

OCSEA Minutes Nov.13, 2018

The meeting was called to order at 4:03 p.m. by President Marlene Simmons

1. **Secretary Beth was absent.** Roll Call taken by substitute Diana Freeman

The following people attended the meeting:

Marlene Simmons, Laurie Martinez, John Hall, Amber Hughs, Allison Carey, Sonia Torres, Richard Berman, Roger Urroz ,David Partida, Dana Rishagen, Alison Wilson, Adriana Clark, Jackie Kristy, Julie Lemonds and Marcia Garten.

2. **Introduction:** Marlene explained that she will be answering questions about our declaration of Impasse and invited David Partida, Regional Organizer from CTA to explain the process.

- a. The paperwork from CTA rep. Barbara Dressel was filed via snail mail around 3-4 pm today, Nov.13, 2018. If the Impasse is accepted, we should get a response in a week.

- b. Marlene met with our organizing committee.

- c. Assuming our Impasse is accepted, Rob will be e-mailing members to give directions as what they can do to support OCSEA.

- d. David Partida was introduced and gave a **brief explanation on the Impasse.**

- 1.) He explained that there will be cost involved for various services, supplies, childcare and food (snacks). Depending on how long the process takes and if we go to strike before settlement, he estimated a cost of around \$5000, \$3000 of which we received a CTA grant to cover.

- 2.) Mediation will include a person to represent each side it is non-binding and takes one or two sessions. If no agreement is made it goes to fact finding.

Fact finding – There is a panel of 3 people (one union, one district (OCDE), one chosen mutually.) The panel takes about 10 days to gather facts and respond.

- 3) There will eventually be a choice to either accept OCDE's final offer or strike State Laws will be followed.

3. **Minutes from Oct.-** Copies of the minutes from the October meeting were not present due to Beth's absence.

4. **Treasurer's Report:** Treasures report has been delayed. John Hall will make it available soon.

5. **Vice President membership Report:** One member dropped this month.

Laurie discussed upcoming conferences. Members are encouraged to go to conferences. So far there are 7 members registered to go to the Issues Conference in Las Vegas. There are many conferences that members can attend such as Human Rights, and LGBTQ. Laurie asks that she gets the registration confirmation page so that she can keep a record of who is attending what conference

Laurie is also a state rep and on the committee of Alternative Adult Education. She also joined the County office of Ed caucus. She has learned that there is controversy concerning the proposed new "One credential for Special Ed. teachers". This would mean a credential covering the full spectrum from Mild to Severe rather than 2 (Mild to Moderate and Moderate to Severe)

6. President's Report: Marlene suggested that sites put up a bulletin board to include our Impasse declaration flyer and any other documents that support OCSEA. She has an example on her the OCSEA Facebook page.

T-Shirts: Marlene thought that the "Red is Ed" T shirts would be delivered to the meeting but that didn't work out. Meanwhile, reps need to assist by getting T-shirt sizes of members. Also help is needed to collect and deliver Shirts to various school sites. Using ancillary staff to help was an idea since they tend to travel to multiple sites.

7. Committee Reports:

a. Health Benefits committee. Richard spoke about his meeting with HR. This is a bidding year. OCDE will be getting bids from 5 different medical insurance carriers. The PPO is the most costly because we did not lose that many members, even with so many retirees last year. He explained that employees don't always use their benefits as cost effective as they should. He gave the following examples: 1. Often times employees will go to the emergency room for illnesses that can be taken care of at an Urgent Care center for a much lower cost. 2. Another cost savings benefit is "Teladoc" where people can tell the Dr. their symptoms online and the Dr. can diagnose and prescribe medication. This saves money but very few people use it. 3. There have been some very large claims. The largest claim was \$274,000.00. Although the Health Benefits Committee can give input, HR has full control over the decisions made in terms of what carriers they will choose after receiving the bids. They are projecting a larger increase due to some of the examples above.

b. Organizing Committee: There will be an e-mail sent to members soon to give suggestions to show support during the Impasse process. This will likely be sent out in a week. No other committees had anything to report.

8. Open Forum- Discussion on having a professional video to show members supporting OCSEA. The Video would cost up to \$300.00. A motion to cover the cost was proposed by Marlene Simmons and Jacky Kristy second the motion. The reps voted in favor and the motion passed.

There was discussion about a Uniform Complaint occurring in Northern California. This is an option that people have if they feel the need.

9. Food –Snack was assigned to Amber Hughs for next meeting