

General Membership Meeting Minutes

Wednesday, May 19, 2021 at 6pm

BCFPE UNION OFFICE

(MEETING CALLED TO ORDER AT 6:04PM)

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 (*BECOMING VACANT) - Area 5 VP, Hermes Rios - Area 6 VP and Sarah Witcher (*BECOMING VACANT) - Area 7 VP.

*Area 1 – P/W and Rec. & Parks

*Area 5 – Aging, Health & Social Services

*Area 7 – DEPS, OIT & PAI

We will be looking to fill these vacancies so if you are from these area and are interested in getting more involved, send me an email.

B. AFT Maryland Representatives and Other Guests - NONE

BCFPE TREASURES REPORT AS OF May 6, 2021

- John read account totals for all four union accounts.
- John advised all accounts have been reconciled as of May 6, 2021.
- All accounts are Annually Audited by AFT National Auditor. FY2020 Audit was completed in the fall of 2020 & 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

THE BCFPE EX. BOARD REVIEWED AND APPROVED OUR FY2022 OPERATING BUDGET.

NOTE: The FY2022 approved budget was narrowly balanced largely due to the e-board discussion to defer pass-through per-capita increases by AFT Maryland and AFT National. The BCFPE e-board has deferred pass-through increases since September 2016 (to \$23.96) but we are forced to re-visit the deferred pass-through per capita increase this fall. (Dues should be currently at \$25.23 per pay as of September 2020 not including any other State or National increases this fall)

STATE OF THE UNION

A. BCFPE FY2022 – FY2023 Tentative Agreement (TA)

- BCFPE Negotiation Committee and the BCFPE Executive Board has unanimously recommended acceptance and ratification of TA
- 2 year contract (thru June 30, 2023)
- John shared the TA on the screen and did a full line-by-line review of the TA.
 - ✓ FY2022-FY2023 Ratification Process
 - County approved using the county email system
 - Updated Pay Schedules 1, 1C and 1E with ledger (on website)
 - Full and Final “REVISED” TA (on website)
 - Informational Sessions
 - ✓ ZOOM General Membership Meeting – May 19th at 6pm
 - ✓ ZOOM TA Informational Meeting – June 2nd at 8am
 - ✓ ZOOM TA Informational Meeting – June 9th at 6pm
 - Ratification Vote – June 15, 2021 at 8am to June 17, 2021 at 8pm
 - Requests for assistance and/or resending voting ballots due 6/16 by 8am

B. Health Care Review Committee (HCRC) UPDATE

- 01/06/21 Full-HCRC meeting with county.
- 04/06/21 FULL Quarterly HCRC meeting with county.
 - FY2021 60 million to OPEB – up from the cut 35 million projected.
 - FY2022 60 million to OPEB – up from the cut 45 million projected.
 - Retirement funding is at 62%/63%
 - Goal to meet PAYGO by 2026
- PENDING: 07/12/21 Full Quarterly HCRC meeting with county.
- PENDING: 10/05/21 Full Quarterly HCRC meeting with county.
- **TALKS ONGOING**

C. 568 BCFPE Union Members for May 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**

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)**

D. BCFPE Legal Plan for Members.

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

E. County / State Legislation

- **HB85 / SB651 Add CO's to tier 2 public safety WC Compensation**
 - ✓ **Legislation Passed**
- **HB1199 / SB813 WC presumption protection for COVID-19**
 - ✓ **Legislation Failed but labor has been asked to closely monitor cases for potential examples to use if reintroduced.**
- **HB509 Reclassifying 911 Center Employees to First Responders**
 - ✓ **Legislation Failed but we it will be reintroduced in the 2022 session**

F. 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**

G. SAVE-THE-DATES:

- 1. General Membership Meetings – Wednesday, February 24, 2021 at 6pm**
- 2. General Membership Meetings – Wednesday, May19, 2021 at 6pm**
- 3. General Membership Meetings – Tuesday, September 1, 2021 at 6pm**

H. 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**

I. MISCELLANEOUS & NEW BUSINESS

- Diversity and Inclusion Floating Days Off
- COVID-19 Pandemic Issues
 - ✓ Question due to conflicting department policies. OHR has created an email for Employee and Labor Relation Concerns. 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.

THANK YOU - STAY INFORMED

Q and A Session

Paige asked if the negotiated Correctional Upgrades are still happening. John advised yes.....the negotiated upgrades and other upgrades as a result of PSAB recommendations are going into effect June 30/July 1, 2021.

Meeting adjourned 6:49pm