



Executive Board Meeting

1860 Park Marina Drive
Redding, California 96001
Weaverville Library
October 13, 2007 12:00 pm

Executive Board

Mike Cottone
President

Keith Coker
Vice President

Christopher D. Darker
Business Manager
Secretary-Treasurer

Steve Suske
Sergeant-At-Arms

Diane White
Auditor

Ron Huey
Auditor

Thomas Pringle
Auditor

Mary Lou Allen
Board Member

Frank Barrett
Board Member

Larry Olsen
Board Member

Debra Belstad
Board Member

Holly Pearson
Board Member

Ralph Winstead
Board Member

Crystal Mair
Secretary to the Board

MINUTES

- 1. Call to Order** – Meeting was called to order by President Mike Cottone at 12:39 pm.
- 2. Roll Call of Officers** –
Board Members Present: Mike Cottone, Keith Coker, Chris Darker, Steve Suske, Ron Huey, Tom Pringle, Mary Lou Allen, Larry Olsen, Debra Belstad, and Holly Pearson. Board Members Excused Absence: Frank Barrett, Diane White, and Ralph Winstead. Staff Members Present: Crystal Mair, Dave Ritchie and Steve Allen.
- 3. Flag Salute** – was conducted by President Mike Cottone.
- 4. Moment of Silence** - was observed in support of our military troops.
- 5. Member Comment Session** – *Any member may address the Executive Board individually at this time on any subject within the authority of the Executive Board; however, any matter that requests action will be referred for a report at a subsequent meeting. Members are advised to limit discussion to one presentation per individual. (Please state your name, member ID number and bargaining unit for the record).*

The following members were present to make comments to the Board:

- A. Steve Allen addressed the Board regarding retiree medical benefits and asked that the Board consider looking into the possibility of providing retiree medical coverage for staff in the near future. Steve Suske stated that the staff should look into what other locals offer in this matter and what options are available.

B. Dave Ritchie addressed the Board to give an update regarding technology projects year-to-date. Specific discussion was focused on the new web site developments. Steve Suske would like a “brag sheet” announcing new web site. Suske also asked for a “train the trainer” during our next Board meeting.

6. Minutes of Previous Meeting –

A. Executive Board Minutes of September 11, 2007. M/Suske, S/Huey to approve the minutes, vote unanimous.

7. Financial Report – was given by Secretary-Treasurer Darker.

Review financial statement ending September 30, 2007

8. Consent Calendar – *The consent calendar contains matters that have been approved in the budget and/or are normal operating expenditures. This also includes matters that may have been handled by telephonic or electronic email voting by the Board between monthly meetings.*

9. Events

October 13, 2007 10:00 am Trinity Region membership meeting Weaverville

October 13, 2007 12:00 pm Executive Board Weaverville

October 14-20, 2007 PED Level 1 National Labor College Maryland

October 21-22, 2007 PSW Region Political Captains meeting-Los Angeles

November 13, 2007 7:00pm – 9:00pm Executive Board Conference Call

December 8, 2007 10:00 am Local Membership Meeting in Redding

December 8, 2007 12:00pm Executive Board Meeting

January 13- 19, 2008 Business Manager School at National Labor College Maryland

10. Business Manager’s Report – Business Manager Chris Darker gave a brief update on some of the items that the staff have been working on throughout the Local such as:

- Negotiations currently under way for the two units in the City of Alturas, the Butte College Peace Officers unit, the Modoc Medical Unit,
- Just conducted an “Open Space” in Butte County in preparations for negotiations and have one scheduled in November for the Shasta County General Unit
- Distributed a new MOU for the Coleman Fish Hatchery members
- Lawsuit at the Glenn-Colusa Irrigation District place on hold by the members to move negotiations forward
- Received favorable decision on PERS calculation arbitration for Lassen General Unit employees; also conducting joint PAC meetings in Lassen County
- Held work site reception in San Francisco for three new units, signed up 4 new members, another reception is scheduled at a different worksite location in November; Also scheduling an organizing drive in February 2008 for these three units
- Settled negotiations in Modoc Court Unit, Modoc Court Reporters Unit, and Modoc General Units

- The Shasta County General and Professional Units are currently in the reclassification period
- Susanville Peace Officers Association has declared impasse and is calling in a mediator
- Many grievances have been filed over the past several months.
- The new web site is done and members can now sign on
- Our new web site will have a section where you can get updates on grievances.

11. Executive Board Reports – *Each Board member reports on matters within their jurisdiction region.*

Butte Region- Holly Pearson
 Federal Sector- Ralph Winstead
 Glenn Region- Larry Olsen
 Healthcare- Debra Belstad
 Lassen Region- Keith Coker
 Modoc Region- Mary Lou Allen
 Siskiyou Region- Frank Barrett
 Shasta Region- Steve Suske, Ron Huey, Diane White, Tom Pringle
 Trinity Region- Mike Cottone

12. Organizing Report – Business Manager Chris Darker reported that he and Assistant Business Manager Crystal Mair were preparing to submit an organizing grant request to the Public Employee Department by the first week of November.

13. Communications and Bills – *Any of the following items may be moved to the NEW Business Agenda for consideration at the request of a Board Member.*

14. Unfinished Business

A. **PERKS Card** – Update. BM Darker contacted PERKS Card Rep Mike Miller regarding options. The local could purchase as few as 1,000 cards at the \$6.73 rate. Current proposal is a 3 year rate lock at \$3.00 pending approval from PERKS. Board recommended that Business Manager Chris Darker continue discussions to obtain PERKS card at this low rate.

B. **New Member Reception – Update.** Business Manager Chris Darker gave an update on a reception in San Francisco held on October 9 and 10th in Marin. Additional receptions have been scheduled each month leading up to the organizing campaign next year for our San Francisco Units.

15. New Business

A. **Proposed UPEC Staff Position** – Business Manager Chris Darker proposed to create a Member Relations part-time position to increase member and public relations. Discussions from the Board members centered around the need more member communications, face-to-face with union members, coordination of work place meetings, notice of workplace meetings, position can be re-evaluated after a few months, relay information to labor

representative if labor representative is not in attendance at worksite meetings. Overall the Board was in agreement that there was a need for a 50/50 split with marketing and member relations. M/Huey, S/Olsen to approve position funding for the 2008 budget pending final approval of job description.

- B. **Phone System** – Business Manager Chris Darker proposed replacement of current phone system which is 10 years old, with a new system. The proposed new system would improve accessibility to members by improving the phone system capabilities. The proposal was received from Executone to switch the system to voice over IP. The estimated cost for the new system is \$16,500. The discussion focused on upgraded phone features. It still needed to be determined what the new monthly service costs would be. This item was carried over to the next Board meeting.
- C. **2008 Budget** – A line by line review of 1st draft of the 2008 budget. Various items were discussed:
- Crystal will contact the Opportunity Center to obtain a quote for janitorial services.
 - Ron would like a review of staff benefits to possibly improve them.
 - Ron would like to consider the possibility of a one time year-end Christmas bonus if 2007 year-end looks good.
 - Give direction to look into retiree medical for staff.
- M/Coker, S/Suske to approve proposed 2008 budget, vote unanimous.

M/Huey, S/Darker to continue Items 17 & 18 to next month's meeting, vote unanimous.

17. Committee Reports

Committee Chairpersons: Please prepare a report on the progress of your committee and your next meeting date.

- A. Planning Team A: *Communication and Geographic Concerns*
Co-Chair Steve Suske and Ron Huey
- B. Planning Team B: *Member involvement, Improve UPEC Image and Increase Member Benefits.* Chair Christine Perry
- C. Planning Team D: *Shop Steward Program.* Chair Mike Cottone
- D. Planning Team E: *Revenue Enhancement.* Chair Chris Darker
- E. Planning Team F: *Hospital employee needs.* Chair
- F. Planning Team G: *Increase Political Action.* Co-Chair Steve Allen & Chris Darker

18. Report of Labor Council's & Committee's – Business Manager Chris Darker

- 17A. Local – 5 Counties Central Labor Council (5CCLC)
- 17B. State – Strategic Committee Of Public Employees (SCOPE)
- 17C. National – Public Employee Department (PED)
- 17D. Joint Political Action Coordinating Committee (JPACC)
 - Shasta Region
 - Lassen Region

19. Good and Welfare

Steve Suske suggested investing in laptops for Board Members use – even if it was to be paid back over time. He stated that Costco has HPs for \$900.00. Crystal Mair stated that she would look into developing procedures to acquire laptops for Board – then email them for comments.

20. Adjournment

Meeting adjourned at 5:00 pm

Signed: _____ Date: _____
Crystal Mair, Secretary to the Board