

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

June 4, 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), Mo Bina (Vice President) 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. Swear-in New Board Member: The Vice President and all Board members took the following AFSCME Oath of Office: *"I, _____, promise and pledge that I will perform faithfully and with honor the duties of the office which I now assume in the American Federation of State, County and Municipal Employees. I pledge to fight for a society where all workers can seek economic and social justice through participation in their union and our democracy. I will work for these goals by organizing unorganized workers, mobilizing workers to participate in the political process and fighting to gain and defend the best possible working standards through contracts and legislation. I acknowledge that it is a privilege to serve in this office, and I promise that I will deliver to my successor in office all books, papers and other property of this union which are in my possession at the close of my official term."*
3. Adopt Previous Meeting Minutes: The May 2020 AFSCME Board Meeting Minutes were approved.
4. Coronavirus Response Issues: The President reported that Management has extended the work from home program through August 31, 2020, at minimum. It was also reported that new employee COVID-19 cases have been reported at two LACSD landfills and JWPCP. Ms. Allen has been keeping Executive Board members updated on COVID-19 developments.
5. Executive Session: The Board moved to closed session to consider additional information pertaining to a request to support arbitration for a member's grievance. After deliberations, the Board voted not to take the grievance to arbitration.
6. Employee Wellness Benefit: In response to a member's inquiry, the Board discussed the whether members are able to obtain required dentist exams due to COVID-19. The Board agreed that most dentists are not performing dentist exams at this time. Executive Board members will discuss the matter with Ms. Allen and request an extension of the deadline to remit documentation of a dental exam.
7. Shop Steward/Grievance Committee Report: Mr. De Vase (Shop Steward Committee Chair) provided a draft Stewards Committee charter for the Board's consideration. Previously, Mr. De Vase has provided a draft decision matrix for the grievance process. The Secretary offered to provide feedback pertaining to the grievance process.

8. Membership Dues Discussion: Board members briefly discussed the need to budget for anticipated grievances in the future. A request was made to discuss the topic at a future meeting. The Secretary noted that our Bylaws require that “...*Any increase in dues above that set by AFSCME International would require approval by two-thirds of the Members...*” (Note: The Secretary departed for another meeting and Ms. Mathews volunteered to continue taking meeting notes.)

The Board also discussed the AFSCME International dues. AFSCME Local 18 members are currently required to pay \$40.90 per month for AFSCME International dues, but this minimum rate has not been adjusted correctly. The consensus of the Board was to delay the implementation of the adjustment until the issue of new Local 18 dues is decided.

Motion made by Ms. Mathews: The Executive Board Members (Hartling, Bina, Rothbart, Mathews) would prepare a proposed budget/dues structure to be presented for additional discussion and/or action at our July meeting. The motion passed without objection.

9. Next Meeting: July 2nd
10. Meeting Adjourned