

# General Membership Meeting Minutes

Wednesday, February 23, 2022 at 6pm

BCFPE UNION OFFICE (ZOOM)

(MEETING CALLED TO ORDER AT 6:04PM)

## WELCOME

Hello and Thank you for taking this time out of your very busy schedules to be here. You are the Union and for us to be successful, all membership must take the same vested interest you have show by being here tonight.

## INTRODUCTIONS

### A. Executive Board Members

President - John Ripley, Executive Vice President – Kasia Gatchalian,

Secretary – Donna Neumeister & Treasurer - Dene Williams,

\*VACANT - Area 1 VP, Christopher Morgan - Area 2 VP, Matt Madairy - Area 3 VP,  
Angela Spencer - Area 4 VP, Danielle Singley - Area 5 VP,

Hermes Rios - Area 6 VP and Roz Johnson - Area 7 VP.

\*Area 1 – P/W and Rec. & Parks

**We continue looking to fill the Area 1 vacancy by someone from Area 1.**

**If you are from this area and are interested in getting more involved, send me an email.**

### B. AFT Maryland Representatives and Other Guests

## **BCFPE TREASURES REPORT AS OF February 2, 2022**

- John read account totals for all four union accounts.
- John advised all accounts have been reconciled as of January 2022.
- All accounts are Annually Audited by AFT National Auditor. FY2021 Audit was completed in the fall of 2021 & final report has been issued dated 09/24/2021. Review Summary & Conclusion – nothing came to the attention of the auditor involving the internal control process that is considered reportable conditions. Financial records and internal controls found to be in good condition. The Full FY2021 Audit Reports are available for review upon request at the union office.
- The FY2022 AFT Annual Audit has been scheduled sometime this fall.

## **STATE OF THE UNION**

### **A. BCFPE FY2022 – FY2023 Agreement**

- BCFPE Negotiation Committee and the BCFPE Executive Board has unanimously recommended acceptance and ratification of TA
- June 15 thru June 17 members ratified the TA by a vote of 98.9%
  - 2 year contract (thru June 30, 2023)
  - Guaranteed NO furloughs and NO Lay-offs
  - Guaranteed funding for all scheduled steps and longevities
  - NEW 6 year longevity beginning January 1, 2022
  - NEW 7 year longevity beginning January 1, 2023
  - \$3000 / \$1000 Premium Pay Bonus July 2022
  - See full Ratified Agreement on website and/or printed MOU's
  - **We will be opening negotiations this fall for FY2024 beginning July 1, 2023**

## **B. Health Care Review Committee (HCRC) UPDATE**

### ➤ **OPEB Funding**

- ✓ April FY2021 60 million to OPEB – up from the cut 35 million projected.
- ✓ April FY2022 60 million to OPEB – up from the cut 45 million projected.
- ✓ Retirement funding is at 62%/63%
- ✓ County reported that in July an additional 40 million dollars of “excess” funds from the healthcare reserve fund (038) was transferred to OPEB.
- ✓ Goal to meet PAYGO by 2026

### ➤ **Calendar Year 2022 Proposed Changes**

- ✓ **HSA Employer Contribution \$500 Individual / \$1000 Family Annually**
- ✓ **No other proposed structural changes for Calendar Year 2022**
- ✓ **Overall 2022 healthcare rate increases were minimal to none.**

### ➤ **Calendar Year 2023 Proposed Changes**

- ✓ **All current healthcare vendors are up for RFP review. Ripley appointed 2 labor represents to serve on the RFP Committee.**
- ✓ **2022 Full Quarterly HCRC Meetings have been scheduled;**
  - **March 9<sup>th</sup> at 2pm, June 15<sup>th</sup> at 10am, September 15<sup>th</sup> at 9:30am and December 15<sup>th</sup> at 9:30am**
- ✓ **1/26/2022 Deputy Budget Director Kevin Reed advised HCRC Chairman Ripley that Baltimore County would not be seeking any subsidy and structural healthcare changes for CY2023.**

## **C. 500 BCFPE Union Members for January 2022**

- **BCFPE is Strong but membership is dropping due largely to slow hiring and employee access due to pandemic.**
- **Let us know if you would like to help plan membership recruitment effort in a specific area of the county or if you have county employees interested in more information about the union.**
- **Strong membership numbers will be important as we continue attempting to navigate the COVID-19 financial crisis. PROTECT COUNTY EMPLOYEES**

## **BCFPE UPDATE**

### STAY INFORMED

- Website (looking for BCFPE activist to volunteer to be our website coordinator)
- Twitter
- Facebook
- Emails (AFT/Baltimore County)
- **Update Contact Information (Home address / Email address)**

### **D. Legal Benefit Plans for Members.**

- BCFPE Legal Plan Brochures (HANDOUT)
- AFT Occupational Liability Coverage for members
- Give us your feedback regarding this benefit

### **E. County / State Legislation**

- ✓ **HB420 / SB405 Retirement Elimination Act 2022.**

### **F. 2022 Baltimore County Executive and Maryland Governor Race**

- Voter Registration Training
- Ways to get more involved / fundraisers
- As Baltimore County Employees, we have the unique opportunity to help elect or un-elect our bosses.
- **GET INVOLVED & MAKE MONETARY CONTRIBUTIONS**

### **G. SAVE-THE-DATES: CY2022 General Membership Meetings**

- ✓ **Ex. Board approved General Membership Meeting dates for 2022.**
  - **Wednesday, February 23, 2022 at 6pm**
  - **Wednesday, May 18, 2022 at 6pm**
  - **Wednesday, September 7, 2022 at 6pm**

## **H. Help make us MORE visible**

- To be influential - **WE** must **BE** influential
- Get involved
- BCFPE Hats and Shirts (**Now in women's cut t-shirts**)
- Facebook & Twitter
- **New Union Giveaways**

## **I. MISCELLANEOUS & NEW BUSINESS**

- **Diversity and Inclusion Floating Days Off**
  - ✓ This benefit did not get added to the MOU but we will continue seeking this inclusion in future negotiations.
  - ✓ The program is still continuing so don't forget to utilize them.
- **COVID-19 Pandemic Issues**
  - ✓ OHR has created an email for Employee and Labor Relation Concerns. [ohrelr@baltimorecountymd.gov](mailto:ohrelr@baltimorecountymd.gov)
- **No Plans to schedule a NEW Steward Training until after the all clear is sounded regarding COVID-19.**
- **The BCFPE "Labor for Love" Team again raised over \$5,000 at the 2021 Maryland Polar Bear Plunge. We have a team again this year and have a goal to raise over \$5,000.**

### **Q and A Session**

*Member Stephen Kirsch suggested the following* expressed interest in organizing recruitment events; Bowling, cookout, food truck night, table at Camden Yards county employee night, bake sale, community trash pick-up, etc. John advised that he would discuss the suggestion with the Executive Board.

*NO further questions*

*Meeting adjourned 6:34pm*

**THANK YOU - STAY INFORMED**