

General Membership Meeting Minutes

Wednesday, September 1, 2021 at 6pm

BCFPE UNION OFFICE

(MEETING CALLED TO ORDER AT 6:06PM)

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, Danielle Singley - Area 5 VP,

Hermes Rios - Area 6 VP and Roz Johnson - Area 7 VP.

*Area 1 – P/W and Rec. & Parks

We will be looking to fill the Area 1 vacancy sometime by the beginning of the year so if you are from this area and are interested in getting more involved, send me an email.

B. AFT Maryland Representatives and Other Guests

BCFPE TREASURES REPORT AS OF August 2, 2021

- John read account totals for all four union accounts.
- John advised all accounts have been reconciled as of July 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. The FY2020 AFT Full Audit Reports are available for review upon request at the union office.
- The FY2021 AFT Annual Audit has been scheduled for the week of September 20th

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 the current \$23.96) but we were forced to re-visit the deferred pass-through per capita increase over the summer. At the June 3rd Executive Board Meeting, members voted unanimously to pass-thru all differed state and national increases since 2016.

(Dues will increase to \$25.43 per pay as of September 2021)

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**
- **June 15 thru June 17 members ratified the TA by a vote of 98.9%**
 - **2 year contract (thru June 30, 2023)**
 - **Guaranteed NO furloughs and NO Lay-offs**
 - **Guaranteed funding for all scheduled steps and longevities**
 - **NEW 6 year longevity beginning January 1, 2022**
 - **NEW 7 year longevity beginning January 1, 2023**
 - **\$3000 / \$1000 Premium Pay Bonus**
 - **SEE TA FOR A FULL LIST ON IMPROVEMENTS**

B. Health Care Review Committee (HCRC) UPDATE

- **OPEB Funding**
 - ✓ **April FY2021 60 million to OPEB – up from the cut 35 million projected.**
 - ✓ **April FY2022 60 million to OPEB – up from the cut 45 million projected.**
 - ✓ **Retirement funding is at 62%/63%**
 - ✓ **County reported that in July an additional 40 million dollars of “excess” funds from the healthcare reserve fund (038) was transferred to OPEB.**
 - ✓ **Goal to meet PAYGO by 2026**
- **Calendar Year 2022 Proposed Changes**
 - ✓ **HSA Employer Contribution \$500 Individual / \$1000 Family Annually**
 - ✓ **No other proposed structural changes for Calendar Year 2022**
 - ✓ **Overall healthcare rate increases expected to be very minimal - Official rates expected mid-September**

C. 549 BCFPE Union Members for August 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.

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: CY2022 General Membership Meetings

1. **General Membership Meetings dates for 2022 are pending approval this fall/winter.**

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**
 - ✓ **This benefit did not get added to the MOU but we will continue seeking this inclusion in future negotiations.**
- **COVID-19 Pandemic Issues**
 - ✓ **08/12/2021 Baltimore County Reinstated mandate for masks in all county building.**
 - ✓ **08/24/2021 Baltimore County Reinstated the County State-of-Emergency.**
 - ✓ **OHR has created an email for Employee and Labor Relation Concerns. ohrelr@baltimorecountymd.gov**
- **No Plans to schedule a NEW Steward Training until after the all clear is sounded regarding COVID-19.**
- **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

AVP Roz Johnson stated the list of essential county employees should be reviewing and expanded as a result of the pandemic.

NO further questions

Meeting adjourned 6:51pm