

WDEA Representative Council Minutes

May 9, 2019

Site Reps in Attendance: Monica Sevilla, Alissa Dockter-MWE, Heidi Aarts Michels-WCE, Patti Dearth, Robyn Chase-BES, Heather Cullen, Marilyn Deis, Janet Mulligan-WMS, Patricia Arreguin-Cali, Melissa Jones, Josh Allard, Nadine McKoy-WHS, Liz Watson-NCC

April 2019 Minutes-Approved

Treasurer's Report- Some items had to be deleted to balance the 2019-20 budget. We needed to cut funding for t-shirts and member engagement.

Date	Check#	Transaction	Amount
3/17/19		Checking-Beginning Balance	\$37,922.27
3/18/19	326	Meeting Refreshments	68.18
3/20/19		Deposit-Dues	3,100.00
3/22/19	329		141.09
3/29/19	332		89.15
4/3/19	327		370.00
4/9/19	328		33.90
4/15/19	333		68.26
4/16/19	331		53.22
4/18/19		Deposit-Dues	3100.00
4/26/19	345		250.00
4/29/19	330		250.00
4/30/19	340		250.00
5/1/19		Ending Balance	\$42,713.72

President's Report- Pete wanted to clarify that the negotiations process does not allow us to share quite a bit of information with our members. Much of what we discuss is confidential until we reach an agreement. For example, we can have an idea in our heads about what percentage we would like to have as a raise, we can ask members for input, but we can't say we are going to get you a _____% raise. This would go against the IBB process. Members should be aware that this process is different than oppositional bargaining. We don't play games, we don't demand, we work together to reach a mutually agreed upon settlement.

Site Reps should be proud of the work they did this year. There was a lot to deal with at all sites and you took care of it. We have not lost any members due to Janus.

SCEC- All locals need to complete their Sonoma County Leadership Update Report. There is a countywide summit August 24, 9 a.m.-2 p.m. Eric presented a Coordinated Bargaining Plan. There is money available for conferences through Redwood Service Council. Site reps should promote the conferences. Staying in SCEC is a way for our members to be eligible for conference money. The healthcare increases for CVT next year are 5.5% for Kaiser and 1.3-1.5% for PPO.

LCAP- Pete talked to Lisa about getting the school sites more involved.

Budget Adoption- A motion was made and seconded to approve our budget for the 2019-2020 school year. It was approved unanimously.

Tentative Agreement- There was concern expressed by some members that the agreement called for an increase to our medical benefit costs. As we have discussed previously, due to the rising cost of healthcare, if we do not raise our percentage of benefits, the district will not be willing to discuss a raise. We would like members to look at their plans to make sure they are not over covered. CVT can help with that process. Changing to a less expensive plan can save members and the district money. There will be a new plan available to single parents with dependent children. The voting procedure went well at all sites.

Negotiations Update-

*The team is happy to announce that our membership ratified the Tentative Agreements. The final numbers are:

	Yes	No	Not Marked
Contract Language Changes	224	3	4
Salary and Benefit Package	219	8	4

You will receive the 3.5% retroactive pay as part of your May paycheck. It will NOT be Supplemental Pay. The other 3.5% will be added to your salary beginning with your August paycheck.

*Catastrophic Leave Bank- We are working to put together an MOU to formalize, and eventually contractualize, our Catastrophic Leave Bank (CAT). Over the years, the way the bank has worked has raised concerns about privacy, fairness and “popularity” determining the number of days a member got donated. Our goal is to fix these problems while providing a safety net for members faced with a catastrophe in their lives. We are in the process of fine-tuning the language and hope to launch the new procedure in August. Basically, members would need to donate a day to the bank to have access to it. There will be provisions in place for members who have fewer than ten sick days and would have hardship if they donated a day. At our last session, we were made aware that it is Ed. Code that members must use all of their paid leave before accessing the CAT. ***This makes it EXTREMELY IMPORTANT for all members to be aware that they need to have Salary Protection Insurance.*** Once you have used up all of your sick days, you would be put on what is called the 100-Day Differential. This means that your pay becomes what you would receive MINUS whatever the district is paying a sub. This could be \$150 per day. Salary Protection Insurance would make up that difference. Up until now, we have usually used the CAT instead of going on the 100-Day Differential. That will not longer be happening. We are checking with CTA to make sure the district is interpreting this correctly.

*Compelling Personal Business-The DO is working on our Employee Absence Request/Reporting Form (DO100) to align it with the Frontline/Aesop system. Main concerns for members to be advised of are that there is going to be a spot for Medical and Dental Appointments, which was an area of confusion in the past. This will be taken out of Sick Leave, not PN/CPB. We will continue to work with the district for clarity. We will also continue to remind them that Compelling Personal Business is contractually “no tell.” If an administrator or secretary tells a member that they have been turned down for CPB, it needs to be reported to a WDEA site rep immediately.

*AE Task Force Update- It was decided that the Task Force didn't have enough teacher input to be effective. AE issues can probably be best handled at site-based meetings on an as needed basis during Common Planning Time.

* Employee-Employer Relations Committee- CSEA meets with Mary and Brandon once a month for a "check-in". The DO is interested in forming a committee like this with WDEA. Ideally, the members of the committee would be site reps. More information will be forthcoming from the DO if they plan to move forward.

Next Meeting- August 13 11:30-12:30 Pete's Room at WHS (G202)

The meetings for the 2019-20 school year are:

9/12, 10/10, 11/14, 12/12, 1/16, 2/13, 3/12, 4/9, 5/14 These meetings are at Windsor Roundtable.