

# **G.C.E.A. BOARD MEETING AGENDA**

**FOR THURSDAY MAY 20, 2010**

**POLICE COMMUNITY ROOM**

**BOARD MEETING: 12:00 to 2:00 P.M.**

**LUNCH WILL BE PROVIDED**

**ROLL CALL**

**MINUTES FROM THE APRIL BOARD MEETING**

**REPORTS**

- 1. FINANCE COMMITTEE / TREASURER'S REPORT**
- 2. PRESIDENT REPORT**
- 3. VICE-PRESIDENT REPORT**
- 4. COMMITTEE REPORTS**

**OLD BUSINESS**

- A. Skelly process**
- B.**
- C.**

**NEW BUSINESS**

- A. Bob McFall presentation**
- B. Negotiations**
- C.**

**GOOD OF THE ORDER**

The regular meeting of the Board of Directors was held on Tuesday April 20, 2010 in the City of Glendale, Police Community Room.

Jim Moore made a motion to approve the March minutes. Lyda Truick 2<sup>nd</sup> the motion - All in favor.

### **Finance Report**

Joy Gaines informed the Board that the committee did not need to meet this month, and approved the Treasurer's reports via email.

### **President's Report**

There will be no President's report this month, due to Craig being out of town.

### **Vice President's Report**

Don reminded the Board that the next Annual GCEA/City Employee Relations Retreat will be on Thursday June 17, 2010 from 10:00am to 2:30pm, at the Pacific Community Center (501 S Pacific Ave), lunch will be provided. Please inform Sandra or Evette if you and your alternate will be attending.

Don also informed the Directors that the Negotiation team had their first meeting last week. Craig, Don, and Wendell Philips will be meeting with the employees soon.

Wendell Philips our Labor Consultant will be the Chief of Negotiations. Wendell explained that we want to see what the City is offering in their proposal before we present ours. The Committee will put together a Negotiation package and the City employees have to expect we will not be receiving much this year. All other Cities are -cutting benefits. Wendell explained for the sake of false rumors the Negotiation team will not be divulging any information until they have something factual to share with the Board.

### **Skelly Process**

Wendell explained what the Skelly process is. Prior to any significant discipline, an employee must be afforded the charges against him/her and an opportunity to present his/her side of the issue. The Employee has the right to appeal the discipline of the Skelly. In applying the Skelly requirements to various situations, the California Supreme Court has required that each safeguard be given at a meaningful time, and in a meaningful manner. The right to respond to the charges has been held to not be enforceable if the employee is not given adequate time to review the charges to prepare a defense. In addition, the right to respond has been held not enforceable if the employer refuses to discuss the charges, or listen to the employee's responses. This is analogous to bad faith bargaining under Section 3500 of the Government Code (MMBA) finally, the Skelly requirements have not been met if in reaching the decision, the employer considers any evidence that was not initially provided to the employee. Some of the employees are not eligible for Skelly rights, typically probationary employees and hourly employees.

Any Director can do a Skelly process and Wend will be willing to teach any Director what they need to know about the Skelly process.

Jim Moore made a motion to adjourn the meeting. Joe Wilke 2<sup>nd</sup> the motion. All in favor

Don Robie  
Vice-President