

MINUTES OF THE AFSCME
ASSOCIATION BOARD OF DIRECTORS MEETING
JANUARY 6, 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), David de Vase (Energy Recovery Unit Director via phone), Greg Agee (Professional Unit Director), Jose Mendoza (Technical Support Unit Director) 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 December 2019 AFSCME Board Meeting Minutes were approved with the addition of “unit” in the title for each Unit Director.
3. Update on Charter with AFSCME International: Mr. Schmidt contacted AFSCME representatives in Washington DC regarding the status of our charter. Our local has tentative approval to be identified as Local 18. Upon charter approval, we will need tax identification information to establish a bank account for Local 18. At the moment dues are being held by AFSCME in an escrow account. The Board requested AFSCME provide a statement of the current escrow account balance. Mr. Schmidt reported that Steve Koffroth has accepted an offer to represent SEIU. This opportunity is very close to his home and will drastically reduce his commute. AFSCME is actively looking to find a qualified replacement for Mr. Koffroth.
4. New AFSCME Representative: The President will submit a letter to the AFSCME Executive Board by January 10th to express our Board’s displeasure with the recommendation of being assigned a representative with no AFSCME experience. The Board previously 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. The President will draft the letter for Board review prior to January 10th.
5. Newsletter: The newsletter has been posted on the Intranet and bulletin boards. In the future the e-newsletter could have embedded videos and photos. Regarding establishing an AFSCME website, we might use AFSCME’s standard template and update the style as time permits. The Treasurer will ask for volunteers to help setup the website.
6. Hourly Worker Issue: Mr. Schmidt reported that our units have 52 hourly employees. He discussed our position with Jennifer Allen that hourly employees should be considered members of AFSCME. This position is now supported by signed membership cards from hourly employees.

Ms. Allen requested a recognition petition, but we have taken the position that the MOU already covers these employees. Mr. Schmidt will follow-up with Ms. Allen next week.

7. Lactation Policy: The Board had no major comments on the proposed policy. Regarding policies the Board discussed concerns about the use of GPS devices enabled on Districts' vehicles. The primary concern is that employees have not been formally notified regarding the use of these tracking devices nor the potential for disciplinary action. Ms. Allen has expressed that a GPS policy is not needed, and all available data may be used. Mr. Schmidt will follow-up with AFSCME legal regarding the need for a policy.
8. Potential for Routine Management Meetings: The Board will review the draft Management meeting agenda. In general, the objective of the first meeting would be to establish a relationship with Management. Some specific topics could be discussed, but only a few should be initially introduced.
9. Elections: The Board discussed how to support pro-union candidates that may serve on the Collective Committee. Board members scheduled a meeting with a critical candidate to obtain more information for our consideration. In addition, Mr. Schmidt will provide a list of AFSCME recommended candidates.
10. New Business: The Board expressed a need for a secure AFSCME document storage management system. Examples include Google Drive or other remote access services.
11. Meeting adjourned