

**MINUTES OF THE AFSCME**  
**ASSOCIATION BOARD OF DIRECTORS MEETING**  
**NOVEMBER 4, 2019**

1. Board members present: Earle Hartling (President), Glenn Acosta (Vice President), David Rothbart (Secretary), Brenda Wilcox (White Collar Unit Director), Dwain Tucker (Director at Large via phone), Rebecca Urac (Director at Large), Christina Mathews (Treasurer), David de Vase (Energy Recovery Unit Director via phone), Darrel Hatch (Professional Supervisory Unit Director via phone), Greg Agee (Professional Unit Director), Jose Mendoza (Technical Support Director) and Basil Hewitt (Director at Large).

Others present: Luis Schmidt (AFSCME Representative)

2. The October 2019 AFSCME Board Meeting Minutes were approved.
3. Mr. Schmidt reported that our union charter was remitted and AFSCME National usually provides approval within a few months. The Treasurer noted that approval is required in order to establishing a checking account.
4. Mr. Schmidt reported that AFSCME will be reassigning him elsewhere in the Los Angeles region. He believes that his new assignment wouldn't conflict with his current responsibilities with our local, but Steve Koffroth thought a new person should be assigned to LACSD. The Board unanimously agreed to have the President contact Mr. Koffroth and request that a seasoned AFSCME representative be assigned. If possible, due to similarities, the same representative should be assigned to LACSD, Orange County Sanitation District and Metropolitan Water District (e.g., Mr. Schmidt).
5. Newsletter: The Vice President outlined ideas for the first newsletter, which needs to be published on a regular basis. The ideas include: a listing of Board members and their respective positions, a summary of the PEPR resolution, an outline of benefits provided by the MOU, etc. The focus is to convey useful information rather than only directing members to the MOU.
6. Unfunded Liability Payment (ULP): The Collective Committee is scheduled to vote on the proposed ULP relief for PEPR members on November 13<sup>th</sup>. The Personnel Committee approved the proposal by a majority vote, so there will be some opposition. To educate Collective Committee members, emails will be submitted and AFSCME's lobbyist will attempt to contact key Collective Committee members and request support for the proposal. PEPR members will be encouraged to attend and to provide a short statement explaining the need for relief.
7. Hourly Worker Issue: The AFSCME Board was approached by a Supervisor regarding problems hiring and retaining hourly workers. Human Resources has suggested that provisions from the

CAPE agreement, which is no longer valid, prohibits hiring monthly employees initially for certain positions. In response, a Department Head suggested that AFSCME might want to approach Management and attempt to change this policy. Mr. Schmidt will research the issue and review our current MOUs for potential applicability.

8. Management Meetings: The Board discussed the potential for meeting directly with Human Resources and the Front Office to establish a productive dialog. Mr. Schmidt noted that the MOUs already contain such a provision for quarterly meetings. As a result, the Board will contact Management after the holidays to setup our first meeting.
9. Elections: The Board discussed transmitting election recommendations to the membership for pro-union candidates that may serve on the Collective Committee. The Board agreed that such a message to the members should be transmitted in December 2019.
10. Meeting adjourned