

General Membership Meeting Minutes

Wednesday, September 25, 2019 at 6pm

BCFPE UNION OFFICE

Meeting Start Time: 6:03 PM

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 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- Vacant Position

Area 6 VP- Hermes Rios

Area 7 VP- Jessie Bialek

*Board members present

B. AFT Maryland Representatives and Other Guests:

Frank Pratka- AFT-Maryland Representative

Ray Baker- AFT-Maryland Representative

Kasia Gatchalian- BCFPE Negotiations Committee Member

BCFPE TREASURES REPORT AS OF May 2, 2019

- All accounts have been reconciled as of September 3, 2019.

All accounts are Annually Audited by AFT National Auditor. FY2018 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. FY2019 AFT Audit is currently being conducted. (September 23rd thru 26th) Review Summary & Conclusion pending. Full reports are available for review upon request

THE BCFPE EX. BOARD HAS APPROVED OUR FY2020 OPERATING BUDGET.

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. 709 BCFPE Union Members for August 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 possible that we may be adding part-time employees to bargaining group of same/similar classifications.
- BCFPE is strong and growing.
- **Membership recruitment efforts being planned for the Public Safety Building and Drumcastle Building. If you would like to help organize a membership recruitment meeting in an area around you or have a suggestion for an area to recruit/organize in, let us know.**

B. BCFPE FY2021 Negotiations Committee

- **September 5th Ex. Board unanimously approved a five-members committee as follows;**
- **John Ripley, BCFPE President and Committee Chair**
- **Adam Hendrix, BCFPE Vice President**

- **Tania Lemmon, Corrections**
- **Kasia Gatchalian, 911 Center**
- **Ivy Perez, DPW at Large**
- **The Union Website has been updated with their contact information. Please send any negotiation suggested to appropriate committee member with cc to committee.**
- **President Ripley has sent a letter opening negotiations and has scheduled our 1st labor only meeting for FY21.**

C. Labor Contract Update

- **CURRENT CONTRACT EXPIRES JUNE 30, 2020**
- **ONE-YEAR OR MULTI-YEAR CONTRACT EXTENSION**
- **NO LAY-OFFS OR FURLOUGHS**
- **GUARANTEED FUNDING FOR ALL STEPS AND LONGEVITIES**
- **COLA FOR JULY 1, 2020**
- **AVOID ANY GIVE BACKS**
- **CONSIDERATION FOR OTHER ENHANCEMENTS TO CURRENT MOU**
- **The Negotiations Committee will send any recommendation to the Ex. Board.**
- **BCFPE Executive Board Vote on and send to Members for Ratification.**

D. 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 meeting with the county 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)**
 - **County has agreed to keep the Labor First options as voluntary again for CY2020 but still wants to ultimately reach a pathway to a more sustainable end.**

E. 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**

F. BCFPE Legal Plan for Members.

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

G. 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

Planning a **NEW** Steward Training for the fall but no date set yet.

We are still working on getting the 911 SAVES Act.

We are planning to sponsor a BCFPE “Labor for Love” Team in the 2020 Maryland Polar Bear Plunge. Let me know if you would like to be on the plunge team.

Question and Answers:

Q- How does the voting work for the negotiations committee, executive board and a ratification vote?

A- Voting is done by a simple majority rule.

Q- What is the process of negotiations leading up to arbitration?

A-The Negotiations Committee and the County present each other proposals for the contract. The proposals are discussed by both parties separately and collectively. After negotiations if both sides have not come to an agreement then traditional fact-finding mediation would take place. Factfinding is a third-party entity that would hear both sides of the argument and decide on the disagreement. Factfinding is just that, factfinding. Factfinding is not binding. Arbitration is a third-party entity that conducts factfinding and in the case of salary increases, by law can only decide on **INCOMING COUNTY REVENUE**. Once a decision is made by the arbitrator it is binding on the County Executive. It should be noted that this decision can go both ways in that the arbitrator can find in favor of the Union or the County. The County Council has the authority to cut from the budget any arbitration award. It should also be noted that per Baltimore County Code the arbitrator can only make a decision on any portion of wages or pension benefits, leaving many provisions of our contract vulnerable.

Q- Who is on the negotiations committee?

A-

1. John Ripley, BCFPE President and Committee Chair
2. Adam Hendrix, BCFPE Vice President
3. Tania Lemmon, Corrections
4. Kasia Gatchalian, 911 Center
5. Ivy Perez, DPW at Large

Q- Is there anyone on the negotiations committee from the health department?

A- No. If you have a proposal fell free to contact any on of the members from the negotiations committee.

Q- Is the Department of Corrections going to a 12-hour shift and if so, will the union have to vote on it.

A- A rumor had been circulating about an inevitable 12-hour shift change starting in January. The Union has had meetings with the Director and the director states that she is open to the idea of a twelve-hour shift however it has not been approved nor will it begin on January 1st. Furthermore, the union members at corrections would vote on this schedule change as it goes against the MOU

Q- A member had a question about the provision about flex time in the MOU

A-The provision in the MOU protects members from being arbitrarily forced into flex time. For an example changing your schedule daily with little or no notice.

New Business:

Members discussed the following topics:

1. The Maryland Healthy Working Family Act. This was brought to the attention of the union to keep in mind when in negotiations.
2. Staff members are being fitted for the stab resistant/ballistic vests.
3. The Health Department is proposing that in-house training be conducted to maintain licensing for staff members. In addition to that it was requested that a proposal be made in negotiations that any payment made for licensing be reimbursed to the staff member.
4. An update from a member at the health department. The new provision to the MOU for standby pay has been successfully implemented and staff are being compensated. There is only a small issue with documentation and corrector forms to fill out when requesting substitution pay however it is being addressed. The members of the health department who have received standby pay are very pleased.
5. A proposal was made that during negotiations a provision be mad that allows the Union to submit a grievance about performance evaluations. Specifically, how performance evaluations are used to forgo step increases. This will prevent the County to use withholding a step increase as a form of discipline that currently cannot be grieved

THANK YOU - STAY INFORMED

BCFPE general membership meeting was concluded at 7:23 PM