

**AFSCME Local 2620  
Executive Officers Meeting  
September 15, 2017  
San Diego, CA**

**Present:**

**Officers:**

President Abdul Johnson - Present  
Executive Northern VP Mildred Ingram - Present  
Southern VP Eric Young - Present  
Treasurer Dalia Banda-Davis - Present  
Secretary Cynthia Brannon - Present

**Regional Chief Steward:**

Region I – Gary Adbullah – Absent  
Region II – Lance Ferris – Excused  
Region III – Therese Gardner – Excused  
Region IV – Matt Tidd – Present  
Region V – Susan Neeson – Present  
Region VI – Alice Juarez – Present  
Region VII – Deborah Leong – Present  
Region VIII – Belinda Gilmer – Present  
Region IX – Liliana Alonso-Cruz – Present  
Region X – Debi Kirk – Present  
Region XI – Yvette James - Present

**Facilities Chief Steward:**

Atascadero SH – Ellen Beraud - Excused  
Coalinga SH – Debra Johnson – Excused  
Fairview DC – Mark Herrera - Present  
Metropolitan SH – Brian Kaufman – Present  
Napa SH – Delegate for Jeremy Montieth: delegate: Shukimba Carlis - Present  
Patton SH – Yok Choi – Present  
Porterville DC – John Xiong-Chapman - Excused  
**Sonoma DC – Vacant**

**Occupational Chairs:**

Chaplains (CHOC) -Michael Salaam – Present  
Dietitian/Nutritionist (DNOC) – Lisa Westphal – excused  
Individual Program Coord (IPCOC) – Carol Cole – Present  
Licensing Program Analyst LPAOC) – Belinda Devall - Present  
Pharmacist (PharmOC) – John Christensen – Present  
State Psychologist (SPOC) – Victor Pacheco – Present

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Vocational Rehab (VROC) – Denise Dorsey – Present  
Rehab Therapist (RTOC) – Wanda Wullschleger – Present  
Social Worker (SWOC) – Blake Kerr – Present

**Staff:**

Senior Business Agent – Cliff Tillman – Present  
Administrative Operations Supervisor – Shirl Martinez – Present  
Executive Secretary – Teresa Munoz – Present  
Secretary – Lisa Trujillo  
Southern Business Agent – Al Austin – Present  
Southern Business Agent – Chad Johnson – Present  
Northern Business Agent – Bryan Evans – Present  
IT – Andy Neves

**Guests:**

Dr. Jera Anderson  
Dr. Gena Clark-McKnight  
Dr. Feather Gaither  
Walter Blair  
Denise Nicks  
Hassan Juma

- I. Call to order/Roll Call/Quorum – The meeting of Local 2620 was called to order by President Abdul Johnson at 10:00 am. Roll call of officers was taken by Recording Secretary Cynthia Brannon after two guest presentations.
- II. Advancement of Agenda to have the two presenters go first. They are listed under New Business.
  - a. Kami Cohen, auditor of Miller Kaplan Arse LLP – provided proposal for Bookkeeping and Compilation Services.
    - i. Concerned that reimbursements are not being paid in a timely manner in the past. Miller Kaplan will have staff come to the office once a week to process the reimbursement checks.
    - ii. Audit department team is not involved with the bookkeeping team. They are separate departments. Therefore, there is not a conflict of interest.
  - b. Cumulus Media – presenter Glynn Morgan, Senior Account Manager
    - i. Organizing campaign – provided copy of campaign
    - ii. This will inform the public about how important our members’ role is in the community.
- III. Review of Agenda
  - a. **M/S/C #1** – To approve today’s agenda with corrections. Motion by Carol Cole, second by Michael Salaam. Voting results: 23 yes, 0 no, 0 abstain

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- IV. Approval of Minutes
  - a. **M/S/C #2** – To approve the July EB meeting minutes with corrections. Motion by Brain Kaufman, Second by Belinda Devall. voting results: 22 yes, 1 no, 0 abstain
- V. Reading of Correspondence
- VI. Officers Report
  - a. President Abdul Johnson – See report on shared drive
  - b. Executive Northern VP – Mildred Ingram – See report on shared drive
  - c. Southern VP – Eric Young – No report provided
  - d. Treasurer Dalia Banda-Davis – See report on shared drive
    - i. Union Leave is our highest expense: Contract Negotiations, Meet and Confer
      - 1. We need to re-examine the way we are spending monies for Meet and Confer. Training is now conducted in the morning. Instead of four members, we now have three members on the Meet and Confer. Will use the fourth person if needed based upon the meet and confer issues and budget.
    - ii. For 2018, we need to review our strategic planning.
      - 1. For 2017, EB received a budget. How can the leaders develop their meeting with their members? Per President Abdul, we must be mindful of our spending. Reviewed Michael Seville’s recommendations: Local 2620 Financial Crisis Action Plan – 2017.
        - a. Critical has been deemed to be for Meet and Confer, Hearings
        - b. This is only temporary. We need to end this year in the black.
        - c. Per Belinda Gilmer, EO should only be meeting for necessary items. Belinda Gilmer has requested copy of the EO Amex statements, supporting documentation, and all charges to be provided to the EB. Documentation should be included in the minutes. Officers should return to work and not be on Union Leave. Belinda Gilmer also requested that reimbursements be prompt.
          - i. In response, who would do all the work if the Treasurer was not on Union Leave? The EB was reminded that two positions were eliminated due to cost. Currently, two audits are taking place; before that, members requested documentation to be pulled and presented during their two appointments.
      - d. Yok Choi reminded EB that we can bring our issues to the EB, and we can discuss at the time. EB did vote on the issue of continuing the EO meeting every month. As a Board, we should not be pointing fingers and accusing others. The Board made the decisions.
      - e. Susan Neeson is concerned about eliminating Union Leave. Per Per President Abdul Johnson, we need to review the importance of meetings when denied by the EO.

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- f. Carol Cole spoke about the creation of committees that were created when the new administration came on board. When will the committees be completed? Do we need to start having video EB meetings? President Johnson stated that Council 57 has the means to accomplish this. Per President Johnson, it is up to the EB to decide.
- g. Belinda Devall spoke on holding committee meetings. There are times that we need to have face-to-face meetings. Will there be an appeal? Per President Johnson, these are time sensitive issues.
- h. Guest, Denise Nicks, stated that she reviewed the documents at the Burbank office. Per Dalia, based upon the audit, the Amex statement will have the original receipts stapled to the statement.
- i. John Christensen inquired about the EB meetings. Per President Johnson, the EB meetings are considered critical.

LUNCH AT 12:00 PM RESUMED AT 1:00 PM

- j. Dr Gaither's presentation was conducted after lunch, and Treasurer's report resumed after Dr. Gaither.
2. **M/S/C #3** – Motion to adopt Local 2620 Financial Crisis Action Plan - 2017 #1 recommendation to our local policy that effective immediately, one credit card to be managed by the Treasurer and Administrative Operations Supervisor, until December 31, 2017.. Motion by Brian Kaufman, second by Belinda Gilmer. voting results: 20 yes, 1 no, 1 abstain
  3. We are in a financial crisis now.
  4. **M/S/C #4** – Call to question motion to end the discussion on #3. Motion by Belinda Devall, second by Cynthia Brannon. voting results: 14 yes, 8 No, 0 abstain
  5. **M/S/C # 5** – Motion to cancel steward training in October 2017. Motion by Cynthia, second by Eric Young. voting results: 14 yes, 9 no, 0 abstain
    - a. Continuously meet with our members. Let's cut spending on other places, and spend in other places. We can have a modified steward training at a facility. This will save money.
    - b. Leong stated that other Unions are using training through internet web training. Yok is against this due to members from her facility having issues. Our job is to save people's jobs. Devall is looking at creating short training videos online to meet the needs of the Local. She is working with Martin and Cliff now. Per Gilmer, we need to stop the bleeding of the finances.
  6. **M/S/C #6** - Effective immediately, eliminate all Union Leave except for critical (i.e. President, Treasurer, SPB, hearings, Meet & Confer etc.) till

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the end of the year. Motion by Brian Kaufman, second Michael Salaam. Voting results: 20 yes, 1 no, 0 abstain.

7. **M/S/C #7** – As per Local 2620 Financial Crisis Action Plan - 2017, for the remainder of the year, for any member engagement activities, limit food purchases to under or as close to \$100 as possible. Motion by Carol Cole second by John Christensen. Voting results: 23 yes, 0 no, 0 abstain
  - a. Meetings can have over 15 members and will be over this amount. If we stick to this budget, we do not need this motion. Sometimes Board Members are not aware of where they are on the budget. We need to have a limit and be more cost effective.
  - b. **M/S/C #8** – Call to question on motion #7. Motion by Belinda Devall. Second Cynthia Brannon. Voting results: 22 yes, 1 no, 0 abstain
  - c. **M/S/C #9** - Motion by Yok Choi, second by Matt Tidd. To amend motion #7. Any member engagement activities to provide \$12 for Lunch and \$26 for dinner per member or close as possible. Voting results: 12 yes, 7 no, 3 abstain,
8. **Motion is tabled** – To accept the bookkeeping services of Miller Kaplan Arase LLP as presented. Motion by Belinda Deval, second by Yok Choi. Tabled the motion by Brian Kaufman – Due to motion was tabled, no voting took place.
  - a. Per Walter Blair of International – Local 2620 is broke. We have some monies, but we need to stop spending our funds. International will assist the Local 2620.
  - b. Per President Johnson, EB will reconvene after the audit is completed and will inform the EB of the outcome.
- iii. **M/S/C #10** – To approve the following (past 90 days) Expense Reimbursements: Louise Trobel \$87.86; Heather Griego \$34.24; Shkimba Carlis \$101.22; Carol Marie Cole \$254.14; Marilyn Romero \$199.80. Motion by Matt Tidd, second by Liliana Alonso-Cruz. Voting results: 22 yes, 0 no, 0 abstain

VII. Staff Reports

- a. Senior Business Agent - Cliff Tillman – See report on shared drive
  - i. Medical Retirement CERB – we received numerous phone calls and emails. We are paying 1% starting the July payroll. The State was unable to implement for the July payment, so they started August. State promised not to go back to July. State employees are living longer. This payment is paying for everyone, including retirees.
    1. **M/S/C #11** -To delay the printing of the contracts till next year 1/1/18 or later. Motion by Brian Kaufman, second by Belinda Gilmer. Voting results: 19 yes, 3 no, 0 abstain
    2. **M/S/C #12**- Call to question motion #11. Motion by Belinda Devall, second by Cynthia Brannon. Voting results: 22 yes, 0 no,0 abstain

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3. Changes to Meet and confer. Will be sent out.
    - ii. New contract is complete. Being sent to the printer, and is on-line on CalHR.
  - b. Administrative Operations Supervisor – Shirl Martinez – Present
  - c. Executive Secretary – Teresa Munoz – Present
  - d. Southern Business Agent – Al Austin – Present
  - e. Southern Business Agent – Chad Johnson – Present.
  - f. Northern Business Agent – Bryan Evans – Present
    - i. Met with management and CalHR. We need to renew our AWW (alternate work week) contracts every year. This is a constant fight in the prisons. This is a way for management to take away our rights. Local stated that this is against the contract. Attorney is in complete agreement. A pending arbitration is in regard to AWW.
- V. Board Reports
- a. **Occupational Chairs:**
    - i. Chaplains (CHOC) -Michael Salaam – See report on shared drive
    - ii. Dietitian/Nutritionist (DNO) – Lisa Westphal – Not present
    - iii. Individual Program Coord (IPCOC) – Carol Cole – See report on shared drive
    - iv. Licensing Program Analyst (LPAOC) – Belinda Devall - See report on shared drive
    - v. Pharmacist (PharmOC) – John Christensen – See report on shared drive
    - vi. State Psychologist (SPOC) – Victor Pacheco – See report on shared drive
      1. Spoke about the Kaiser Union. This Union focus on client level of care. When bargaining, it would carry more weight at our bargaining table and Meet and Confer. Coleman cares more about the term, “Barriers to Care.
      2. **M/S/C #13** – The Executive Board should develop a unified strategy for filing Arduous Pay grievances in consultation with the Sr Business Agent and statewide business agents, on behalf of AFSCME 2620 members who find themselves working at tasks 50% above their stated job duties. The strategy would include defining parameters that meet MOU definition of arduous pay, maintaining a log arduous pay, having recommendations for members to pursue arduous pay grievances. Once a strategy is developed and approved by the Board, the Executive Board shall publicize the strategy to inform AFSCME 2620 membership of available/preferred strategies for requesting arduous pay. Motion by Victor Pacheco, second by Debra Leong. Voting results: 17 yes, 1 no, 2 abstain
      3. **MSC #14** – Motion to amend motion #13 that BAs meet and bring the strategy to the next EB meeting. Motion by Carole Cole second Brian Kaufman. Voting results: 20 yes, 0 no, 0 abstain
    - vii. Vocational Rehab (VROC) – Denise Dorsey – See report on shared drive
    - viii. Rehab Therapist (RTOC) – Wanda Wullschleger – See report on shared drive. Wanda gave her time to Hassan Juma to present his request to the Board. Refer to Old Business section of today’s meeting minutes.

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1. **M/S/C #15** – Motion that the Physical Therapist, Occupational, Speech Pathologist and Physician Assistants be deemed an official Occupational Committee and be now called Physical Medicine Professionals Occupational Committee to represent their own common interests, effective January 2018. Motion by Yvette James, second by Wanda Wullschleger. Voting results: 20 yes, 0 no, 0 abstain
  - a. Brian Kaufman, the Constitutional Committee is aware and had requested more information.
  - b. Monies are coming out of Wanda Wullschleger and Victor Pacheco’s budget.
  - c. **MSC #16** – Call to question to end all debate on motion #15. Devall, second by Brian Kaufman. Voting results: 20 yes, 0 no, 0 abstain
- b. **Regional Chief Steward:**
  - i. Region I – Gary Adbullah – Not present
  - ii. Region II – Lance Ferris – Not present
  - iii. Region III – Therese Gardner – Not present
  - iv. Region IV – Matt Tidd – See report on shared drive
  - v. Region V – Susan Neeson – No report provided
  - vi. Region VI – Alice Juarez – See report on shared drive
  - vii. Region VII – Deborah Leong – See report on shared drive
  - viii. Region VIII – Belinda Gilmer – no report provided
  - ix. Region IX – Liliana Alonso-Cruz – See report on shared drive
  - x. Region X – Debi Kirk – See report on shared drive
  - xi. Region XI - Yvette James - See report on shared drive
    1. **M/S/C - #17** – Review current stewards list and contact those stewards that have not met the required expectations to give them an opportunity to get training or advise if they no longer want to be considered Union Stewards. Motion by Yvette James, second by Wanda Wullschleger. Voting results: 15 yes, 1 no, 4 abstain
    2. **M/S/C #18** - amendment to #17 to have the Policy Committee review on how to implement this motion. Motion by Brian Kaufman, second by Mildred Ingram. Voting results: 17 yes, 2 no, 0 abstain
- c. **Facility Chief Stewards**
  - i. Atascadero SH – Ellen Beraud – Not present
  - ii. Coalinga SH – Debra Johnson – Not present
  - iii. Fairview DC – Mark Herrera – See report on shared drive
  - iv. Metropolitan SH – Brian Kaufman – See report on shared drive
  - v. Napa SH – Jeremy Montieth – Not present
  - vi. Patton SH – Yok Choi – See report on shared drive
    1. **M/S/C # 19** - To have the President Johnson add Secretary to be on the Financial Committee. Yok, Brian Kaufman. 19 yes, 0 no, 0 abstain.
  - vii. Porterville DC – John Xiong-Chapman – Not present

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viii. Sonoma DC – Vacant

VI. Committee Reports

- a. Arbitration Committee
- b. Communication Committee – see report
- c. Constitution Committee – no report
- d. Contracting Out Committee – no report
- e. Convention Committee – Eric Young provided a verbal report
  - i. Thank you for your participation and patience.
  - ii. All four legislators have their own time slot and will be speaking on different topics.
  - iii. At the next EB meeting, a break down will be provided.
- f. Elections Committee – no report
- g. Finance Committee – no report/refer to Treasurer’s report
- h. Good & Welfare Committee – no report
  - i. Collecting hygiene products that we don’t use, bring it down so we can donate to the Women’s Shelter facility in San Diego.
- i. Government Affairs Committee –
  - i. Virtual meeting is being constructed
- j. Member Organizing Committee
  - i. Due to new wording on the new member’s card, everyone needs to complete a new card. New cards must be on file. Vital for the Janis plan to replace the old 2000+ cards on file.
  - ii. Received 174 new members. The numbers of members and non-members have stayed the same. This is due to the high turnover of employees in the Union. Employees are retiring and promoting.
- k. Next Wave Committee
  - i. Meet a couple of times to attract young and new members.
  - ii. Added a few more members to the committee.
- l. Policy Committee
- m. Search and Rescue Committee – see report submitted
  - i. **MSC #20** – to approve the Search and Rescue report. Motion by Yok Choi, second by Alice Juarez. Voting results: 19 yes, 0 no, 0 abstain.
- n. Women’s Committee
- o. Resolution Committee

**Closed Session at 5:49 pm resumed at 6:00 pm**

VII. Old Business

- a. Blake Kerr – not present when he was called upon.

VIII. Hassan Juma – Caucus Chair. Took Wanda’s time in this agenda.

- a. Handout was provided. Refer to handout.

IX. New Business

- a. Cumulus Radio – Organizing campaign – moved to the beginning of meeting
- b. Miller Kaplan – moved to the beginning of meeting



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- c. Dr. Gaither – Presentation was conducted after lunch.
  - i. Arbitration – She is presenting her request for an appeal from the EB. Grievance affects CDCR regarding the Coleman salary adjustment. This is regarding the salary rules. CalHR uses a mathematical formula. Refer to attached documentation.
  - ii. All salary calculations are made in the old range. When you move up, you start at the lowest amount on the new range. These ranges overlap. Therefore, you earn less than you were making at the highest of the lower range. Members are losing money to promote. Also, Dr. Gaither, was working out of class. Per Dr. Gaither, she did not receive any reason for denial. She must go through the appeal process with the Union, then Federal. 15.3(f) in the contract does not allow the Union to proceed. Must go to the Federal Supreme Court for finalization. Only one grievance went to the committee was the pay letters.
- X. Good and Welfare
- XI. **M/S/C #21** – Motion to adjourn at 6:19 pm. Motion by Alice Juarez, second by Cynthia Brannon. Voting results: 19 yes 0 no, 0 abstain.