

## **GCEA BOARD OF DIRECTORS' MEETING**

The regular meeting of the Board of Directors was held on November 15, 2023, via Teams. Meeting was called to order by Jaime Avalos, President, at 12:05 p.m. Roll was called.

Guest in attendance: James Fegan, CEA

### **FINANCE REPORT:**

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

### **PRESIDENT'S REPORT:**

- Reminder that there is no auto enrollment for membership. Any interested in joining the GCEA must sign up.
- Information shared in this board meeting is available and can be shared with your membership. Directors, remember that you are the voice of the employees. If one of your members is having an issue regarding work or discipline and you are needing assistance, reach out to Jaime, Ronnie, or James with CEA, immediately.
- Concerning the email that was sent out by a non-GCEA member without permission: we understand that employees are frustrated but the use of this list by the disgruntled employee was very unprofessional in the manner it was used.
- We are in the last round of meetings with council members. Council member Najarian met with us today; Ronnie and I have a meeting with Mayor Brotman tomorrow, November 16<sup>th</sup>. Council member Asatryan contacted Jaime and the GCEA Political Action Committee members she works with to schedule a meeting. We feel this is good news that the council is reaching out to our bargaining unit.
- The 2024 budget will have cuts! In combating the loss of membership, we have decided to do the following:
  - All meetings except for the end of the year gathering will be held via Teams. There will be no in-person hosted lunch meetings.
  - There will be no conferences paid for in 2024.
  - We are putting our WAGE membership dues on hold for 2024.
- Opportunity for discussion presented no opposition or further comments.

### **VICE PRESIDENT'S REPORT:**

- Assisting Jaime with meetings.
- Jaime, Stephanie, and Ronnie had a meeting with AMBA to explore options in providing more value to our membership. More information to come.
- Working with James Fagen, CEA, on a Skelly.

### **COMMITTEE REPORTS:**

Community Alliance –

- Barbara Pace, Chair, stated the committee met recently to determine end of year donations. November CAC will be giving \$200 to Glendale Latino Association, \$100 to local food drive, a small donation to Cops for Kids, and the remainder to Foster All.
- The committee will be serving Thanksgiving meal at Ascencia. If you would like to help serve, contact Barbara. You will need to show up at 5:00 pm, and dinner service will be at 6:00pm. Wear your GCEA shirt. If you need a GCEA shirt contact Barbara.

Political Action –

- Held a meeting today with Council member Najarian. Chad Walters reported that Mr. Najarian advised that we come to the bargaining table as early as possible since all bargaining units are requesting COLAs this year.

Benefits –

- Nothing to report.

Social Media –

- Stephanie is assisting the committee and attending meeting with potential vendors to try and get our website to be more user friendly and easier to navigate for members.

Employee Assistance –

- No new loans and all loans current.

Scholarship –

- Presented Marie Boyadjian, one of our winners, with a check. Laura Issacs Galvan has rescheduled a meeting for her check presentation.

Vendor –

- Stephanie is working to bring more benefits to the membership.

Disciplinary –

- Currently working with one Skelly.

New Orientation –

- New employee welcome folders that outline the additional benefits you receive as a member are being finalized so we can present them at the employee orientations.

Bylaws –

- We have received input from CEA on the bylaws. Once these have been updated, we will send them to the committee for review.

Negotiation –

- We received 137 Survey Monkey responses, and the survey is closed. Positive and constructive responses were received.
- The committee will meet on Thursday, November 16<sup>th</sup> to discuss the survey.
- There are 568 eligible GCEA employees. We are the largest bargaining unit for the City of Glendale which means we have the largest amount of benefits to be split.

COMMENTS:

- Kerri Zelenak relayed conversations and comments regarding the transparency of this board. She stated that Jaime and Ronnie are doing a good job with communication and at a level that has not been seen in years.

QUESTIONS:

- Will GCEA be hosting a town hall meeting?
  - The negotiations committee will need to decide and organize if a meeting will be held.
- Why doesn't Worker's Compensation count towards retirement?

- Worker's Compensation is not PERSable according to James Fagen. He will investigate this more and get back with us shortly.

Motion to adjourn made by Bertha Albright.

Motion seconded by Matt Mancini.

Minutes recorded by Stephanie Kinnison.

Meeting dismissed at 12:47 p.m.