

MONTEREY COUNTY CHAPTER BOARD MEETING

February 18, 2015

Chapter Board President, Julie Filice called the meeting to order at 5:45pm.

Board of Directors present: Julie Filice, Yvette Carreon, Harry Gamotan, Terri Gallardo, Arlene Samrick

Board of Directors excused: Enid Donato

Board of Directors absent: Mike Rossi

Open Forum: Jess Barreras, Ana Mendoza and Maritess Wycliff from the Auditor's Office expressed interest in becoming part of the Board of Directors. Discussion regarding process and decision to move forward with an email to members with instruction and timeline for submission of signed election paperwork. Debbie Narvaez to ensure communication emailed to members in a timely manner.

Review of Minutes and Agenda: Harry Gamotan motioned to approve Minutes and Agenda Arlene Samrick seconded the motion. APPROVED.

Matt Nathanson, Region 2 Vice President, introduced by Debbie to swear in new Board of Director Members. Julie Filice, Harry Gamotan, Yvette Carreon, Arlene Samrick and Terri Gallardo took the oath from Matt Nathanson. New members not present will be sworn in at a later date.

Officer Reports:

President- Julie Filice stated that she continues to visit various worksites. She also said that there is a need for Board Members to speak at Board of Supervisor Meetings. Julie brought up current Management Council activities and their goal to secure a substantial wage increase. Julie recommended a survey be brought forward to members to determine priorities for the next negotiation.

Vice President-No Vice President at this time.

Secretary-No Secretary at this time.

Old Business:

Update on Election-election information/timeline for submission will be provided to all members as stated above.

Update on Bylaws Committee-Jay Donato stated that the process of updating the bylaws is continuing.

Update on Annual Leave & PTO-Debbie Narvaez stated that members of the County Negotiation Team acknowledged to SEIU that they were aware at the time of negotiations that members hired 1984 and prior would lose accrual basis as a result of PTO/Annual Leave. SEIU has asserted that the "1984" language was never intended to be removed. Due to the purposeful manner in which the County Negotiation Team acted to knowingly eliminate the "1984" language, causing harm to members, there is potential for an Unfair Labor Practice lawsuit.

Debbie reminded that an email blast regarding this issue was sent out to members. Julie Filice commented that the County never provided, although requested during bargaining, calculation methodology for PTO/Annual Leave. Julie recommended SEIU further explore this matter. Julie reminded that Patsy Girard had admitted mistakes were made in initial calculations. Julie stated that she, herself, was impacted by the elimination of the “1984” language—instead of the equivalent of twelve sick days, she now accrues ten. Debbie encouraged Board of Director members to speak out about this matter at the next Board of Supervisor meeting. Debbie also informed that James May will be leaving in April and the Board of Supervisors need to be made aware of the issues that have not been addressed by Central Human Resources.

New Business:

Education Leave: It was clarified that this agenda item referred to a member who wanted to know the possibility of pursuing Tuition Reimbursement, not Education Leave. Terri stated that an “F” Unit member had inquired about the availability of Tuition Reimbursement. Jay Donato, SEIU staff, confirmed that although Tuition Reimbursement was brought forward at the last contract negotiation, the County would not agree to consider. Terri stated that Tuition Reimbursement seemed to have been positively received by the County negotiation team. Arlene thought this benefit was taken away about five years ago. Arlene believes that some departments are unable to afford Tuition Reimbursement and although might be willing to assist with required employee licensure, would not be willing to pay for career advancement. Arlene stated that Tuition Assistance could be revisited during the next contract negotiation. Jay stated that the County took away Tuition Assistance mid contract several years ago and that it was a program whereby the County agreed to put aside monies to be accessed by any employee who met the requirements, not per department.

Filling of Vacant Seats: Julie asked if Debbie knew whether or not the bylaws would allow the Board of Directors to appoint vacant seats—Vice President and Secretary. Debbie reviewed the bylaws and stated the Board of Directors could accept nominations and make appointments on an interim basis, but no guidelines are available at the local level for selection by the Board of Directors for permanent seat appointment. Debbie said that she would have to defer to Matt to identify process at his level. Jess asked for the process should more than one member seek a vacant seat. Julie requested that SEIU staff include information regarding Vice President and Secretary vacancies in an email to elicit Board of Directors.

Leadership Summit Report: Arlene reported that participants had a good discussion. She stated that other Chapters also struggle with encouraging members to be active with Union initiatives. One suggestion from the Summit was to give members other leadership opportunities. Perhaps tasks that require less time commitment.

Contract Improvement Committees-Roll Out: Debbie suggested that there is a need begin preparing for bargaining at least six months prior to the onset of official negotiations. Although separate bargaining units are currently meeting on a regular basis in preparation for bargaining, perhaps there should be an announcement at a general membership meeting regarding the need for Bargaining Team Members. Arlene stated that although she is not opposed to

preparing for bargaining early, she is not sure member response will be forthcoming. Arlene reminded that although the last negotiation process was lengthy, much was accomplished regarding the alignment of various MOU language/sections. Arlene also pointed out that currently it is unknown whether or not the County will have an experienced bargaining team. Julie recommended the use of phone trees. She suggested that a more effective communication model should be utilized for the next negotiations. Julie is in favor of starting the negotiation process early. Arlene stated that it is likely members will essentially want a wage increase. Yvette stated a need for the debriefing of the previous negotiation team. Jonathan stated that management delays are common strategies to hold off contract agreement in order to save money. He suggested that bargaining start early as it provides members an opportunity to engage in the process. Julie recommended training be provided to Bargaining Team Members. Debbie said that training is provided for every Bargaining Team. She also indicated that the last Bargaining Team was divided. Arlene suggested the group was more diverse than divided and that the attorney hired by the County delayed the progress. Arlene said that NMC was a major force in bargaining and perhaps a neutral person could have expedited the process. Debbie said that a neutral person would mean a Mediator which is not allowed except for impasse. Julie recommended, as she did during the last negotiations, that there be a designated Bargaining Team recorder. Recording of daily discussions would prevent confusion. Debbie suggested that an action plan be brought forward at the next meeting.

Giving Back to the Community: Julie stated that a talent show of members be utilized to get members involved. Something fun. Such a member event could be incorporated with a “giving back” campaign. Julie strongly supports SEIU giving to the community in order to attain support. Perhaps a garage sale with proceeds going to a community non-profit. Julie recommended that members be encouraged to bring forth ideas for “giving back” to the Union Office for consideration. Arlene suggested a 521 birthday event. Perhaps a 50%/50% drawing with proceeds being divided between a Union member(s) and a non-profit. Debbie suggested that we present ideas at the next meeting and come up with an implementation plan.

New Items: Arlene stated a need to look into budget in terms of how monies are spent by the local jurisdiction. Also, the potential for future fund raising opportunities. Julie requested that a written budget report be provided by SEIU to the Board of Directors.

Workplace/Member Reports:

Jess reported issues regarding groundwater and stated that projects in place will take years to complete. Yvette expressed gratitude for Jonathan’s support at her department monthly meetings. Yvette reported improvement with workload. Yvette suggested a need to develop a mechanism to address “renegade” supervisors. Although they are also Union members, there is a need to address member/member concerns. A member from the Auditor’s Office stated that her department was experiencing staffing issues and that Advantage had caused an increase to employee workload. Terri stated that additional funding with new legislation could benefit OET. Arlene reported that her Department was experiencing some staffing issues due to placement of

employees in other departments. Julie reported that she had been involved with what she considers to be a positive resolution to two EEOC complaints, two reclassifications and some grievances.

Local Union Executive Board Delegate – Javier Sanchez: No report provided.

Committee Reports:

Workforce Investment Board: Jay reported in written format that a major WIB issue is the potential that in July 2016, the County may have to compete against outside parties to be the main contractor for the Office of Employment and Training.

Jay included in written report:

Parks is working with members to reply to the recent strategic Plan which was very incomplete. Members want separation from having the Rangers provide supervision and develop new revenue generating ideas.

911 The City of Salinas is potentially outsourcing services. They have requested a study be done by the 911 JPA in Santa Cruz County that San Benito County outsourced its 911 operations to. The report is due back in late March or early April. A separation from the County would take two years according to Bill Harry, Emergency Communications Department Head—this is being monitored.

Dean Carothers would like to work with other members to produce a quarterly newsletter. He is requesting Chapter Board approval of this. No decision was made on this matter

Transfer of Sick Leave accrued after approval by County of MOU but before configuration of Annual Leave/PTO by the Auditor's office. Members could see up to approximately 76 hours added to their new leave bank and subtracted from their sick back—depending on their usage. The County is willing to do this, so direction from the Chapter Board is requested. Terri voiced concern that should the County be granted permission to do this “favor”, which is really just another attempt to take away hours from employees to reduce County financial encumbrance, members would lose more time. Jay asked for clarification and Terri stated that members have had to adjust the management of their accruals because of the combining of banks into Annual Leave/PTO. Should an employee be close to the top of his or her cap, adding 76 hours may cause a loss of time. Terri asked Jay if the County would consider giving members a choice of whether or not to “roll” the time into their Annual Leave/PTO. Jay stated the County would not give employees a choice. Terri stated that since the County is unwilling to give employees the choice, the Board of Directors could not approve an action that could potentially harm members.

Equal Opportunity Report: Carlos and Jess reported that HR is dodging issues by not responding as promised. Carlos advised that the Board of Supervisors are currently focused on the direction of HR and recommended that we need to remain active participants in the process.

Staff Reports: Jonathan announced staff will be providing steward training on February 28th and March 28th. He also stated that the County has not been cooperative in the resolution of several issues which may result in PERB charges. Arlene suggested that we plan to make Board of Supervisor presentations, but give prior written notification. Debbie recommended, to prevent an item from becoming part of a public record, not submitting prior written notification. Jonathan reported that the County still has not resolved several issues such as unfilled staff vacancies, contracting out and executive compensation. Debbie reported there are ongoing issues with discrimination and parity. Jay stated that two EEOC complaints are coming close to a resolution. Julie mentioned that perhaps the revamp of bilingual pay should be held off until James May has left the County.

Good Welfare: Julie reported that meetings with the County have been, for the most part, positive. The County needs to continue to view the Union as an active force that will continue to move forward on behalf of members. Julie stated that we need to be viewed as a cohesive Union. She reported that Santa Clara County teachers recently received a large wage increase. Julie reminded that County of Monterey employees will expect a wage increase this next contract. Debbie reported that a coalition to address immigration will be having a planning meeting in the beginning of March for what will be a May event to educate the public on issues.

Meeting Adjourned at 7:40pm