



Meeting Date: 11/12/2025

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	YES
BOOTH, BRADLEY	LEGAL	THE BOOTH LAW GROUP	NO
CHAVEZ, CHRIS	CHAIR NEGOTIATIONS	ACE	YES
GARCIA, ADRIANA	BOARD MEMBER, DA	ACE	YES
GARCIA, JANIE	CHIEF STEWARD, FH	ACE	NO
GARCIA-VEGA, SHARON	RECORDER, FH	ACE	YES
LY, LISA	BOARD MEMBER, DA	ACE	YES
MALBOUBI, YASMINE	BOARD MEMBER, FH	ACE	YES
MARKS, THOMAS	CHIEF STEWARD, CS	ACE	YES
MEGGERSON, ANDRE	CHIEF STEWARD, DA	ACE	YES
NGUYEN, ALAN	BOARD MEMBER, CS	ACE	NO
NGUYEN, KATHY	VICE PRESIDENT, CS	ACE	YES
PEREZ, JESSE	TREASURER	ACE	YES
OLSEN, SCOTT	PRESIDENT	ACE	YES
TRAN, PHUONG	VICE PRESIDENT, FH	ACE	NO

Guests: Deborah Taylor, EJ, David Garrido, Sheherazade Arasnia, Alex Collins, Belen Simmet, Javier Delgado, Christine Hsu, Julie Brown, and Grisel Vasquez.

Meeting Start: 1:00pm

A. Approval of Minutes:

- **Motion:** To approve the October 8th, 2025 minutes

Moved: Thomas Marks

Second: Marybell Arebalo



B. Financial Report: Presenter Jesse Perez

MeriWest CD:	\$669,087.80
MeriWest CD 2:	\$163,291.44
MeriWest Checking:	\$68,402.93
B of A Checking:	\$49,855.65
Accounts Total:	\$950,637.82

- Interest Income 2025: \$25,011.43
- Interest Income 2024: \$34,283.76
- Past Dues Forgiveness: October 2025
- **Motion:** To approve December 2025, February 2026, & April 2026 Dues Forgiveness

Moved: Jesse Perez

Second: Sharon Garcia-Vega

C. Public Comment: None

D. Old Business:

- **Labor Notes Conference:** Presenter Scott Olsen
 - The hotel discount normally offered is not available yet. We need to wait for the hotel block to open to get an accurate estimate, but it will likely cost about \$2,000 per person.
- **'24-'25 ACE Audit:** Presenter Scott Olsen
 - Annual audit has been completed satisfactorily. Thank you to Jesse Perez, Kathy Nguyen, and Sharon Garcia for helping Scott Olsen provide all required documentation.
 - Report will be uploaded to the website.
- **ACE Board Election Results:** Presenter Sharon Garcia-Vega
 - Congratulations to our ACE board starting in January 2026 for their two-year term. Please see [election results](#) for more details.

E. New Business:

- **Shirts & Hoodies:** Presenter Scott Olsen
 - Shirts and hoodies were distributed.
 - We will get another quote for more after we determine who did not receive one.
- **Representation Policy Update:** Presenter Scott Olsen
 - Typically, unions do not offer discrimination lawsuits because they can be extremely expensive. Instead, they guide members to file their case with the Department of Civil Rights which takes care of conducting an investigation or granting a right to sue letter. A section clarifying this was added.
 - Section 4A language was also revised to make it clearer that representation shall not be provided for matters arising prior to joining the ACE bargaining unit when becoming a dues paying member.
- **Motion:** To adopt proposed changes to Representation Policy

Moved: Andre Meggerson
Second: Chris Chavez
- **'25-'26 ACE Budget:** Presenter Scott Olsen
 - Scott Olsen and Jesse Perez will be meeting to review the budget, which typically rolls over from the prior year.



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- Adriana Garcia asked if we have an emergency fund for members who have experienced an emergency.
 - Scott mentioned that we do not have loans or give grants to people, but we do have a hardship dues forgiveness policy.
 - Anthony Booth shared that he knows of one union that does this and can share what they do if we are interested in adopting a similar policy.
- Sharon Garcia offered to make edits and fix broken links on the website. If anyone notices anything that needs to be fixed, please email her at: garciavegasharon@fhda.edu.

F. President's Announcements: Presenter: Scott Olsen

- **Supplemental Retirement Program (SRP)**
 - The District will be offering a Supplemental Retirement Program. Scott will share a timeline and details once he receives them.
- **Travel & Conference Committee**
 - Following our negotiations, we need to assign members to the Travel & Conference Committee to approve requests. Currently Scott has been reviewing those requests, but he is proposing that it becomes (Central Services, De Anza, and Foothill) ACE board members responsibility to review them as they come in or once a month. This committee would also include one administrator.
- **Staff Development Leave**
 - The deadline to submit your initial plan is December 15th, at 5p.m. Supervisor signatures are not necessary until the end of January. ACE has a limit of 10 applications per year, but we do not usually hit our cap.
- **Human Resources Vacancies**
 - Human resources staffing gaps have led to pay issues for members getting promotions or working out-of-class. Affected members should flag problems to ACE for escalation

G. Committee Reports:

- **District Budget Committee (DBAC):** Presenter Chris Chavez
 - Regular meeting was replaced by townhalls.
- **Negotiations Report:** Presenter Chris Chavez
 - Negotiations have concluded.
 - December 2025 pay will include the new COLA, but retro pay will not occur until February 2026.
- **Benefits/JLMBC:** Presenter Chris Chavez
 - Did not meet.
- **VEBA Trust:** Presenter Chris Chavez
 - It was just a procedural meeting, nothing to report.
- **DDEAC:** Presenter Andre Meggerson
 - Nothing ACE related to report. There may be future trainings, if sponsorships are secured.
- **MIP-C (Foothill Governance):** Presenter Chris Chavez
 - They discussed the Resource Allocation Guidelines (RAG).
- **RAPP (De Anza Governance):** Presenter Marybell Arebalo/Lisa Ly
 - They clarified that new positions go through RAPP; existing staff vacancies may not require RAPP.



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- Scott clarified that eliminated positions cannot be replaced with temporary employees or student workers otherwise it qualifies as displacement.
- **HRAC:** Presenter Alan Nguyen
 - There have been no meetings.
- **Police Chief's Advisory Committee (PCAC):** Presenter Scott Olsen
 - There is no meeting yet.

Meeting Adjourned: 2:14 pm

Report Out from Closed Session:

- Nothing to report.