

# General Membership Meeting Minutes

Wednesday, February 27, 2019 at 6pm

## BCFPE UNION OFFICE

### WELCOME

Hello and Thank you for taking this time out of your very busy schedules to be here.

### INTRODUCTIONS

#### A. Executive Board Member

President-John Ripley

Executive Vice President-Adam Hendrix

Secretary-Donna Neumeister

Treasurer-Dene Williams

Area 1 VP-Daniel Bianca

Area 2 VP-Brandon Rose

Area 3 VP-Arley Scott

Area 4 VP-Angela Spencer

Area 5 VP-Valentina Washington

Area 6 VP-Hermes Rios

Area 7 VP-Jessie Bialek

#### B. AFT Maryland Representatives and Other Guests

Negotiations Committee Member- James Sparks

## **BCFPE TREASURES REPORT AS OF FEBRUARY 4, 2019**

- Our Union is financially strong and is used as an example for Unions across the county on how to be fiscally responsible as well as keeping thorough and accurate records.
- All Accounts have been reconciled as of February 4, 2019.

**All accounts are annually audited by AFT National Auditor. AFT audit was completed in December 2018 & final report has been issued. 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.**

## **BCFPE UPDATE**

STAY INFORMED, if you aren't in the KNOW then get your head out of the sand!

- 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)**

## **STATE OF THE UNION**

### **A. 706 BCFPE Union Members for February 2019**

- Supreme Court Janus v. AFCME Decisions - New bargaining group employees **are no longer** required to join BCFPE **despite this ruling** we continue to sign up new members.
- It's possibly that we may be adding part-time employees to bargaining group of same/similar classifications.
- **BCFPE is Strong and growing.**

## **COUNTY NEWS**

### **A. Baltimore County News; County Retains Coveted Triple-A Bond Rating**

- One of only 45 counties nationwide to receive the highest rating from all three agencies. (Moody's Investment Services, Finch Ratings and S&P Global Ratings)

### **B. FY2020 Spending Affordability Committee Report (Available on line)**

### **C. Committee on fiscal sustainability 02/2019 Interim Report (Available on line)**

### **D. Baltimore County News; 9 things to know about 911**

- 3<sup>rd</sup> Largest Center in Maryland
- Over 200 Employees
- 800,000 calls for service per year – that is an average of 2,200 calls per day or 1.5 calls per minute.

## **MOU CONTRACT UPDATE**

### **A. Current MOU Contract thru June 30, 2019 (3-year contract agreement)**

- July 1, 2016, 2017, and January 1, 2019 Pay Schedules 1, 1C & 1E
- 2009 – 2019 Contracts have included the following;
  - Job Securities; no layoffs, no pay freezes, no salary reductions

***THIS IS IMPORTANT TO NOTE BECAUSE SINCE 2009 TO PRESENT, VITUALLY EVERY JURISDICTION AROUND US HAS EXPERIENCED SOME KIND OF LAYOFFS, FURLOUGHES AND/OR PAY FREEZES.***

- Pay Increases; 3% Bonus, 11% Colas, 10% - 30% in steps/longevities  
Approx. 20% to 40% in total raises over the last decade of contracts

### **B. FY2020 Negotiations Committee**

- 09/05/18 Executive Board approved five-person FY2020 Negotiations Committee. John Ripley (President), Adam Hendrix (Vice President), James Sparks (Corrections), Ivy Perez (DWP) and Angela Spencer (Police)

## C. FY2020 Negotiations for July 1, 2019 – UPDATE

- ✓ January 30, 2019 Negotiation Committee meeting with Sean Malone and Drew Vetter (Deputy Administrative Officer) Follow-up meetings: February 7, at 9am & February 21, 2019 at 9am.
- ✓ Gave BCFPE Proposals to County
- ✓ County is at an 81-million-dollar deficit
- ✓ By law, county rainy day fund must not go below 7%
- ✓ County doesn't like "me too" language, saying it hamstrings groups.
- ✓ Union concerns with pending healthcare issues.

## HEALTHCARE

### A. Health Care UPDATE

- In agreement thru December 2017
- County was scheduled to re-opening health care negotiation in January 2017 for 2018 but this has not happened at this point.
- No Proposed Changes to plan structures, co-pays or coverage.
- 2019 Budget Rate Projections +3.48% and the HCRC is once again working to beat back the preliminary increase.
- This would be the third time since being elected as the Chairmen of the HCRC that we have been able to push the county's preliminary projections down. (2015 - 2% & 2018 - 2.23%)
- WE WERE EXPECTING THAT HEALTHCARE NEGOTIATIONS WOULD BE OPENED EARLY 2019 FOR CY2020.
- **The HCRC is scheduled to meet with the county 02/28/19 to discuss expansion of the Labor First plans for Medicare Age Retirees.**

## GENERAL INFORMATION

### A. 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**

## **B. BCFPE Legal Plan for Members.**

- Legal Plan Brochures (HANDOUT)
- Give us your feedback regarding this benefit

## **C. 2020 Elections**

- 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.

## **MISCELLANEOUS BUSINESS**

President Ripley currently holds positions (elected or appointed) of the following; AFL-CIO CLC Ex. Board, AFT Maryland Ex. Board, Chairmen of the Baltimore County HCRC, AFL-CIO MD/DC COPE committee. These types of positions are common and are not a conflict-of-interest while serving as BCFPE President. Moreover, these types of positions have all been viewed as positions of positive influence to help advance our common causes of the union and not a conflict-of-interest.

### ***Johnny O Transition Team Appointment – Public Safety Workgroup***

John advised that the BCFPE Ex. Board of the November 30<sup>th</sup> appointment to the Johnny O Transition Team, at the December 6<sup>th</sup> scheduled meeting. This notification was reflected in the unanimously approved minutes and the BCFPE Ex. Board unanimously approved hospitalities for the transition team meeting hosted at BCFPE. John further advised the AFT Maryland Executive Board Members were also notified of the appointment and he was commended for the appointment at the December 18<sup>th</sup> scheduled AFT Maryland Executive Board meeting. Finally, John advised that the transition team appointment, meetings, and agendas are public knowledge and available online. (FINAL REPORT IS NOW AVAILABLE)

## **QUESTIONS & ANSWERS**

**Question: How does the Union decide on what candidates to choose in political races.**

**Answer: The BCFPE attends and is a member of the AFL-CIO CLC COPE committee and generally follows the committee's decisions. In some cases, however BCFPE can choose not to follow AFL-CIO endorsement and with Executive Board approval, make our own independent endorsements. The BCFPE Executive Board has the final vote on who to endorse. Generally, BCFPE endorses only Local Candidates. It should also be noted that if any member has any suggestions as to who the Executive Board should endorse, they can communicate that with the Union office. Additionally, it should be noted that generally Union dues cannot be used for political activity. Generally, money that is contributed for political purpose is done through a separate voluntary donated COPE account. If any member would like to donate to the COPE account, please contact your Union office.**

**Question: Can you explain the negotiations process.**

**Answer: The BCFPE Executive Board voted on and approved a Negotiations Committee who will conduct the negotiations process (see above for a list of Negotiations Committee members). The Committee then complies proposals that they will submit to the County. The County and the Committee meet several times and discuss those proposals and the proposals that the County submits. When a tentative contract agreement is reached, it is presented to the Executive Board for approval and ultimately voted on by membership.**

**If any member has any questions about the membership meeting or any other questions, please do not hesitate to contact the Union office.**

**THANK YOU - STAY INFORMED**

***THE NEXT GENERAL MEMBERSHIP MEETING IS SCHEDULED FOR 05/22/19 @6pm***