

# General Membership Meeting Minutes

Friday, September 1, 2023 at 6pm

BCFPE UNION OFFICE

**(MEETING CALLED TO ORDER AT 6PM)**

## 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, Matt Madairy - Area 3 VP, Angela Spencer - Area 4 VP,  
and Hermes Rios - Area 6 VP.

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

### B. AFT Maryland Representatives and Other Guests

## MOVE TO SPECIAL ORDER OF BUSNISS – NOMINATION FOR INTERNAL ELECTIONS

### BCFPE Internal Executive Board Elections

- Elections Committee – Margaret Jarboe, Dale Langford and John Chase
- We will be contracting with a company called Elections USA and election will be conducted by US mail in accordance with our Constitution and Bylaws.
- Nominations are due by the start of business at the September 1<sup>st</sup> General Membership Meeting.
- Ballots will be mailed out by September 11<sup>th</sup> and are due back September 28<sup>th</sup>
- Ballots will be counted on September 29 & officers will be installed on 10/9/2023.

**Acting Election Committee Chair called**

**1<sup>st</sup> Call, 2<sup>nd</sup> Call, 3<sup>rd</sup> and Last Call for Nominations (Nominations Closed)**

***Election Committee Members caucused and confirmed nominees and recommending members are members in “Good Standing”.***

***The Elections Committee Members announce the Official Nominees as follows;***

**President**

***John Ripley – Unopposed***

**Vice President**

***Christopher Morgan – Unopposed***

**Treasurer**

***Kasia Gatchalian – Unopposed***

**Secretary**

***Donna Neumeister and Christopher Tymeson-Jones***

**Area 1 Vice President**

***Joshua Tormey - Unopposed***

**Area 2 Vice President**

***Vacant***

**Area 3 Vice President**

***Matthew Madairy and Kaitlyn Neumeister***

**Area 4 Vice President**

***Angela Spencer - Unopposed***

**Area 5 Vice President**

***Vacant***

**Area 6 Vice President**

***Hermes Rios - Unopposed***

**Area 7 Vice President**

***Vacant – Unopposed***

***Election Committee Members finalize all 7 area ballots and instructions and send to Elections USA contact for Phase 2 mailing.***

## **RETURN TO NORMAL ORDER OF BUSINESS**

### **BCFPE TREASURES REPORT AS OF August 1, 2023**

- **President Ripley read account totals and advised all Account have been reconciled thru August 2023**
- All Account have been reconciled thru **August 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 is scheduled for the week of September 18<sup>th</sup> and that annual audit report will be pending.

The BCFPE Executive Board will review and approve the FY2024 Proposed Budget at the June scheduled Executive Board meeting.

### **Dues Increase Notice**

Per pay dues will increase from \$25.43 to \$26.92 on October 1, 2023. These are pass-thru increases from our affiliates and dues have not increased since 2021.

## **STATE OF THE UNION**

- BCFPE FY2024 – FY2025 Tentative Agreement (TA) beginning July 1, 2023**
- The Ratification Vote conducted using Election Buddy over the county email system May 24 at 8am thru May 26 at 8pm.**
- Membership accepted the contract by a vote of 96.19% (227 – YES and 9 – NO)**
  - **FY2024 Priority Issues**
    - **Guaranteed NO furloughs and NO Lay-offs**
    - **Guaranteed funding for all scheduled steps and longevities**
    - **Pay Schedule 1, 2% COLA July 1, 2023 & 2% COLA January 1, 2024**
    - **Pay Schedule 1C and 1E, 3% COLA July 1, 2023**
    - **Upgrades and added 13 year longevity for Pay Schedule 1C & 1E**
    - **HCRC – During away with the Pre and Post 2007 2-tiered rate system beginning in CY2025 – dropping post 2007 employees to pre 2007 rates.**
    - **Other contract enhancements (SEE FULL T/A ON WEBSITE)**

## **D. Health Care Review Committee (HCRC) UPDATE**

- ✓ **Beginning CY2025 we will be doing away with the pre and post 2007 rates. (bifurcated System) Post 2007 employees will drop down to the pre 2007 rates. Saving based on current rates;**
  - ✓ Family Coverage - Savings \$116 per pay or \$3019 a year
  - ✓ Employee & Spouse Coverage - Savings \$65 per pay or \$1701 a year
  - ✓ Parent & Child Coverage – Savings \$25 per pay or \$673 a year
  - ✓ Pre-Medicare Retiree – Flat rate structure to pre 2007 rates
  - ✓ Medicare-eligible Retirees Hired after 2007 – realign flat rates to account for fully-insured Labor First plan beginning in CY2025.

## **E. 458 BCFPE Union Members for August 2023**

- **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.**
- **Shop Steward Training this sometime winter**

### **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)**

## **F. Legal Benefit Plans for Members.**

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

## **G. County / State Legislation**

- ✓ **HB2 – Union Dues Subtraction Modification. (PASSED/SIGNED)**
  - **100% of union dues can be subtracted from your Md. taxable income.**

## **H. 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

## **I. SAVE-THE-DATES: CY2024 General Membership Meetings**

- **The Executive Board will be approving 2024 General Membership Meeting Dates and they will be posted on the union website.**

## **J. 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**

## **K. MISCELLANEOUS & NEW BUSINESS**

- **Diversity and Inclusion Floating Days Off**
  - ✓ **Added to the MOU in Section 13.1.**
  - ✓ **The program is still continuing so don't forget to utilize them.**
- **Union Office – We have a little less than a year left on our lease but we have been asked to relocate dues to major renovation needed in the building. The Ex. Board will review options and approve any moves. A new long term lease is being considered.**

**Q and A Session - NONE**

**THANK YOU - STAY INFORMED**

**Meeting adjourned 6:49pm**