



Minutes

AFSCME Local 18 Executive Board Meeting – December 8, 2022 @ 12-1 pm

1. **Roll Call** – Glenn Acosta (President), Michelle Mikulas (Secretary), Steve Sealy (Supervisory Unit Director), Dave Walbeck (Professional Unit Director), Rebecca Urac (Director at Large), Darrell Hatch (Professional Supervisory Unit Director), Dwain Tucker (Director at Large), Basil Hewitt (Director at Large), Jose Mendoza (Tech Support Unit Director). Quorum established. AFSCME Representative Present: Luis Schmidt. Present During the Meeting but not Present During Roll Call: Mo Bina (Vice President) and Lonice Thomas (White Collar Unit Director).
2. **Approval of Minutes – October 6**
 - a. Steve Sealey motioned to approve minutes; Dave Walbeck seconded the motion. None opposed. Motion carried.
3. **Motion to Consider Office of Vice President Vacant**
 - a. Darrell Hatch made a motion to consider the office of Vice President vacant due to absences by Mo Bina in 2022. Jose Mendoza seconded the motion.
 - b. During discussion, Mo Bina joined the meeting and was given the opportunity to speak on the motion.
 - c. Mo Bina indicated that he was not absent as presented by board members. Jose Mendoza pointed to the minutes for the meetings.
 - d. Votes took place. Yes votes: Steve Sealey, Dave Walbeck, Jose Mendoza, Rebecca Urac, Darrell Hatch, Basil Hewitt; No votes: Mischelle Mikulas, Dwain Tucker, Mo Bina. The motion carried and the position was deemed vacant.
 - e. Mo Bina said that what Glenn Acosta and Luis Schmidt did during the negotiations was egregious. He further indicated that he will not go away and will decertify the union. Mo Bina requested to withdraw from the union effective immediately. Mo Bina left the meeting after his remarks.
4. **Approval of Treasurer's Reports – October 2022**
 - a. Steve Sealy motioned to approve report; Darrell Hatch seconded the motion. None opposed. Motion carried.
5. **Invoice from Legal Counsel (\$1,078) – Receive and file (already approved)**
6. **Report from AFSCME Representative**
 - a. Grievance: Out of class grievance will appear next month; PERB charges – Asking for a dismissal.

- 7. Debrief on Luncheon with Chairwoman Cathy Warner**
 - a. No action taken.
- 8. Report on Swearing-In Ceremony for County Supervisor – Lindsey Horvath (Dec 5 @11:30 am)**
 - a. No action taken. Updates given. No activities to report yet.
- 9. Legal Counsel’s Review of Districts’ Proposed Amended Drug and Alcohol Policy**
 - a. No action taken. Updates given. No activities to report yet.
- 10. Request flexibility to work from home while JAO is a COVID hotspot**
 - a. Propose a provision for if there’s an outbreak, then permit working from home until situation clears.
 - b. Action item: Luis will request a Meet and Confer concerning work from home when JAO is a covid hotspot.
- 11. Reports from Ad Hoc Committees**
 - a. Jose Mendoza, Chair of Constitution Committee – Nothing to report.
 - b. Dwain Tucker, Chair of HR Audit Committee
 - i. Made first step – Districts completed RFP for their consultants
 - ii. Process will begin in January
 - iii. Deliverable in July
 - c. Steve Sealy, Chair of Salary Survey Committee – Nothing to report.
 - d. Becky Urac, Chair of Improvements Committee – Nothing to report.
- 12. Other Matters**
 - a. Upcoming elections
 - i. Darrell Hatch will not run for re-election but will be on the committees
 - ii. Professional Supervisory Candidates are: Leo Mariscal and Ted Brodeur
 - iii. Director At Large Candidates are: Dwain Tucker, Rebecca Urac, Erika Ballesteros, Patricia Hsia
 - b. Lonice Thomas is stepping down.
 - c. Additional elections will be held in January to fill the Vice President and Director of White Collar Unit roles.
- 13. Next meeting – January 5, 2023 @ 12 pm via Zoom**