



October 2, 2018

21 members present including Jeff Trout

2 people to be approved Thursday

Meeting called to order by Gary French at 5:45pm

Gary thanked everyone one for taking time out of their busy schedule and attending.

Diane Neal read the minutes from the May 30th meeting. Dianne McIntyre motioned to approve. Seconded by Sara Hubbard. Carried.

Lori Smith read the treasurer's report, there is \$11,533.56 and \$13,550.15 in savings. She has provided a breakdown of all activity; this will be in the meeting binder in the future, and on the front table during meetings. Patty Blaisdell motioned to accept, seconded by Lauri Nigro. Carried.

Gary mentioned that there were thank you notes from Rose Bastedo, Kevin Hubbard and others.

Gary spoke about there being recent issues with health insurance premiums for a few members. The district found an error in the way members were being charged, and without contacting the union representatives, sent a letter to the members and explained the rates would be changing. Once the SFSSA became aware of the situation, they met with the district to discover part of the language from the old contract didn't get put in the new one, however, the language was still active. The District and SFSSA did not terminate or negotiate the language out. Some members were grandfathered into rates, and this will be the last year that this will be accepted. Members who have been affected by this have all been notified.

Gary continued to explain how the insurance premium rates are calculated. Based on years of service and if you are working full time for your job classification, you may be actually paying more than 10%. At the full time for your position and over 5 years of service, it's 10% Most people do not work enough hours to be full time for their position. Example: Aides are considered full time at 6.5 hours per day, however typically work only 6. After five years, it's based on 10% PLUS the percentage of difference to be full time.

It was brought up that this is a negotiation year, and that the District has already approached us to start the negotiations and has set dates and times to start.

Diane will send an email out asking if anyone is interested on being on the committee, they will need to contact her no later than October 19th.

Per the SFSSA constitution language, if there are more than 3 people interested in sitting on the team, there will be a confidential election. There is also language that prevents the representatives from all being in the same department.

Dates proposed by the district are:

December 6th and 18th

January 9th and 23rd

February 6th and 26th

Time will be 2:30pm to 4:30pm. Representatives on the committee will need to be able to sit these times and dates. And if needed, coverage for their job must be secured by them.

Diane will also put out a survey to members to fill out and return for what is wanted/asked for in negotiations.

December 31st minimum wage goes up and all employees under that wage will automatically bump up to that rate.

There were 4 door prizes: Joe Capacci, Tracy Abbot, Lou Shaffer, Dawn Donk

Theresa Stevens motioned to adjourn. Seconded by Dawn Donk.

Carried.