

# DRAFT MINUTES OF THE AFSCME

## ASSOCIATION BOARD OF DIRECTORS MEETING (via Zoom)

January 6, 2022

1. Introductions: Earle Hartling (Past President), Glenn Acosta (President), Mo Bina (Vice President), Mischelle Mikulas (Secretary), Margott Hinostrroza (Treasurer), Greg Agee (Professional Unit Director), David de Vase (Energy Recovery Unit Director), Darrell Hatch (Professional Supervisory Unit Director), Jose Mendoza (Technical Support Unit Director), Dwain Tucker (Director at Large), Basil Hewitt (Director at Large), Rebecca Urac (Director at Large) and David Devase (Representative for Energy Recovery). A majority of the Board was present, so a quorum was established. Others present: Luis Schmidt (AFSCME Representative)

Note: The Agenda was modified to move the Request for Endorsement by Councilwoman Lindsey Horvath after Introductions and the Swearing in of New Officers was moved to after the Appreciation of Earle Hartling as Immediate Past President.

2. Request for Endorsement by Councilwoman Lindsey Horvath (West Hollywood) for County Supervisor: Lindsey Horvath, a candidate for Los Angeles County Board of Supervisors sought the Board's endorsement. She has been involved in local government for over 15 years. She was supportive of Districts staff during the 2017 contract negotiations. Tucker motioned to endorse Horvath. Hewitt seconded the motion. Horvath was unanimously endorsed by the Board. Her contact information is: (323) 632-7530; [Lindsey.P.Horvath@gmail.com](mailto:Lindsey.P.Horvath@gmail.com).
3. Appreciation of Earle Hartling, Immediate Past President: Multiple Board Members expressed appreciation to Earle for his work as President of the Board.
4. Election Committee Report: Urac reported that 30% of the membership voted with a total of 187 ballots cast. Hatch motioned to accept committee report. Urac seconded the motion. The acceptance of the Election Committee Report passes unanimously.
5. Swearing in of New Officers: The following officers were sworn in: Glenn Acosta (President), Mischelle Mikulas (Secretary), Margott Hinostrroza (Treasurer)
6. Approval of December 2, 2021 Minutes: Brodeur had not yet completed the minutes.
7. Contract Negotiations:

- a. Current MOU Renegotiation Section:

In the event either party desires to negotiate a successor Memorandum of Understanding, such party shall serve written notice upon the other during the period from January 1, 2022, to February 15, 2022, and commence negotiations by February 15, 2022.

By mutual agreement, any Article in this MOU which is not reopened by either party will be included in the succeeding MOU without change.

If a full and entire agreement on the terms of a successor MOU is not reached by May 31, 2022, an impasse may be declared by either party on those issues which remain in dispute unless the parties mutually agree to continue negotiations.

- b. MOU Renegotiation Survey: A survey to membership was conducted a year ago. Top priorities were 1) Promotion/Transfer reform, and 2) COLA formula change to keep up with inflation. There was discussion concerning whether another survey should be sent out to membership. Hewitt motioned to vote on sending out a new survey. Hatch seconded the motion. Four (Hewitt, Urac, Hatch, Jose) voted in favor of new survey while Five (Bina, Mikulas, Hinostroza, Tucker, Agee) opposed a new survey. A new survey will not be sent.
  - c. Potential Negotiating Items: Brief discussion of Acosta's list of Negotiation items (see attached). Tucker motioned to move forward with Glenn's list. Hinostroza seconded the motion.
  - d. Selection of Negotiating Team: Selection of Negotiation Team will occur at the next meeting on January 13<sup>th</sup>.
  - e. Letter to Jennifer, FO and Personnel Committee on desire to negotiate MOU: Letter to Jennifer Allen, Front Office and Personnel Committee will be discussed at the next Board meeting on January 13<sup>th</sup>.
8. Grievance Report: Settled and Agreement signed in the case of Frank Prieto's grievance report. He will receive 3 years' service credit.
  9. New Business: There was no new business
  10. Next Meetings:
    - a. January 13 @ 12 – Discussion of MOU Negotiating items
    - b. January 20 @ 12 – Approval of Letter to Jennifer, FO and Personnel Committee