

American Federation of State, County and Municipal Employees Local 2620
Regular Meeting
Executive Board Minutes
Thursday and Friday July 10 and 11, 2014
San Diego, California

I. Yok Chi was sworn in as the Facility Chief Steward of Patton State Hospital by President Carey 7/10/14.

II. Thursday 7/10/14 was devoted to workgroups for Communication's, Membership Organizing, Political Action and Building Solidarity. See attached summaries.

III. Call to Order/Roll Call/Quorum

A. EB meeting 7/11/14 called to order by President Sean Carey at 10:00 AM.

IV. Roll Call/Quorum-Secretary Webb

A. Executive Committee

Sean Carey, President
Cynthia McCabe, Northern Vice-President
Henry Carreon, Southern Vice-President
Sonia Solis, Treasurer
Debby Webb, Secretary

B. Occupational Committee Chairs

Lon Moskowitz, Chaplains
Annalisa Sherman, Dieticians and Nutritionists
Rita Magana, Licensing Program Analysts
Mark Gannon, Pharmacists
Arlene McRoberts, Rehabilitation Therapists
Judi Herman, Psychologists
Blake Kerr, Social Workers
Linda Echols, Vocational Rehabilitation

C. Facility Chief Stewards

Chuck Heyer, Atascadero State Hospital

Adriel Reyes, Coalinga State Hospital
Stephenie Horta-Doub, Fairview Developmental Center
Mary Sorial, Lanterman Developmental Center
Brian Kaufman, Metropolitan State Hospital
Zach Hatton, Napa State Hospital
Yok Chi, Patton State Hospital
John Chapman, Porterville Developmental Center

D. Regional Chief Stewards

Rickann Clapp, Central Coast
David Tepperman, Central Valley
Amy Kim, Los Angeles County
Michael Bogdanoff, Orange/Inland Empire
Deborah Leong, Sacramento/Stockton
Elaina Jannell, Vacaville Area Facilities
Susan Neeson, Bay Area

Absent: Mal Holland, San Diego/Imperial
Absent excused: Lance Ferris, Shasta County

Vacant Positions

Individual Program Coordinators Occupational Chair
Sonoma Developmental Center Chief Facility Steward
Redwood Empire Chief Regional Steward

Guest members
Beverly Lynn

E. Staff

Cliff Leo Tillman Jr., Senior Business Agent, Council 57
Christopher Miller-Cole, Business Agent, Northern Region, Council 57
Absent Excused: Gail Penny, Business Agent, Central Region, Council 57
Al Austin, Business Agent, Southern Region, Council 57

Shirl Martinez, Administrative Services Supervisor
Teresa Munoz, Administrative Assistant

Marc Victoria, Political Director

F. Quorum met.

V. Review of Agenda

VI. Review of Minutes

A. Motion: To approve minutes from 05/16/14 Executive Board meeting.
M/S/C Chuck Heyer, Rita Magana

VII. Board Reports

A. Motion: To approve EB pre-reports. M/S/C Chuck Heyer, Rita Magana

B. Lanterman Developmental Center is closing this year and had another round of layoffs last month. The LDC Facility Chief Steward Mary Sorial, has accepted another position. The AFSCME 2620 Constitution was reviewed. It was discussed that as Sister Sorial was elected to represent her members, and still wishes to represent them (also, most leaders are now no longer at LDC), the AFSCME Local 2620 constitution allows for Sister Sorial to continue in this position. Motion: To confirm Mary Sorial to continue as the LDC Facility Chief Steward. M/S/C Judy Herman, Rickann Clapp

C. New information available on the website was discussed. President Carey will help members who are unable to access the system.

VIII. Executive Officer's Reports

A. President Carey

1. Motion: To approve the following members to the Equity Committee: Yvette James, Paul Crenshaw, Beverly Lynn, Charles Heyer. Alternates: Dave Middleton, Dalia Banda-Davis. M/S/C David Tepperman, Amy Kim

B. Northern Vice-President McCabe

1. There was a discussion regarding the CDCR Peer Review Meet and Confer.

2. The Constitutional Committee met 07/10/14.
3. Sister McCabe continues to work with the Organizing and PAC Committees. Motion: To increase the budget from \$25,000 to \$50,000 for the organizing campaign. Discussion: The money will cover the 4 week campaign costs including materials (some reusable), UL, travel and per diem. M/S/C Cynthia McCabe, David Tepperman
4. Sister McCabe and our Political Director presented the PAC endorsements.
5. The Cal Labor Federation Biennial Convention is in San Diego July 29 and 30, 2014. Motion: To approve UL, travel, lodging and per diem for 5 people (President Carey, Vice-President Carreon, Political Director Marc Victoria and 2 PAC members) to attend The Cal Labor Federation Biennial Convention in San Diego July 29 and 30, 2014. M/S/C: Cynthia McCabe, Annalisa Sherman
6. Senior Psychologist Specialists are not receiving compensation for supervising non-licensed staff. They apparently were inadvertently omitted from this provision. There are several grievances that may go to arbitration.
7. See attached report.

C. Southern Vice-President Carreon

1. Brothers Carreon and Carey attempted to attend a fundraiser for Nora Compos, Senator pro-tem. There have been some scheduling problems for Senator Compos, and a meeting is being rescheduled. These issues have given us opportunities for several extended phone conversations regarding legislation.
2. Brother Carreon has attended member meetings and has been involved in a number of representational issues.

D. Secretary Webb

1. Sister Webb has attended member meetings and has been involved in a number of representational issues.
2. See attached report.

E. Treasurer Solis

1. Miller-Kaplan has changed their accounting system, which has delayed our Treasurer receiving information. This situation hopefully was resolved this week. In addition, Bank of America did not give Miller-Kaplan the statement for May. Sister Solis is following up with these issues.
2. Direct deposit to Amalgamated Bank began in June. Some moneys remain in the general and political action accounts to cover outstanding checks. The escrow account is the only account that remains with Bank of America, as the Hudson report is not yet resolved.
3. Current general account balances: Bank of America: \$1,141,861.22, Amalgamated Bank: \$139,412.35.
4. Current political account balance: Bank of America: \$76,377.52 Amalgamated Bank: \$2,274.80.
5. We cannot approve leave time when members are on paid vacation by the State. There are a number of issues, including the perception of double dipping, whether the member is an AFSCME 2620 employee, working as a contractor and issues with the AFSCME 2620 constitution. Motion: To remove from AFSCME 2620 Policy provisions for Union Leave related to lost time. M/S/C Sonia Solis, Mary Sorel.
6. Motion: To approve the following reimbursement of expense claims requested over 90 days after the event: Emma Orellana for Steward's Training 2/21-22/14 for \$247.08. M/S/C: Sonia Solis, Chuck Heyer
7. Forensic audit. EC and EB meetings dates were changed and Jennifer Ziegler cannot present the report at the July meetings, but would like to present in August. Motion: To approve an additional EB meeting in August. M/S/C: Adrial Reyes, David Tepperman
8. Sister Solis has attended member meetings and has been involved in a number of representational issues.
9. See attached report.

IX. Committee Reports

- A. See other reports.

X. Staff Reports

A. Cliff Tillman, Sr. Business Agent

1. BA Tillman reported that he was just informed by CalHR that Behavioral Specialists will receive safety retirement effective 08/01/14. There will be a meeting to announce it.
2. Cindie Fonseca from CalHR has announced her retirement next week.
3. An e-blast went out last week announcing issues regarding benefits. There will be no changes to Local 2620 retirement. There is improvement in the formula for dependent vesting in the first 2 years for new employees. Health benefit premiums will decrease for some plans for the first time in many years in January 2014. The raises negotiated in the new contract went into effect July 1.
4. Equity committee: BA Tillman will provide training to the team in late August or early September. The deadline to complete the equity process is July 1, 2015.
5. CDCR announced WAVE 5 layoffs. The Department first listed 8 impacted members and now has reduced the list to 1 LCSW. We are exploring options for this member.
6. There is a Know Your Rights workshop August 2, 2014. Please talk to members about this!
7. There is a concern regarding the future of POC. We are planning a 2 day POC Summit. Motion: To approve a 2 day POC summit. M/S/C Amy Kim, Elaina Jannell
8. There are concerns for IPC's, including their job titles, pay and the new Program Improvement Plan, which has greatly increased the workload of IPC's. Motion: To approve a 2 day summit for IPC's. M/S/C John Chapman, Debby Webb
9. See attached report.

B. Gail Penny, Central Business Agent (not present)

1. BA Penny continues to attend meetings, facilitate meet and confers and represent members.

C. Christopher Miller-Cole, Business Agent, Northern Region

1. BA Miller-Cole continues to attend meetings, facilitate meet and confers and represent members. There are particularly challenging issues in DOR.
2. See attached report.

D. Al Austin, Business Agent, Southern Region

1. Continues to represent members, including 4 Adverse Actions, grievances, Labor Management, and Meet and Confers.
2. LDC closure. 14 of 34 impacted members of WAVE 2, effective July 8, were placed in other positions, 10 retired, 9 were laid off. 11 members are identified for WAVE 3.

E. Marc Victoria, Political Director

1. Marc Victoria presented an update on bills. All that we opposed died or were amended to our satisfaction. There are 11 that we support which are still active. We are working on revisions for two and 10 have hearings in August. Marc Victoria is also going to looking into several Federal Bills that affect our members. There is one regarding billing for services.
2. There was a presentation regarding the results of the June primary election. Motion: To endorse the proposed candidates for the November General Election. M/S/C Elaina Jannell, Arlene McRoberts
3. California State Budget is positive and funds the provision for our contract in 2014-3015.
4. See attached documents.

F. Shirl Martinez, Administrative Services Manager

1. AFSCME Local 2620 moved to our new office near the Burbank airport June 16, 2014. A PO Box is also being used during the transition. The address, phone and fax numbers are on the AFSCME 2620 website.
2. New membership cards are being ordered.

3. Nominations for officers and delegates to Council 57 will be in August.
Motion: To retain AAA for an initial fee of \$5000 to manage the AFSCME 2620 election. M/S/C Rita Magana, David Tepperman

4. Pat Schreyer, our elections chair is resigning after the Sonoma election this week is concluded.

XI. Unfinished Business

A. Improving the Union image. Brother Heyer is working in his area to engage in and sponsor activities that benefit the community as well as increase AFSCME Local 2620's visibility as a positive influence. Motion: To form a community action committee. M/S/C Arlene McRoberts, Stephanie Horta-Doub Chuck Heyer will be the acting chair.

B. Pam Manwiller has been appointed as acting Deputy Director of CalHR. Letters from members regarding their personal experience with Ms. Manwiller are needed and should be sent to the Governor and cc'ed to Labor Secretary Martinez. The governor has not yet recommended her as for appointment. UAPD is opposing her appointment.

C. RT Meet and Confer Report. There were 188 members who did not meet eligibility for certification required by the Business and Professions Code. There currently are 69 members who do not meet this requirement. About 30 of these members need to take classes. CalHR has wanted to require Certification. AFSCME Local 2620 has opposed this. AFSCME Local 2620 is working with the State to help RT's with costs (now have approved the \$35 registration fee, not yet the exam fee) and to use the 20-20 program while completing the requirements for certification. This affects members in CDCR who have Recreation Administration degrees. Motion: To support legislation that will create a new classification for impacted RT's that will allow for them to continue to maintain current salary/benefits. The position shall be opened/closed/sunset when the member retires. M/S/C Arlene McRoberts, Rickann Clapp Discussion: There is nothing that can be done during this legislative cycle.

XII. New Business

1. Motion: To begin the 2nd day of the next 2 day EB meeting at 0900. M/S/C Annalisa Sherman, David Tepperman

2. Brother Reyes requests a formal meeting with Facility Chiefs and the Deputy Director of DSH. There was a discussion regarding informal meeting vs LM. The facility stewards will meet the evening before another meeting to discuss this issue.

3. From the Solidarity work group. Motion: Encourage our members to wear green on Wednesday's. M/S/C Judi Herman, Linda Echols.

4. From the Solidarity work group. Motion: To develop a branding committee. Judi Herman. There was no second.

5. A member had an adverse action where there was a miscommunication of the time of a Pre-Settlement Conference and the hearing was missed. The member and BA were meeting at the time of the hearing. Motion: To table the motion as the Board member who requested the agenda item is not present. M/S/C Amy Kim, Blake Kerr

6. Motion: To sponsor 5 people for \$75 each to attend the Labor United Universal Healthcare Summer Garden Party in Glendale July 26th, 2014. M/S/C Susan Neeson, Amy Kim

7. Motion: To form a Good and Welfare Committee. M/S/C Arlene McRoberts, Lon Moskowitz

8. Motion: To form a Next Wave Committee. M/S/C Brian Kaufman, Stephanie Horta-Doub. Funding for the committees is tabled until our Treasurer receives information from Miller-Kaplan.

B. There is a conference, Community Conversation On Increasing Employment for People with Disabilities in Oakland September 24th 2014 that several members would like to attend. Motion: To pay for UL and travel for Zach Hatton and Stephanie Horta-Doub to attend a conference, Community Conversation On Increasing Employment for People with Disabilities in Oakland September 24th 2014. M/S/C Stephanie Horta-Doub Zach Hatton

XIII. Good and Welfare

A. Adria Beeman husband died today. Our thoughts and prayers are with the family.

XIV. Adjournment

A. Meeting was adjourned at 5:05 PM.

Debra Webb, Secretary AFSCME 2620

