

DRAFT MINUTES OF THE AFSCME
ASSOCIATION BOARD OF DIRECTORS MEETING

April 2, 2020

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), Darrel Hatch (Professional Supervisory Unit Director via phone), David de Vase (Energy Recovery Unit Director), Greg Agee (Professional Unit Director) and Jose Mendoza (Technical Support 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 March 2020 AFSCME Board Meeting Minutes were not approved. Item 7 will be revised and reconsidered by the Board.
3. Vice-President Replacement: The Board discussed the Vice President replacement process. Due to the Coronavirus prohibition on large gatherings, nominations cannot be held in-person. The notice will be mailed to the membership and the President will provide an email to the members as well. Example notices were shared by Mr. Schmidt for the Board's consideration. The President will provide a draft notice for the Board's review and approval.
4. Coronavirus Response Issues: Management had a ZOOM meeting with some of the Board members prior to the Board meeting. Bob Asgian, Ken Rademacher and Jennifer Allen explained that to minimize the risk of infection, Management is splitting operation's staff into separate groups with different shifts. Jennifer Allen requested that AFSCME encourage employees to stay home, if they're feeling sick and to cease any carpooling. Hazard pay was discussed for those required to report to work. Ms. Allen explained there was no mechanism to provide hazard pay under the current MOUs.
5. Grievance Discussion: In response to a request from an employee requesting grievance support from the Board, the employee and a supporter provided verbal arguments for the consideration of the Board. After listening to these arguments, the Board discussed the merits of the case with the AFSCME attorney (Daniel Rojas). The Board unanimously agreed to continue the item to the next Board meeting. Mr. De Vase recommended the Board establish a formal process to evaluate future grievances.
6. Contract Reopener Issues: The Board discussed whether the reopener should be delayed because of the Coronavirus. Mr. Schmidt recommended that the membership be contacted about potential inequities that should be considered.
7. Quarterly Management Meetings: The Secretary recommended the Board schedule a quarterly meeting with Management as outlined in the MOU. The Secretary will circulate the draft agenda for the proposed meeting again.
8. Next Meeting: May 7th
9. Meeting Adjourned