

MINUTES OF THE AFSCME

ASSOCIATION BOARD OF DIRECTORS MEETING

JUNE 25, 2019

1. Board members present: Earle Hartling (President), Glenn Acosta (Vice 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), Darrel Hatch (Professional Supervisory Unit Director)

Others present: Luis Schmidt (AFSCME Representative)

2. PEPRA membership. The Board discussed membership requirements pursuant to the AFSCME membership application cards and the March 9, 2019 Bylaws. Membership application cards state: *"I hereby apply for membership ...and agree to abide by its Constitution and Bylaws... Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my paycheck regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union...This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union..."* The Bylaws state: *"Any Member may resign by filing a written letter of resignation with the Secretary no earlier than twelve (12) months after the Member has begun paying dues. Such resignation shall not relieve the Member of his/her obligation to pay any dues, fees or premiums theretofore accrued and unpaid."*

Based upon the updated financial terms of the proposed contract offered by the Personnel Committee on June 14, 2019, several PEPRA members have requested to cancel their membership. Due to this situation the Union President verbally offered to allow any member to withdraw their membership prior to the June 26th Collective Committee meeting. If such a request is made prior to the meeting, AFSCME members would be allowed to resign without the commitment of paying dues.

The Board discussed the situation at length and unanimously authorized the President's offer, which will sunset at 1:30pm on June 26, 2019. The Board also discussed whether an announcement should be provided to the membership. The President explained that all PEPRA members had been advised of the offer, so the Board unanimously agreed not to provide a general announcement.

3. PEPRA Involvement. Several Board members reported that PEPRA members expressed the sense that they were not represented in negotiations. The Board discussed that this misconception would be best addressed by PEPRA members participating on the Negotiations Team and other Board committees. The Board also discussed our past experience attempting to recruit PEPRA members to participate (i.e., many new employees were hesitant to participate due to fear of

reprisal from Management). Nevertheless, based upon the feedback provided, the Board agreed to hold a meeting for the purpose of recruiting PEPRA members for various union positions, which would help in our effort to address the inequity of the proposed unfunded actuarial liability contribution. Overall, the Board agreed that greater PEPRA participation is critical for the health of the union. The President will schedule this meeting sometime after the 4th of July holiday week.

4. Meeting adjourned