

MINUTES OF THE AFSCME

ASSOCIATION BOARD OF DIRECTORS MEETING

MAY 16, 2019

1. Board members present: Earle Hartling (President), Glenn Acosta (Vice President), David Rothbart (Secretary), Greg Agee (Professional Unit Director), Jose Mendoza (Technical Support Unit Director), Brenda Wilcox (White Collar Unit Director), Dwain Tucker (Director at Large), Basil Hewitt (Director at Large), Rebecca Urac (Director at Large)

Board members unable to attend Christina Mathews (Treasurer), David de Vase (Energy Recovery Unit Director), Darrel Hatch (Professional Supervisory Unit Director)

Others present: Steve Sealy, Dave Walbeck, Luis Schmidt (AFSCME Representative)

2. Director vacancy. Courtney Clark was unable to fill the Supervisory Unit Director position. The Supervisory Unit requested volunteers to fill this vacancy and Steve Sealy was identified by the unit as the only volunteer. Due to lack of candidates for the vacancy, the Board unanimously accepted Steve Sealy as the Supervisory Unit Director.
3. Discussion of [Robert's Rules of Order](#). The Association's Bylaws and AFSCME Constitution requires the use of these rules of order. Dwain Tucker expressed reservations regarding strictly following the complex rules. Earle Hartling indicated that the Board needs to follow this structure to conduct business efficiently, but the Board is not obligated to strictly follow these complex guidelines.
4. Bylaws. Board members present signed the final Association's Bylaws as approved by the membership. The remaining Board members will be asked to sign at a subsequent meeting. The signed Bylaws will subsequently be distributed to the membership by the Secretary.
5. Discussion of negotiations. The tentatively approved MOU between LACSD Management and the Supervisory, Professional and Professional Supervisory Units is scheduled to be considered by the Collective Committee on May 22nd. The LACSD Collective Committee is composed of about 100 members and a majority vote is needed to approve our contract. LACSD Management has expressed to the White Collar and Technical Support Units that negotiations for their contract cannot commence without direction from the LACSD Personnel Committee, which will not provide direction until the Collective Committee acts on the tentatively approved MOU for the other AFSCME Units. The Board also discussed the status of our outreach campaign with Collective Committee members and strategy for the May 22nd meeting.
6. Board communications. The President will establish a secure system to allow Board members to be notified of meetings and to communicate as a group.

7. Discussion of proposed committees. Earle Hartling discussed the need to establish committees to perform routine union activities. The following committees were proposed:

- a. Communications (quarterly newsletter, postings, Facebook). Glenn Acosta was unanimously approved as the chairperson of the Communications Committee. The intent of this committee is to provide information to membership and to other parties for the benefit of the membership.
- b. Political Action (director outreach). Dwain Tucker was unanimously approved as chairperson for the Political Action Committee. The intent of this committee is to educate LACSD Board members as to the important work performed by the membership and to foster positive relations with these elected officials. Greg Agee subsequently volunteered to support Dwain.
- c. Membership (employee orientations). David Rothbart was unanimously approved as chairperson for the Membership Committee. The intent of this committee is to educate new and existing employees about the benefits of AFSCME representation. Greg Agee subsequently volunteered to support David.
- d. Employee relations/representation (shop stewards). The Board briefly discussed the need to obtain volunteers to become shop stewards at all LACSD facilities. Brenda Wilcox was unanimously approved as the chairperson for the Employee Relations Committee.
- e. Election (December 2020). The Board briefly discussed that an election committee will need to be formed at least 6-months prior to the next AFSCME election.

8. Meeting adjourned