

General Membership Meeting Minutes

Wednesday, February 8, 2023 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 – Christopher Morgan

Josh Tormey - Area 1 VP, VACANT - Area 2 VP, Matt Madairy - Area 3 VP, Angela Spencer - Area 4 VP, *VACANT - Area 5 VP, Hermes Rios - Area 6 VP and *VACANT - Area 7 VP.

*Area 2 – DOC, Area 5 – DHHS, DSS and Aging and *Area 7 – DEPS, OIT & PAI

We are looking to fill the Area 5 and Area 7 vacancy soon. If you are from one of these areas and are interested in getting more involved, send me an email.

B. AFT Maryland Representatives and Other Guests

BCFPE TREASURES REPORT AS OF February 3, 2023

- **President Ripley read account totals and advised all Account have been reconciled thru February 2023.**

All accounts are Annually Audited by AFT National Auditor. FY2022 Audit was completed in the fall of 2022 & final report has been issued dated 10/10/2022. 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. Full FY2022 Audit Reports are available for review upon request.

FY2023 AFT Annual Audit will be scheduled sometime the fall of 2023.

The BCFPE Executive Board has approved the FY2023 Proposed Budget.

STATE OF THE UNION

A. BCFPE FY2022 – FY2023 Agreement (MOU ends June 30, 2023)

B. FY2024 BCFPE Negotiation Committee will be approved at the scheduled September 8th Executive Board meeting and negotiation was officially opened.

- **FY2024 Priority Issues**

- **Attraction and retention priorities at DOC & 911 Center**
- **Guaranteed NO furloughs and NO Lay-offs**
- **Pay Schedule 1, 1C and 1E COLA's (July 1st or mid-contract/year)**
- **Guaranteed funding for all scheduled steps and longevities**
- **Additional NEW longevity Increases**
- **Other contract enhancements**
- **1 or 2 year contract extension will depend on enhancements.**
- **The Spending Affordability Committee (SAC) Report is due February 15th**

C. 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 2023 Proposed Changes**
 - ✓ **2023 Full Quarterly HCRC Meetings have been scheduled;**
 - **March 8th at 1pm, June 13th at 3:30pm, September 11th at 11am and December 11th at 11am**
 - ✓ **The fall of 2022 all current healthcare vendors went up for RFP review. Ripley appointed 2 labor represents to serve on the RFP Committee.**
 - ✓ **The RFP review resulted in vision change from Davis to National Vision Admin.**
 - ✓ **CY2023 projected healthcare rate increases of about 2.2%**
 - ✓ **Ongoing negotiations over eliminating the post 2007 two-tiered healthcare rates system for CY2024 or CY2025. This move is essential for recruitment and retention but will come at some kind of shared cost of an estimated 19 million dollars increase.**
 - ✓ **Post 2007 employee savings**
 - **Family = over \$116 a pay or over \$3000 a year**
 - **E & S = over \$65 a pay or over \$673 a year**
 - **P & C = over \$25 a pay or over \$1700 a year**
 -

D. 454 BCFPE Union Members for July 2022

- **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 and subsequent economic 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)**

E. Legal Benefit Plans for Members.

- BCFPE Legal Plan Brochures (HANDOUT)
- AFT Occupational Liability Coverage for members
- Give us your feedback regarding this benefit

F. County / State Legislation

- ✓ **SB405 Retirement Elimination Act 2022. (PASSED)**
 - **65 and older, \$1000 Tax Credit if making less-than \$100,000**
 - **65 and older, \$1750 Tax Credit if making less-than \$150,000 jointly**
- ✓
 -

G. 2024 Presidential Election

- 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: CY2023 General Membership Meetings

✓ Executive Board Approved Dates

- Wednesday, May 17, 2023 at 6pm
- Friday, September 1, 2023 at 6pm

This will be a BCFPE Executive Board election year so nomination will be do at this meeting.

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

- **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.**
 - ✓ **The program is still continuing so don't forget to utilize them.**

Q and A Session

NONE

THANK YOU - STAY INFORMED

Meeting adjourned 6:46pm