



**Meeting Minutes – October 18, 2006
Kiva Room – Mesa Community College**

PSA President, Rene'e Young called the meeting to order at 1:37 PM. Ground rules were reviewed and a quorum was established.

Officer Reports

- President – Rene'e Young reported on the All CPD process and the Executive Board is working on the CPD proposal for PSA.
- Treasurer – Marsha Carlen reported she received information from George Ferguson on the 05-06 membership. She would like to have the same process at each campus for the treasurer's and also create a campus officer handbook. It was voted not to use the NCR membership (multiple copy) form and to use the electronic form with the original to the Executive Treasurer, a copy to the employee, and a copy to the campus treasurer.
- Secretary – The minutes of September 20, 2006 were approved.

Committee Reports

- PEL (Sue Blackwell) – Updated applications are available.
- FAC (Rene'e Young) – A new rep will be named to assist Rene'e.
- Diversity Council (Stephen Zipperer) – A meeting and retreat will be held at GWCC on 10/19.
- EBAC (Sandia Hayes) – No report.
- Early Retirement Committee (vacant) – This report was tabled until we have more information from Dianne Johns about the ER incentives.
- Web Committee (Elizabeth Buckton) – No report.
- PSI (Madison Walker) – No report
- PSD (Juliane Roybal) – Fall funds for travel reimbursement are available, as well as funding for fall conferences and registration.
- CPD (Anita Dusek) – Rene'e reported for Anita – the CPD proposals are given to FAC to review. The employee groups represented on All CPD are not able to share what will be submitted to FAC.
- Summer Conference (Chris Hoeffler) – The 2007 Conference will be held at the Paradise Valley Embassy Suites (2006 site). It will be the 25th Anniversary of the Summer Conference. Special events are in the planning stages. PSA who have moved to MAT will be invited to the Friday night dinner as a "homecoming". Ann Moss has maintained a history of the movements to MAT.
- Service Committee (Don Jensen-Bobadilla) – December 9 – 8:00 to 11:00 AM, St. Mary's Westside Food Bank, 40-50 volunteers are needed to sort goods into bins.

New Business

Our guest was Carol Garcia, Senior Human Resources Analyst from the District Office.

Family Medical Leave, as required under the Family Medical Leave Act of 1993, will be provided to eligible employees for up to 12 work weeks within a 12-month period for any of the following reasons:

The birth or care of a newborn child
The adoption or foster care placement of a child with the employee
The care of an immediate family member (child, spouse, or parent) with a serious health condition
The employee's own serious health condition that makes the employee unable to perform the functions of his or her job

An **eligible employee** is one who has worked for the employer for at least twelve (12) months and at least 1,250 hours during the twelve (12) months immediately preceding the commencement of the leave. FMLA is calculated on a rolling twelve (12) month schedule.

A **serious health condition** entitling an employee to FMLA means an illness, injury, impairment, or physical or mental condition that involves:

Inpatient care in a hospital, hospice, or residential medical care facility;
Continuing treatment by a health care provider, which includes a chronic or long-term health care condition that is so serious that, if not treated, would likely result in a period of incapacity of more than three (3) calendar days;
Any period of absence to receive multiple treatments, such as chemotherapy, radiation, dialysis or physical therapy for arthritis.

Family Medical Leave is an unpaid leave of absence, although you may substitute paid leave based upon the employee's available accrued sick, vacation and grandfather vacation time. For more information regarding FMLA eligibility, http://www.maricopa.edu/hrweb/benefits/family_medical_leave_act.htm

Update CPD Process

Rene'e Young and Chris Hoeffler, All CPD representatives for PSA, explained examples of past methods used for deciding what to ask for salary increases, along with an update of the All CPD process. In the past PSA often asked for a Step for those Step eligible and a COLA. This became a problem because more than 50% of PS employees were at the top of their Steps. Those PS employees only got a COLA (usually 2-3%) and kept taking less money home due to increases in insurance, ASRS, etc. Several years ago it was decided to address this issue by trying something different. Examples included adding a STEP to the top of the Steps or asking for a straight percentage increase (i.e. 5%) across the board so all PS employees would benefit equally. A discussion was held about what to ask for this year – either adding a Step again or giving an across the board increase. A consensus was reached that 5% across the board, with no steps, was appropriate for PSA (although not a guarantee). There will be an increase for medical coverage and small percentage increase for ASRS, PSA will ask that these increases be covered by MCCD.

With the election of two possible new board members, it will be an interesting year for MCCD.

Leadership Breakfast

Dr. Stephen Mittelstet from Richland College, Dallas, Texas, was the keynote speaker at the recent leadership breakfast.

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Refreshment Sign-up list:

- November 15: CGCC
- December 7: Holiday Luncheon
- January 24: RSC
- February 14: PC
- March 21: EMCC
- April 18: GWCC
- May 16: GCC
- June 29: DO
- July 20-21: 25th Annual PSA Summer Conference

Old Business

- Unit Announcements:
 - SCC – Treats & Tricks, October 31, potluck/dessert, costume contest. Holiday Boutique Nov 6, 7, and 8. Gold Books are for sale - \$1 per book will benefit PSA Scholarship.
 - MCC – Holiday Boutique will be held on November 30 – NO Food will be sold.
 - SMCC – A team walk will be held at Tempe Town Lake on Nov 18. Bring your kids and pets and join the fun. Silent Auction with themed gift baskets will be held November 29.
 - DO – “Puttin on the Ritz” Holiday Luncheon, December 7 (Thursday) at the Sheraton, \$22 for members.
 - GCC – 40th Anniversary Cookbooks for sale. Annual craft and bake sale for scholarships.
 - PVCC – Mystery Party theme: Pirates of the Caribbean. PVBay an online auction, picnics and car washes are planned.

PLUS

Good guest speaker
Good pertinent information
Stayed on track
No cell phone rang

DELTA

Meeting adjourned at 3:14 PM.

Next Meeting: Wednesday, November 15 – MCC – Zuni Room – 1:30 to 3:30 PM

Guest Speaker: Josh Mackey, EMCC – Manager, College Employee Services

Respectfully submitted,

Lynn K. Mary
Executive Secretary, PSA

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Name	College	Meeting 10/18/06
Badone, Cheryl	PC	X
Blackwell, Sue	MCC	X
Bryant, Bonnie	PC	X
Buckton, Elizabeth	PV	X
Buettner, Linda	MC	X
Carlen, Marsha	EM	X
Ellis, Luis	GW	X
Gonzales, Carmen	DO	X
Gurney, Karen	SM	X
Hervey, Sally	GC	X
Hoeffler, Chris	SC	X
Hughes, Linda	MC	X
Jacques, Jim (+3 proxies)	SC	X
Jensen-Bobadilla, Don	PC	X
Koetzle, Kathryn	RS	X
Lueppker, Kathleen	SC	X
Mary, Lynn	PC	X
McMiller, Cora	PC	X
Movich, Trudy	GC	X
Park, Cindy	PC	X
Perry, Scarlett (+ 5 proxies)	GC	X
Pritchard, Deanna	GW	X
Rayford, Lucy	MC	X
Roadlander, Chris	EM	X
Rosenhan, Danielle	CG	X
Scott, Tammy	DO	X
Smith, Irvin	SC	X
Vital, Dee	MC	X
Vogt, Janet	MC	X
Warner, Donna	DO	X
Watermolen, Jean	MC	X
Young, Rene'e	DO	X
Zellitti, Robbie	SC	X
Zipperer, Stephen	DO	X