

**AFSCME Local 2620  
Executive Board Meeting  
Saturday, March 24, 2018  
Burbank, CA**

**Present:**

**Officers:**

President Abdul Johnson - Present  
Executive Northern VP Mildred Ingram - Present  
Southern VP Eric Young – Joined by telephone conference at 2:25 pm  
Treasurer Dalia Banda-Davis - Present  
Secretary Cynthia Brannon - Present

**Regional Chief Steward:**

Region I – Gary Adbullah – Excused  
Region II – Vacant  
Region III – Therese Gardner – Present  
Region IV – Matt Tidd – Present  
Region V – Susan Neeson – Arrived late at 10:50 am  
Region VI – Alice Juarez – Present  
Region VII – Deborah Leong – Arrived late at 1:54 PM  
Region VIII – Belinda Gilmer – Present  
Region IX – Vacant  
Region X – Vacant  
Region XI – Yvette James - Excused

**Facilities Chief Steward:**

Atascadero SH – Ellen Beraud - Present  
Coalinga SH – Debra Johnson – Present  
Fairview DC – Vacant  
Metropolitan SH – Brian Kaufman – Present  
Napa SH – Vacant  
Patton SH – Yok Choi – Present  
Porterville DC – John Xiong-Chapman - Present  
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 – Late arrived at 11:10 am  
Social Worker (SWOC) – Blake Kerr – Not Present

**Staff:**

Senior Business Agent – Cliff Tillman – Present  
Administrative Operations Supervisor – Shirl Martinez – Present  
Southern Business Agent – Al Austin – Present  
Southern Business Agent – Vacant  
Central Business Agent – Rafael Serrano - Excused

**Guests:**

Julissa Barton

- I. Call to order/Roll Call/Quorum – The meeting of Local 2620 was called to order by President Abdul Johnson at 10:26 am. Roll call of officers was taken by Recording Secretary Cynthia Brannon.
- II. Review of Agenda
  - a. M/S/C – To approve agenda as corrected. Motion by Brian Kaufman, second by Carol Cole. **Motion #1**, 16 yes, 0 no, 2 abstain
- III. Approval of Minutes
  - a. M/S/C – To approve the EB meeting minutes of February 2018 with amendment. Motion by Ellen Beraud, second by Brian Kuafman. **Motion #2** voting results 16 yes, 0 no, 2 abstain
  - b. M/S/C – To approve the EO January meeting minutes of January 2018. Motion by Brian Kuafman, second by Mildred Ingram. **Motion #3** Voting results 16 yes, 2 no, 0 abstain
    - i. Per Belinda Devall, voting for the second Steward Training should not have been approved by the EO and the request should have been brought to the EB to vote on this issue does not require being time sensitive issues. Per the Constitution Article VI, Section 6 - Duties of the executive officers of the local are to carry out all the ongoing business assigned to them by the executive board and shall act for the board on time-sensitive decisions, which could not be held until the next executive board meeting. Belinda reported that the approved training is in June and the Board is meeting prior to even the scheduled steward training in April. President Abdul Johnson debated the definition of time-sensitive and Belinda Devall repeated issues that could not be held until the next executive board meeting and President Abdul Johnson stated that they believe that it was time-sensitive. Belinda Devall reviewed Robert's Rules.
- IV. Reading of Correspondence – Secretary Cynthia Brannon passed the correspondence, requested members to sign and pass it on.

***Closed Session at 11:10 am***

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*End of closed session @ 11:45 am.*

- V. Officers Report
  - a. President Abdul Johnson – Verbal report provided
    - i. Per Abdul, he will provide a copy of his calendar that lists his meetings, reviewed Janus summit meeting this Sunday being referred to as AFSCME Strong Summit in the Burbank office 10 am to 4 pm.
    - ii. AFSCME People meet monthly. Abdul was voted in as Secretary. Council 57 delegate meeting was in February. All our delegates need to be at those meetings. We need to expand our outreach with Labor Unions and share the information. Council 57 did pass their budget, and they did not meet the 30% reduction. They have a contingency budget that includes layoffs in staff: BA, office staff and management.
    - iii. Skelly – three-day SPB hearing. Member was suspended 41 days. SPB had to go through another 60 days, ultimately, she received all her lost earnings with interest.
    - iv. President Abdul provided several Union representations that was won by the Union.  
Lunch at 12:10 pm  
Resume after lunch at 1 pm
    - v. Committee Appointments
      - 1. M/S/C - To approve the updated committees. See attached. Motion by Wanda Wullschleger, second by Matt Tidd. **Motion #8** Voting results: 15 yes, 2 no, 1 abstain.
      - 2. Five legislatures showed up during Lobby Days. Most legislators were attending the Women’s Celebration.
      - 3. It was Suggested to leave a notice with the legislators to invite them to the Meet and Greet and have the Meet and Greet start at 5 pm.
      - 4. Gilmer would like to be considered with setting up the Lobby Days and to attend the prison tours. Per Abdul, GAC sets up Lobby Days and prison tours within her region would be permissible.
      - 5. Governor race is getting heated. Everyone running for the Governor race is heated. All four candidates were invited to speak with AFSCME 2620.
      - 6. Create a Crisis Response Team per region. Different teams to serve state wide teams to assist our members that are facing life threatening situations. Abdul will appoint a group of members in each region: North, Central and South.
  - b. Executive Northern VP – Mildred Ingram – See report on shared drive
    - i. SEIU offered rooms for free to allow Local 2620 to conduct meetings and receiving more visibility by attending functions.
  - c. Southern VP – Eric Young – no report

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- d. Treasurer Dalia Banda-Davis – See report on shared drive
  - i. M/S/C – To approve the following past 90 days Expense Reimbursements: Adoracion DeGuzman \$97.95 for meals at the 9/29/17 QRP meeting in San Jose; John E Xiong-Chapman \$244.93 for travel and per diem to attend the 9/23/17 Council 57 Delegate meeting; Callistus Amajoyi \$100.00 flat rate to attend 017 Convention in San Diego. Motion by Belinda Devall, second by Wanda Wullschleger. **Motion # 12** – Voting results. 21 yes, 0 no, 0 abstain
  - ii. M/S/C – That the Executive Northern Vice President have the second MasterCard in her name. The first MasterCard is Abdul Johnson, and it has been received. Motion by Dalia Banda-Davis, second by Cynthia Brannon. **Motion #13** - Voting results. 20 yes, 0 no, 0 abstain.
  - iii. M/S/C – That Abdul Johnson’s AmerExpress card be cancelled today, March 24, 2018. **Motion #14**. Motion by Mildred Ingram, second by Matt Tidd. Voting results: 22 yes, 0 no, 0 abstain.
  - iv. M/S/F – The current threshold for Executive Officers is under \$5000.00. Motion has been made to reduce the amount to \$500.00. **Motion #15**. Voting results: 2 yes, 17 no, 3 abstain.
  - v. M/S/F – To seek competitive fee quotes for auditing Local 2620 2017 accounts. **Motion #16**. Voting results: 21 yes, 0 no, 0 abstain.
  - vi. M/S/F – To have Dalia Banda-Davis on full-time Union Leave through the end of her term. **Motion #17**. Voting results: 9 yes, 11 no, 1 abstain.
  - vii. M/S/C – Finance Committee to provide estimated bookkeeping service prices to the May EB meeting. **Motion #18**. Voting results: 21 yes, 0 no, 0 abstain.
  - viii. Dalia’s full-time union leave is up in May. The treasurer needs to be in the office to input the encoding, processing checks and travel reimbursements. We do not have a bookkeeping service.

VI. Staff Reports

- a. Senior Business Agent - Cliff Tillman – See report on shared drive
  - i. SPB policy rule changes. A new committee has been formed regarding adverse action, to file out an exam, you must petition how you have rehabilitated.
    - 1. Question was asked if any of the committee members had an adverse action, and if this would be a conflict of interest.
    - 2. Per Abdul, this is a hearing and if a member of this committee has an adverse action, then no, there is no conflict of interest.
  - ii. Brian Evans resigned from his position Northern Business Agent.
    - 1. Michael Seville agreed to hire a temp Northern Business Agent due to possible Janus outcome. There may not be funds to pay for a Business Agent.
- b. Administrative Operations Supervisor – Shirl Martinez – Present – report on shared drive
- c. Southern Business Agent – Al Austin – Present – See report on shared drive

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- i. Fairview Dev Center – members received lay off notices. A meet and confer team for this has been created.
- ii. OSHA issues should be listed on the management meeting teams for prisons state hospitals.
- iii. Working to make his stewards empowered.

V. Board Reports

a. **Occupational Chairs: started at 10:48 am.**

- i. Chaplains (CHOC) -Michael Salaam – See report on shared drive
- ii. Dietitian/Nutritionist (DNOC) – Lisa Westphal – Excused
- iii. Individual Program Coord (IPCOC) – Carol Cole – See report on shared drive
- iv. Licensing Program Analyst (LPAOC) – Belinda Devall - See report on shared drive
  1. M/S/F – for Southern Vice President, Eric Young, return the iPhone X and pay for any and all charges associated to the purchase of the iPhone X, including but not limited to the restocking fee. **Motion #4.** Voting results 9 yes, 11 no, 1 abstain.
    - a. Per Eric Young, a request was made to upgrade. Per Eric, it's a \$11.00 increase a month. He paid an amount out of his own pocket. His prior phone was breaking down. He requested to upgrade his phone. He cannot believe that we are entertaining this motion.
    - b. Call to question.
  2. M/S/C - **Motion #5** to table #4 until VP arrives at the meeting. He joined the EB meeting at 2:25 pm. Voting results. 18 yes, 0 no, 0 abstain. Motion # 4 was revisited around 2:25 pm when VP Eric Young joined meeting via telephone conference call.
  3. **Motion #6** was withdrawn: Prior to authorization to be added to any account, the request must come to the Executive Board for approval.
  4. **Motion #7** was withdrawn. Motion: A committee be formed that will secure competitive bids to establish a term contract for services provided or items purchased by the Local
    - a. Discussion regarding the monetary amount. Constraints on dollar amounts should be reviewed regarding spending.
    - b. Finance Committee does review bidding for our committees, and it's the Finance Committee responsibility.
    - c. A more conscious look at the Union's spending. Per Belinda Devall, at times we are not given adequate time to secure these competitive rates and incur extra fees for expedited shipping or rush orders. Perhaps securing a term contract where we already poll these competitive rates will help elevate the last-minute requests or not able to secure services that must be provided to the membership.
    - d. If this is the task for the Finance Committee, we need to start looking collectively at all the services provided and needed to

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operate than I will withdraw my motion. It was confirmed that Finance Committee is already doing this task.

- v. Pharmacist (PharmOC) – John Christensen – See report on shared drive
- vi. State Psychologist (SPOC) – Victor Pacheco – See report on shared drive
- vii. Vocational Rehab (VROC) – Denise Dorsey – See report on shared drive
  - 1. Meet and Confer is going on this week regarding new case-loads.
- viii. Rehab Therapist (RTOC) – Wanda Wullschleger – See report on shared drive
- ix. Social Workers – Blake Kerr – not present.

**Closed session started at 1:44 pm**

**Closed session ended at 2:25 pm**

**b. Regional Chief Steward:**

- i. Region I – Gary Adbullah – Not present
- ii. Region II – Vacant
- iii. Region III – Therese Gardner – Will be reaching out members in her area.
- iv. Region IV – Matt Tidd – See report on shared drive
- v. Region V – Susan Neeson – Had one meeting on last week.
- vi. Region VI – Alice Juarez – See report on shared drive
  - 1. M/S/C – To allow our President Abdul Johnson to negotiate radio advertisement with KMJ Radio, to begin AFSCME commercial. **Motion #21** – Motion by Alice Juarez, second by Belinda Devall. Voting results: 20 yes, 2 no, 0 abstain.
- vii. Region VII – Deborah Leong – Arrived at 1:54 pm
  - 1. Everyone did a great job promoting the bill for her department to make the changes.
  - 2. Her department did get several legislature staff stating to have our members call and follow up.
  - 3. Deborah Leong stated that she needs to schedule a tour in her facility, or one of the facilities with legislature.
- viii. Region VIII – Belinda Gilmer – See report on shared drive
  - 1. Closed session started at 1:44 pm.  
Closed session ended at 2:25
  - 2. Eric Young joined the meeting at 2:25
  - 3. M/S/F – Cancel all Union issued credit cards. Motion by Belinda Gilmer, second by Belinda Devall. Voting results: 7 yes, 14 no, 0 abstain. **Motion #9.**
  - 4. M/S/C – Call to question #9. Motion by Brain Kaufman second by Carol Cole. **Motion #10.** Voting results: 17 yes, 21no, 0 abstain
  - 5. M/S/F – Per this Local Constitution, Article IX, section 5 – Occupation Chairs and Regional Chief Stewards have control over their budget to approve meetings. All meeting that will be charged to the Occupational Chairs or Regional Chief Stewards have control over their budget to approve meetings. All meetings that will be charged to the

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Occupational Chairs or Regional Chief Stewards budget MUST be approved by the fiscally responsible Chair or Chief Steward. If the Executive Officers are approving our budget, then the Occupational Chairs and Regional Chief Stewards to not have control over their budget. **Motion #11.** Motion by Belinda Gilmer second Belinda Devall.

Voting results: 3 yes, 17 no, 0 abstain

- a. Per Belinda Gilmer, the Executive Officers (EO) is contacting her members to have a meeting in her area and the meeting is coming from her budget.
  - b. Per Abdul, before any meeting, he or Eric will contact the EB member where the monies are coming out of their budget.
  - c. Per Belinda Devall, the Policy and Procedures and the Constitution conflict each other. Per the Constitution, the Chief Steward or Occupational Chair must operate within their fiscal constraints imposed by the approved budget. However, there are a few different sections in the Policy and Procedures states that meetings should be approved by the Local's President, Executive Officers or Executive Board. Where another state, the President or his designee must approve travel or reimbursement. These issues need to be addressed.
  - d. Guest Julissa Burton – At the last Regional VIII meeting, the members that attended this meeting felt that it was a sales pitch regarding 401K, Roth IRAs etc. The agenda stated that the contract will be reviewed. The agenda was not followed. Per Belinda Gilmer, provided information that a member created the flyers. Belinda Gilmer had the insurance presentation was provided at her church. This is not sanctioned by the Union and should not be repeated.
- ix. Region IX – Vacant
  - x. Region X – Vacant
  - xi. Region XI - Yvette James - Excused
- c. **Facility Chief Stewards**
- i. Atascadero SH – Ellen Beraud - See report on shared drive
  - ii. Coalinga SH – Debra Johnson – See report on shared drive
    - 1. Reached 100% membership at Coalinga State Hospital. Debra has all of 186 employees sign up as members.
    - 2. She would like to have steward training near Harris Ranch. It would be a one-day training. This would allow members to attend. She has about 14 members agreeing to attend the one-day Steward Training at Harris Ranch.
    - 3. She had a meeting of 80 people at her meeting. She wants to buy hoodies for her members. Her members paid \$10.00 toward the hoodies, and the rest would come out of her budget. Per Abdul, the

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Good and Welfare committee would also contribute to her purchase of the hoodies for her members.

- iii. Fairview DC – Vacant
- iv. Metropolitan SH – Brian Kaufman – See report on shared drive
  - 1. M/S/C – Motion for the Good and Welfare Committee to consider a proposal and/or recommendation to the Board for the creation of Local 2620 annual awards, which would include, but not limited to the following: Lifetime Achievement, Steward of the Year, and Facility of the Year. **Motion #22.** Motion by Brian Kaufman, second by Matt Tidd. Voting results: 22 yes, 0 no, 0 abstain.
  - 2. Tabled motion: To submit the proposed amendments to the Constitution to a vote by mail to the general membership with a recommendation of a yes vote. **Motion #23** – Tabled until next EB Meeting due to time constraint.
- v. Napa SH – Vacant
- vi. Patton SH – Yok Choi – See report on shared drive
  - 1. Her members at Patton State Hospital feel that this Union is not representing them and not taking them seriously.
  - 2. Her members are dealing with bad managers/management.
  - 3. Yok Choi reminded the EB about the arbitration that she has been referring to and brought to GAC. Abdul stated he will speak with Eric regarding the Arbitration.
    - a. **Motion #24** was withdrawn. That the Arbitration Committee consider taking the grievance of Cindy Jayne regarding the denial of an AWWs to arbitration.
      - i. President Abdul Johnson stated that he will speak with VP Eric Young regarding this issue.
    - b. M/S/C – that the Government Affairs Committee consider taking up the issues of staffing ratios at State Hospitals as a matter to lobby at the 2019 Lobby Days. Motion by Brian Kaufman, second by Belinda Devall. **Motion #25.** Voting results: 19 yes, 0 no, 0 abstain.
- vii. Porterville DC – John Xiong-Chapman - See report on shared drive
- viii. Sonoma DC – Vacant

VI. Committee Reports

- a. Finance Committee
- b. Women’s Committee
- c. Membership Committee
- d. Policy Committee
  - i. Three dates were cancelled due to conflicting prior meeting dates. Policy committee meeting will be held in April.
- e. Constitution Committee



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- f. Next Wave Committee
  - i. Family Day in Long Beach Park was a great success. Management, who are previous members, brought their children. There was a bounce house, and music. Members appreciated it.
  - ii. Central Valley will host an event in Laton, CA. Information TBA.
  - iii. If you have you want to do in your area, notify Next Wave via email.
  
- VII. Old Business
- VIII. New Business
  - a. Contract section: 19.7 c – promotional
    - 1. Tiana Harris from RJ Donavon spoke to the EB via telephone conference. EB asked how we can help. Per Tiana, the members are performing out of their classification, are not being recognized for doing specialist positions and are not receiving the title and pay. Tiana is requesting that the EB explain why we haven't formed committees addressing these issues.
      - a. Upward mobility issue has been brought up to Blake Kerr, SWOC.
      - b. There are two ways to create state jobs. These jobs are created by SPB. The governor has started to consolidated job classifications, which could result in a new classification for these members.
      - c. Career development letter with Social Worker listed as one of the classification list. The problem with this State committee is that they may be waiting for the reclassification.
      - d. Give the state a deadline to provide the information. Per Abdul stated that we can file an unfair labor practice due to State not following through.
      - e. Motion W/D - **Motion # 19** to give a 90-day notice to the State was withdrawn by Blake Kaufman.
      - f. M/S/C – For Senior Business Agent, Cliff Tillman, to send a hard deadline to request information within 30 days for the APB to provide information to the Union, and if not received, the Union will move forward with our next action. Motion by Belinda Devall, second by Brian Kaufman. **Motion #20**. Voting results: 22 yes, 0 no, 0 abstain.
      - g. The idea is to have a seat at the table with the State.
  - b. Membership Cards –
    - i. Union Ware software will streamline their process in the Union office. An electronic version of our membership cards is one example.
    - ii. M/S/C – Electronic version of our membership card be posted on our website. **Motion #26**. Voting results: 19 yes, 0 no, 0 abstain.
  
- IX. Good and Welfare

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- a. We had a member step up to help one of our members at Lobby days.
- X. Adjournment at 5:25 pm.
  - a. M/S/C – To adjourn at 5:25 pm. Motion by Brian Kaufman. Second by Debra Johnson  
**Motion #27.** Voting results: 19 yes, 0 no, 0 abstain.