

**GENERAL MEMBERSHIP MEETING MINUTES
STATE EMPLOYEES TRADE COUNCIL UNITED
OCTOBER 25 2003
CALIFORNIA STATE UNIVERSITY STANISLAUS**

WELCOME AND PLEDGE OF ALLEGIANCE

9:am

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 Present and Accounted

Last General Meeting Minutes: CSU Los Angeles July 25 2003.

Minutes were read by the general membership and there was discussion on them, John Skiles CSU San Francisco asked about John Connor's report on the addition of UC San Diego members joining SETCU and was told that this issue would be under John Connor's report.

Paul Martin CSU Monterey bay motion to accept minutes from previous meeting (Los Angeles) and was second by Craig West CSU Humboldt. There was a vote to accept the previous minutes, vote passed.

Financial Report

**Secretary Treasurer
Paul Lange**

Paul passed out to the membership last quarters report on SETCU'S finances: All savings accounts, there was a motion to accept the accounts by Paul Martin CSU MB and was second by Greg Starr CSU Stanislaus. Discussion on report, Paul explained that the financial report is very important to the membership because it's where our union dues monies are spent on union business (release time off to deal with issues, setting up meetings, etc) . Paul said the monies are now under Setcu control and not under the trust of our lawyer because of the disaffiliation issue Setcu has gone through. Paul explained that monies are being put aside for this pay out on the settlement to Liuna each month along with dues monies going to union accounts.

Paul asked if there were any questions on these savings accounts? retired member

Mike Torres asked Paul what were the dues retirees pay to the union? Paul told Mike that retirees pay \$10 dollars so they can keep the life insurance that other members have with Setcu's insurer. John Howard called for a vote to accept Paul Lange's report on all Savings account? Vote passed to accept report.

John Howard asked for a motion on the Political Action account? Spencer Colman motion to accept this account and was second by John Skiles CSU San Francisco. Discussion on report, Paul said that \$1 dollar from dues per member is put into this account for political action activity like past activity at Sacramento. Paul explained that if there was not a certain amount (\$2,600) in this account the lending institution was going to charge the union a fee, so Paul put the amount required in this account. Paul asked if there were any questions on this account ? There were none. John Howard called for a vote on Political Action account? Vote passed to accept report. John asked for a motion to accept Legal Defense account? Greg Starr motion to accept Legal Defense account and was second by Ted Gallaway. Discussion on this report, Paul explained this account gets \$10 dollars per member from dues for Legal union issues (P.E.R.B, S.B.P, Lawyer) and Pat Hallahan on grievances issues. John Skiles asked Paul how far behind is Setcu on paying the unions bill on legal defense? Paul told John we owed Jim Eggleston's firm for past services and can't put a figure on this because Mr. Eggleston has not billed Setcu in full, but Paul said somewhere between \$100,000 to \$200,000 dollars is owed and that Jim said Setcu can make payments on monies owed from the disaffiliation from Liuna. Paul mentioned Setcu has been giving Jim's office lump sums of money (\$20,000 to \$30,000)to pay Setcu's legal bill. Paul asked if there were any more questions on the Legal Defense account? There were none. John called for vote on Legal Defense account? Vote passed to accept report. John Howard called for a motion to accept General Account? John Connor motion to accept General Account and was second by Joseph Mendoza. Discussion on this report, Paul explained this account pays for most of our union's business. Tony Lema CSU Stanislaus asked Paul if Setcu is paying from this account to do business for the UC San Diego situation and is Setcu going to be reimbursed? John Connor told Tony that any monies used for this would be reimbursed by UC San Diego for this issue and that our lawyer said Setcu should bring this group into our union as one and not them and us. John said that very few funds were use on this issue and himself and others used there own time to work on this issue. John also said that each UC has its own contract different from our own system (CSU) and have to be dealt with individually. Paul told Tony that UC was told their dues were going to be the same 1.2% of their pay as ours. John Skiles asked if UC falls under the fare share policy like Setcu does? Paul answered yes. John Connor said that most of the trade workers at UC San Diego have signed cards to join Setcu for the exception of a few that are at satellite units but express they would join. Paul told the membership that Setcu is going to change the Hudson notices to fit the UC system and send out to all of Setcu (CSU and UC) members. John Howard called for a vote to accept General Account report? Vote passed to accept report.

**Business Manager
John Connor**

John told the members that Setcu has right about 90% membership and this year between January 03 to October 03, 89 new members have join not including 143 members from the UC and there were still about 87 non members in the CSU system. There was still some issues on some members status on various campuses. John told the members that there were some new stewards on some campuses that are doing a better job of getting non members to join and that our stewards are not to badger the non members but to talk to them about joining the brotherhood. Setcu has the highest percentage of any union in the state on membership. John asked if there were any questions on his report? There were none.

REPORT OF OFFICERS

**John Connor
Business Manager**

John told the membership that the Executive Board Members are still dealing with issues on the UC. John said that he received a phone call from UC San Diego's campus steward Tim Beach and was told that they were not happy with their union and contract they had and can Setcu help them? John gave Tim Beach Pat Hallahan's phone number and told him Pat can answer their questions. Tim wanted to know how they can decertify from their union(501 Operating Engineers) because UC San Diego was not happy with the representation they've received. John explained to the membership that the issues on how to integrate UC San Diego into Setcu and should their be a board member from this campus added to Setcu Executive Board? John also said that Setcu has received other phone calls from other UC campuses (UC Irvine, UCLA, UC Santa Cruz and UC Riverside) and they want to join Setcu. John told the members that the board is dealing with this issue but that Setcu is not committed until the membership gave guidance on this issue to the Executive Board so the board can make right decision. John also explained that Setcu's consultant Pat Hallahan only works part time for Setcu and Setcu cannot put Pat full time because of finances and this is why the UC San Diego's addition would help pay for some of Pat's services from their dues monies on helping this campus. John said that the goals of Setcu is to represent trades workers on both CSU and UC San Diego campuses and help UC get what Setcu has and Setcu gets what UC has, a union of two units to become one under Setcu, which both systems are under H.E.R.R.A. John explained that the addition is both a political and economical plus to Setcu.

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John asked if there were any questions on his report on the UC issue or anything that he talk about? Paul Martin from CSU MB said he had concerns about the movement Setcu has taken on the UC issue and appreciate that Setcu is going in very cautiously approach on this issue and understands the economic value with

this addition to Setcu and it's regional representation to all campuses. John Connor told Paul that the goal of Setcu Board was to improve its representation to its members and respond to issues on all 24 campuses. John also said that UC San Diego was told that it will take some time before they get what CSU has on their contract and that it's not going to happen over-night for their contract. John talk on the pension fund (Liuna) and said he didn't think there were any problems until he heard Mike Torres explained to the board about his and another retiree from CSU Stanislaus who had problems with theirs, John told Mike he would help him with these two retiree's Liuna problem. John explained to the membership that Setcu's members need to protect themselves for off the job injuries, because injuries come at least expected and we do need to maybe look into protecting ourselves by adding an insurance policy as a group or individually, John said Setcu can set up meeting with Aflec for members to think about life insurance to protect our membership with an supplement insurance policy. Paul Lange said that if Setcu was to set up a policy with an insurance company, there are laws that come with this issue because Setcu will take on the responsibility and can be suited, but if the individual gets a policy on his own then the responsibility fall on the member and Setcu could not be suited. John pointed out an example of one of our brothers from CSU San Francisco that was injured in an accident at this campus (came all of a sudden to this member). John talk about hearings that Setcu went though and tried to put it on the next newsletter edition so that the members can read about what their union is doing, couldn't do it but will try putting it in the next tradesmen issue. There are issues about members traveling distances to receive health care like at Humboldt and this supplemental insurance can just might help them with a local health care provider and cut travel distances. John concluded that Setcu was not selling insurance but only letting our membership know that it's out there and that Setcu can put together meetings at individual campuses. Paul Martin CSU MB told John that a person contacted him from Aflec and wanted to set up meeting with this campus, Paul told this person that he had no word from Setcu and can't set a meeting up with Aflec. John told Paul he was right to do what he did, because the Executive Board had not given the ok to set these meetings with Aflec just look into this issue and see if this is something Setcu wants. John said that Setcu is in better shape now that we have the Liuna issues out of the way and other issues that Setcu is dealing with, also that it is looking good for Setcu and the way we do business.

John told the members that he wants to be notified if any layoff notices are given so he can deal with these issues. John asked if there were any questions on his report? There were none.

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**Patrick Hallahan
Union Consultant**

Pat explained to the membership that there are issues on retirement bills at Sacramento and the retirement agreement from Liuna and other hearings at the Capitol, that are being discuss by Setcu's board and SBP hearings that Setcu is dealing with. Pat said that retirement bill 8457 was vetoed by the Governor Mr. Davis, because of cost cutting efforts by his administration this kills Bill 8457 and that we have to move on and deal with the new Governor. Pat said the uncertainty of the new administration and the ways their going to approach the budget are issues Setcu should be looking at and be ready to deal on this issue. Pat told the membership that there are bills on retirement where if you served time in the military you could buy back time, to be credited for time served and be added toward ones retirement, Pat explained that Cal Pers will reject your buy back claim but there are bills that will let this happen and will protect this so members can buy back their years. Pat gave members the website for information our members can get by going on (leginfo.ca.gov.com) on retirement bills. Pat told members that around Nov. 17 2003 the new Governor will take office and that he will bring with him a lot of consultants to deal with issues, Pat also told members that just because there is a new Governor we shouldn't lose our sites on Setcu's agenda and goals, Setcu also will have to be known by the new administration and we as a union will have to show our faces for recognition . Pat inform members there is an organization named CPR Journal (California Public Recorder Journal) which writes about unions and recognition they've achieved, it writes about our union Setcu and how we made history along with Surpa to become the only two bargaining Unions to sign contracts when other unions were dealing with this issue. CFA the faculty union was monitoring CSU layoff situation and at the same time how Setcu had a contract and was moving on to other issues, this is what we do best as a union Mr. Hallahan explained to members. CFA has already had layoffs and don't have a contract, these are issues they're dealing with. Pat also mention that Supra has three bill they want to introduce to the legislature and Setcu should look at least two of these bills and maybe support them. Pat told members there are issues on the defer maintenance monies and this issue has to be dealt with by Setcu, example: the monies being used from defer maintenance to fund a whole shop of six painters at Fresno's campus. This was a common practice in the CSU system and this is one of many issues Setcu will be dealing with in the future. Pat announces that the Staffing committee meets Nov 12 2003 and that the Health & Safety committee meets on Nov 19 2003. Pat told the members that there are lots of Safety issues that Setcu is dealing with, example the brother at CUS San Francisco that got seriously injured. This campus was cited by Cal Osha for safety violations because of this incident.

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This brother made great improvement on his injury and was welcomed back at the CSU Stanislaus Setcu General Membership meeting by its attending members. There are other issues Setcu has to be dealing with at various campuses, Pat informed the members and said Setcu will meet these issues head on one by one. Pat gave examples: CSU Fresno (painters) CSU MB (staffing in shops, violation on equipment standards and other issues) CSU Hayward (supervisor position shifts

and an administrator issue and union rights) CSU Stanislaus (settling grievances). CSU San Diego(settlements) CSU Bakersfield(position issue) CSU Long Beach (permanent positions, safety shoe issues)CSU Cal Poly Pomona(Safety issues, Weingarten issue) CSU San Marcos(Skelly Hearing. broken labor codes and union rights issues) CSU San Jose (SPB Hearing issue) . CSU Dominguez Hills (private contracting issues on this campus). Ted Gallaway gave explanation on this issue at Dominguez Hills and the J.O.C issue that Setcu is dealing with. Pat informed the members that the Executive Board is going to meet and deal with issues and when to set up stewards training for our members that want training. Setcu Executive Board will meet Dec 4 & 5 2003 in Sacramento to discuss Union issues and its agenda. Pat told the members these are just some of the issues that are at campuses and there are more issues that will happen that Setcu will have to deal with. Pat mention to members that Setcu is the only union that received a pay raise and Dental Enhancement Plan this past year for their membership. No other union has receive as much in benefits. Pat explained to the members about the UC issues and what Setcu will be dealing with (staffing, wages and representation issues). Pat asked if there any other issues to talk about? There were none.

Chief Stewards Report

Mike Russell chief steward for CSU Chico told members that Chico has a projects contractor that was kicked off a project because of issues the campus had with its contract. The contract is called (Long Pact).

OLD BUSINESS

Liuna Pension

There was a brief discussion on issue and nothing has change on its status, if Liuna does their part of the agreement with Setcu then members can settle their issues on their pension monies.

New Business

Campus visits

John Payne Chief Steward from CSU Sacramento asked Pat Hallahan to ask the Executive Board about the orderly of these visits to campuses by Board members? John Connor told Pat that Setcu has its goals in setting this up in the near future.

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Ted Gallaway
Vice President
Executive Member

Ted told members that the Health & Safety Report was done by Mr. Patrick Hallahan and congratulated him for a job well done on this report. Ted mentioned that Health & Safety Committee is meeting on Nov 19 2003. Ted announced that some members already bought their jackets (Union) and that any member can buy their own at their cost for now, the union is looking to fit all members in the future with jackets. But for now their \$145.00, contact your campus steward or contact Ted if you would like to purchase a jacket . Ted said that the jackets are leather base. Ted told members he has 143 signed membership cards from UC San Diego and this campuses membership will sign more members. Ted asked the campuses stewards to make sure that all information on members is up dated and given to him so he can up grade changes to Setcu records. Ted asked if there were any question ? There were none.

**Randy Grobe
Executive Member
Website Consultant**

Randy told the members issues at CSU San Diego and their Labor Practices on temporary employment issues have just about been settled at this campus, but there are still some issues before closure by Setcu. Randy also thank members and Executive Board Members for taking up the slack when he had a personal health issue, he said the support he has received help him very much get through this time. Randy again thank every one.

**Spencer Colman
Executive Member**

Spencer told members that at CSU Fullerton there are grievances on contractors or somebody doing Unit 6 work so this campus put in their student agreement forms not to do Unit 6 work and had students sign them. Spencer explained to members that Fullerton's foundation hires out to student and others, they are not craftsmen and Unit 6 members repair their messes. Spencer said an associate VP was going to ask the President of the Foundation why is this going on and why pay twice.

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**Craig West
Executive Member**

Craig told members that credit for Labor Day was denied to him since it fell on his day off, because at CSU Humboldt there was a secretary (plant-op) told him this was the way it was going to be. Craig ask this secretary when did the change

happen to our contract that he did not know changed? she replied by saying this was the way it is. There was a grievance file on this issue and it went through proper channels and it was resolve with a little concession that members sign an over time sheet for holidays. Craig told members CSU Humboldt has a VP that has gone over budget on a project and for this he has laid off staff and reschedule workers hours so this VP won't look bad on his funding of projects limits and mention that if hours are not like go somewhere else for work, this didn't sit well with unions. Mike Russell CSU Chico said that their campus is also working with different shifts trying to cut cost. Craig said Humboldt campus buildings are open, windows open and no security at this campus and the police department said they do not close windows. There are issues at this campus Craig explained like funding of projects by plant operation from funds not funded for projects.

Joseph Mendoza
Executive Member
Recording Secretary

Joe thanked the Executive Board and membership for buying a recorder, to record and improve union's meetings minutes.

Paul Lange
Executive Member
Secretary of Finance

Paul told members there were special meetings by the CSU committee on staffing and committee on lotto monies and how funds from this should be used by the CSU. Paul said the CSU is trying to come up with a staffing policy for our system. Paul explained to members that the pickets in Southern California on certain Grocery store chains, we need to support this because it's all about Health Care and its cost to the employees and if this could happen to them, it could effect Setcu's members in the future when we come up to negotiations on health care. Paul told members that the General Membership meetings schedules are on the web-site and that this will change because of the addition of UC San Diego into Setcu, but go on the web-site for information on meeting schedules. Paul talk on scholarship and that 31 scholarships will be awarded with \$500 each scholarship.(these were new ones)

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Good of the Union

John Connor thanked the members from CSU Stanislaus for setting the General Membership meeting and all that was done by this campus members .

John Howard told members that there is a lady from his church that was suppose to address and thank the members for their contribution on donated items from

Setcu's members, but did not attend because of an illness. (helping battered women).

**President John Howard asked if there was any more Union business to address?
There were none.**

meeting ended at 2:30 pm