

## MINUTES

### AFSCME Local 18 Executive Board Meeting

June 2, 2022 @ 12-1 pm

Zoom Meeting

1. Roll Call - Board Members Present: Glenn Acosta (President), Mischelle Mikulas (Secretary), Dave Walbeck (Professional Unit Director), Darrell Hatch (Professional Supervisory Director), Dave DeVase (Energy Recovery Director), Rebecca Urac (Director at Large), Dwain Tucker (Director at Large). Quorum established. AFSCME Representative Present: Luis Schmidt

2. Approval of Minutes

- a. March 3, 2022
- b. April 7, 2022
- c. May 19, 2022

**Dave motioned to revise minutes to reflect vote count and action item that motion made on. Dwain seconded. Unanimous yes vote.**

3. Grievances a. Energy Recovery (David DeVase) – Employees should receive Christmas eve pay even if it is on their RDO.

MOU Language from Article 6, Section 10

- An employee who is regularly scheduled to work on Christmas Eve will either be given four (4) hours off with regular pay or will be entitled to four (4) hours of straight time pay in addition to regular pay. The **employee must work, or be on paid time off, on Christmas Eve to be eligible to receive the four (4) hours of straight time pay** in addition to regular pay.
- Regardless of differences in scheduled days of work or days off, all employees shall be entitled to the same number of holidays as employees who work a normal forty (40) hour workweek from Monday through Friday and whose regular days off are Saturday and Sunday. **This paragraph is intended to assure equitable holiday benefits for all monthly employees.**

Arguments Against Grievance

- A RDO is not considered paid time off.
- In 2019, three ER employees had a RDO on Christmas eve. They were not paid for Christmas eve even though the supervisor approved it. Supervisor approval cannot override the MOU.
- Christmas eve is not a holiday listed in Article 6, Section 5. As such, the equitable holiday benefits language would not apply.

**Motion is to: To proceed with arbitration**

**Motion by: Dave DeVase**

**Seconded by: Dave Walbeck**

**Motion failed**

**Votes: 2 Ayes and 4 No's**

b. Professional Unit (Margott Hinostraza) – A new grievance was filed to reinstate vacation accrual starting from the student intern hire date. This grievance needs to be heard in June. If rejected by HR, arbitration needs to proceed prior to July 1, when the new MOU takes effect.

*Recommendation:* Request Jennifer to decide on grievance prior to mid-June. Pre-authorize Luis to proceed with arbitration.

**No decision to be made by the Board at this point. If we go past July 1<sup>st</sup>, arbitrator will look at contract in place at the time of filing.**

4. Treasurer's Report – **No report**

5. Report from AFSCME Representative

a. Status of salary inequity requests by Energy Recovery, Tech Support, and White Collar bargaining units

**No action needed.**

b. AFSCME Convention in Philadelphia, July 9-15

**No action needed.**

6. Next Monthly Meeting – August 4 @ 12 pm