

MINUTES OF THE AFSCME
ASSOCIATION BOARD OF DIRECTORS MEETING
DECEMBER 2, 2019

1. Call to Order. Board Members Present: Earle Hartling (President), David Rothbart (Secretary), Brenda Wilcox (White Collar Unit Director), Dwain Tucker (Director at Large), 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 Unit Director), Steve Sealy (Supervisory Unit Director via phone) and Basil Hewitt (Director at Large). A majority of the Board was present, so a quorum was established.

Others present: Luis Schmidt (AFSCME Representative)

2. Adopt Previous Meeting Minutes: The November 2019 AFSCME Board Meeting Minutes were approved with the correction that Basil Hewitt and Glenn Acosta were present.
3. Update on Charter with AFSCME International: Mr. Schmidt reported that he recommended our local be identified as Local 18 and this designation should be approved within a week by legal. The charter should also be finalized shortly, and the transmittal would contain any comments on our bylaws.
4. New AFSCME Representative: The President talked with Mr. Koffroth after interviews for the replacement representative and he expressed the succession was effectively predetermined by AFSCME. The Board expressed deep displeasure with this recommendation and the prospect of being assigned a representative with no AFSCME experience. The Board unanimously agreed that the President should draft a letter to AFSCME objecting to the prospect of being assigned a new representative and request that Mr. Schmidt continue his responsibilities with the Sanitation Districts.
5. Newsletter: Basil Hewitt provided a status report on the newsletter. This document will mimic the style of the Sanitation Districts' Clearwater newsletter, which has been very successful. The concept is to provide meaningful information in a single page rather than a long wordy newsletter. A draft will be distributed in two weeks for the Board's consideration and the objective is to publish prior to Christmas. Separately, the Board discussed the need to get our local website operational in January 2020.
6. Hourly Worker Issue: Mr. Schmidt reported that AFSCME believes that hourly workers should be covered by our MOU, but these employees need to submit membership cards before we can act on their behalf. The President will attempt to identify hourly employees in AFSCME represented

units. As a parallel topic, the Board discussed whether new employees are being notified about union membership during the initial Human Resources orientation. The Board will attempt to have unit directors attend these orientations to provide information to new employees. The President will also attempt to reach-out to new employees that haven't joined and PEPRAs employees that terminated membership prior to the resolution of the UAL payment.

7. Potential for Routine Management Meetings: The Board discussed meeting with Management, which was contemplated by the MOUs. The Secretary will draft a proposed Management meeting agenda for the Board's consideration. The Board will contact Management after the holidays to setup our first meeting. The Board also discussed the dispute between the Districts and Parks & Recreation over the proposed Puente Hills Landfill park and whether this issue should be included on the agenda.
8. Elections: The Board discussed how to support pro-union candidates that may serve on the Collective Committee. Board members will reach out to certain candidates and obtain more information for our consideration.
9. Meeting adjourned