

DRAFT MINUTES OF THE AFSCME
ASSOCIATION BOARD OF DIRECTORS MEETING
FEBRUARY 6, 2020

1. Call to Order. Board Members Present: Earle Hartling (President), Glenn Acosta (Vice President), David Rothbart (Secretary), Brenda Wilcox (White Collar Unit Director), Dwain Tucker (Director at Large), Rebecca Urac (Director at Large), Christina Mathews (Treasurer), Greg Agee (Professional Unit Director), Jose Mendoza (Technical Support Unit Director), Darrel Hatch (Professional 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), Isabella Franz (AFSCME) Veronica Gunn (Vice President of AFSCME District Council 36)

2. Adopt Previous Meeting Minutes: The January 2020 AFSCME Board Meeting Minutes were approved.
3. Introduction of DC 36 Vice President and AFSCME Political Advocate: Ms. Gunn introduced herself as the AFSCME District Council 36 Vice President. She described her responsibilities and experience. Ms. Franz introduced herself as an AFSCME Political Advocate. She also described her responsibilities and experience. The Board discussed potential political activities and how to coordinate with other AFSCME resources.
4. Update on Charter with AFSCME International: Mr. Schmidt reported that AFSCME International approved our Charter. The Board's request to retain Mr. Schmidt was passed along to the Executive Council. It was reported that Mr. Schmidt would remain as our representative.
5. Upcoming City Council Elections: The Board discussed recommended candidates for the March 3rd election. The Board approved a motion to endorse Victor Gordo in the Pasadena Mayoral election. Information regarding how to support Mr. Gordo's campaign will be provided to the membership.
6. Vice-President Replacement: The Vice President notified the Board that due to personal reasons, unrelated to work, he was unable to perform his responsibilities. The President and the Board thanked Mr. Acosta for his service and his resignation was begrudgingly accepted. The Board discussed the process for replacing this position. After a review of the Bylaws, the Board acknowledged that a special election would be required as soon as feasible.
7. Energy Recovery Grievance: The Board discussed the status of Energy Recovery grievance pertaining to working out-of-class. Specifically, the dispute was regarding whether the higher out-of-pay class rate should also be applied to sick, vacation and holiday time. The subject

employee was granted the out-of-pay class rate for full-shift overtime and regular hours worked. Mr. Schmidt explained that Human Resource rejected the claim and Board authorization was required to take the grievance to arbitration. After a review of all pertinent documents, an electronic vote was taken by the Board on February 12th and a unanimous decision was made not to proceed to arbitration.

8. Retroactive Paychecks: The Board discussed the status of retroactive paychecks. Human Resources had expressed that the program to calculate retroactive pay appeared to be functioning correctly and the February 10th checks would include retroactive pay for most professional supervisors because this group was the easiest to perform as an actual test. If these paychecks have no apparent glitches, then the Professional Unit's retroactive pay would be processed on March 10th. The Supervisorial Unit is the most complex group to process, so these checks would probably be processed on April 10th. The Board discussed whether this approach was sufficient, and a majority deemed the approach to be reasonable. Mr. Tucker expressed that his members would not be satisfied with the slow processing of retroactive checks and wanted his objections to be noted for the record.
9. Reopener Issues: Mr. Sealy encouraged the Board to remit items to be considered for the MOU reopener for the next Board meeting.
10. Next Meeting: March 5th
11. Meeting Adjourned