

# General Membership Meeting Minutes

Wednesday, May 22, 2019 at 6pm

## BCFPE UNION OFFICE

### 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- 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:

Frank Pratka- AFT-Maryland/BCFPE Representative

### BCFPE TREASURES REPORT AS OF May 2, 2019

- Out Union is financially strong and is used as an example for Unions across the country on how to be fiscally responsible as well as keeping thorough and accurate records.

- All accounts have been reconciled as of May 2, 2019
- The BCFPE Executive Board has approved the FY 2020 budget for the Union.

**Note: 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. 713 BCFPE Union Members for May 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.

#### **B. Telecommunication Week**

- **5 raffles - \$100 Visa Gift Cards for Dinner and the movies of their choice.**
- **5 raffles - 2 – Orioles Tickets for Friday, July 12, 2019.**

- **Telecommunication Week Winners**

**VISA GIFT CARD**

**Melissa Coroneos  
Davonna Eubanks  
Tae Poteat  
Michael Taylor  
Patty Windisch**

**ORIOLES TICKETS**

**Joe Gearity  
Breoni Rhoda  
Mercedez Jackson  
Peter Maranto  
Kenny Tawney**

**C. Correctional Employee Appreciation Week**

- **4 raffles - \$100 Visa Gift Cards for Dinner and the movies of their choice.**
- **4 raffles - 2 – Orioles Tickets for Friday, July 12, 2019.**
- **Correctional Winners**

**VISA GIFT CARD**

**Emanuel Ricks  
Erica Fisher  
Thomas Malloy  
Carol Pulley**

**ORIOLES TICKETS**

**Devin McKeiver  
Alexis Jison  
Kadell Tillman  
Tyvernica Marshall**

**D. Public Employee Appreciation Week**

- **5 raffles - \$100 Visa Gift Cards for Dinner and the movies of their choice.**
- **5 raffles - 2 – Orioles Tickets for Friday, July 12, 2019.**
- **Public Employee Winners**

**VISA GIFT CARD**

**Area1: Kenneth Larrick  
Area4: Barbara Mitchell  
Area5: Philbert Christian  
Area6: Colleen Adams  
Area7: Megan Barger-Schulze**

**ORIOLES TICKETS**

**Area1: Adam Nelson  
Area4: Ivan Hardy  
Area5: Karen Leach  
Area6: Holly Eberhardt  
Area7: Richard Anders**

## **E. Labor Contract Update**

- **CURRENT CONTRACT EXPIRES JUNE 30, 2019**
- **ONE YEAR CONTRACT EXTENSION**
- **NOT ASKED TO GIVE UP ANYTHING**
- **NO LAY-OFFS OR FURLOUGHS**
- **GUARANTEED FUNDING FOR ALL STEPS AND LONGEVITIES**
- **2% COLA JUNE 30, 2020**
- **SOME SMALL ENHANCEMENTS TO CURRENT MOU**
- **The Negotiations Committee and BCFPE Executive Board Voted Unanimously to send to Members for Ratification.**
- **SEE FULL TENTATIVE AGREEMENT**
- **Ratification Vote is scheduled for May 23, from 6am to 7:30pm**
- **Ratification Vote will be conducted by Pay Schedules (1, 1-C and 1-E) for important data collecting purposes.**
- **Handouts with full tentative agreement.**

## **F. 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 ARE NOT EXPECTING STRUCTURE CHANGES TO ACTIVE AND PRE-MEDICARE ELIGIBLE HEALTHCARE AT THIS POINT FOR CY2020**
- **The HCRC met with the county 02/28/19 to discuss expansion of the Labor First plans for Medicare Age Retirees.**
  - **The County proposed moving Medicare eligible retirees to the Labor First plans and changing the employer contribution from 70% / 75% to and fixed \$30 / \$15-dollar County credit. There are about 4057**

**eligible County employees with only 380 currently voluntarily enrolling in a Labor First Rx plans. (380/4437)**

- **03/04/19 HCRC sent a letter to the County unanimously rejected the County's proposed plan as presented.**
- **The Baltimore County Council voted to cut 9 million from the reserve fund for employee health insurance.**

#### **G. 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**

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

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

#### **I. 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**

#### **AFL-CIO Night at Camden Yards – Union Night**

- **Friday, June 12th – Orioles v. Rays**

- **\$12-dollar tickets with \$3 going back to the AFL-CIO Community Services Program**
- **Tickets will be offered at the traditional BOGO deal to members with a maximum of 1 free ticket.**

**Planning a NEW Steward Training for the fall.**

### **Questions and Answers**

**Q:** Will the newly crated Animal Taxi drivers be included in the contract.

**A:** No, they are on a part time volunteer part time basis.

**Q:** Will there be language in the next contract for specific job descriptions to get their mandated license.

**A:** Any additions to any contract or possible suggestions can be submitted at any time for consideration.

**Q:** What is the Union doing about the leave policy and the high amount of leave rejection.

**A:** The Union is constantly trying to make changes in the MOU in regard to leave time and the number of employees allowed off during negotiations. We also have meeting with management to make them aware of leave discrepancies.