

**AFSCME Local 2620  
Executive Board Meeting Minutes  
March 18-19, 2016  
Hilton Oakland Airport  
1 Hegenberger Road  
Oakland, CA. 94621**

I. Call to Order at 10:05 am

II. Roll Call of Officers

Executive Committee

Sean Carey, President

Cynthia McCabe, Northern Vice President

Rita Magana, Southern Vice President

Maureen Young, Secretary

Adriel Reyes, Treasurer

Occupational Committee Chairs

Lon Moskowitz, Chaplains

Lisa Westphal, Dietitian & Nutritionist

Carol Cole, Individual Program Coordinators

Erin Sicard, Psychologist

John Christensen, Pharmacists

Belinda Devall, Licensing Program Analysts- Late entry 10:12 am

Blake Kerr, Social Workers

Mildred Ingram, Vocational Rehabilitation Counselors

Beverly Lynn, Rehabilitation Therapist- absent

Regional Chief Stewards

Gary Abdullah, Region I

Lance Ferris, Region II- absent

Deborah Leung, Region III- absent

Judi Herman, Region IV

Susan Neeson, Region V

David Tepperman, Region VI

Vacant, Region VII

Amy Kim, Region VIII

Liliana Alonso-Cruz, Region IX

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Debi Kirk, Region X - Absent

Facility Chief Stewards

Enrique Rasheed, Atascadero- late entry 10:11 am

Vacant, Coalinga

Brian Kaufman, Metropolitan- absent

Yok Choi, Patton

Howard Burton, Fairview-absent

Ken Carmen, Sonoma

John Chapman, Porterville- late entry

Staff

Senior Business Agent, Cliff Tillman

Southern Business Agent, Al Austin

Central Business Agent, Gail Penny- Late entry at 2:31 pm

Administrative Services Supervisor, Shirl Martinez

Director of Political and Legislative Affairs, Marc Victoria

Bookkeeper, Edgar Tamayo

Guest

Allen Shanahan

Wanda Wullschleger - Substituting for Brian Kaufman

Allen addressed the board to introduce his campaign for IVP with AFSCME.

M/S/C: This local support Allen Shanahan with his run for IVP.

Discussion: He has been very forthcoming at the California PEOPLE Board as he was very vocal about disclosure of records and was instrumental in blocking Darren Parker's endorsement from PEOPLE. 1 abstention.

I. Reading of Minutes

M/S/F: Postpone the approval of the minutes until after lunch.

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M/S/C: Approve the minutes as corrected. 1 abstention, 1 no.

II. Reading of Correspondence

- A. Judicial Panel case number 16-06, Nicks vs. Young et. al- dismissed as the charging party did not attend.
- B. Judicial Panel case number 15-96, Johnson vs. Carey et. al.- Found in favor of the Executive Committee.
- C. UFW Convention, May 19-22, 2016.
- D. Monterey Bay Central Labor Council, \$1500 per table on Friday March 29th.

M/S/C: That we attend the Monterey Bay Central Labor Council's event with a table for 10 at the cost of \$1500. 4 abstentions

M/S/C: Amendment to not include lodging. 1 abstention, 1 no.

- E. NAACP is hosting a breakfast, March 25, 2016 in Sacramento at 7:30 am.
  - 1. \$450 for 10 people

M/S/C: Move the agenda forward without icebreaker.

Break: 11: 25

Return: 11:40

III. Staff Reports

- A. Senior Business Agent - Cliff Tillman
  - 1. Events Calendar for the second half of the year.

M/S/C: Blake: Motion to approve the calendar. Lilly: Second.

- 2. Filing the two vacant positions.Thank you to all that have helped with coverage for our members, Sean, Cynthia and council staff.
- 3. Two day MAT training. The report is available on Google Docs.
- 4. Assessing CCPOA's contract for ideas for our contract.

- B. Southern Business Agent, Al Austin
  - 1. Settlement with SPB cases were favorable.

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2. Moving one case to hearing- LPA.
3. Seeing more activity in various sites, CIW in particular
4. RJD- not has much activity there but members are beginning to come
5. Meeting at Cal Vet next week, Amy will be a part of it.
6. JLMC meetings - recent was DSS (minutes will soon be posted)

C. Shirl Martinez

1. Preface- Elections Chair has resigned. Have the upcoming delegates convention in July (18-22). Delegates need to be voted by general membership.

M/S/C: Pending an election the local should send 4 people to the convention.

Call the question (Erin) M/S/C.

Break:12:38 pm

Resume: 1:41 pm

Nominations for elections chair: Elaina Janelle, Belinda Gilmer, Maya Downs & Betty Bell.

Belinda Gilmer- 0

Maya Downs-9

Elaina Janelle- 0

Betty Bell- 13

Break: 2:14 pm

Return: 2:30 pm

2. Need to order supplies such as shirts, caps, beanie, scarves, mugs, bags for the stewards (small), pens (black ink), and stewards pins.etc.,.

M/S/C: Erin: motion to approve Shirls request for \$13,000 for supplies. David: Second. 2 abstentions.

D. Political and Legislative Director - Marc Victoria

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1. \$4200 Speaker Elect Anthony Rendon, \$2500 Assemblymember Lorena Gonzalez.
2. Endorsements- handout

M/S/C: Cynthia: Motion to approve these endorsements as written. Ken, Second.

3. Candidate Contributions

M/S/C: Ken: Motion to fund the request as stated. Erin: Second.

4. PEOPLE Convention
  - a) Discussion about the funds used against Unions
5. Legislation
  - a) Lobby Days- sign up and fill out the questionnaire
  - b) GAC meeting on Monday 3/21/16
  - c) Stakeholders meeting yesterday with DDS

**E. Edgar Tamayo**

1. Bookkeepers Presentation
  - a) General Accounting: Filing system, Utilization of QuickBooks, and expenses.
  - b) Bookkeeping of the local: Set-up a proper filing system, print out our own checks, reduce duplicates, document all payments, update all credit card payments, set-up an accurate account system
  - c) Expenses that may be reduced: American express by finding better rates on rooms, as an example
  - d) Developed more efficient account codes
    - (1) Review of a breakdown
    - (2) Current budgets

**F. Central Business Agent: Gail Penny**

1. AB709- Got a case successfully withdrawn since the state was not honoring the law.

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Recess: 4:23pm

Resume: 9:43 am on 3/19/16

Present:

Executive Committee

Sean Carey, President

Cynthia McCabe, Northern Vice President- late entry at 10:01 am

Rita Magana, Southern Vice President

Maureen Young, Secretary

Adriel Reyes, Treasurer

Occupational Committee Chairs

Lon Moskowitz, Chaplains

Lisa Westphal, Dietitian & Nutritionist- Late entry

Carol Cole, Individual Program Coordinators

Erin Sicard, Psychologist

John Christensen, Pharmacists

Belinda Devall, Licensing Program Analysts

Blake Kerr, Social Workers

Mildred Ingram, Vocational Rehabilitation Counselors- late entry 9:45 am

Beverly Lynn, Rehabilitation Therapist- absent

Regional Chief Stewards

Gary Abdullah, Region I

Lance Ferris, Region II- absent

Deborah Leung, Region III-absent

Judi Herman, Region IV

Susan Neeson, Region V- absent

David Tepperman, Region VI

Vacant, Region VII

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Amy Kim, Region VIII-late entry 9:55 am

Liliana Alonso-Cruz, Region IX- exit 1:26 pm

Debi Kirk, Region X

Facility Chief Stewards

Enrique Rasheed, Atascadero

Vacant, Coalinga

Brian Kaufman, Metropolitan

Yok Choi, Patton- late entry 9:48 am

Howard Burton, Fairview- absent

Ken Carmen, Sonoma

John Chapman, Porterville

Staff

Senior Business Agent, Cliff Tillman

Southern Business Agent, Al Austin- absent

Central Business Agent, Gail Penny- late entry at 9:59 am

Administrative Services Supervisor, Shirl Martinez- absent

Director of Political and Legislative Affairs, Marc Victoria- absent

Bookkeeper, Edgar Tamayo

IV. Executive Committee Reports

A. President's Report - Sean Carey

1. Bookkeeper
2. Use of quickbooks and internal check writing
3. Amalgamated
4. Events and travel committee may need to be formed to assist the Burbank Office staff.

M/S/C: To establish a committee to work in conjunction with 57 staff, the finance committee and policy committee to secure union friendly options for travel, meeting

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spaces, lodging and events for the local that are fiscally responsible. 1- abstention  
(Judi)

M/S/F: table the discussion until the next meeting

M/S/C: Call the question

Discussion: Per Robert's Rules motion can be tabled to allow for counsel staff to comment.

5. Elections committee
6. Membership Blitz-
  - a) AFSCME has pulled their staff- Lesley Carter-Hicks has asked what we need to get started. Will be asking her to postpone the meeting on Tuesday.
7. Appointment of new GAC Chair- Erin Sicard has accepted the appointment.

M/S/C: Motion to approve the appointment of Erin Sicard as the new GAC chair.

8. PEOPLE convention
9. Meeting with George- we have a new feature which will send an email to confirm that staff is working on your request.
  - a) Some issues with Database- Google- reauthorization has been requested.

M/S/C: Blake. Motion to approve changes. Second: Brian. 1 no

B. Northern Vice-President's Report - Cynthia McCabe

1. Report as written

C. Southern Vice-President's Report - Rita Magana

1. Two policies-

M/S/: Motion to approve the steward policy and childcare reimbursement as amended.

M/S/C: Motion to bifurcate the two policies

M/S/C: Motion to approve the childcare reimbursement policy as written. 1 abstention.

M/S/C: Motion to amend "Officers" to state "members of the bargaining team".

M/S/F: Motion to amend to indicate the rate that is equal to the IRS ranges.



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M/ : Amend that 3, 4, 5, 6, 9 & 10 are struck.

M/S/C: Call the question

M/S/C: Motion to approve the steward roles and responsibilities policy as written.

M/S/F: Motion to strike number 5.

M/S/C:Call the question

M/S/W: Motion to add the phrase "whichever is fewer", under certification and training #1.

M/S/C: call the question. 1 no

Break: 11:23 am

Return: 11:44 am

**D. Treasurer's Report- Adriel Reyes**

1. Update of most recent up-to-date funds from Miller Kaplan
2. Committee updates
3. Quickbooks- in process of consolidation

M/S/C:Motion for the policy committee to address the issue of alcohol and prices for food. 15 yes, 6 no.

M/S/F:Amend to eliminate the mention of food.

Break: 12:42pm

Return: 1:26pm

Brian Kauffman to chair the Travel Committee

M/S/C: Motion that the board be given a copy of the attendees following a stewards training, with contact information and location by staff at the following EB.

M/S/F: No alcohol be served at any member meetings being paid by the union. 10 yes, 10 no, 3 abstention. President's vote: no.

M/S/C: Call the question

**E. Secretary's Report- Maureen Young**

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1. As written

- V. Executive Board Report  
A. Brian

M/S/C: Motion for regional and facility chiefs to be granted permission to edit their own section of the database in the amount of \$1380.

M/S/C: amend to include occupational chairs. 10 yes, 10 no, 3 abstentions.

President's vote yes.

M/S/C:Call the question

M/S/F:Motion to hold off to find out if there is a cheaper rate to make the adjustments.

M/S/C: Call the question

M/S/F: Motion to request money back from Counsel 57 for the period of time that we did not have full representation. 9 yes, 11 no

M/S/C: Call the question

B. Erin

M/S/C: Admonishment of Sister Herman for continuing to make unsubstantiated claims against this local and its leadership. Sister Herman stated in an email that Monday December 14 at 7:57 am and I quote, "If you question anything we have said here, we would be happy to provide evidence to backup our claims." Unquote. Over the last four months I have made multiple requests of Sister Herman to present evidence to corroborate the accusations and claims that she has made against this executive board, this executive committee and this President. To this day, no proof has been shared with this board. Through her emails, Sister Herman has used destructive language to manipulate members and damage the board and credibility of this union. She has accused this Board of placing the needs of the executive committee above those of the membership by not taking action. She has claimed quote "The decertification of stewards led to the resignation of half of our business agents, as a direct result of the behavior of the president and the executive committee" unquote. Her use of a CDCR yahoo groups listserv, which also includes CDCE management, to additionally air these claims and incite anger towards the local inexcusable, and once again, damaging to this

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union. Sister Herman has also been circulating a petition of "No confidence" regarding our local. There have also been numerous judicial complaints filed, subjecting the international to increased cost and these complaints have all been found to be unsubstantiated. I move this board approve ordering Sister Herman to cease and desist from any further actions which hinder the actions of this Board and/or damage our reputation. 15 Yes, 6 No, 2 abstentions.

M/S/C: Call the question.

M/S/C: Motion that we spend up to \$5 a piece for each board member to have a name badge.

M/: amend that we purchase them ourselves

M/S/C: amend to state that it be optional to wear the badge. 1 abstention

M/S/C: call the question

C. Mildred

M/S/F: Motion to return our secretary and treasurer to work.

M/S/C: motion to move forward with proposed motion.

Review of Survey Questions that were recently submitted.

VI. Committee Reports

- A. Arbitration Committee
- B. Constitution Committee
- C. Contracting Out Committee
- D. Communications/Newsletter
- E. Convention Committee
- F. Elections Committee
- G. Government Affairs Committee
- H. Finance Committee
- I. Member Organizing Committee
- J. Political Action Committee
- K. Policy Committee

VII. Unfinished Business

VIII. New Business

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- A. Review of Survey Questions that were recently submitted.
- IX. Good and Welfare
- X. Adjournment @ 3:42pm