



MEETING MINUTES

AFSCME Local 18 Executive Board Meeting – March 3, 2026 @ 12-1 pm

1. Roll Call

Patricia Hsia (President), Rommel Garcia (Vice-President), Wendy Yanez (Treasurer), Greg Hope (Secretary), Stephen Sealy (Supervisory Unit Director), Karla Ellison (Professional Supervisory Unit Director), Jeff Pedersen (Professional Director), Cristina Rocha (White Collar), Jose Mendoza (Technical Support Unit Director), Rebecca Urac (Director at Large), Eric Krikorian (Director at Large), Diana Pineda (Director at Large).

Quorum established.

AFSCME Representative – Antoinette McDaniel

2. Approval of minutes for February 2026 meeting

Motion made by Mendoza to approve minutes, seconded by Urac. Motion passed with 7-0 vote.

3. Approval of Treasurer's Reports

- Motion made by Pedersen to approve February 2026 report, seconded by Sealy. Motion passed with 11-0 vote.
- Arrears audit: Working with Council 36 to determine how to resolve records.
- Required surety bond fee paid.

4. 2027 negotiations preparation

- Negotiations will begin in October.
- Unit committees established.
- Antoinette will provide current list of members' email addresses with goal of soliciting personal email addresses going forward.

5. Discussions with HR

- Telematics: Union was successful in discussions with Management. Current version of policy is acceptable since does not allow system to be used for surveillance. Release and

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At-Large Directors: Rebecca Urac, Darrell Hatch, Eric Krikorian

review of video only permitted when triggered by an incident. No inward-facing cameras or sound recordings permitted.

- AB 339: Union is looking for ways to accommodate HR, particularly in cases of employees leaving temporarily for maternity leave. Union will ask for a regular report with firm deadlines on the status of positions being filled with temporary hires. Union will respond in a timely manner if there are any objections.
- PERG will be closing in future. Energy Recovery employees should look for positions elsewhere.
- CALPERS calculation of longevity requires continuous service. For a few members who left LACSD and returned later, longevity bonuses will be reduced.

6. Reports from Ad Hoc Committees

- Eric Krikorian, Chair of Constitution Committee: No report.
- Rebecca Urac, Chair of Improvements Committee: No report.
- Steve Sealy, Chair of Inequities Committee: No report. Only Union is performing pay comparisons. HR has done nothing. This can be used as a bargaining chip since there is zero evidence that our members receive equitable pay.
- Rommel Garcia, Chair of Political Action Committee: : No report.
- Wendy Yanez/Diana Pineda, Chair of Meet/Greet Committee: Bowling selected as activity. Date set for May 1, International Workers Day.
- David DeVase, Chair of Grievances Committee: Absent.

7. New business

Per Hsia, a grievance was recently denied because not filed by deadline. Going forward, policy needs to be to file grievance immediately rather than entering negotiations with Management. Grievance can always be rescinded later if Management responsive.

Next meetings

- a. April 7
- b. May 5
- c. June 2

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