Minutes from General Meeting of December 10, 2020

Meeting was called to order by Sheri McIntyre at 2:02 PM.

Adoption of Agenda – The agenda was accepted with no changes.

Approval of Secretary’s Minutes – The November minutes were approved with no changes.

Treasurer’s Report – The Treasurer’s report will be kept on file.

Secretary’s Report – A condolence card was sent to Lena Spencer for the passing of her father.

Committee Reports –
- Professional Development – None.
- College Council – Not a lot happened in this meeting. We did the first review of some BPs and ARs that will be voted on at the next meeting. They did briefly touch on the Governor’s budget. The Governor’s budget has allotted the same amount as the last biennium ($641 million), which will not cover yearly cost increases. The Community Colleges and government representatives will be working to increase that number to closer to $700 million for the final state budget. The agendas for College Council meetings are always sent out ahead of time, so if you have questions or concerns, let a College Council member know and they can bring them up.
- IACE Scholarships – There are 2 staff and 4 student scholarships to award for Winter term. They will hopefully be sent out by the end of the week. The Scholarship committee is not in bylaws- does it need to be? John says there can be additional committees outside of the ones listed in the bylaws.
- Insurance – None.
- Safety Committee – Not sure if this is the correct place to ask, but there have been reports that the COVID-19 vaccine may have negative side effects. Would there be any special leave or something to take while feeling ill from the vaccine? That is more of an HR question. John reminds us that it’s always possible to use sick leave whenever you feel bad. Is there any talk of the vaccine being required to move back to work on campus? There has been nothing brought up, no formal plan communicated. I’m sure they’re starting to think about that and how it will impact working on campus again. And per Ann’s email the other day, the college has to make decisions about Spring term in early January, so Spring term is planned to still be largely remote.
- Foundation Board – The Foundation hosted their yearly Gala virtually this year, gaining lots of great participation and donations. They had a goal to raise $25,000 that night and ended with over $37,000! The Foundation then increased their goal to $50,000 and a generous donor brought us from $41,000 to $50,000.
- Reclassification Committee – None.

OLD BUSINESS

A. Contract Negotiations – The team met yesterday morning with the College’s team for the first time to go over the ground rules of how negotiations will proceed. The team’s next meeting
with the College is scheduled in January, at which point we’ll start sharing our interest lists. These interest lists will inform the topics and articles that are discussed for negotiation. Both sides agreed to allow adding new interest items up to 60 working days from the first interest list meeting. Currently, the Classified negotiations team has met a few times and started compiling an interest list from either their own ideas or items brought up by members (e.g. raises, step increases, Cost Of Living Adjustment, telecommuting provisions both short and long term). If you have any thoughts or concerns you would like considered for the interest list, please bring it up!

The negotiations team will have a lot of requests of the Classified members moving forward in this process, starting with a call for any other thoughts or concerns or ideas of things to negotiate on. They will also be asking about priorities for negotiations, as the process can involve some give and take. There may also be opportunities for volunteers to work on a subcommittee, doing a deep dive into specific issues to come up with solutions and data to bring back to the negotiations table. There will likely be a lot of communication from the negotiations team over the next few months, but the asks and the information are very important for the process. The more information the team has, the better the team can negotiate for you.

**NEW BUSINESS**

A. **Swearing In Area Rep** – Tina Leonard was sworn in as the new Area Rep for WH 1st floor, MKH, NSH, and SSH. Thank you to Tina and all the others that have stepped up for these positions!

B. **John’s Report** – There’s a vaccine or three in the works. The Governor’s budget came out. The State budget is relevant to our negotiations, as the College’s budget will affect how we bargain for raises, etc., and the State budget is about half of the College’s budget. The Governor’s proposal of maintaining a flat budget for community colleges is not great- the colleges would like more to cover increase expenses- but it is much better than anticipated with no cuts. In addition, the PERS reforms that have come through have also saved the College money. And while the Governor’s budget usually comes in low and then increases, there are a few things in play at the moment that might limit the amount the budget increases between this initial budget and the final budget.

C. **Breakout Rooms with Area Reps** – Breakout rooms by Area to allow time to get to know Area Reps, other members, etc. This will be very informal, a chance to chat about challenges, victories, bargaining ideas, or really anything. We were unable to get the breakout rooms to run 😞, so instead we chatted as a group. We’ll work on the breakout room idea for the future!

*Any successes, victories to share?* Working from home is rough... Computer burn out. Perks of working in a recliner, though 😊. Looking forward to writing off office supplies or office space on taxes. Ergonomic chairs at home are worth it- either get yours from the office or buy one and write it off.
Even with an ergonomic chair, I’m still experiencing back pain. Is it possible to have an ergonomic evaluation at home like at work? Yes, you can reach out to Carol Raymundo for help and she can do a virtual assessment. She can even help you get new equipment if needed. No one should need to suffer while working at home.

We miss being able to talk to people. The situation is starting to wear even on introverts. The ‘no end in sight’ is getting hard after this long. There is the EAP to reach out to if you need assistance.

Shout out to Extended Learning for the classes they’re offering virtually through this time. They have lots of good options to check out!

OTHER BUSINESS
If you remember, we made some IACE changes last year. These changes included limiting voting on the contract to paying, IACE members. All classified employees are still covered by the contract and can give feedback on the contract throughout the negotiations process, but the official vote to ratify the contract is only open to paying IACE members. If you are not a member and wish to be able to vote, please contact Jeanine Howell.

The Scholarship awards each term are also limited to paying members that are also a voluntary $1 donor.

Welcome New Members
- None.

Drawing Winners (Pulling names randomly from an attendance report of all attendees Gift cards will be mailed to winners.)
- Shawna Hunter
- Chessie Alberti
- Skye Wheeler

Meeting Adjourned
This meeting was adjourned at 2:53 PM.

Reminders:
- Next General Meeting: January 21, 2020 2:00-3:00pm via ZOOM.

Submitted by: Shawna Hunter