

GCEA BOARD OF DIRECTORS' MEETING

The regular meeting of the Board of Directors was held on January 17, 2024, via Teams. Meeting was called to order by Jaime Avalos, President at 12:02 pm. Roll was taken. Guest in attendance: James Fegen
CEA

FINANCE REPORT:

The December Profit and Loss report was reviewed by the Finance committee and approved via email. The report will be distributed with approved January Minutes.

MINUTE APPROVAL:

December Meeting Minutes were approved via voting buttons. Should be posted in departments.

PRESIDENT'S REPORT:

- Greetings and Happy New Year.
- The Board Pledge and Ethics has been sent and must be signed and returned to Stephanie by Friday January 19th.
- Working with PAC and meeting potential city council candidates.
- Attending negotiations meetings.

VICE PRESIDENT'S REPORT:

- Meeting with James Fagen, CEA and working on disciplinary actions that are being taken against members.

COMMITTEE REPORTS:

Community Alliance

- Nothing to Report

Political Action

- Working with committee and visiting potential candidates. No endorsements have been made at this time.
 - Paula Devine will not be seeking reelection. Elen Asatryan may or may not be running again for council along with Ardy Kassakhian.

Benefits

- Nothing to report.

Website/Social Media

- Discussing the ADA requirements for websites.
- Visiting with website builders. Will present findings at February's meeting.
- If you are interested in serving on the website committee, let Stephanie or Kerri know.

Employee Assistance

- Changes have been made to the loan documentation.
 - No longer offering a 3-year term.
 - Loan payback starts next pay period.

Scholarship

- Nothing to report.

Vendor

- Nothing to report.

Disciplinary

- Working with James Fagen, CEA.

New Employee Orientation

- Nothing to report.

Bylaws

- On hold due to contract. Revisions up to date and will be sent out as soon as possible to committee for review and discussion.

Negotiations

- Initial proposal went out to the city on December 28th.
- Costing is currently happening.
- The city still needs to cost out several items.
- Plan is to present proposal to the council on January 31st.
- Matt Mancini added that the representation is going well.
- The city is motivated to finish MOU negotiations by March when there is a new city council.
- Joe Palos wanted everyone to know that the interviewing of attorneys has worked out in our favor. We have an excellent attorney representing our interests.

OLD BUSINESS:

AMBA:

The decision to move forward with AMBA was tabled at the December meeting.

Ronnie spoke about the issue of AMBA and being in favor of the GCEA moving forward with all AMBA has to offer including rebuilding of our website.

Jaime spoke to the conflict of interest and is not in favor of moving forward with AMBA. Membership would have to forfeit their benefits with Aflac, Principal Life, Nationwide Pet, Legal Shield within the first year. The members would no longer have the benefit to have these items deducted from payroll. All benefits would become private pay.

James Fagen, CEA spoke regarding AMBA contract. If the board moves forward with AMBA there will be some issues with contract language that will need to be resolved. One issue is with data collection. AMBA laws are based out of Travis County, Texas and not California.

Iris Moreno Hernandez spoke regarding the issue and stated that going with AMBA would cause the membership to forfeit benefits with our current vendors. She stated that rebuilding our website should be moved up as a priority and was willing to help vet a vendor.

Maurice Daniels made the motion to stay with our current vendors and not move forward with AMBA. Bertha Albright seconded the motion.

- The majority of members voted in favor of the motion to not move forward with AMBA.
- 16 members voted in favor of the motion; 1 voted against the motion; 3 members abstained.

NEW BUSINESS:

James Fagen addressed the new marijuana law in the state of California. The law has exceptions except for DOT, Public Safety and Building and Trades classifications. According to the new bill you cannot be penalized if there are non-psycho actives in your system.”

Jaime, Ronnie, and James would like to see a designated Disciplinary Committee that would handle all situations after the initial director meeting. This needs to be a larger committee that is committed to helping members and not just Ronnie and Jaime. If you are interested in serving contact Jaime, Ronnie, or Stephanie.

Bertha Albright made a motion to adjourn.

Matt Mancini seconded the motion.

Meeting adjourned 12:40 p.m.

Minutes respectfully submitted by: Stephanie Kinnison