

**DRAFT MINUTES OF THE AFSCME**  
**ASSOCIATION BOARD OF DIRECTORS MEETING**  
**October 1, 2020**

1. Call to Order. Board Members Present via ZOOM: Earle Hartling (President), David Rothbart (Secretary), Christina Mathews (Treasurer), Dwain Tucker (Director at Large), Rebecca Urac (Director at Large), Basil Hewitt (Director at Large), Steve Sealy (Supervisory Unit Director), Jose Mendoza (Technical Support 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 September 2020 AFSCME Board Meeting Minutes were adopted electronically on September 7<sup>th</sup>. The electronic adoption was needed to facilitate the Local 18 checking account, which was opened on October 2<sup>nd</sup>.
3. President's Report: The President noted that list of employees would be updated to support new member signups.
4. HR Issues (STPOs & Drafting Techs): The President confirmed that the Supervising Treatment Plant Operator (STPO) candidates decided not to object to the promotional process as previously discussed by the Board.

Board members discussed Jennifer Allen's proposed October 13<sup>th</sup> side letter to the MOU regarding drafting technicians. The focus of the discussion was Ms. Allen's proposed probationary period of 18-months. The existing MOU provides for up to 12-months of probation for employees in this unit (i.e., 6-month probation with an optional extension of 6-months). After a thoughtful discussion, the Board voted unanimously to respectfully decline the proposed side letter to the MOU. This response was formally transmitted to Ms. Allen on November 3<sup>rd</sup> and the Board requested a meeting with Mr. Boehmke to discuss this classification.

5. 2020 Local 18 Election: As approved by the Board, the President distributed the AFSCME Local 18 Newsletter, which included an unofficial notification regarding Local 18 elections. The Newsletter explained that an official nomination meeting notice will be sent in November. The Board established an Election Committee, which will consist of the President, Secretary, Mr. Sealy and Ms. Mathews.
6. Support for Victor Gordo/Andre Quintero: The Board discussed how to select candidates and agreed to support Victor Gordo and Andre Quintero. The Board voted to donate \$500 to support Victor Gordo's candidacy as previously discussed. The motion passed by a vote of 6 to 2, where the Secretary and Mr. Sealy votes against the motion. The Treasurer clarified that funds would be donated via Council 36, which can provide donations pursuant to the IRS requirements.
7. Shop Steward/Grievance Subcommittee Report: There was no report pertaining to the draft Stewards Subcommittee.

8. Special Meeting – Transfer/Promotion Policy: Mr. Tucker summarized the special meeting that was held on September 29<sup>th</sup> to discuss the transfer/promotion policy. During the special meeting Mr. Tucker provided recommendations for a modified transfer/promotional policy based upon a detailed review of other similar agencies. The Board agreed to meet with Management next year to discuss the policy.
9. Membership Survey: The Board agreed to perform a membership survey to obtain feedback regarding their priorities. The Treasurer volunteered to take the lead in drafting a survey for the Board's consideration.
10. New/Other Business: Mr. Agee made a motion to purchase AFSCME masks for the membership. The Board discussed the number of masks to be purchased at a cost of \$1.65 per mask. The item was tabled based upon concerns regarding use of member funds without an approved budget.
11. Next Meeting: November 5<sup>th</sup>.
12. Meeting Adjourned