

General Membership Meeting Minutes

Tuesday, September 1, 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

Daniel Bianca - Area 1 VP

Brandon Rose - Area 2 VP

Kasia Gatchalian - Area 3 VP

Angela Spencer - Area 4 VP

Philbert Christian - Area 5 VP

Hermes Rios - Area 6 VP

Vacant- Area 7 VP

B. AFT Maryland Representatives and Other Guests- Frank Pratka

C. Special Guest – Election Committee Chair Rick Steinhauser

SPECIAL ORDER BUSINESS – 2020 BCFPE ELECTIONS

- **Close for 2020 Nominations Due at start of the regular meeting**
- **Consideration for any appropriate vote by acclamation if unopposed election.**
- **Bio due September 8th**
- **Ballots mailed out by September 11th**
- **Request for replacement ballots due by September 18th**
- **Ballots DUE BACK by September 29th. NOT POSTMARKED**
- **Ballots counted on September 30th**
- **2020 Installment of Officers October 12th**

Election Committee Chair Rick Steinhauser and AFT Representative Frank Pratkan verified all nomination forms by comparing the names of the nominees and nominators to the union members master list provided by AFT. All forms were checked for dues paying members in good standing for a 12-month period. All nominees and nominators were approved by Mr. Steinhauser and Pratkan. Mr. Steinhauser then announces all candidates running for office. The candidates are as follows.

- **President: John Ripley and James Paige**
- **Executive Vice President: Adam Hendrix (unopposed)**
- **Secretary: Donna Neumeister (unopposed)**
- **Treasurer: Dene Williams (unopposed)**
- **Area 1 VP: No nominee**
- **Area 2 VP: Chris Morgan (unopposed)**
- **Area 3 VP: Kasia Gatchalian and Matt Madairy**
- **Area 4 VP: Angela Spencer (unopposed)**
- **Area 5 VP: Philbert Christian (unopposed)**
- **Area 6 VP: Hermes Rios (unopposed)**
- **Area 7 VP: Sarah Witcher (unopposed)**

At the conclusion of the announcement of candidates the special order of business was concluded, and the General Membership Meeting resumed.

BCFPE TREASURES REPORT AS OF AUGUST 4, 2020

- Holding - \$500.00
- COPE - \$5,742.03
- OPERATING - \$124,291.88
- Money Market - \$594,001.20
- Total = \$724,535.11

- All Accounts have been reconciled as of August 4, 2020.

All accounts are Annually Audited by AFT National Auditor. FY2019 Audit was completed in September 2019 & 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. FY2020 AFT Audit has not yet been scheduled. Full FY2019 Audit Reports are available for review upon request

THE BCFPE EX. BOARD HAS APPROVED OUR FY2021 OPERATING 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. 617 BCFPE Union Members for July 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 is 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.**
- **Strong membership numbers will be important as we continue attempting to navigate the COVID-19 financial crisis. PROTECT COUNTY EMPLOYEES**

B. BCFPE FY2022 Negotiations

- Notice to open negotiation is due on or before October 15th
- BCFPE will approve negotiations committee

LABOR CONTRACT UPDATE

- **CURRENT CONTRACT EXPIRES JUNE 30, 2021**
- **ONE-YEAR OR MULTI-YEAR CONTRACT EXTENSION**
- **NO LAY-OFFS OR FURLOUGHES**
- **GUARANTEED FUNDING FOR ALL STEPS AND LONGEVITIES**
- **PROTECT COLA for June 30, 2021 and add COLA for FY2022**
- **PROTECT OTHER SCHEDULED ENHANCEMENTS & 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 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 since 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. 2020 Presidential Elections

- Presidential Election November 3, 2020
- 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:

1. General Membership Meetings - 2021 Dates pending

MISCELLANEOUS BUSINESS

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

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.

THANK YOU - STAY INFORMED

The September 1, 2020 General Membership Meeting was adjourned at 7:02 pm.