

MINUTES

AFSCME Local 18 Board Meeting - January 18, 2022 @ 6 pm – Zoom Meeting

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). Quorum established. Others present: Luis Schmidt (AFSCME Representative)

1. Consideration of 2-year extension of existing MOUs¹

Motion to extend the contract as is for another two years. – **No vote**

2. Contract Negotiations¹

Compensation

- a. COLA, salary increase, and UAL payments – Voted already
- b. PEPRRA-only salary increase – **Unanimous yes vote**

Benefits

- c. Dental coverage - **Unanimous yes vote**
- d. Longevity age change - **Unanimous yes vote**
- e. Milestone bonuses – **Unanimous yes vote**

Personnel & Workplace Issues

- f. Selection/interview process reform for promotions and transfers – **Yes vote**
- g. Transfers – Elimination of 2-year requirement – **Item changed to 2-year requirement to transfer but okay to transfer if both Department Heads approve it. – Yes vote**
- h. Accessibility to demographics of promotion interviewees – **Unanimous yes vote.**
- i. Telework expansion to field and operations staff – **Unanimous yes vote.**

Non-MOU Request

- j. Create a Diversion, Equity and Inclusion & HR Compliance Officer position – **Yes vote**

3. Request by Greg Agee to add the following negotiating items for consideration³:

- k. Grievance (Article 21, Section 6) – Change timeline for filing grievances from 12 days to 1 month – **Unanimous yes vote.**
- l. Transfer (Article 11, Section 2) – Add feedback form, scoring and rankings (similar to promotions section) - Add this : **Change from 3 days to 1 month to request feedback form – Unanimous yes vote.**
- m. Personal Leave (Article 6, Section 4) – Change from 24 hrs to 40 hrs - **Unanimous yes vote.**
- n. Medical Opt-Out (Article 6, Section 6) – Change \$287 per month for opting out of medical coverage to full Districts' cost [\$2,000 (?)] of insurance - **Unanimous yes vote.**

4. Next meeting Jan 20 @ 12 pm – Approval of MOU renegotiation letter to Jennifer Allen & PC

Attached: *“Negotiation Ideas Brought Forward for Consideration”*