

General Membership Meeting Minutes

Wednesday, February 26, 2020 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- Philbert Christian

Area 6 VP- Hermes Rios

*Area 7 VP- Graceann Rehbein

** Executive Board Members Present*

B. AFT Maryland Representatives and Other Guests:

Ray Baker- AFT Maryland

BCFPE TREASURES REPORT AS OF February 4, 2020

- John gave a full treasures report including all account balances.
- John advised that all account have been reconciled as of February 4, 2020.
- John further advised that 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 WHICH WE ARE CURRENTLY OPERATING WELL UNDER BUDGET.**

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)**

STATE OF THE UNION

A. 627 BCFPE Union Members for February 2020

- 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.
- **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.**

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
- **Negotiations with the County are ongoing!**

LABOR CONTRACT UPDATE

- **CURRENT CONTRACT EXPIRES JUNE 30, 2020**
- **WE ARE CONSIDERING ONE-YEAR & MULTI-YEAR CONTRACT EXTENSION WITH FINANCIAL RE-OPENERS**

GENERAL CONTRACT SECURITY GOALS

- **AVOID ANY GIVE BACKS**
- **NO LAY-OFFS OR FURLOUGHS**
- **GUARANTEED FUNDING FOR ALL STEPS AND LONGEVITIES**
- **CONSIDERATION FOR OTHER ENHANCEMENTS TO CURRENT MOU**

PRIORITY ISSUES IN NEGOTIATION

- **FY2021 ACROSS THE BOARD COLA FOR PAY SCHEDULE 1, 1C & 1E**
- **CRISIS LEVEL ATTRACTION AND RETENTION EFFORTS AT CORRECTIONS**
 - ✓ **Across the board upgrade for Pay Schedule 1C**
 - ✓ **Accelerated longevities for Pay Schedule 1C**
 - ✓ **Other Pay Schedule 1C pension enhancements to help with retention**

NEGOTIATIONS / RATIFICATION PROCESS

- **The Negotiations Committee will send any recommendation to the Ex. Board.**
- **BCFPE Executive Board will Vote on and send to Members for Ratification.**

C. 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**

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.**
 - **County is making it mandatory for Medicare eligible retirees to pick a Labor First Rx plans beginning CY2021**
 - **Other proposed changes to active and pre-65 retirees are ER and Specialist co-pay increases and adding an HSA. HCRC negotiations are ongoing.**

E. BCFPE Legal Plan for Members.

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

F. BCFPE Election of Officers

- **Executive Board will be approving an election timeline and Election Committee.**
- **Check emails and keep an eye on the website for more information.**
- **Election are conducted via the USPS – Make sure your home address on file with the union is up-to-date.**

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**

H. SAVE-THE-DATES:

1. AFL-CIO Annual Night in Annapolis

- **Monday, March 2nd at 6pm**

2. AFL-CIO 36th Annual Ernie Grecco Golf Tournament

- **Thursday, September 17th at Rocky Point**
- **Proceeds go to the AFL-CIO Community Service Program**

3. General Membership Meetings

- **Wednesday, May 20,2020 at 6pm**
- **Tuesday, September 1, 2020 at 6pm (TENTATIVE CHANGE)**

MISCELLANEOUS BUSINESS

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

We are actively supporting HB350/SB269 Hometown Hero's Act and HB342/SB278 Retirement Tax Reduction Act.

The BCFPE "Labor for Love" Team raised over \$5,300 at the 2020 Maryland Polar Bear Plunge. We are planning to have a team again next year and have a goal to raise over \$10,000. Let us know if you would like to be on the BCFPE "Labor for Love" plunge team.

Members Discussion

1. Question: In reference to contract negotiations; how would an accelerated pay scale work for Pay Schedule 1C?

Answer: An accelerated pay scale would move the longevities already in place from their current pay scale to positions earlier. As an example, 1C currently gets a longevity increase at year 30 YOS. An accelerated pay scale would move current longevities to 25 YOS or sooner. It should be noted that we are still negotiating where exactly the longevities are going to end up.

2. Question: When is the FY2020 COLA for the current contract going to be in effect?

Answer: The 2% cost-of-living will be in effect June 30, 2020.

3. Question: When is the FY2021 COLA for the new contract going to be in effect and how much?

Answer: We don't know yet when the COLA is going to be implemented or how much the COLA is going to be. The COLA could be anywhere between July 1, 2020 and June 30, 2021 but there is a strong probability that it will be January 1, 2021.

4. Question: Is the County following the State's new Maryland Working Families Act?

Answer: The County has disseminated the State's new Sick Family and Safe Leave policy. As far as we know it is being followed so let us know if employees think it is being violated or have any questions.

5. Ray Baker from AFT-Maryland explained to the group the affect of the Karwin Commission on things like contract negotiations and funds being allocated. Brother Baker explained that AFT-Maryland has been fighting in Annapolis to make sure that allocated funds are not taken away from public employees. Baker further advised AFT is supporting other tax reform legislation so state employees and local employees are not negatively impacted.

6. Adam advised the group that if you come across any member who has not been getting emails or any other correspondence to contact him as soon as possible so that the contact information can be updated.

The BCFPE General Membership Meeting was adjourned at 7:35 pm.

If there are any questions about the General Membership Meeting or any Union information, please contact our union office.