

MINUTES OF THE AFSCME

ASSOCIATION BOARD OF DIRECTORS MEETING

May 7, 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), Rebecca Urac (Director at Large), Christina Mathews (Treasurer), Darrel Hatch (Professional Supervisory Unit Director), David de Vase (Energy Recovery Unit Director), Greg Agee (Professional Unit Director), Steve Sealy (Supervisory 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 and April 2020 AFSCME Board Meeting Minutes were adopted.
3. Vice-President Election Update: The Election Committee (Mr. Rothbart, Ms. Wilcox, Ms. Urac & Mr. Agee) discussed the election process, including the ballot deadline (May 26th by 5pm) and notifications to the membership. In response to questions from other Board members the Committee noted that ten members were nominated, but only two accepted the nomination.
4. Shop Stewards at JWPCP: The Board discussed expanding the number of Stewards at JWPCP. Our MOUs allow two Stewards per unit per Districts' location. The Board approved the creation of a Shop Stewards Committee to accomplish this task, where Mr. De Vase will act as the Committee Chair. The following Board members volunteered to participate on the Committee: Ms. Urac, Mr. Sealy, Mr. Hartling and Mr. Mendoza.
5. Coronavirus Response Issues: Management proposed use of a 4/10 schedule, which will help maximize social distancing at work. The Board had no objection to the temporary use of a 4/10 schedule but would need to revisit the subject, if intended as a permanent change. The Board also discussed the COVID-19 Townhall Meeting, which focused on ensuring the continued protection of employees and their families.
6. Reopener Issues: Our MOUs allow the parties to meet and confer regarding possible salary inequities annually each May. AFSCME must remit a proposal in writing for classes in which salary adjustments are requested. Board members scheduled to meet with Management on May 7th regarding the proposed 4/10 schedule will discuss our inequity request with Ms. Allen.
7. Grievance Discussion: The President agreed to setup a special Board meeting to discuss the outstanding grievance on May 28th.
8. Next Meeting: June 4th.
9. Meeting Adjourned