

# General Membership Meeting Minute

Wednesday, February 24, 2021 at 6pm

BCFPE UNION OFFICE

(MEETING CALLED TO ORDER AT 6:08PM)

## 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 – Kasia Gatchalian,  
Secretary – Donna Neumeister & Treasurer - Dene Williams,  
VACANT - Area 1 VP, Christopher Morgan - Area 2 VP, Matt Madairy - Area 3 VP,  
Angela Spencer - Area 4 VP, Philbert Christian - Area 5 VP,  
Hermes Rios - Area 6 VP and Sarah Witcher - Area 7 VP.

## BCFPE TREASURES REPORT AS OF FEBRUARY 2, 2021

- John read account totals for all four union accounts.
- John advised all accounts have been reconciled as of February 2, 2021.
- All accounts are Annually Audited by AFT National Auditor. FY2020 Audit was completed in the fall of 2020 & the final report has been issued dated 11/6/2020. 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. FY2021 AFT Audit has not yet been scheduled. Full FY2020 Audit Reports are available for review upon request at the union office.
- THE BCFPE Ex. Board will be reviewing and approving a balanced FY2022 Operating Budget over the next few months.

## **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. 581 BCFPE Union Members for January 2021**

- BCFPE is Strong but membership is dropping due largely to slow hiring and employee access due to pandemic.
- 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**

- BCFPE Executive Board has approved the FY2022 negotiations committee
- FY2022 Negotiations has been opened and talks are ongoing.
- FY2022 Spending Affordability Committee (SAC) Report is out. (02/12/21)
  - ✓ The FY2022 guideline allows for a maximum spending growth of \$103,656,469 over the FY2021 budgeted base spending amount of \$2,147,266,033.

### **C. LABOR CONTRACT UPDATE**

- **CURRENT CONTRACT EXPIRES JUNE 30, 2021**
- **ONE-YEAR OR MULTI-YEAR CONTRACT EXTENSION**
- **NO LAY-OFFS OR FURLOUGHS**
- **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.**

### **D. Health Care UPDATE**

- **The HCRC met with the county regarding the mandatory move to Labor First plans for Medicare Age Retirees.**
  - **The County originally 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. County again agreed to maintain contractual splits for calendar year 2020.**
  - **It was mandatory for Medicare eligible retirees to pick a Labor First Rx plans beginning CY2021 with other voluntary Medicare surround plan options.**
  - **These current voluntary Medicare surround plan option will likely become mandatory over years to come, as retirees migrate over.**
- **Active employees and pre-65 retiree changes.**
  - **ER (\$100) and Specialist (\$25) co-pay increases.**
  - **Adding an HSA.**
  - **Adding dental implants (50% after deductible).**
  - **Increased out-of-pocket maximum for BCBS Dental Plans.**
  - **HCRC negotiations are ongoing for CY2022.**

**NOTE: John advised that healthcare information in our MOU doesn't always align because our MOU is Fiscal Year and Healthcare is Calendar Year.**

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

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

## **F. County / State Legislation**

- **HB85 / SB651 Add CO's to tier 2 public safety WC Compensation**
- **HB1199 / SB813 WC presumption protection for COVID-19**
- **HB509 Reclassifying 911 Center Employees to First Responders**

## **G. 2022 Baltimore County Executive and Maryland Governor Race**

- **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. General Membership Meetings – Wednesday, May19, 2021 at 6pm**
- 2. General Membership Meetings – Tuesday, September 1, 2021 at 6pm**

## **I. 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**

## **J. MISCELLANEOUS & NEW BUSINESS**

- **Department transfers require signature of supervisor (Rule 9)**
- **Discrepancies over County Closures Policy / F-time / P-time**
- **Diversity and Inclusion Floating Days Off**
- **COVID-19 Pandemic Issues**
  - ✓ **Eligible Essential Pay – we ensured pay would be available to all county employees required to work during the covered period. (Not just the police and fire departments)**
  - ✓ **Questions due to conflicting department policies. OHR has created an email for Employee and Labor Relation Concerns. [ohrelr@baltimorecountymd.gov](mailto:ohrelr@baltimorecountymd.gov)**
- **Planning a NEW Steward Training for the fall but no date set yet.**
- **The BCFPE “Labor for Love” Team again raised over \$5,000 at the 2021 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.**

## **Q AND A Session**

- 1) **D. Johnson advised a lot of employees are dropping out because the union isn't strong enough. John advised that employees are dropping out to save money but warned strong membership is the best safeguard against lay-offs, pay freezes and advancing our overall prosperous agenda.**

- 2) R. Johnson asked about layoff procedures in accordance with our MOU. John explained layoff procedures and “bumping right”. John further advised that layoffs ARE NOT LIKELY given the recent Spending Affordability Report and expects to have confirmation soon in the negotiation process.
- 3) R. Johnson expressed concerns over management’s authority over who can telework and received the County Executive approved essential pay last spring. John advised that he would follow-up with the county administration regarding her concerns.
- 4) AVP M. Madairy reminded members the importance of advocating for themselves real-time and to bring the concern to the union early for possible intervention and remedy resolution.
- 5) D. Johnson asked that the correctional series upgrades schedule June 30, 2021 be paid at that time and not have to wait until the employees anniversary date because the upgrades have already been delayed a year. John advised that it is unlikely because it would require a CODE change but he would share the concern with the administration.
- 6) EVP K. Gatchalian asked (given the past discrepancies) is there a difference in leave handling between weather closures and County Executive closures like Christmas Eve 12/24/2020. John asked that more information be gathered and he would follow-up.

**THANK YOU - STAY INFORMED**

***The General Membership Meeting ended 7:25pm***