**F. President's Announcements:** Presenter: Scott Olsen

- **5calls.org**
  - Scott Olsen encouraged members to contact local/state representatives regarding community college funding. If you need help use 5calls.org, it's a great advocacy tool.
  - Calls are easier to tally than emails and the more people that call the more visibility issues receive.

**G. Committee Reports:**

- **District Budget Committee (DBAC):** Presenters Chris Chavez & Scott Olsen
  - There was a continued emphasis on building reserve funds to cover two months of operating expenses (between \$24 and \$35 million).
  - The State Chancellor's Office is issuing new guidance that changes how FTES can be calculated which could potentially benefit the district.
  - The need to balance fiscal prudence with investments in employee compensation, benefits and working conditions was emphasized, particularly keeping in mind the rising costs of living.
- **Negotiations Report:** Presenter Chris Chavez
  - Thank you to those who responded to the negotiations survey.
  - ACE is entering the 2025–26 bargaining cycle and has submitted its Sunshine Letter to the district.



- Article 8 regarding pay is automatically reopened every cycle and is negotiated jointly with the other bargaining units.
- Other articles being sunshined are Article 18 (Benefits), Article 9 (Holidays & Vacation), and Article 14 (Travel & Conference).
- We are seeking parity with other units in our vacation accrual. Current accrual starts at 6.66 hours per month for new employees while other units start at higher rates. District had previously argued this was a monetary issue but ACE believes it is a fairness and workload issue. (Article 9)
- We are also seeking to remove the outdated \$1,600 cap on travel reimbursement which no longer reflects the cost of attending a conference. We are looking to update our language to be more flexible, this would not be an increase in district contributions, it would only allow us to be more flexible in the use of our funds. (Article 14)
- Past negotiations were often delayed, lacked transparency, and were not always respectful, but we are hopeful that this year will be better under new HR leadership.
- **Benefits/JLMBC:** Presenter Chris Chavez
  - Dependent verification letters are coming in May.
  - There were updates to our Medicare Part B reimbursement policy that does not affect current members, but it does prior members.
  - For many years, the district reimbursed eligible retirees for the full cost of their Medicare Part B premiums, but our contracts states that the district will reimburse for only the “basic cost” of Medicare Part B not the full cost. The district has decided to align reimbursement practices with the contractual language, limiting reimbursements to only the basic Medicare Part B premium amount.
  - This change is expected to save the district about \$800,000 per year.
- **Benefits/VEBA Trust:** Presenter: Scott Olsen
  - Nothing to report.
- **DDEAC:** Presenter Lindsay West
  - Lindsay West did not receive the latest meeting invite; Scott will follow up.
- **MIP-C (Foothill Governance):**
  - Nothing to report.
- **RAPP (De Anza Governance):** Presenter Marybell Arebalo
  - Nothing to report.
- **HRAC:** Presenter Alan Nguyen
  - Nothing to report.
- **Police Chief’s Advisory Committee (PCAC):** Presenter Scott Olsen
  - Nothing to report

**Meeting Adjourned: 1:50 pm**

**Report Out from Closed Session:**

- Nothing to report.