

**FINAL MINUTES OF THE AFSCME  
ASSOCIATION BOARD OF DIRECTORS MEETING**

**July 2, 2020**

1. Call to Order. Board Members Present via ZOOM: Earle Hartling (President), David Rothbart (Secretary), Brenda Wilcox (White Collar Unit Director), Dwain Tucker (Director at Large), Christina Mathews (Treasurer), David de Vase (Energy Recovery Unit Director), Greg Agee (Professional Unit Director) and Mo Bina (Vice President). A majority of the Board was present, so a quorum was established.

Others present: Luis Schmidt (AFSCME Representative)

2. Adopt Previous Meeting Minutes: The June 2020 AFSCME Board Meeting Minutes were approved.
3. HR Issues Discussion (Promotions): In response to a Board member's concerns regarding a recently completed promotion process, where two supervising positions were filled using one promotional posting, Board members met with Jennifer Allen. The specific concern was how candidates could request the interview panel's rankings for the second supervisor position. The MOU allows a candidate to request their ranking and overall score within three business days following notification of the selection process, but HR did not notify candidates about the second position. As a result, candidates were unable to request the ranking and overall score within three days. Ms. Allen agree to provide the ranking and overall score in this case and to draft a memo to clarify the policy to avoid confusion in the future. The Board will review the memo and notify members regarding the policy clarification.
4. Membership Drive Update: The President reported that Council 36 has been contacting non-members and encouraging them to join the union. The Secretary requested that the private email addresses of members be transmitted to him for inclusion in the member contact list. The Board discussed whether HR is notifying AFSCME upon hiring new employees. Mr. Schmidt will contact HR to request notification in the future. The Board also discussed the need for a new member welcome letter.
5. Shop Stewards/Budget Discussion: Mr. Tucker expressed that the Board should plan on supporting four grievance arbitration requests per year, which would require member dues to increase by \$4.45 per month. Mr. Tucker clarified that he recommends dues be increased by \$5.00 per month. Mr. DeVase recommended increasing dues beyond the additional \$5.00 per month for other purposes. The Secretary reminded the Board that the Bylaws require a 2/3 membership vote to approve an increase in dues above the AFSCME minimum rate. The Board unanimously voted to implement the AFSCME minimum rate adjustment in August, which is an increase of \$1.10 per month.

Mr. DeVase discussed the charter draft for the Shop Stewards. The Secretary asked about the proposed approval process contained in the draft charter. Specifically, whether the Board would support the concept of requiring a unanimous Board vote to overturn a grievance arbitration request from the Shop Stewards Committee. A

majority of the Board recommended against the proposed approval process and noted that the ultimate decision should be made by Board members, which are elected by the membership.

6. New Business: The next election needs to be held prior to December 31, 2020. The Board previously voted to consider a \$500 donation to the Victor Gordo campaign. The Secretary noted that the approval was contingent on a budget assessment, which has not been completed.
7. Next Meeting: August 6<sup>th</sup>
8. Meeting Adjourned