

Draft Minutes of the AFSCME

Association Board of Directors Meeting (via Zoom)

January 13, 2022 @ 12 pm

Attendees: Glenn Acosta (President), Mo Bina (Vice President), Mischelle Mikulas (Secretary), Margott Hinostroza (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 Steve Sealy (Director Supervisor Unit). A majority of the Board was present, so a quorum was established. Others present: Luis Schmidt (AFSCME Representative), Noya Wang (Engineer in Structural Design – attended first 5 minutes)

1. Appeal by Noya Wang to Waive Transfer Requirement of 2 Years:

Issue: Noya Wang, a Civil Engineer, has worked in the Structural Design Section for 14 months. She would like to transfer to a vacancy in the Operations Section, but due to the 2-year requirement, must wait another 10 months. Wang previously brought this issue before the Professional Unit Board members, and her request for a waiver of the 2-year requirement was denied. Wang is appealing that initial decision.

A vote was taken again among Professional Unit Board members and the request to waive the requirement is denied. There is concern among a majority of the Professional Unit Board members that waiving the 2-year requirement for Wang will ultimately hurt many of the other members in the professional unit.

2. Report of Discussions with SEIU Leadership:

Acosta and Schmidt recently met with SEIU leadership (Renee Anderson – SEIU Negotiator and Ruben Rios – Districts SEIU Leader). SEIU's leadership intend to focus on the COLA and the UAL payment. The SEIU leadership is committed to working with us.

There was a motion to discuss PEPRAs under other items.

3. Contract Negotiations:

a. COLA

The Board discussed asking for a straight CPI vs proposing a range with a floor of 1 and a ceiling of 7. A straight CPI would be best, but a range could be acceptable. During negotiations, we will ask for a straight CPI, with a compromise being to propose a floor of 1% and a ceiling of 7%.

The Board voted to unanimously accept.

b. UAL Payment

Board voted unanimously to leave UAL payment in there.

c. Recruitment & Retainment – Creating a step 6 in salary schedules

d. Selection / interview process reform for promotions and transfers

e. Request to create a Diversion, Equity, and Inclusion Officer position

Since the meeting ran just over an hour, items c, d and e above have been rescheduled for a special meeting on Tuesday, January 18th at 6 pm.

f. Other items

Sealy motioned to consider an extension of our current contract as an option for negotiation. Hatch seconded the motion. The Board did not discuss this item and agreed that it'd be the first item on the agenda at the next meeting on January 18th.

A discussion concerning negotiating on behalf of the PEPRAs will be under other items at the special meeting on Tuesday, January 18th at 6 pm.

4. Next meeting

- a. January 18 @ 6 pm
- b. January 20 @ 6 pm