

C.S.E.A. General Chapter Meeting
Friday, September 11, 2009
3:00 p.m.
Room 802

Call to Order: The meeting was called to order at 3:08 p.m. by Sherry Nicholas.

Pledge of Allegiance: Sandy Rodina led us in the pledge of allegiance.

Roll Call of Officers:

President – Sherry Nicholas	Present	Sergeant at Arms – Sandy Rodina	Present
Vice President – Ken Cooper	Present	Parliamentarian – Tim Heisler	Absent
Secretary – Sara Holmes	Present	Public Relations – Chris Takemoto	Absent
Treasurer – Jamie Spielmann	Present	Past President – Patricia Carver	Excused

There were 22 members present.

Approval of Minutes: There were some minor spelling corrections. Linda Boyle motioned to approve the minutes, Nancy Millis seconded the motion. All were in favor.

Communications: (Sara Holmes) – no report

Treasurer's Report: (Jamie Spielmann) –

CSEA Chapter 381 Treasurer's Report
for the Month of May 2009

Checking Account Beginning Balance		6,936.28
Income:		
Chapter Dues		
No Income		
Total Income:		
Expenses:		
No Expenses		
Total Expenses	0.00	
Ending Balance		6,936.28
Savings Account Beginning Balance		813.30
Dividend (Will be deposited in June and show up on June's statement)		0.00
Ending Balance		813.30

CSEA Chapter 381 Treasurer's Report
for the Month of June 2009

Checking Account Beginning Balance		6,936.28
Income:		
Chapter Dues:		387.60
		378.10
Total Income:	765.70	
Expenses:		
Check # 890 Mt Shasta Mall Gift Certs Retirees		-250.00
Total Expenses	250.00	
Ending Balance		7,451.98
Savings Account Beginning Balance		813.30
Dividend		0.24
Dividend		0.23
Ending Balance		813.77

CSEA Chapter 381 Treasurer's Report
for the Month of July 2009

Checking Account Beginning Balance		7,451.98
Income:		
Chapter Dues:		13.30
Total Income:	13.30	
Expenses:		
Check #891 CSEA Conference Hotel		-125.00
Check #892 CSEA Conference Registration Fee		-548.23
Check #893 CSEA Meals Per Diem at Conference		-210.00
Check #894 Shasta College Scholarship - Joseph Nicholas		-150.00
Check #895 CSEA Conf. Greyhound Bus		-66.50
Check #896 Conf. Additional Day Per Diem Meals		-42.00
Check #897 Conf. Light Rail Costs		-30.00
Cjecl #898 Additional Night at Conf. Hotel Room		-160.27
Total Expenses		
Ending Balance		6,133.28
Savings Account Beginning Balance		813.77
Dividend		0.24
Dividend		
Ending Balance		814.01

CSEA Chapter 381 Treasurer's Report
for the Month of August 2009

Checking Account Beginning Balance		6,133.28
Income:		
Chapter Dues:		
None		
Other Income:		
SC Scholarship Account Credit		40.00
Total Income:	40.00	
Expenses:		
Check # 899 Fall 09 Scholarship to Amber Dambacher		-150.00
Ending Balance		6,023.28
Savings Account Beginning Balance		814.01
Dividend		0.17
Dividend		
Ending Balance		814.18

Public Relations: (Chris Takemoto) – absent – no report

Introduction of New Members or Special Guests: (Ken Cooper) –
Sandra Holliday – Extended Ed Secretary in Weaverville
David Iverson – Utility / Groundsperson in Red Bluff
Shannon Forbes – Head Resident

President's Report: see attachment

Standing or Special Committees' Reports:

Budget Review: (Lynda Little) – The last meeting was a joint meeting with College Council. The next budget meeting is on Tuesday. The District is looking to cut 10%. Cost saving ideas are going to College Council, not to the Budget Committee.

Bylaws Review/Update: (Sara Holmes & Nancy Millis) – They are getting closer. The updates will be presented to Exec Board, then to Headquarters and then to the Chapter.

Employer/Employee Relations and Non-Contract Negotiations: (Sherry Nicholas) – This committee has been meeting on an as needed basis. The contract states there should be monthly EER meetings. Sherry is trying to get a monthly meeting on the district's calendar, because currently we only meet with the district when we end up with issues that need to be addressed.

Insurance: (Steven Reeves) – absent

Sherry Nicholas will have Steven Reeves look at the prescription drug program. It is best to only use mail order when you can't get generic.

Job Stewards Report: (Nancy Millis) – Job Stewards are in Step 4 of a grievance (requesting a meeting from the District). Nancy Millis encouraged members to attend Job Steward Trainings.

Political Action/Legislation: (Patricia Carver) – absent

Safety: (Tim Heisler) – absent

Scholarship: (Doug Manning) – Doug will follow up on the scholarship letters and report at the next meeting.

Social: (Mary Bailey) – absent

Staff Development: (Nancy Millis) – no report.

Nancy will be stepping down from this assignment. A replacement is needed. The committee meets once a month.

Sunshine: (Carrie Huff) – Get well to Darlene Bailey. She had an accident around July 21st on campus. She is still out on leave.

Training/Education: (Nancy Millis) – Nancy Millis was selected to be on the Education Committee for our area.

Old Business: None

New Business: Board Report – see attached

Announcements

- a. Shasta College Board of Trustees – Second Wednesday of each month
- b. Chapter Meetings – Second Friday of each month, 3:00 p.m.
- c. Executive Board Meetings – Second Tuesday of each month, 12 noon
- d. Job Stewards/Negotiations Team Meetings – Tuesdays, 12 noon
(and Wednesdays if necessary)

Good of the Order: None

Adjournment: Nancy Millis moved to adjourn the meeting at 4:00pm

Submitted by Sara Holmes

CSEA- Board of Trustee Report

September 9, 2009

We continue to face issues in these unsettling economic times at the district, in our homes and in our community.

The main problems the union faces on a daily basis are bargaining unit members who are concerned about their jobs and the fiscal stability of the district, as this directly relates to their ability to provide for their families.

There is no doubt about the concern we all have for our community college and its students and employees. The collective belief is, if we all continue to work on solutions together that we will weather this financial storm. Gary continues to have an open door policy where I can bring issues and concerns that come to me as the union president, and this is very much appreciated, this type of communication and sharing of information will be the key to successful outcomes on the various problems and issues that we face.

Gary, Joe and Pat continue to communicate with the union on issues and proposed changes that could affect the bargaining unit. Joe recently gave an updated budget report that was sent out via e-mail to the entire campus community. This is a great example of the kind of communication we need at the district. It is evident the district has faced many challenges and will continue to face these challenges with a willingness to achieve the greater good for all, but it does appear at times that we are so caught up in our work, that we may forget why we are here to begin with, and that is the students we serve and the education we deliver.

As the union president it concerns me that the more we don't back-fill positions that we are ultimately doing a disservice to our students.

From the union's perspective, if administration doesn't match the services we deliver to the workforce we currently employ then we are selling the students short, which could reflect poorly on the district as time goes by.

Teamwork and cohesiveness amongst all employees; from classified to administration and everyone in-between needs to exist and sadly this is not always the case, but it is achievable.

The morale of classified employees remains low. There is genuine despair and confusion as to what the future will bring, and how Shasta College Administration will ultimately get the district through this budget crisis. The most recent request from administration of departments is to look for a 10% cost savings that can be trimmed from their budgets.

The union interprets this to be personnel, because within departments what else is left to trim? We all agree and believe that we need to become more efficient, but how we achieve this can not be solely by cutting jobs. We have to be smart about hiring all positions, and make smart choices about how the budget will be managed. If there is truly waste then yes, cut the waste, but let's not look at people as waste. If employees are not performing to the expectation of their job description and the expectation of the district, then we need to intervene and get these employees where they need to be.

On another note, CSEA continues to be busy with upcoming Job Steward Trainings, retirement workshops, the annual Labor Day union picnic and a Union Benefits Faire, which was sponsored by Chapter 381 and held on the student center stage last night.

The first CSEA Chapter meeting of the semester is this Friday at 3:00.

Respectfully,

Sherry Nicholas
President CSEA
Chapter 381

