

Executive Committee Meeting
Saturday, October 15, 2016
Burbank, CA

Present:

Officers:

President – Abdul Johnson
Southern VP – Eric Young
Secretary – Cynthia Brannon

Staff:

Executive Secretary – Shirl Martinez
Director of Political - Marc Victoria
Senior Business Agent - Cliff Tillman
Accountant – Edgar Tamayo

Guests:

Wanda Wullschelger
Belinda Gilmer
Michael Salaam
Amin Omar
Maurice Howard
Liliana Alonso

A. Newly elected officers sworn in:

- 1) Abdul Johnson - President
- 2) Southern Vice President - Eric Young
- 3) Secretary - Cynthia Brannon
- 4) Northern (Executive) Vice President - Mildred Ingram was sworn in by telephone by

10:37 am

B. Meeting is called to order at 10:15 am

- 1) Staff present at meeting: Cliff Tillman, Shirl Martinez, Marc Victoria, and Edgar.
- 2) Guests present at meeting: Wanda Wullschleger, Belinda Gilmer, Michael Salaam, Amin Omar, and Maurice Howard.

C. M/S/C - Motion to forego all reports.

Motioned by Cynthia, second by Eric

D. Website Domain Issue

- 1) It was revealed that Sean Cary owns the domain name. Sean Carey may transfer domain to Union upon receiving a request/invoice, and transfer information to web master. At this time, EC does not have the web passwords/MARS database. Sean Carey owns the domain registry.
- 2) A letter to previous EC Board, requesting that all equipment/property be returned. Previous EC Board members can buy the equipment that was issued to them by the Union.
- 3) Guest Belinda Gilmer asked how far back can Sean Carey can bill the Union? Database

was created for the Union. Does Sean Carey have the right to bill the Union for the domain name? Can legal get involved?

4) M/S/C - Motion to email/contact Sean Carey and previous EC Board members to provide the information, and equipment by November 1, 2016.

Motioned by Cynthia, second by Eric.

E) Gail Penny

1) Cliff reviewed with the EC Board and guests of the death of Gail Penny. A memorial service will be held in November. Cliff has been in contact with Gail Penny's family. Date, time, and place TBA. A moment of silence to honor the memory of business agent, Gail Penny, took place.

2) M/S/C - Motion to have the Union contribute \$900 for Gail's memorial service
Motion by Cynthia, second by Eric

F) Contract Negotiations

1) Contract Negotiations are not settled. On 10/25/2016, contract negotiations will resume with new President, and new VPs. Cliff proposed to train the new EC President and VPs on 10/20/16 to 10/21/2016 in Sacramento.

2) There are five unions that did not settle with the State. Some unions received a total of 15% raise to take place over three years. There is a team meeting on 10/24/2016. Census is that the State will nickel and dime Union members.

G) Travel Authorizations (TA) - Permission has been changed.

H) Handouts

1) During the meeting, Shirl passed out the following handouts:

a) Aspects of Good Union Leadership

b) AFSCME 2620 Constitution

c) AFSCME 2620 Staff Assignments

i. Cynthia must have the meeting minutes typed up and emailed to the Board and staff.

ii. Cynthia must chair the Policy meeting and have members from the Central, South, and Northern areas.

I) Financial Report

1) Current Treasurer Adriel Reyes was not present during today's meeting. Edgar Tamayo is the accountant/CPA, and presented the financial report for September 2016.

2) Reviewed account balances, assets, spending, and general ledgers.

3) Three checks (30838, 30839, & 30840) were issued for payroll of previous President Sean Carey. The remaining balance in account would be too low for operating cost, and payroll for staff.

4) M/S/C - Motioned to issue a stop payment on all three checks, and instead work out a payment plan with the State. Motioned by Eric, second by Cynthia

5) For the month of September, the Union is in the red, with a balance of \$48,102.86; the yearly total, in the red, is \$376,357.03. Edgar recommended that we be mindful of our spending.

i. Union leave that was granted for previous secretary, Maureen Young, was granted for one year. This has ended, and she returns to work on 10/17/16.

6) Edgar stated that he did inform previous EC Board of the following:

i. 2016 is almost at an end, and a budget needs to be developed.

ii. The budget will be formatted by Edgar, and he will be working with the

treasurer.

iii. Budget is created and to be presented to the Board, then the International,

with profit and loss statement.

iv. Reminded that the former President Sean Carey, and former Secretary Maureen Young was on paid Union Leave

1. No reason was provided as to why former Secretary Maureen Young was on paid Union leave.

2. Paid lodging and per diem was paid to former Secretary Maureen Young.

J) Shirl reviewed running of operations

1) Credit Cards (AMEX)

2) Equipment

i. Cellphones

ii. Laptop

3) M/S/C - Motion to order American Express cards for officers

Motion by Eric, second by Cynthia

4) EC members to provide copy of CADL, and change signers on bank accounts

5) M/S/C - motion to provide equipment for the new EC Board.

Motion by Eric, second by Cynthia

i. Laptop and accessories

ii. Cellphone and accessories

iii. Wi-Fi Connect

iv. Mobile printers and scanners

6) Union has some Chromebooks, but they need repairs

7) M/S/C - motion to confer with Andy to explore Chromebook replacement and for EC to purchase based upon Andy's recommendation. Estimate cost is \$500.00/ea. or other options.

i. Discussion: per Andy, there are other options that may not be costly.

Motion by Eric, Second by Cynthia

K) President Abdul placed Marc Victoria under Cliff Tillman. Marc will now be reporting to Cliff.

L) Legal Matters brought up by Cliff

1) Legal Matters that the EC is involved in:

i. Safety retirement for:

1) Evaluators, psychologists - applied for safety retirement about a year ago.

2) 50 members fall into this category

3) State declined them safety retirement

4) Previous EB went to our attorney, who said yes, to pursue this issue.

Therefore, our attorney will follow up with this.

5) The cost of \$20,000.00 was approved by previous board.

ii. Adoption Specialists

1) Pay is very low. Board approved to have our legal counsel to review and try to change adoptions pay.

Break for lunch at 12:10

Resumed at 1:30 pm

M) Guest Belinda Gilmer spoke:

1) Belinda requested to send three members to the Coalition of Black Trade Union (CBTU).

2) It was recommended to Belinda to provide more information about CBTU, their agenda, and how this will help our members.

- N) SB 58: Equal pay for equal work output for gender specifications.
- 1) Pay equity from the State, this will include the following classifications:
 - i. Licensing Program Analyst (LPA)
 - ii. Child Nutrition
 - iii. Q: What other classifications are predominately women?
- O) ADHOC meeting recommended by Marc Victoria
- 1) Regarding Adoption Specialists, they are basing their low pay against county adoption specialists in Los Angeles County. The LA county specialists are receiving 60% more than State Adoption Specialists. The problem is that other county adoption specialists are not receiving the same amount as LA County. The problem is that the higher pay is not across California.
- P) Cliff continued with Legal issues:
- 1) Licensure with our psychologists is from three years (CalHR) to five years (DSH). CalHR spoke with DSH, and now there will be three years for both. Present bill is ambiguous.
 - 2) The issue is that State workers are leaving CalHR to DSH.
 - 3) Prior board hired legal representation. In appeals with the SPB. Findings should be in the near future.
- Q) Vacant Business Agent Position
- 1) There are two vacant business agent positions. One in the south, and one in the central valley.
 - 2) EC President, and the two VPs will review resumes. There are 30 resumes, and should whittle down between five to six resumes.
 - 3) Will be calling upon the Central Valley Stewards to assist with skelly, grievances, etc until Gail Penny can be replaced.
- R) Cliff Tillman proposed a three-day Board training
- 1) International agreed to help with training in So. California
 - 2) Add Trustee training if possible, therefore include the trustees
 - 3) Add Leadership, and teamwork shops
 - 4) Add ethics class, and hold officers to a standard.
- S) M/S/C - Motion to advance agenda
Motion by Eric, second by Cynthia
- T) Shirl reviewed Budget and Finance Committee
- 1) Recommended to review amount spent during the previous years, and see where to cut/limit spending in certain areas
 - 2) Some members were granted three or four days of paid Union Leave when the meeting was only for one day.
- U) Meet and Confer
- 1) Cliff reviewed the way Meet and Confers were conducted.
 - 2) All Meet and Confer goes to the Senior Business Agent(Cliff)
 - 3) Notice is sent to the facility, and the Business Rep for location problem
 - 4) If state wide problem, then the EC has to approve
 - 5) Considering a Meet and Confer Leader training that will last two days.
 - i. This is expensive, but it is a great learning class to those who can become leaders in a Meet and Confer.
 - ii. During previous President Sean Carey's term, a motion was made to change the Meet and Confer from four to two people.
 - iii. Previous President Sean Carey wanted a copy of all Meet and Confer request notices.

6) M/S/C -motion to go back to old policy on Meet and Confer.

Motion by Eric, second by Cynthia

V) Marc Victoria asked for the following additional contributions:

1) Jim Bead (SD15) for \$1700.00

2) Josh Newman (SD29) for \$1700.00

3) Ash Kalia (AD27) for \$1700.00

4) M/S/C - Motion to grant the additional political contributions.

Motioned by Cynthia, second by Eric

W) M/S/C - Motion to have staff look for hotels for convention, and lobby days

Motion by Eric, second by Cynthia

X) M/S/C - to accept the calendar

Motion by Eric, second by Cynthia

Y) M/S/C - Meeting adjourned

Motion by Eric, second by Cynthia

Meeting adjourned in memory of Gail Penny at 5:30 pm