

GCEA BOARD OF DIRECTORS' MEETING

The regular meeting of the Board of Directors was held on October 18, 2023, via Teams. Meeting was called to order by Jaime Avalos, President at 12:07 pm. Roll was called.

Guest in attendance: James Fegan CEA, Vicky Barker, CEA.

NEGOTIATION UPDATE AND SPECIAL GUEST:

- Vicky Barker will be serving as our negotiator for the upcoming MOU contract. Vicky has been a Labor Relations Attorney for 30 years and has represented unions for most of that time. Currently Vicky only handles negotiations for CEA.
- We will be sending out a survey via Survey Monkey in the upcoming weeks. We will be asking what the membership would like to receive during this negotiation period. The membership will be able to rank their answers in order of importance.
- The Negotiations Committee will be meeting with Vicky during the week of October 23rd. Regular meetings with Vicky and the committee will be held in the future.
- Each committee member has been assigned two (2) cities to research. The committee members will present each of their findings.
- Jaime and Ronnie have been attending group meetings. If you have not scheduled a meeting, please contact Jaime and Ronnie with a date for attending. It is important that the membership know what is happening and how we prepare for negotiations.

FINANCE REPORT:

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

PRESIDENT'S REPORT:

- We will be approving minutes via voting buttons in the email going forward. As soon as you receive the minutes, review, and respond. If you have any questions or concerns prior to approving, reach out to Jaime, Ronnie, or Stephanie for clarification.
 - Minutes will be used to create a newsletter to better inform our membership about what is happening within the GCEA.
- The Salary Survey is still being handled by the consultant the city has hired. No adjustment has been made or received at this time.
- The GCEA Distribution List has been updated. We will be communicating with membership through our DL.
- Remind your groups about Funex and the discounts offered.

VICE PRESENTENT'S REPORT:

- Working with James Fagen and employees who have received disciplinary action.
- Continuing to attend group meetings with Jaime.

COMMITTEE REPORTS:

Community Alliance –

- Barbara Pace, Chair met with committee members to discuss events planned in 2024.
- The committee will be serving Thanksgiving Dinner at Ascencia Homeless Shelter. Contact Barbara if you are interested in helping serve.

Political Action –

- Committee had an appreciation lunch at BJs.
- PAC will meet once more with the city council prior to entering negotiations.

Benefits –

- Joe Palos, Chair reported the committee is awaiting to hear back regarding the RSP Health Insurance Broker.
- Still awaiting a response from other associations regarding the Joint Labor Committee.
- CalPERS Health Insurance will not be an option for GCEA as it would be more expensive, and we would have to cover the early retirees' insurance.
- Bertha Albright attended the CalPERS conference and gave a brief report. A detailed report will be included with minutes for distribution and filing.

Social Media –

- Nothing to Report.

Employee Assistance –

- Ron Lira, Chair reported that the committee met to discuss the loan program.
 - The program will be kept in place with the following changes: the loan amount available will be reduced; payback time will be shortened; repayment will begin on the next scheduled payroll after the loan has been granted.
- The city and payroll have changed the exiting employee process. Employees leaving the city by either termination, retirement, voluntary quit or leave no longer are required to sign out by each department. The GCEA is no longer notified when an employee is exiting. *If* payroll does not catch a loan that is due, we lose the ability to collect the funds from the employees' last paycheck.

Scholarship –

- Barbara Pace, Chair reported we will be setting a date for the presentation to the winners shortly. The presentation check has arrived, and we are waiting on the backdrop.

Disciplinary –

- Awaiting results of pending investigations.

New Employee Orientation –

- Cory Graham, Chair attended the city meeting for new hires.
- Benefit folders are being put together with updated information.

By-laws –

- By-laws are being sent to CEA for additional information to be added.

Motion to adjourn made by Bertha Albright. Motion seconded by Ron Lira.

Meeting adjourned at 12:47 pm

Minutes respectfully submitted by Stephanie Kinnison