

GENERAL MEMBERSHIP MEETING MINUTES
STATE EMPLOYEES TRADE COUNCIL UNITED
July 31, 2004
CALIFORNIA STATE UNIVERSITY FRESNO

WELCOME, PLEDGE OF ALLEGIANCE

INTRODUCTION OF EXECUTIVE BOARD OFFICERS:

President John Howard	Vice-President Ted Gallaway
Business Manager John Connor	Secretary Treasurer Paul Lange
Recording Secretary Joseph Mendoza	Executive Member Spencer Colman
Executive Member Craig West	Executive Member Randy Grobe
Executive Member Greg Starr	SETCU/ Consultant Patrick Hallahan
Sgt. Of Arms Tim Shine	

Roll Call of Officers: All Accounted

Last General Meeting Minutes: UC San Diego April 23, 2004
Minutes were viewed from previous general membership meeting and there was discussion by membership. Craig West asked that the percentage retirement point be corrected, minutes will be corrected. John Howard asked if there were any other corrections? There were none. Randy Grobe motioned to accept minutes, second by Jim Jefferies CSU Bakersfield. There was a vote to accept minutes, Motion passed.

FINANCIAL REPORT

PAUL LANGE
Secretary Treasurer

Paul reported on SETCU'S finance accounts and finance business to members. There was discussion on all of SETCU'S Accounts and business by attending members.

Savings Account: John Connor motioned to accept savings account report. Seconded by Joseph Mendoza. There was discussion on savings account by Paul and meeting's members. Also discussions on:

- Retirees council fund
- Emergency Relief fund
- Scholarships Accounts: Paul explained to members on how both accounts receives its funds for SETCU'S named scholarships (Grobe and) Paul explained, there will be funds to meet SETCU'S 34 awarded Scholarships. There was further discussion on Scholarships funds by attending members.

There was a vote to accept Savings Account report. Vote passed

John Howard told members the ideas for SETCU'S business comes from membership and not the Executive Board alone.

Political Action Account: Patrick Hallahan motion to accept Political Action Account. Seconded by Jim Moffet CSU SLO. There was discussion on this account by Paul and attending members. Paul explained on this accounts political activity functions. Because of past SETCU political involvement it has gotten better for present and future state employees. There was further discussion on this fund. Paul asked if there were any questions on P.A.A.? There were none. Vote to accept Political Action Account. Vote Passed.

Legal Defense Account: Jack G CSU Monterey Bay motioned to accept Legal Defense Account. Seconded by Jim Jefferies CSU Bakersfield. There was discussion on this account by Paul and members. Paul explained how this account gets its funds (\$10 per member from dues) and what this account is used for. Paul asked if there were any question on this account? There were none. Vote to accept L.D.A. Vote passed.

General account: Paul Martin CSU MB motion to accept General Account. Seconded by Jim Jefferies CSU Bakersfield. There was discussion by Paul and attending members. Paul told members this account pays for most union activities and reimbursements. He explained to members that reimbursements on union business are paid back to members when they turn in receipts at the end of each month or a 30 day time deadline.

There were discussions on:

- Union Equipment. Phones and recording equipment.
- Union consultant Pat Hallahan going to campuses for grievances.
- Release time. Gabe Valencia CSU Fresno asked Paul on how release time works? Paul explained the process to members.
- Craig West asked on negative amount. Paul explained on negative amount and SETCU'S business to members.

Paul asked if there were any questions on General Account? There was a Vote to accept G.A. Vote passed.

JOHN CONNOR
Business Manager

John told attending members, SETCU is dealing with a lot of issues CSU System wide and UC San Diego negotiations. He also said that SETCU'S Lawyer Jim Eggleston is stepping down, but will recommend another lawyer to represent SETCU'S legal business. John said there would be a change period. Lee Leonard CSU Fresno asked if there would be a disruption in legal services? John said no. The change would take place without a slow down.

John asked if there were any questions on contract vote? Jim Jefferies CSU Bakersfield said that his campus informed its Unit 6 members on the vote count before SETCU. John explained the vote count and why it was not posted on the website to attending members before campuses told its Unit 6 members. (Some CSU Campuses missed deadline, some no vote count) Paul Lange said it's easier for CSU Chancellors Office to get word to campuses because of full time staff at CSU C.O. SETCU will add vote to its website. There were other issues discussed:

- Apprenticeship program and its graduates (6 members)
- State Personnel Board Hearings, Grievances and Arbitration meetings at various campuses.
- Layoffs were discussed with attending members. Also rescinded layoff notices at CSU Humboldt.
- Membership was at about 90% (voluntary). SETCU is the only union to have this percentage.
- Temporary Employees
- Fair share employees

John asked if there any questions on layoffs? Ken McCormick CSU Fresno asked John about the Governors Reorganization Plan. John said it would affect state employees but not CSU or UC system employees.

John explained on SETCU'S elections of officers to attending members. SETCU'S nominations meeting would be held in Long Beach Sept.18, 2004. Elections in Nov. 2004 at a place to be determined and announced. John asked if there were any union business to address?

Mike Russell CSU Chico explained to attending members, there were issues on I.R.P. (In Range Progression) raises at his campus. John said SETCU would look into this issue.

Jack Houston CSU SLO asked about Longevity Raises? John explained to members that this money comes from an agreement with CSU. This agreement will benefit new employees in the long run, more so than those receiving it now. Through contract negotiations on EPI'S. John asked if there were any other business to discuss? There were none.

JOHN HOWARD
President

John explained to members on where SETCU is headed in the future on union business. There was discussion on this by attending members. John went to CSU Bakersfield on two issues at this campus.

- Interview process issues were discussed at this campus.
- Unit 6 members were a problem, not management at CSUB.

John told members he had a visit with CSU Bakersfield's new President. The meeting went well. There was discussion on staffing at this campus. John explained to him the joint CSU/SETCU staffing report on future CSU employees. (The Orange Book system on staffing) John asked if there were any questions? There were none.

CRAIG WEST
Executive Member

Craig explained to attending members the situation on layoff at CSU Humboldt. Nine members and two temporary were given layoff notices at his campus. Most notices were rescinded, but SETCU still has to deal with members that were laid off at this campus. SETCU is still dealing with other issues at CSU Humboldt.

Craig thanked John, Pat and the Executive Board for their help on the layoffs at CSUH.

Craig explained the Fee Waiver program to members. He told attending members to use this benefit. Also Rural subsidy contract Article was discuss by members.

John Howard asked if there were any question on Craig report? Jim Moffit CSU SLO asked Craig about retirement percentage points? Craig explained to members the percentage point system CSU has for its employees. Craig asked if there were any other questions? None

JOSEPH MENDOZA
Executive Member

Joseph explained to attending member the layoff situation at CSU Fresno campus. He talked about two grievances (Ag. Operations and the Art Department) that were filed and won by SETCU at Level III.

Joseph introduced two members from the City of Fresno's Trades workers and said they would like to join SETCU. John said he would let Pat Hallahan talk to them on this issue. Paul explained that there were other UC campuses that were interested in joining SETCU too. Lee Leonard CSU Fresno said because of one of the grievances (Art Department) the cost doubled on repairs. Joseph asked if there were any questions? There were none.

RANDY GROBE
Executive member

Randy explained to members the reasons why SETCU did not have the vote count for the website. A couple campuses had late returns on their campus vote counts and some campuses had no vote for SETCU. This is why the vote count for ratification of contract (Articles) was not put on the website.

Issues at CSU San Diego were discussed by Randy and attending members. How some managers with questionable qualification are promoted and start making questionable discussions at his campus. Other discussions were:

- History on past grievances won by SETCU at CSUSD and Settlements. Management at CSUSD has their interpretation of SETCU'S Contract.
- Unit 6 members working out of their classifications, management also differs with SETCU'S Contract on classifications.

Randy asked if there were any question on his report? There were none.

PATRICK HALLAHAN

Union Consultant

Pat talk about issues SETCU is dealing with to attending members. He had discussions with members on state budget issues and the agreement with CSU Chancellors on SETCU'S Contract ratifications. Pat had other discussion with members on:

- CSU Policies, its plus and minuses.
- An agreement for Unit 6 members on benefits.
- Governor's renegotiations of contracts with Unions.
- Future SETCU Contracts, Articles members would like to add.

Pat told members because of lobbying efforts by SETCU members at the State Legislature, SETCU has benefit. Pat explained there needs to be more lobbying in the future for SETCU'S Benefits. Pat also had discussions with members on:

- Public Employee relations Board (PERB). Old Grievances Cases
- State Personnel Board (SPB) Hearings at various Campuses.
- Arbitration Cases
- Unfair Labor Practices
- On going grievances at various campuses.

Pat told membership SETCU is very busy with issues, for SETCU members.

Pat told members that SETCU'S Contract negotiation at UC San Diego was about 60% agreed. UC 'S Management stopped all negotiation because of management vacation timings. Pat asked members if there were any questions? There were none.

MR. JIM EGGLESTON
Lawyer

Jim Eggleston addressed the meeting, He said congratulations on your disaffiliation from LIUNA and its battles of past. Sticking together and separating was well done, now you move on to separate directions as unions. Jim had discussion with attending members on:

- Issues are not about members. It's about Contract and its Articles.
- J.O.C. is an issue SETCU is and will be dealing with.
- SPB hearing at CSU Fresno, how the Judge dismissed the case. There has been an appeal filed. Jim explained the process to members.
- Workers rights was explained by Jim
- Seniority is being attack by management (managers want to go around rules).

Jim explained to member they should start building their cases by obtaining information of paper work. To fight battles. Management has their differences with SETCU'S Contract, this why members need to get paper work. Example: Plant Ops. Work data or work orders copies. "Build Your Protection"

Jim talk to members on the grievances filed at CSU Monterey Bay, There were discussions on some of this campus issues on contracting out Unit 6 work. Jim asked if there were any questions?

Paul Martin CSUMB, asked Jim about individual testimony given at CSUMB? Jim gave explanation to Paul on testimony issue.

Jim and John Connor had discussions on E.R.P. (Emergency Response Personnel) with meetings members and who qualifies? John said all members could attend training just to recognize but not to remove unless member is qualified to remove Hazards. Report issues to Management. Jim asked if any other questions. None

STEWARD'S REPORT

Jim Jefferies CSUB, Explained to members about issues on his campus. One resent issue was a campus department having someone (they don't know) cutting an opening for a door, did not take samples. Because of this opening, six rooms had to be sealed off and cleaned, "Due to Asbestos".

Jim Jefferies said there was a grievance file on this issue.

Jim said there was an issue on the person who cut the wall opening. Personnel involved were talked too by CSUB management. Also letters to Unit 6 employees, telling them they will have to go through mandatory Biological/Hazard Waste Training. John Howard asked members if any other campus receive such letters? There were other letters at CSU Campuses. There were further discussions on letters by members. Members are only to recognize Bio-Hazards, not remove them.

Jim Eggleston, Lawyer advised members of their rights when safety issues arise.

Mike Russell, CSU Chico. Discussed with members SETCU'S Contract. Also discussions on CSU layoffs, the lost of labor funds from laid off Unit 6 members or retired positions. Mike asked members to fight for these lost position and get position funds back. Paul Lange told members that SETCU is looking at a different direction on the same issue of Labor Funded Monies.

Jake , CSUMB, Told members there were issues of a lab top missing, and members at this campus are concern about identity thief. Jake asked if other campuses had this issue? None. SETCU will look into this issue at CSUMB.

OLD BUSINESS

Old Business was done through Officers Reports.

NEW BUSINESS

Jack Houston CSU SLO, Explained to attending members on a grievance won at his campus on overtime. He said it was time consuming, but worth it when you win. Jack also recommended SETCU add the Fair Labor Standards Act Articles into SETCU'S Contract Articles. Jim Eggleston explained to members their rights through both groups of articles. John Connor asked Jack to send a copy of this won grievance to SETCU and Pat Hallahan.

Greg Starr CSU Stanislaus, Told members there was a similar over time issues at his campus that were settled.

John Howard asked if there were any other new business? There were none.

GOOD OF THE UNION

John Connor thanked members from Fresno's campus on a job well done on setting up meetings and Bar-be-cue.

John Howard thanked his wife for donating Bar-be cue sauce. He thanked Fresno State members on setting up meeting and Bar-be-cue luncheon.

John Connor gave a tribute to Bill Hallaway. He will be missed. John thanked attending members for their participation.

John Howard asked if there were any further union business to discuss? There were none.

Meeting ended 3:40 PM

