

SEIU Bargaining Team - Alejandra, Jason, Catherine, Dylan, Karin
HR Team - Smuder, Baia, Richardson, Jaquez

[HR Team sits down]

Alejandra - We asked for an SEIU salary of the employees on the 22nd and have not received a response to the FOIA request. We asked for name, salary, and position since some employees don't believe they're making what they should be.

Catherine - We asked for a list of employees so we could understand how much the proposal would cost.

Alejandra - We want to be able to make an informed decision

Smuyder - Records take a while, some of the bargaining units changed and haven't been updated in Workday. I haven't vetted the data yet. Kim can send it, though it might not be 100% accurate since we haven't updated it in Workday yet.

Alejandra - What's the timeframe for records requests?

Smuder - Send records requests to the records request inbox so its faster.

Alejandra - We sent it this inbox at the beginning of July,

Smuder - We've had a lot of turnover, so there isn't a set timeframe.

Jason - Needs to be a reasonable timeframe. Reasonable has to also mean practical so we have to work with the information.

Smuder - Reasonable has to mean enough time for us to process it.

Alejandra - We don't have enough information to bargain.

Smuder - Tell me what you want to do.

Alejandra - Let's caucus to discuss with the team.

[causus]

Smuder - Anyone with salary issues typically come straight to me to clear that up.

Alejandra - We do have a counter proposal. We are asking for a reasonable offer of 7% without the information that wasn't provided.

Smuder - 7% and not a step?

A - yes

Smuder - You're requesting 7% on the whole scale. Any questions? We'll take about 10 minutes to discuss.

[caucus]

Smuder - we looked at the proposal. We won't be able to accept the 7%. We did some calculations, we're looking at about a 5% increase. The budget won't allow us to go more than 3% on the scale. We're willing to make it not a requirement for the satisfactory performance eval.

Alerson - There would be a lot of members that wouldn't get the raise the performance eval.

[caucus]

Cat - Our counter counter proposal is for a 5% increase, a step, and the removal of perf eval language

Smuder - That's pretty much 7%, which we aren't able to do. The budget is set, so that

Dylan - who sets the budget

Smuder - The president.

Jason - if the budget is set, why are we bargaining?

Smuder - We are always willing to have a discussion. The 3% movement and about 2% step is the highest offer the college has given since we've been here. We are going to move forward for other employee groups. The board in the past wanted to take retro off the table, so that is a risk if we're going to continue.

Alejandra - we have to discuss to bring back to our members. To bring up a non-wage issue is to have representation on the calendar committees and cabinet members. I can get a written proposal to you

Smuder - You do have representation on the calendar committee. They only meet once a year.

Smuder - we really want to get the proposal to the board so everyone can get paid.

Alejandra - I think that does it, I'll get back to you on the proposal.