

**DRAFT MINUTES OF THE AFSCME
ASSOCIATION BOARD OF DIRECTORS MEETING**

February 4, 2021

1. Call to Order. Board Members Present via ZOOM: Earle Hartling (President), Mo Bina (Vice President) Ted Brodeur (Secretary), Christina Mathews (Treasurer), Dwain Tucker (Director at Large), Rebecca Urac (Director at Large), David de Vase (Energy Recovery Unit Director), Darrel Hatch (Professional Supervisory Unit Director), Wendy Yanez (White Collar Unit Director) and Greg Agee (Professional Unit Director). A majority of the Board was present, so a quorum was established.

Others present: Luis Schmidt (AFSCME Representative)

2. Adopt Previous Meeting Minutes: The Board adopted the January 2020 AFSCME Local 18 Board Meeting Minutes with the following amendments.
3. President's Report: The President discussed the ruling in favor of a supervisor that was disciplined for using a vehicle outside of District's purposes through tracking of the vehicle with GIS. The ruling was against the District's use of the tracking device without prior notification to the Union or District's employees that it would be doing so. The Districts disagree with the ruling and are deciding how to respond. They are not re-instating the supervisor. It was noted that several Blue Collar employees were also terminated for via similar tracking methods but AFSCME is not responsible for employees belonging to another union.
4. Treasurer's Report: The Treasurer provided a draft report for the month of December prior the meeting for review. There was discussion on a charge that was not adequately described. Treasurer agreed to provide greater detail on expense descriptions. Treasurer's Report was approved unanimously.
5. Swearing in of New Board Member: The Board welcomed Mr. Brodeur as a new Board member. Mr. Brodeur completed the following Oath of Office: *I, Ted Brodeur, promise and pledge that I will perform faithfully and with honor the duties of the office which I now assume in the American Federation of State, County and Municipal Employees. I pledge to fight for a society where all workers can seek economic and social justice through participation in their union and our democracy. I will work for these goals by organizing unorganized workers, mobilizing workers to participate in the political process and fighting to gain and defend the best possible working standards through contracts and legislation. I acknowledge that it is a privilege to serve in this office, and I promise that I will deliver to my successor in office all books, papers and other property of this union which are in my possession at the close of my official term.*

The Board also recognized Mar'lyn Bland as a new trustee.

The Board discussed the need for centralized electronic storage of Union-related material. Mr. Schmidt said he'd check into setting up an account and would confer with the OCSA AFSCME Union representative to get an example of their structure and practices.

6. Bylaws revision committee: The Board discussed the need to use the Bylaws Committee to draft language for a constitutional amendment on how to fill vacancies that happen in between election cycles, often due to promotions out of the unit in which the employee represents. Any amendment of the Bylaws will need to be approved by the membership. The goal is to allow the Board to appoint a replacement until the next scheduled election for that position. Elections are time consuming and disruptive to the normal schedule. Other unions allow similar actions. Bylaws subcommittee to discuss and report. Mr. Schmidt to provide example language from other agencies.
7. Promotion/Transfer issues discussion: Discussion on the District's promotion and transfer policies/practices. Item tabled as there was insufficient time to discuss. Special meeting to be held on February 18 to discuss. Results reported next meeting.
8. Shop Steward/Grievance Subcommittee: Mr. De Vase previously drafted a Shop Steward's Charter and Shop Steward's Grievance Matrix for the Board consideration. The goal is to consolidate similar grievances and prioritize them for discussion with Management. The Board decided to create a Shop Steward/Grievance Subcommittee. Ms. Mathews suggested an article in the Newsletter to get feedback from the membership on interest in being on the subcommittee.
9. Membership Survey: No report. Carried over to the March meeting.
10. City of Compton candidate interviews: Mr. Agee reported that all the candidates for the City of Compton City Council were generally supportive of AFSCME.
11. New/Other Business:
 - Voluntary Supplemental Insurance (VSI): VSI was an option left open by Management during the last contract negotiation. VSI contracts would be negotiated by the District to get better group rates from companies like AFLAC or MetLife. Employees would choose which policies, if any, they would like to use and would pay the premium for said policies via payroll deduction. Mr. Schmidt to set up meeting with Management to discuss this further and see what progress has been made in this area.
 - Out of class issues: Mr. Agee commented that employees are still having issues with being required to perform work outside of their official work duties by their managers. Grievances have been filed but Management does not agree that they do not have the right to modify an employee's duties to match the work required to be done. At issue is proper notification and compensation.
 - Union Business Cards: Representatives need to be able to provide non-Districts supplied Union contact information to both existing and potential AFSCME members. Motion was made and approved to authorize business expenditures to obtain standardized business cards. Mr. Schmidt will look into details and costs.
12. Meeting adjourned