

General Membership Meeting Minutes

Wednesday, February 7, 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 – Donna Neumeister & Treasurer – Kasia Gatchalian

Josh Tormey - Area 1 VP, Ben Little - Area 2 VP, Matt Madairy - 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 FEBRUARY 2, 2024

- President Ripley read account totals and advised all accounts have been reconciled thru **January 2024**
- All Account have been reconciled thru **January 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 will be scheduled sometime this fall – Pending.

The BCFPE Executive Board will review and approve the FY2024 Proposed Budget at the June 2023 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 FY2024 – FY2025 Tentative Agreement (TA) beginning July 1, 2023

B. Membership accepted the contract by a vote of 96.19% (227 – YES and 9 – NO)

- We are currently in negotiations per the contract for our wage re-opener.
 - Comprehensive Salary Survey is complete and being considered.
 - HCRC – During away with the Pre and Post 2007 2-tiered rate system beginning in CY2025 – dropping post 2007 employees to pre 2007 rates. This enhancement alone will add 10 / 20 million to the budget.
- ✓ 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

- **SAC Report is due by February 15th.**

C. Health Care Review Committee (HCRC) UPDATE

- **Quarterly HCRC meeting have been scheduled for 2024**

D. 492 BCFPE Union Members for January 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 sometime this fall**

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**
 - **Wednesday, May 22, 2024 at 6pm**
 - **Wednesday, September 11, 2024 at 6pm**

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

- **AFT Maryland Lobby Night in Annapolis**
 - **Monday, February 12th from 6pm to 8pm**
 - **Buses rides available thru AFT**
- **AFL-CIO Night in Annapolis**

- **Monday, March 11th from 6pm to 8pm**
- **Buses rides available thru AFT**

- **Union Office Address**
 - **1801 Glen Keith Blvd.**
 - Suite 100**
 - Towson, Md. 21286**
 - (Loch Raven Center)**

Q and A Session –

- Sharon asked how all Criminal Records Processors can receive the essential pay for the Police Unit. John advised that the essential pay was due to those employees working nights, weekends and holidays. Sharon also asked how Criminal Records Processors could become 40 hour employees. John advised that it would have to be negotiated.

- Darvia asked about the reclassification of his position. John advised that the county has the information packet that Darvia provided to the union and is reviewing the information. John advised he would let Darvia know of any progress.

- Mike asked if the Annual Salary Review had been completed yet. John advised that it has been completed and under review.

THANK YOU - STAY INFORMED

Meeting adjourned 6:49pm