

General Membership Meeting Minutes

Wednesday, September 11, 2024 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 – Christopher Morgan,

Secretary – Matt Madairy & Treasurer – Kasia Gatchalian

Josh Tormey - Area 1 VP, Ben Little - Area 2 VP, Kaitlyn Neumeister - Area 3 VP, Angela Spencer - Area 4 VP, Danielle Drell - Area 5 VP, and Hermes Rios - Area 6 VP.

(VACANT) Area 7 – DEPS, OIT & PAI

B. AFT Maryland Representatives and Other Guests

BCFPE TREASURES REPORT AS OF September 1, 2024

- President Ripley read account totals and advised all accounts have been reconciled thru **August 2024**

All accounts are Annually Audited by AFT National Auditor. FY2023 Audit was completed in the fall of 2023 & final report has been issued dated 09/26/2023. 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 FY2023 Audit Reports are available for review upon request.

FY2024 AFT Annual Audit is scheduled for the week of September 16th.

The BCFPE Executive Board reviewed and approved the FY2025 Proposed Budget at the June 2024 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

A. BCFPE FY2025 – FY2027 Tentative Agreement (TA) beginning July 1, 2024

B. Membership accepted the contract by a vote of 97.27%

- 1 % COLA Jan. 1, 2025, 1% COLA Jan. 1, 2026 & Jan. 1, 2027
- Added Longevities: 8/9 year FY2025, 8/9 year FY2026 & 11 year FY2027
- 32 Pay Schedule 1 Upgrades
 - Guaranteed steps and longevities thru FY2027
 - Guaranteed no furloughs or lay-offs thru FY2027
 - Pension Re-Opener for FY2026

C. Health Care Review Committee (HCRC) UPDATE

- ✓ Post 2007 employees will drop down to the pre 2007 rates. Saving based on current rates;
 - The will add 10 / 20 million to the budget
 - 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
- Quarterly HCRC meeting have been scheduled for 2024

D. 525 BCFPE Union Members for August 2024

- 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 fall or spring 2025

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

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

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: CY2024 General Membership Meetings

- The Executive Board has approved 2024 General Membership Meeting Dates and they have been posted on the union website.
 - Wednesday, February 7, 2024 at 6pm (8 in-person & 8 on zoom)
 - Wednesday, May 22, 2024 at 6pm (3 in-person & 4 on zoom)
 - Wednesday, September 11, 2024 at 6pm (8 in-person & 9 on zoom)
- The Executive Board will approve 2025 General Membership Meeting Dates in the coming months.

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

- AFL-CIO Community Service – Holiday Baskets Program
 - If you know of a member that is struggling due to unforeseen life situation, you can send me information.
- Union Office Address
 - 1801 Glen Keith Blvd.
Suite 100
Towson, Md. 21286
(Loch Raven Center)

Q and A Session –

- Adele asked if the specifics of House Bill #2 is written anywhere. John advised that the total union dues paid each year can be found on your last pay check of the year. John advised that most tax consultants will know about House Bill #2. Josh advised that he emailed Adele a copy of House Bill #2 for her review.

THANK YOU - STAY INFORMED

Meeting adjourned 6:47pm