

**AFSCME LOCAL 2620**  
**EB Meeting Agenda**  
**March 16 and 17, 2019**  
**Sacramento, CA**

1. Call to Order/Roll Call/Quorum
2. Review and Approval of Agenda
3. Approval of Minutes: November 2018 and January 2019
4. Reading of Correspondence
5. Officers Reports  
Abdul Johnson – President  
Mildred Ingram – Northern Vice President (Executive)  
Eric Young – Southern Vice President  
Kathryn Manness – Secretary (no report)  
Yok Choi – Treasurer
6. Staff Reports  
Cliff Tillman, Jr. – Senior Business Agent  
Al Austin – BA Southern Region  
Raphael ?? – BA Central Region  
? – BA Northern Region
7. Old Business
  - Policy and Procedures
  - Per Capita Increase
  - Xxx
8. New Business
  - Rita Margana – Retirement
  - Dues
  - Conservative Caucus
  - Legislative Reception Costs
9. EB Reports
10. Adjournment

## BOARD MEETING MINUTES -- 1/12/2019

Convene @ 10:20  
Roll taken = quorum of 25/30

Swearing in of David Tepperman

### Review of Agenda @ 10:29

#### **#1 MOTION to accept revised agenda**

Motion by Belinda Devall  
Second by Kathleen Bowser

VOTE: **#1 MOTION PASSED UNANIMOUSLY**

#### **Exec Dir Michael Seville – per capita presentation – and discussion**

The Janus decision is costing Council 57 (C57) a \$1.2 million loss  
The Freedom Foundation and other anti-union forces are continuing and will continue to fund/mount anti-union efforts. This is not the end of the anti-union fight. This is just the beginning of union-busting.

Mr. Seville presented 3 ideas for a C57 budget.

- Investment – would require \$8 per month, a per capita, per member, which would allow for: (a) adequate membership representation, (b) increasing organizing, and (c) combating the millions of dollars being allocated to undermine unions
- Plug the Hole – would require a \$5 per capita increase. This would leave us vulnerable to the increasing anti-union/anti collective bargaining efforts, but C-57 could be able to return services to the level to which they had previously been.
- Do Nothing – no increase in per capita will require use of reserve funds to maintain what we currently have, this this would be unsustainable

Budget decisions sets direction for next 10 years.

The trajectory we are on right now is not sustainable.

The increase being asked at this time if for \$8 per capita and would occur over a 2-year “smooth-over” period. Locals would decide how to work up to the \$8 request. Locals could consider strategies such as raising their dues, to operate with less funds, or, perhaps, other means.

Are C57 locals getting their fair share of dollar allocations? Mr. Seville said it is difficult to assess.

Although the Janus decision is resulting in an approximate 15% loss to C57, C57 is asking for about 30% increase from locals in order to counteract the building up of anti-union efforts. There has been IU (AFSCME International Union) increases over the years, but none for C57 for 17 years, according to Mr. Seville. Mr. Seville posed the question, “How does C57 absorb the increasing costs, for example, of office rents, with decreased capital?”

EB members emphasized that It is essential that if locals increase dues that they do this within the framework of their constitutions.

Belinda Gilmer emphasized that Local 2620 wants to see where our dollars are going, and where increased dollars will go, and how they are and will be working for us.

The delegates are going to vote on Jan 25 on the C57 budget proposals. Of our 8 delegates, 4 are present at this meeting. Abdul was 1 of 3 *no* votes for the \$8 per capita increase for the council at the most recent C57 meeting.

Commented [CB1]: ount

President Abdul Johnson explained his NO vote:

- Not all of responsibility for obtaining increased dollars should be on the locals
- Organizing should be a council commitment. Why doesn't C57 help with an organizing campaign to help with organizing the locals. C57 said no, it was not going to do that.
- The locals whom Mr. Seville named as having raised their dues do not belong in a council.
- Abdul believes we should do something, but C57 has refused to answer whether or not we would be the first council to do this. Why does Mr. Seville refused to answer his (Abdul's) question(s) directly?
- Local 2620's decision will determine how many BAs (business agents) we will get. We are already operating with too few BAs.
- We knew Janus was coming, and there was a rush to fill management positions vs. BAs. Representation of/for our membership should be the first responsibility/priority.
- We should have some type of agreement in writing if we do agree to an \$8 increase per capita.
- C57 has a \$3 million in reserve.
- The Finance Committee voted against making a budget decision in order to give us more time.

President Ruben Rodriguez of C57 stated that a statewide campaign is very costly. C57 believed it to be more cost effective to attend the local board meetings, so the EBs would talk to their members, including Local 2620. Michael Seville added that the visibility of C57 is essential to get our members on board with an increase. C57 will help locals in putting together a campaign to get membership on board with agreeing to have their dues raised.

Various comments included:

- David Tepperman said, "if we ask the members 'what do you want out of your union,' they will say 'what do I get out of it?'"
- President Rodriguez reported that the state of Wisconsin went from a 100-page contract down to a 3-page contract. His comment was in the context of what happens when a union loses its strength. He added, "We need dollars for the upcoming law suits. The expense comes from attorney fees."
- An EB member suggested that live stream events where people could call in with questions could help educate members why an increase is necessary, and that could help promote members being responsive to a raise in dues.
- Such a large per capita increase is a hard sell. People don't understand what C57 does. They don't understand just what 2620 does.

- Laura Kenney is the only steward in region 2. She said she has suggestions for helping, such as a 3-question survey, and an educational effort to develop a stronger, larger and well-informed membership.
- Treasurer Yok Choi reported that C57 pays for an attorney retainer that includes an agreement for general advice to locals. However, other services are billed to the locals. For local 2620 legal and administrative issues cost us a retainer of \$3-\$4 thousand/month; plus the attorneys bill us a lot more. Local 2620 paid \$55,000 for arbitration last year.
- Ruben Rodriguez (president of C57) suggested doing the increase over 2 years. President Johnson suggested we consider a 2-2-2-2 increase over 4 years = \$8. Any additional increase would only come from C57 executive board. We have 2 of the 15 Board seats. This means 16 locals don't even have a member on the C57 Board.
- C57 President Ruben Rodriguez said the hiring of BAs will be the priority of whatever happens. He emphasized that this is his commitment. If 8-4-2 flies, those positions would be filled gradually. Several EB members emphatically said they want to see something in writing about what Local 2620 will get from C57.

**President Rodriguez** – “Members waring with each other is the most destructive thing for members. Today’s vision is different. Focus on membership enrollment with emphasis on why eligible members should join.” Accountability of staff is important. And C57 staff is down because of budget. Rodriguez acknowledged that the “trust factor” is very important and invited/encouraged people to telephone him at 925-303-6895 with questions or comments or discussion.

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Lunch break 12:44  
Reconvene @ 1:15

**#2 MOTION - the Executive Board provide a recommendation to our C57 delegates as to the proposed proposal regarding the per capita increase.**

Motion by Yok Choi  
Second by Amir Jarainejad

Discussion: We should inform members that there have been no dues increases to C57 in over a decade. We should tie the request for an increase into some good news.  
President Abdul Johnson is going to make a motion to amend the C57 motion.  
Further discussion took place.

**CALL THE QUESTION** by Brian Kaufman  
Second by Mildred Ingram  
Vote to end debate passed with 16 voting aye.

**Vote on #2 motion to make a recommendation to the delegates on how to vote**  
**aye=24, nay=0, abstention=1**  
**#2 MOTION PASSED**

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**#3 MOTION to recommend to the delegates that they vote NO on the C57 current motion**

Motion by Tianna Harris  
Second by Hassan Juma-Ramadhan

Discussion: This motion would not affect a modified proposal. We are only voting **NO** on what is currently proposed. The following statements were made:

- John Chapman asked what kind of proposal is reasonable.
- We should require bench marks for the increased dollars in order to ensure accountability by C57 to Local 2620.
- These should be in writing.
- C 57 and IU should reimburse their share of the returned dues to members who opted out of the union
- 50 members dropping out would counteract the increase in dues.

**Call the motion** by Chelsea Harris

Second by Brian Kaufman

Vote: aye was unanimous **MOTION to call #3 motion PASSED –**

**Vote on the motion to recommend the delegate vote NO –**

Aye=21; nay=3 (Laura Kenney, Ellen Beraud, and Belinda Devall no abstentions

**#3 MOTION PASSED**

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**Clarification of membership opting out and continued payment of contractually committed dues:**

Everyone who signs a new membership card has an anniversary date of their signature. Although they can opt out of membership at any time, they must continue to pay the contractually obligated dues until their anniversary date. They must request this in writing, and the request must NOT be more than 30 days before their anniversary date or the date of the end of the current contract, whichever comes first. Per the membership card contract, the dues commitment is for one year that renews automatically on the anniversary date. That's why all people would sign a new card who has not signed one.

It was decided: (1) CORRESPONDENCE will be brought to Board meeting tomorrow by Abdul, and (2) except for the report of the treasurer, officers' reports will be given tomorrow.

**Treasurer's Report and Discussion:** Treasurer Yok Choi does not have clerical assistance, so her work tasks have been enormous. Yok said she will modify the report format to facilitate reading. The treasurer's reports are not for dissemination in order to ensure non-members or wrong people do not see that information. Yok will attempt to convert numbers into a pie chart for easy reading. Yok reported that the process for making a request to review treasury information is clear in the Policy and Procedures (P&P) manual.

We have lost 20% of our income from the loss of fair share payers. We need:

- Membership drive that is cost efficient
- C57 will cover Lisa's overtime.
- We inherited a big deficit. But last year we were in the black even though we had 30% less resources since June of last year. We got \$1.5 mil and spent \$1.4 million.
- In response to Belinda Devall's inquiry as to what is a legitimate request to view treasury information, Yok said that a dues-paying member asking to see credit card expenses is a legitimate request. But if 20 members ask for seeing things, that physically cannot be accommodated. This was understood and accepted by Belinda Duvall and Belinda Gilmer.

How do we bring recommendations on how to cut costs? Suggestions were: at board meetings, running them by the treasurer, or e-mailing them.

Treasurer's report concluded @ 1421.

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#### **BUSINESS AGENTS REPORTS**

##### **Cliff Tillman:**

"The governor's proposed budget is out. He increased it a great deal, adding a little more to everything. He is adding more money to CalPers, which reduces the liability and ultimately what employees have to pay. CA next fiscal year will pay \$10 billion to CalPers vs. \$6 billion last year, and the Governor is doing the same thing for teachers."

The state rainy-day fund for 2022 is over \$22 billion.

Meet and Confers become official when they are logged. The Meet/Confer handout is incomplete.

A list of all adverse actions in 2018 was handed out. 2018 has had the greatest number of adverse actions ever taken place in any year. And this number does not include the adverse actions that the BAs or stewards do not hear about. Cliff reported that often members don't communicate to stewards and BAs about their adverse actions until it is too late to do anything. For example, a member was told in August that if things continued as they were, s/he would not pass probation. In December s/he was told s/he did not pass, and then s/he contacted the BA. There were 12 non-adverse terminations due to licensing not having been obtained. The question was asked if we can we get numbers from state as to how many adverse actions took place? The State Personnel Board (SPB) provides the legislature a report by fiscal year of adverse actions broken down by classification. This is open to the public. But it won't give us numbers specific to our local.

Abdul, Belinda Gilmer, and Matt are doing Skellys and have taken days off for each hearing. Chelsea Harris did her first Skelly, and Yok has done a few. Usually the months of November and December are relatively quiet, and the BAs have time to get caught up on various tasks. However, this was not the case this year. These past two months have been exceedingly busy.

Meet and Confer Log – we receive over 100 notifications a year. Management is required to notify the union of a request, or we can request a *meet and confer*. Once we get the notice, it goes to the representative in the area; it then goes to the appropriate BA who notifies the chief stewards of the

region/facility chiefs. If a *meet/confer* is not particular to an area, it is assigned by order of seniority to a BA. Many notices were closed or not acted on. *Meet and confers* are official when logged into the log.

Cliff continued his report saying that 12 of our members reported that the State made a wrong statement about licensure. If your HR person lies to you, you can't do anything about that. Our attorneys said that the law says you cannot because of the government code. Unions cannot embark upon class action law suits to compel the State to pay back losses; it would cost thousands of dollars. **But!** The worker has the right to sue.

There is still no decision by the arbitrator on the CMC class action grievance. March is end time for his making his decision.

REPORT CONCLUDED @ 3:08

BEVERLY Lynn's reported has been submitted in writing.

Al Austin gave an oral report.

Raphael – not present

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CSI – civil service improvement – Jerry Brown proposed 4 years ago that the State assess and consolidate classifications. First group is chaplains and Native American spiritual persons.

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Break 3:25

Reconvene 1:38

### **GAC**

Heather Stately, an RT from Coalinga, is the new chair of the Government Affairs committee (GAC). The purpose of GAC is to sponsor and track legislation. The legislature and governor are our CEOs. They approve our raises and working conditions and benefits. Legislation is not a part of collective bargaining.

We get a spot-bill that goes through legislation and our contract language gets put into that SPOT bill and is passed by the legislature. Legislators are usually clueless about what we really do, so GAC educates them about what we do. They often know they are clueless and want to hear from us.

GAC looks over all proposed bill for bills that would damage us or greatly benefit us, and we let them know how that affects us. GAC scans through 3500 bills and pick only a few bills to support and/or address. We have till next Fri when any bill language has to be to the legislature council where an attorney puts our proposal into legal language that becomes a bill. Then we get a bill number. Bills start getting numbers in Dec.

GAC is comprised of Heather, Alea, Abdul, Bryan (who is the secretary), and the occupational chairs . Yok and Deb Leong are working on language for proposed legislation. Legislation is not an easy path and it is expensive.

Alea is the Legislation and Political Director of C57. Cliff staffs the GAC as well, as do other BAs. Abdul and Heather are chief participants, and the members are building coalitions on pertinent issues. Lobby days is in March. 60 paid members can attend on our local dollars, but there is no maximum number of people who can come at their own expense. However, these people need to notify Alea.

We need to be aware that people need to be involved in campaigns as AFSCME members. We can see our legislators on our own as his/her constituent. The legislators are usually in their home office on Fridays. **VISIT YOUR LEGISLATURE ON YOUR RDO.** 2/10 and 3/2 and tonight are GAC meetings.

Kathleen Bowsher proposed that we consider using U-Tube for educational purposes regarding this.

**#4 MOTION** to adjourn for the day

Motion by Yok Choi

Second by Daryl Charbaxzcz

**MOTION PASSED** – Vote was unanimous

Meeting ended 1605.

**January 13, 2019**

EB meeting convened at 10:18  
ROLL CALL  
Quorum reached

**Abdul Johnson's comments:**

Why we chose to have a 2-day board meeting. First meeting of term or year should be a time for people to learn, clarify and understand a variety of things. The first meeting needs to allow enough time for information gathering.

The EB meetings are to discuss business that requires decisions versus discussing how our occupations are doing or how to strategize how we will resolve a problem. Issues of concern need to be discussed at the occupational meetings and at other venues. Classification issues are done at occupational meetings. But today we have some additional time. Two-day meetings are very expensive.

**#5 MOTION** - to endorse Al Austin for the 33<sup>rd</sup> Ca State Senate District special election  
Point of order by Brian Kaufman re having a closed session.

Second by Belinda Devall.

Vote – was unanimous for yea.

**MOTION PASSED** to go into a closed session.

**Guests left.**

**#5 MOTION** as written above

Motion by David Tepperman

Second by Ellen Beraud

Discussion re endorsing Mr. Austin

Call the question by Kathryn Manness.

Second by ????

Vote was unanimous to call the question.

**FRIENDLY MOTION to make a maximum contribution of \$4400 to Al Austin for senate 33<sup>rd</sup> district special election.**

Motion by Brian Kaufman

Second by Eric Young

Discussion. At least one EB member said she thinks it is too much.

Vote: 26 yea; 1 oppose (Susan Neeson), 1 abstention (Denise Nicks)

**MOTION #5 PASSED**

**YOK PRESENTED RECOMMENDATIONS FOR REVISED Policies and Procedures Manual.**

**MOTION #6 THAT WE TAKE EACH ITEM ONE AT A TIME**

Motion by John Chapman

Second by Courtney Jordan-Navarro

**Friendly amendment to review one section at a time vs. one item**

**Amendment Accepted**

Aye = 25; nay =2 (Hassan Juma-Ramadhan and Kathleen Bowser), 1 abstention (Belinda Gilmer)

**#6 MOTION PASSED (to review one section at a time)**

**#7 MOTION TO ADD NUMBER 4 TO OUR P&P**

Motion by Yok Choi; second by John X-Chapman,

Discussion,

Call the Question by Eric Young; second by John X-Chapman

Vote: unanimous

Motion for approval to add Number 4 to the P&P

Vote: 9 yea, opposed 10 – abstentions=4

**MOTION FAILED**

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**#8 Motion to delete the credit car policy**

Motion by Bryan Kaufman; second by Eric Young

Discussion

Motion to table motion on this item

Motion by Carole Cole; second by Matt Tidd

Favor

Opposed 6

Abstention 1

**MOTION PASSED**

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**#9 MOTION TO PASS Paragraph #3, page 4**

Motion by Ellen Beraud; second by Brian Kaufman

Discussion:

Call the question by David Tepperman; second by Ellen Beraud

3 opposed

Abstention = 1

**MOTION to pass paragraph #3, page 4 PASSED**

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**#10 MOTION to approve pages 4 and 5**

All yeas except one abstention (Belinda Devall)

**Motion passed**

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**#11 MOTION TO APPROVE PAGES 5 AND 6**

Motion by Yok Choi; second by Bryan Kaufman

Discussion

Motion to approve pages 5 and 6 except for section 8

Approve =14; Opposed was 9; Abstention =

**#12 MOTION** that if you book a room yourself, you submit that booking for authorization prior to travel.  
Motion by Brian Kaufman; second by Denise Nicks  
2 oppose 2 abstain and rest aye.

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**#13 MOTION** that mileage paragraph be amended to include the paragraph on page 7 of the draft recommendation for revised P&P  
Motion by Yok Choi; second by Ellen Beraud  
Discussion:

**Friendly Motion to table this item until both past policy and present proposals are available**

Motion by Belinda Devall; Second by John X-Chapman

The present P&P are on line.

Vote: Aye 22; oppose 5, abstention 1 (Denise Nicks)

**MOTION PASSED** to table this item until both past policy and present proposals are available

**BOARD REPORTS**

To submit written report, (1) go to google drive. (2) Under share folder to go Jan EB 2019 Burbank. As reports come in, they are dropped into that folder.

IU gave \$25 gift cards for AFSCME members effected by Paradise fires.

UDW office – Local 2620 Good and Welfare Committee donated hundreds of items, and many members provided peer support. However, psychologists who provided peer support were denied State paid time to participate in debriefing.

Political donations are followed up by meetings.

Standardized staffing is being evaluated. Abdul met with Kathy Ellison of CDCR who said that now is the time to meet at local prisons. There are institutions in our system where people are unsafe w/o custody protection. There was an incident at Wasco last month. Officers are not sufficiently staffed to protect staff. This is a problem. Mental Health and custody staffing should not be one size fits all but should be based according to the acuity of inmates. It is not based on a clinical model. Ratios across the board need to be looked at. We need to collaborate with CCPOA. Think of legislation that will provide staffing addressing safety.

There needs to be improved communication re specific grievance issues via e-mail FYIs.

Travel Authorizations (TAs) -- put your personal e-mail address, and you will immediately receive a copy of the authorization. Submit reimbursement forms with receipt. If a question comes about approval, you can use the confirmation by e-mail. Problems will be addressed at summit with IT person.

There is no policy that members can or cannot book their own travel arrangements, but this requires the president's approval.

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Victor Pacheco said there have been 20-30 terminations due to clinician's not being licensed within the required time period. He reported safety and ethics concerns, ergonomic issues, and problems with cell

front/door contacts. No contract addresses this. Additionally, overcrowding in rooms is an issue, including because of temperature – how many inmates in a group room.

Matt said that he would be doing outreach to social workers and following through now with GAP.

the Federal Portal to Portal Act (door to door) states you are on the clock, but in some places, management says you are not on clock until we get our tools, which are our keys. 2947 1984 class action suit said you are on duty and get paid when you arrive at the door.

At 1:05 David Tepperman made a MOTION TO ADJOURN. There was no second.

Secretary Kathryn Manness left the meeting

Minutes above signed:

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Kathryn Manness, Secretary

Board reports continued.

President Johnson reported on the post-Janus class action suit by 2 psychologists at Lancaster/CDCR who said it is their right to opt out of a union whenever they want to and who asked for their dues to be paid to them, back to the date when the Janus decision became effective. President Johnson explained that this law suit would likely be won by the plaintiffs and recommended that we pay them back dues. He further recommended that whenever a member who signed up with the old membership card opts out of the union, that request should be honored and those opt-out members should immediately have their dues stopped from being paid. Additionally, the President recommended that those members who signed up with the new membership card and who chose to opt out, be released from their membership immediately, but due will not stop until the anniversary date of their signing to be a member or until the current contract expires, whichever is sooner. However, those individuals must request the cessation of their dues being paid in writing with a 30-day window of 1-30 days before their anniversary date.

**#14 MOTION to pay back dues to the 2 plaintiffs**

Motion by \_\_\_\_\_, second by \_\_\_\_\_

**Motion Passed**

**#15 MOTION to allow any member who signed the old membership card to opt out at any time and immediately have their dues stopped**

Motion by \_\_\_\_\_ Second by \_\_\_\_\_

**MOTION PASSED**

**#16 MOTION to allow any member who signed up with the new membership card to opt out at any time but to keep collecting dues until their anniversary date or the end of the current contract, whichever comes first, provided those individuals notify AFSCME 2620 in writing between 1 to 30 days before their anniversary date**

Motion by \_\_\_\_\_ Second by \_\_\_\_\_

**MOTION PASSED**

**#17 MOTION to adjourn**

Motion by \_\_\_\_\_ second by \_\_\_\_\_

**MOTION PASSED**

**Meeting adjourned at**

**Minutes by** \_\_\_\_\_ ?

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**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/15/19

**Facility Chief Steward:** Ellen Beraud, DSH-Atascadero

**Disciplines Represented:** Social Workers, Psychologists, Rehab Therapists, Pharmacists, Dietitians, Chaplains, Speech Pathologist (PT is contracted out)

**Number of members/nonmembers:** 45/185 (75% members)

**Number of Stewards:** 10

**New hires past 60 days:** 1 RT, 1 pharmacist

**Meeting(s) held:** 3/13/19 – Stewards' meeting, 2/13/19- Members' meeting

**Discipline concerns:**

**A. Dietitians** - 1. "Classification Change" approved, await start of meetings with State to evaluate/approve.  
2. Denials (at all levels) of AWS for 2 employees, Rafael to talk to CalHR, possibly pursue meet&confer over rogue policy change by FNS department at DHS-A

**B. Pharmacists**- 1. lack of Pharmacist II position (manager), JLM meeting requested, refused by admin. Working with Occupational chair for resolution. Facilitated conference call with pharmacists and Amir Jafarinijad on 1/24. Pharmacists gathering data to build a case/complaint to present to JLM and/or Board of Pharmacy.  
2. complaint about nepotism at MSH blocking transfer of more qualified state workers, suggested contract language for 2020.

**Facility concerns:**

- continued harassment of staff (RT's, CSW's, RD's) over timekeeping issues- hopefully addressed with statewide meet and confer over DSH Timekeeping Policy – still no timeline for resolution
- lack of confidence in the Joint Labor Management meetings, refusal to address issues being brought forth by members, constant deferral of responsibility by administration

**Expense(s) incurred past 60 days:** for approved lunch meetings, per budget

**Grievances/Complaints/Representational meeting:** RT filed complaint regarding her PA not submitting her 634 in a timely manner, leading to a delay in pay.

**Requested Agenda Items:**

1. Update on contract provision for Discipline classification change for RD's – identifying next steps and timeline of events before expiration of current contract. Define who the members of the JLM committee will be for future planning of meetings.
2. Discussion about future Executive Board meetings, if they are 2-day affairs, to be held on Friday/Saturday to lessen impact on personal time.

**Motion(s):** none

**Prepared and Submitted by:**

Ellen Beraud, RD  
Facility Chief Steward

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** March 16, 2019 E.B. Meeting

**Facility Chief Steward:** Kathleen Bowsher, MT-BC

**Disciplines Represented:** Behavior Specialists, Chaplains/Native American Spiritual Leaders, Pharmacists, Psychologists, Psychology Interns, Rehabilitation Therapists (Art, Music, and Recreation), Social Workers

**Number of members/non-members:** 194/12 (94% member rate) as of 2/12/2019

**Number of Stewards:** Total of 23 officially. 11 additional people have completed training but didn't turn in paperwork. FCS is still working to resolve paperwork issue.

**New hires past 60 days:** January 2019: 2; February 2019: 3; March 2019: 1

**Meeting(s) held:**

- 1/29/19: Dinner Meeting with Pharmacists re: issues
- 2/5/19: Conference Call with B.A. and Pharmacists
- 2/27/19: General Member Meeting at DSH-Coalinga
- 3/3/19: Meet & Confer Training with B.A. at Harris Ranch
- 3/6/19: Meet & Confer/Discuss at DSH-Coalinga re: Pharmacy

**Discipline concerns:**

**Behavior Specialists:**

**a)** B.S.'s are continuing to work with SWOC Chair to vote on whether to become Exempt or remain WWG2 (Hourly).

**b)** Upward Mobility: Debra Johnson continues to be on committee trying to establish a promotional pathway for Behavior Specialists similar to what SW, RTs, and Psychologists have. She has included Baltazar Villareal and FCS Kathleen Bowsher in on committee updates, as she is nearing retirement.

**Chaplains/Native American Spiritual Leaders:** Chaplain and Native American Spiritual Leader are still working on the approval and reimbursement process for their out-of-state trainings, which they need to remain in good standing with their faith/tribe.

**Pharmacists:**

a) On 3/6/19 FCS, BA Serrano and 3 Pharmacists met for a Meet & Confer with DSH Labor Relations Sandra Hackett, DSH Labor Relations Bill Thomson, and Pharmacy Supervisors Dan Siev and Bryant Pham. Ms. Hackett began meeting by saying it was a Meet & Discuss, not a Meet & Confer. After a caucus and sidebar, Union allowed Pharmacy supervisors to make their presentation but brought up several questions and concerns. Labor called a caucus and returned, stating that the proposed changes would not go into effect at this time, and that we could meet to reassess in six months (September 2019).

**Psychologists:**

a) Psychologists are continuing to claim that after NEO they are being placed onto units without enough training to fully understand their job duties.

b) Some psychologists have raised concerns that Behavior Specialists have been placed on units and given job duties that should fall under Psychology, and are out of scope for the Behavior Specialist. Stewards have recommended that concerns be directed to Occupational Chairs for Social Workers (Matt Tidd) and Psychology (Victor Pacheco).

c) Several psychologists have stated their supervisors are not trained well enough to properly supervise them, and that it is impacting their ability to do their jobs well.

**Psychology Interns:** None reported. No Interns have signed Member cards since *Janus* decision.

**Rehab Therapists:**

a) Currently the RT Program Director will only approve AWS schedules if the Member agrees to work two 12s and two 8s per week. This is a potential violation of Article 3.1:B, "The State has the right to make reasonable regulations pertaining to employees consistent with this Agreement provided that any such rule shall be uniformly applied to all affected employees and those similarly situated." RTs are the only discipline required to work 12s, and the only ones currently providing evening groups four nights per week.

b) The 12-hour days are also a potential grievance because DSH-C's A.D. 908 Alternate Work Schedule, Section V.D3 states "An employee may make up time (no more than two hours), with his/her Supervisor's approval within the same work week." Any holiday only covers 8 hours of leave, with the Member using banked time to cover the difference. That means it is impossible for an employee working a 12-hour day to flex the 4-hour difference and not use banked time for holidays. In a month such as November, which has 3 holidays, if an employee is scheduled to work 12s on all three days (36 hours), their holiday time only covers 24 hours. It is inequitable for RTs to potentially have to use 12 hours of earned leave to cover the difference of the

holidays. At a minimum, Members should be given the option of flexing however many hours they would have to use leave credit for on any given holiday.

**Social Workers:**

a) Social Workers continue to have issues with being considered Exempt but having to work a fixed schedule. Several have resigned due to frustrations with supervisors over this issue.

**Facility concerns:**

a) There is upheaval amongst the Administration at the facility right now. The Psychology Program Director transferred to CMC on 3/7/19, and the Clinical Administrator was fired on 3/8/19. Rumors of other changes at the top are floating around the facility, causing concern.

b) Supervisors have inconsistent policies and beliefs on where/when the Members' time begins and ends, with some Supervisors saying it is "portal (sally port) to portal" and others saying the days doesn't begin until they get their keys, or others saying it begins when Employee signs-in inside the Secure Treatment Area. The time difference between the sally port and the sign-in could be considerable, and the inconsistency is causing some hourly employees to be docked time, while others are not being docked. Coalinga is unique compared to other facilities, because Key Boxes are located throughout the facility, and may not be anywhere near Employee's sign-in location or assigned work location. This was a topic at the 1/10/2019 JLMC meeting, with FCS pointing out the Federal Portal-to-Portal Act of 1947 states work begins when you enter the door. A California Supreme Court Case in 1984 stated you are "at work" if you are "under the control of your employer" which at a minimum would be considered the sally port. Despite this, Administration continues to state work time begins when you "receive your tools," i.e. keys, which at Coalinga are located in various locations deep within the bowels of the building. FCS therefore believes Administration is violating both California State and Federal laws regarding beginning and end of shift time. FCS has discussed this being a Whistleblower case with B.A. Serrano and is pursuing this as a possible venue for change.

e) Due to budget concerns, facilitators are not being provided with the group materials they need to provide dynamic, quality treatment groups. This includes written materials, as well as instruments for the music therapists, art supplies for art therapists, and games, sports, and craft equipment used by recreation therapists, to name a few. The State is required to provide needed materials for their employees. In addition, due to substantial website blocking, most clinicians are unable to access materials online to print and bring to group, resulting in many clinicians preparing for groups at home and bringing printed materials or personally bought books into the facility for group use.

i) Now that the PDAS alarm system is active in the parking lots, and all employees are expected to respond to an alarm in the parking lot, it is feasible an hourly employee could be docked

time for responding to an alarm in the parking lot, before reaching the sally port. The contract only expressly states a delay shall not be used against an employee "If an employee is delayed upon arrival at a sally port or between the port(s)..." With the alarms active throughout the grounds, this should be considered as a negotiation point for the next MOU.

**Expense(s) incurred past 60 days:**

2/27/19 General Member Meeting	\$ 22.46	Agendas
	\$ 40.63	Soda/Water
	\$ 466.25	Food
3/3/19 Meet & Confer Training	<u>\$ 731.01</u>	<u>Food &amp; Room Rental</u>
	<b>\$1,260.35</b>	<b>TOTAL</b>

**Grievances/Complaints/Representational meeting (Who/What/Contract Article violated?)**

**None reported**

**Grievances/Complaints/Representational meeting WINS:** The Meet & Discuss that was supposed to be a Meet & Confer still ended up being a win for the union, as Management quickly backed down from their proposals. Even with two caucuses that each lasted about 15 minutes, the entire meeting was only 45 minutes long, which B.A. Serrano said was a first for him.

**Hot topics:**

**a)** Staff are concerned that the Trauma Informed Care training is not being taken seriously by Administration, and will not be implemented properly.

**b)** Many staff, including stewards, have expressed concern about being retaliated against by supervisors and/or administration if they voice any complaints. This was brought up at 1/10/2019 JLMC meeting. Administration had no response.

**Budget:** \$3,000.00 - \$1,260.35 = \$1,739.65 remaining

**Requested Agenda Item:** None

**Motion(s):** None

Prepared and Submitted by:

Kathleen Bowsher, MT-BC

Facility Chief Steward, DSH-Coalinga

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/16/19

**Facility Chief Steward:** Brian Kaufman, DSH-Metropolitan

Disciplines Represented: sw, psych, rehab, pharm, diet, chap, PT, OT, IT

Number of members/nonmembers: 135

Number of Stewards: 11

New hires past 60 days: 1 sw

1. Meeting(s) held:

1/23/19 – MSH steward meeting  
2/25/19 – 5.7 meeting  
2/26/19 – MSH general membership meeting  
3/6/19 – MSH Labor management meeting

2. Discipline concerns:

3. Facility concerns:

- Monitoring situation with the PT and OT due to excessive workload
- Still need to have follow up to the meet and confer regarding the move due to increased workload
- Monitoring situation with three new units opening up in the coming months
- Potential grievance regarding moving three members into one small office.
- Two members have cancelled their membership.

4. Expense(s) incurred past 60 days:

- \$334.27 for food at membership meeting
- \$181.45 for food at stewards meeting

5. Grievances/Complaints/Representational meeting

(Who/What/Contract Article violated?)

- Still keeping tabs on the dietitians who remains on stress leave
- RT was denied probation and was let go. Skelly hearing was held and was denied.

6. Grievances/Complaints/Representational meeting WINS:

7. Hot topics:

8. Budget:

9. Requested Agenda Item:

10. Motion(s):

Prepared and Submitted by:

Brian Kaufman, Facility Chief Steward  
Metropolitan State Hospital  
AFSCME Local 2620

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date: 3/14/19**

**Facility Chief Steward: Shukimba Carlis**

Disciplines Represented: SW's, Psychologists, RT's, Dieticians, Pharmacist's etc...

Number of members: 199 /nonmembers: 24

Number of Stewards: 8

New hires past 60 days: 1

1. Meeting(s) held: 2/28/19

2. Meeting(s) attended: approximately 3

- 1.) 3. Discipline concerns: \* Some psychologist are covering multiple units and have up to 40 patients on their caseload with some of the units being high acuity. The concern is safety and lack of support from management.
- \* Dieticians are down positions which is affecting their work by being given unreasonable work load requirements ( ex. More documentation when they barely have enough time to complete documentation for a normal workload) ( **This from a dietician:** Currently we're down two dietitians instead of three, but the plan is to only to hire one more. We were given three positions a little over a year ago (around November 2017), but when the third person who was offered for the position declined to take it, they closed the position rather than offering it to another candidate.
  - I wanted to clarify that the pressure of more thorough documentation and being more present on the units is coming from COAC (our management acknowledges that we were unfairly criticized from their last visit)
  - Because we're short staffed, we're asked to take more workload which is making it difficult for us to take vacations. All at the same time, HR is asking some staff to reduce their accumulated leaves. A couple of dietitians requested to cash out their leaves in May for the past two years (in their effort to reduce their hours), but their requests were denied two years in a row.

\*RT's are expected to run cooking groups without collaboration from the dieticians ( because the dieticians are down staff and according to them, over worked) which puts the patient's at risk because the RT's are not familiar with their dietary needs.

4. Facility concerns: Ergonomic Evaluations are not happening in a timely matter

\*Reimbursements for trainings- clarity is needed regarding when to use Calaters and a form from the training dept. AD or written policy

\*Light Duty- AD 138 Reasonable Accommodation. Accommodations are being made for some and aren't being made for others. Clarity is needed around this policy

\*Our members feel that we should be getting a higher salary as a result of several factors: one being the level of education required to qualify for our positions ( Psychologists,

Dieticians, Social Workers and RT's) due to an exorbitant amount of student loan debt and the fact that CDCR employees do the same work but are being paid at a higher salary and our work is more dangerous because our patients are not handcuffed during groups etc... nor do we have HPO on the units looking out for us like CDCR's CO's which puts us at a higher risk. 2 To reiterate, the level of danger we place ourselves in in this environment (it's a high risk job. Most importantly the cost of living in California is so high that our salaries need to reach a certain level or it is not longer feasible to live here. Members would like to see the hospital work on is providing working parents with a childcare option. We realize that they have Little Critter's Daycare here on campus; however, they are not eligible until 2 years old and even then the enrollment doesn't usually start until August so many of the kids might have to wait until well past 2 years to get in. And, they have NO option for parents with children under two. The daycares in the community are highly impacted and/or are unreasonably prices (our paychecks are not substantial to pay the cost for a licensed daycare in the community). We believe if this was offered it would be highly appealing and would help with both the number of applicants to state positions as well as retention. This has been a very big concern for members and in fact plays a large role in how long employees take off for maternity leave. And, there are families who end up taking several months of unpaid time off because of this very issue of childcare.

5. Special projects: The safety coalition is forming
6. Expense(s) incurred past 60 days: approximately \$300.00
7. Grievances/Complaints/Representational meeting: 1 Grievance and 1 Complaint to EEO (Who/What/Contract Article violated?) Julia Patterson (Psychologist) – Light duty accommodations- Articles 6.1 B7, 15.1, 15.10, 19.5
8. Grievances/Complaints/Representational meeting WINS:
9. Hot topics: RT's AWBW
10. Budget: \$ 3,000
11. Requested Agenda Item:  
Prepared and

**Date:** 3/08/19

**Facility Chief Steward:**

**Disciplines Represented:** Psychology, Rehabilitation, Pharmacy , Dieticians, and Chaplains

**Number of members/nonmembers:** 241

**Number of Stewards:** 10

**1. Discipline concerns:**

**2. Facility concerns:**

**A. Rehabilitation Art Therapists:** DSH-P sent two BU-19 employees one LCSW and one Dance/Movement therapist (DMT-R ) to a 2-day (\$2500 per person) training to learn art therapy practices provided by an agency “**unendorsed**” by the national Art Therapy Credentials Board (ATCB) called “A window Between Worlds” (AWBW). Soon after DSH-P Rehabilitation Therapy Service initiated a 12-week pilot program “A Window of Healing: Creative Arts Therapy” using the AWWB unaccredited curriculum and a DSH DMT-R trained facilitator.

**The concern is:**

- DSH is authorizing DMT-R, LCSW, and the possibility of other clinicians to provide art therapy.
- DSH is planning to replace the art therapy practice with unqualified clinicians providing art therapy rebranded “Creative Arts Therapy”.
- DSH is using an unaccredited and unendorsed agency (AWBW) to train clinicians.
- DSH authorizing clinicians trained by an unaccredited and unendorsed agency or employed art therapists violates ATCB code of ethics.
- What budget is being used to pay for AWWB to train DSH employees.
- Preliminary research indicates that CA state funds CA Art Council, CAC funds LA Dept Cultural Affairs, LADCA donates money to AWWB.
- Any rehab therapist credentialed or licensed assigned to facilitate and/or a credentialed art therapist assigned to co-provide the pilot “A Window of Healing: Creative Arts Therapy” is committing a professional code of ethics and standards of practice violation and a DSH-P AD ethics violation.

***“Each Rehabilitation Therapy discipline adheres to its respective State and/or National organization’s code of ethics and standards of practice”.***

**B.** Rehabilitation therapists working on admission units (1370) are inquiring about time issues related to caseloads 25:1 requiring 11 hours of groups along with demands of attending conferences, and meeting assessment, weekly, monthly, and annual note deadlines.

**C. Patton Dieticians:** report there are statewide Dietician concerns regarding why the 5-month delay for starting the process for “Dietician reclassification “.

- Dieticians have expressed interest in starting the process for nominating, electing, and filling the Dietician OC vacancy since October.
- The amount of time the State takes to investigate an employee during the disciplinary process.
- Lack of appropriate action regarding sexual harassment by employees and patients toward staff members and retaliation by management toward those reporting sexual misconduct.
- Lack of support and protection for a staff member when they have received multiple threats of violence from a patient(s).

**Managements solutions:**

- We are **"too busy"** dealing with another unit who has excess 1:1's, **"use the buddy system"** and/or use **"your clinical judgement"** about when to go on the unit.

3. **Expenses incurred in the past 60 days:** None

4. **Grievances/Complaints/Representational meeting:** None reported by Patton stewards.

5. **Requested Agenda Item:**

- Starting the process for nominating, electing, and filling the Dietician OC vacancy.
- Dietician reclassification.
- "A window Between Worlds" (AWBW)

6. **Motions:**

- Starting the process for nominating, electing, and filling the Dietician OC vacancy.
- Initiate the discussion before contract negotiations "Dietician reclassification.

**Prepared and Submitted by:**

D. Charbaszcz, PSH Facility Chief Steward  
AFSCME Local 2620



## **BURBANK**

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Burbank, CA 91505  
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Phone: (818) 847-2142  
Fax: (818) 847-2523  
[www.afscmelocal2620.org](http://www.afscmelocal2620.org)

**Abdul Johnson, President  
AFSCME Council 57, Local 2620  
Saturday, March 16, 2019**

### **Meetings Attended**

1/14/19-Chaplain Consolidation Meet & Confer  
1/15/19- Chaplain Consolidation Meet & Confer  
1/16/19-Region VIII Membership Meeting  
1/18/19-CDCR JLMC  
1/19/19-MLK Parade-Long Beach  
1/20/19-Office Duties  
1/21/19-MLK Day of Service-Long Beach  
1/23/19-Office Duties  
1/23/19-Fresno Madera Tulare Kings Central Labor Council  
1/24/19-Region IX Membership Meeting  
1/25/19-Council 57 Executive Board Meeting  
1/26/19-Council 57 Delegates Meeting  
1/27/19-MCSP CXL AWW RT Meet & Confer Training  
1/28/19-AFSCME PEOPLE Meeting  
1/29/19-Office Duties  
1/30/19-ULP Meeting-Conference Call  
1/30/19-Region III Membership Meeting-Yountville Veterans Home  
1/30/19-Region III Membership Meeting-MCSP  
1/31/19-Meeting w/Treasurer Office  
2/4/19-MCSP CXL AWW RT Meet & Confer  
2/5/19-Region III Membership Meeting-DJJ Stockton  
2/6/19-Region X Membership Meeting-San Diego  
2/7/19-DJJ Ventura Facility Tour & Membership Meeting  
2/7/19-CMC CXL AWW RT Meet & Confer Event  
2/8/19-Council 57 Executive Board Meeting  
2/9/19-Executive Officer Meeting  
2/10/19-GAC Meeting  
2/11/19-San Francisco Central Labor Council Delegate Meeting  
2/12/19-Investigative Interview Prep Meeting-Norwalk  
2/12/19-Meeting w/Former Senator Newman Staff  
2/13/19-Meeting w/ Governor Office-DJJ to DHHS proposal  
2/14/19-Arbitration Prep Meeting-Palm Desert  
2/15/19-Office Duties  
2/19/19-Region VI Membership Meeting-Fresno  
2/20/19-Arbitration Prep Meeting-Palm Desert  
2/21/19-MCSP CXL AWW RT Meet & Confer Training  
2/22/19-Meeting w/Assemblywoman Christina Garcia-DSS Bill  
2/22/19-Council 57 Executive Board Meeting  
2/23/19-Region VII Steward Training-San Luis Obispo

**2/24/19-Chaplain Consolidation Meet & Confer Caucus**  
**2/25/19-AFSCME PEOPLE Meeting**  
**2/25/19-Meeting w/Senior Business Agent-Sacramento**  
**2/26/19-Meeting w/Assemblyman Rodriguez-Assault Bill**  
**2/26/19-Meeting w/Dress for Success-Sacramento**  
**2/27/19-Solano/CMF Chaplain Meeting-Chaplain Consolidation**  
**2/27/19-Region III Membership Meeting-Modesto**  
**2/28/19-Napa State Hospital Membership Meeting**  
**2/28/19-Meeting w/GAC Chair-Lobby Days**  
**3/2/19-Council 57 Presidents Meeting**  
**3/3/19-GAC Meeting**  
**3/4/19-Budget Subcommittee 1 Hearing-DSH Budget**  
**3/5/19-Meeting w/Assemblyman Rodriguez-Hospital Assault Bill**  
**3/6/19-DOR Salinas District Membership Meeting**  
**3/8/19-Office Duties**  
**3/11/19-Office Duties**  
**3/12/19-Office Duties-Sacramento**  
**3/13/19-HDSP Facility Tour & JLMC**  
**3/14/19-MCSP Facility Tour & 5.7 Meeting**  
**3/15/19-UAPD 2019 Legislative Bill Review Meeting**  
**3/15/19-CMC JLMC**

**American Federation of State, County and Municipal Employees  
Afscome Local 2620 Health and Social Service Professional Employees**

**Northern Vice President  
March 16, 2019**

**Meetings (For dates please refer to Website for comprehensive calendar)**

**Executive Board Meeting**

**Executive Officers Meeting**

**Finance Committee Meeting**

**Arbitration Conference Calls**

**Financial Training (Oakland)**

**Tepperman Regional Chief Meeting Central Valley**

**Consulting Calls related to resolving members grievances and issue with BA--Bev Lynn**

**Conference calls in collaboration with SVP for the purpose of touching bases with new Board members including Regional Chiefs & Facility Chiefs**

**Other Projects in collaboration with SVP:**

**Neo (New Members)**

**Membership (Set goals for 2019)**

**Grievances/Issues**

**DOR--Issues related to focus on Student Services and impact on general working conditions continue and persist (Next Quarterly JMLC pending**

**General grievance topics:**

**Bullying-related to management (these allegations abound)**

**Workplace Violence issues related to inappropriate behavior in violation of departmental procedures**

**Submitted by Mildred Ingram (213-952-4421)**

## TREASURER'S REPORT for EB 2019.03.16

### 1. Bookkeeping and Audit of the Local's financials.

I have worked with Fagan & Fagan to implement the accrual system of accounting to track our union leave expenses. So far in the past two months, we have accrued about \$38,000 in union leave. This gives us a more accurate picture of where we are in terms of our expenses. Historically, we never knew where we stood as certain departments lag behind by more than a year sometimes in billing us for union time. This has always been a problem for projections in years past. On a separate note, we continue to lag behind in our receipts of our dues rebate. As I mentioned before, we get paid by Council 57 no earlier than the end of the third week, whereas before we would get our rebate by about the second week. Our auditor will be having a discussion with us to finalize the 2017 audit and to schedule the 2018 audit. We will keep you posted of the audit.

### 2. Income & Expenditure

You will see from the P&L for the first two months of 2019 that we have just about broken even. The next month we will see a spike in our expenses, due to Lobby Days, one of two major events this year. Our budget is also incomplete, as we had not yet set budgets for our various committees. This will happen over the next month when we receive proposed budgets from the chairs of the various committees. We obviously cannot plan a deficit budget so we would probably have to adjust our currently budgeted line items and reallocate resources so that the committees have a budget to operate.

### 3. Bank Balances.

Thanks to our agreeing to set aside money for negotiations, we are in a good place to prepare for protracted negotiations with the state for our next contract without having to worry that we won't have money set aside to do this. We have \$185,000 and some change set aside to date and by the time of the sunshine period, we will have close to \$500,000 for negotiations. If that is the last thing we do, we will do it and we have the money to do it.

### 4. Year End 2018: Income and Expenditure v. Budget.

I've done a little bit of analysis so we can all better understand what the local's resources are doing for the members. Per your request, I have done some pie charts so we can all visualize where our money is going. I have done a pie chart to show the various categories of expenses according to administrative expenses, officers, board, regions, occupations and facilities. Also, I have done a pie chart to show you what our members' activities cost us and how the money is spent. And I picked one item of major expense, legal expenses, to analyze this meeting, to give you an idea of how legal expenses are incurred by the local. Each meeting, I will analyze a different category of expense, for better transparency and accountability. In terms of the final numbers, we are still in discussion with our bookkeepers to make adjustments to bring our books to the accrual basis, so that our auditors may begin the 2018 audit. This will happen in the next few months.

## 5. Anticipated Loss of Income

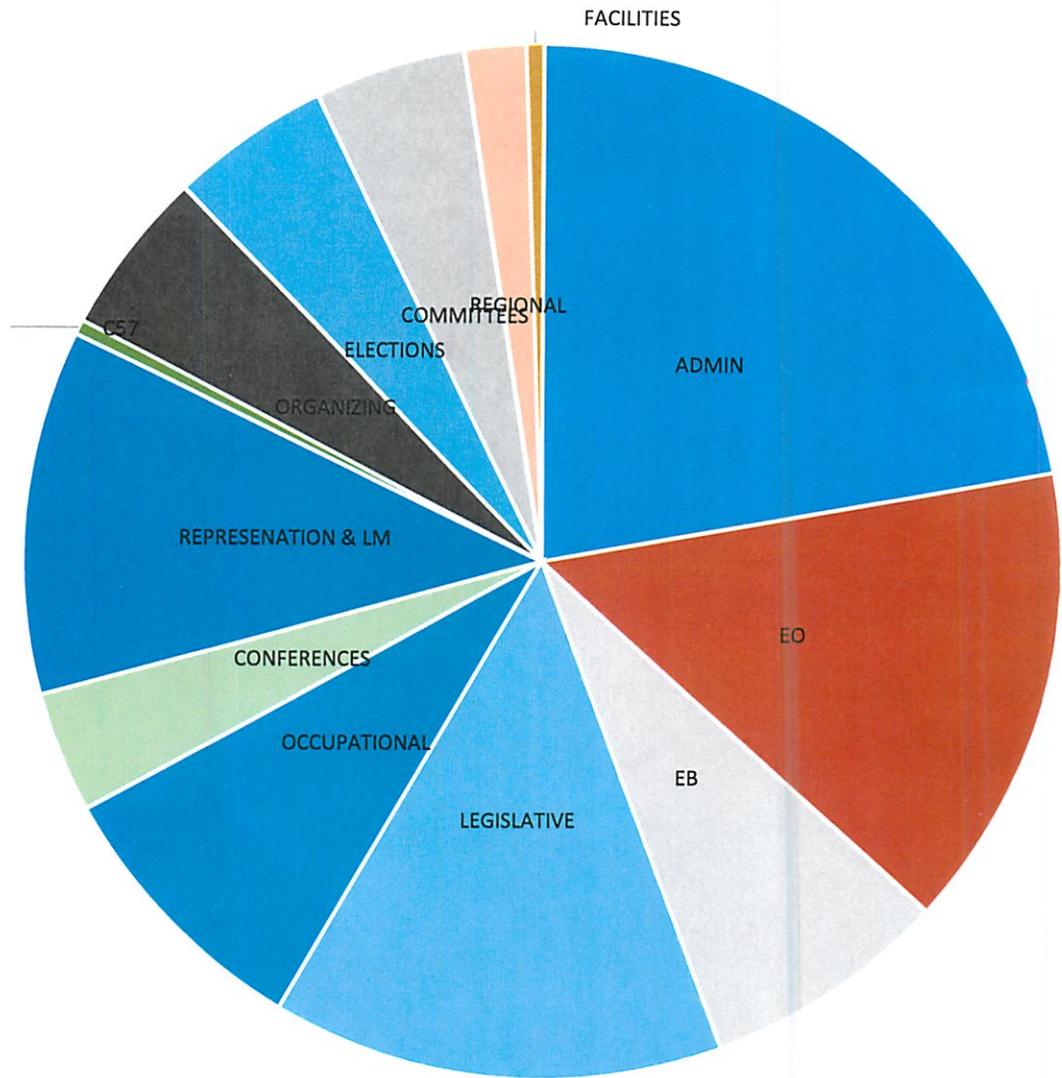
With the Janus decision, we lost revenue from the Fair Share payers. Going forward, we anticipate further loss of income from members who want out. So far, the numbers are not significant, and our organizing committee had worked hard to negate the attrition with the signing up of new members. We have yet to actually return the members who want out their dues, but once we do, and it will be soon, we can expect a wave of followers who want their \$60 to \$90 back every month. Finally, and very significantly, if Council 57 passes a per capita increase, we will lose even more revenue. We are netting about \$140,000 a month now. If dues are raised by even \$5 per member, we will lose \$20,000 per month in income. And that is without counting the loss of membership.

6. I will end my report, as I always do, by reiterating that my guiding principles are transparency and accountability. I will continue to provide financial information at all board and EO meetings, as required by the FSC. This is more information than any previous board has ever seen. I believe in accounting to you how our money is being spent at every meeting. I want to remind the Board that I am not on full-time or even half-time union leave. In fact, I only take about 3 to 4 days a month to do union business as the Treasurer. I do much of the work on my own time, in the weekends and nights. As board members, you see everything I see, other than correspondence. Every bill and every claim for reimbursement. Every credit card statement and every bank statement. I do this at every board meeting. Every expense is documented and made available for viewing by you. I will continue to do that. What I do not have the time to do is to attend to every individual request to view documents outside of the board meetings. The office staff is currently learning to do the travel arrangements. They have yet to catch up with the filing and other paperwork. Ideally, they will get to the point one day where they can actually assist with processing claims and payments of invoices, but we are not there yet. I handle that myself. I only ask that if any individual member, and no exceptions for board members, wants to review financial documents, there is procedure for how that may be done in our Policies and Procedures. Please follow our Policies and Procedures for doing so.

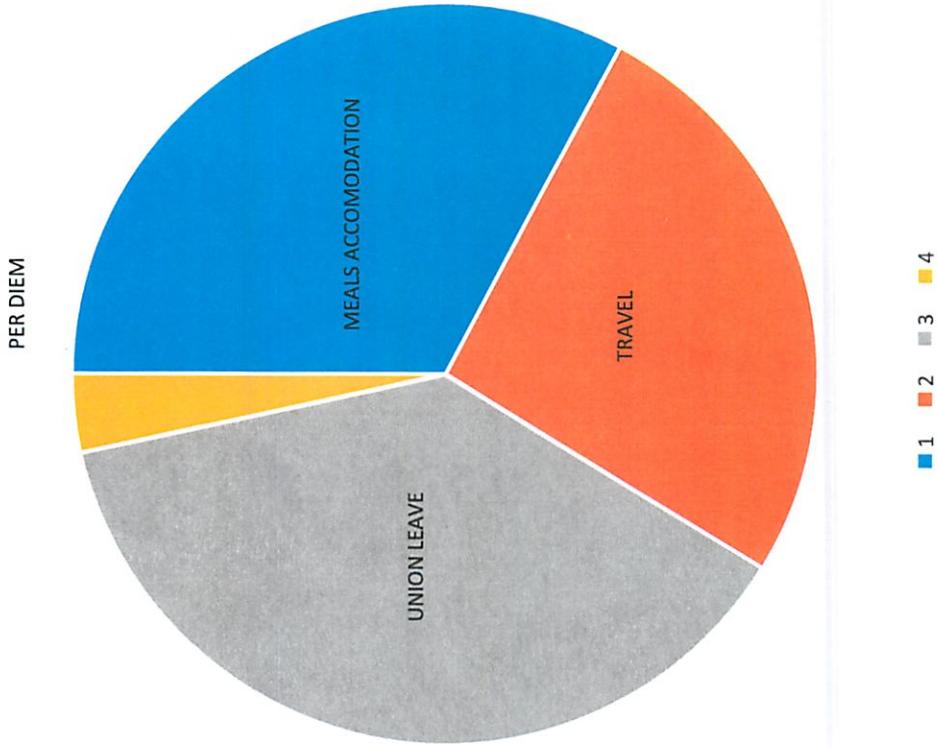
Yok Choi

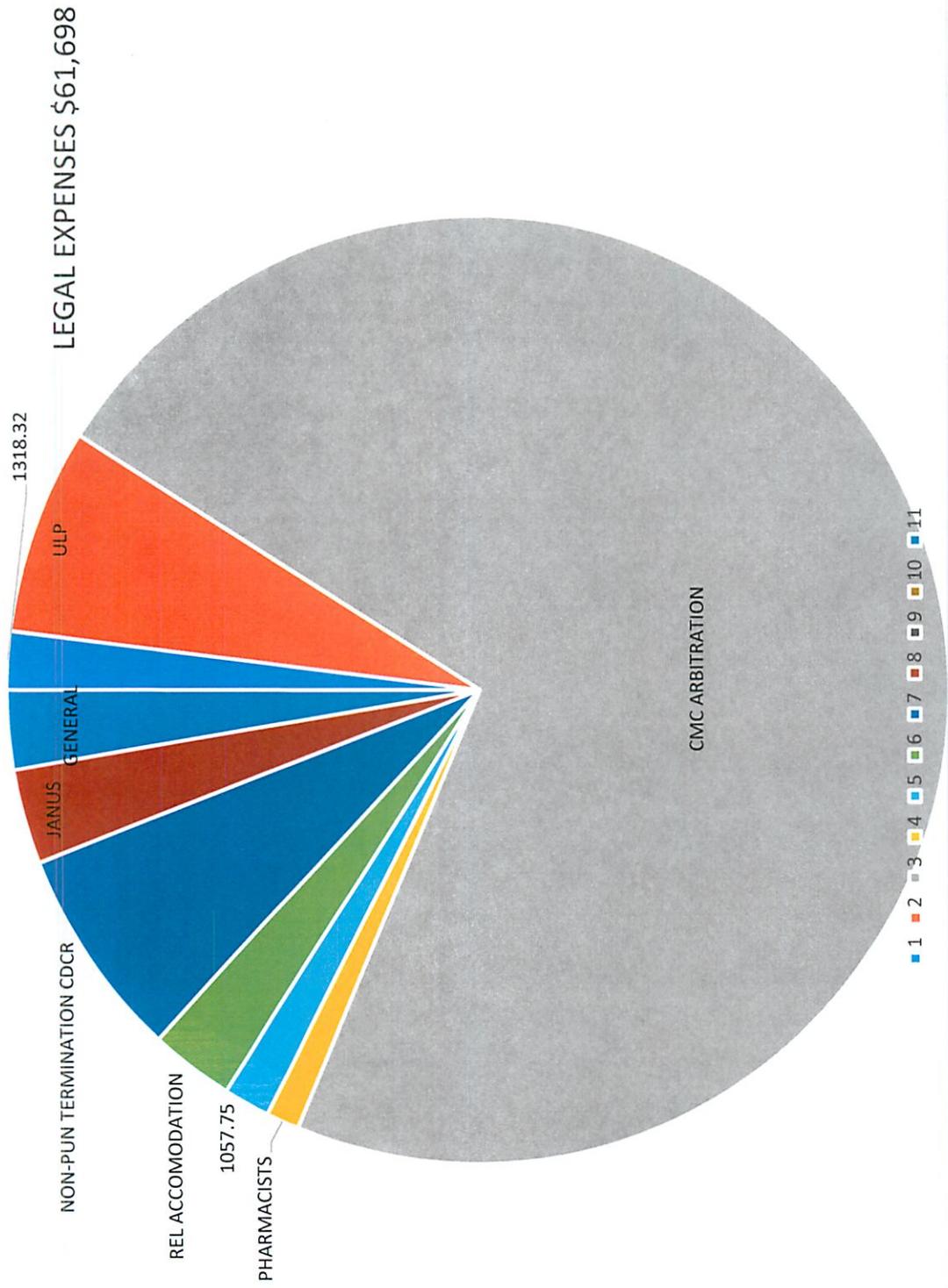
Treasurer,  
AFSCME Local 2620

# 2018 EXPENSES: \$\$1,402,203.98



MEMBERS ACTIVITIES: \$883948.7





Beverly Lynn

Northern CA, Business Agent

Local 2620 Activity Report

This report covers the period from January 11 – March 15, 2019

**January 14-31st**

San Quentin State Prison, Joint Labor Management Committee meeting

Chico, Licensing Program Analyst meeting

Contracting Out and Professional Retention Committee meeting

Skelly Hearing – LPA

Skelly Hearing – Psychologist

Napa State Hospital, Representation

Napa Solano Central Council Meeting

**February**

California Department of Social Service Statewide Joint Labor Management Committee meeting

CMF Vacaville Joint Labor Management Committee meeting

State Personnel Board, Preconference/settlement meeting

San Quentin, Joint Labor Management Committee meeting

California Department Corrections Rehabilitation (CDCR) Division of Health Care Services (CCHCS) membership meeting

Napa State Hospital Membership meeting

**March 1-15th**

High Desert State Prison, Grievance conference

Skelly Hearing – Psychologist

CMF Vacaville Joint Labor Management Committee meeting

Napa State Hospital Joint Labor Management Committee meeting

High Desert State Prison Joint Labor Management Committee meeting

The End

**American Federation of State County and Municipal Employees**  
**Local 2620, Health & Social Services Professional Employees**  
**Pre-Meeting Report for Submission to the Executive Board**

Date: 03/15/2019

**1. Meeting(s) Attended: since the Executive Board Meeting on 11/19/2018**

Joint Labor Management Committee Meeting Sacramento 02/04/2019

Government Affairs Committee Sacramento Office 02/10/2019

Meeting with Assemblymember Garcia Sacramento Capitol 02/22/2019

SPB Pre-Brief meeting Oakland Office 02/24/2019

Government Affairs Committee Meeting Sacramento Office 03/03/2019

Unfair Labor Practice Meeting Burbank 03/09/2019

**2. Project(s):**

Mobilize LPAs to increase membership

New employee orientation and signing up new members

LPA meetings with individual office to resolve local issues

Update LPA roster for better communication

Quarterly DSS JLMC meetings

Retention issue within LPA classification

Recruit more stewards (at least one in every office)

Travel and mileage issue - statewide

Change in working conditions - statewide childcare

**3. Budget:**

Defer to Treasurer

**4. Requested Agenda Item:**

Reimbursement denial

**5. Motion(s):**

Every month, the Executive Board shall be provided with a report with the members who request to opt out which should include the classification, location and date of request

Prepared and Submitted by:

Belinda Devall

Licensing Program Analyst Occupational Chair

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/16/19

**Occupation Chair:** Pharmacy

1.Meeting(s) held: DSH Atascadero phone conference

SAC Meet and Confer 3/7/19

2. Next meeting date/time/location: TBD

3. Occupational concerns:

- a. Clinical Roles of CDCR pharmacists being imposed upon pharmacists continue to be an issue. Status of cease and desist pending.
- b. Membership and Promoting attendance of Large Occupational Meeting

4. Specific worksites with areas of concern:

- a. CSP SAC scheduling changes
- b. DSH Atascadero workload issues
- c. COR and RJD imposing clinical duties

5. Grievances/Complaints/Representational meeting:  
(Who/What/Contract Article violated?)

6. Grievances/Complaints/Representational meeting WINS:  
(Who/What/Contract Article violated?)

7. Hot topics: Cease and desist on CDCR clinical duties and consultation with inmates.

8. Expense(s) incurred past 60 days: None

9. Budget: Current Balance

10. Requested Agenda Item: Requesting cease and desist of clinical pharmacy duties and consultation to inmates.

Prepared and Submitted by: Amir Jafarinejad, PharmD

Occupational Chair

**American Federation of State County and Municipal Employees Local  
2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

Date: 3/15/19

**Vocational Rehabilitation Occupational Chair: Denise Dorsey, SVRC-QRP**

**Total Number of DOR Members/ Non Members: 457/24**

**Total Number of DOR Stewards: 53**

**Total New hires in last 60 days:**

1. Meeting(s) Attended:

- DOR Member Meeting Long Beach 1/22/19
- GAC Meeting 2/10/19
- GAC Meeting 3/3/19
- DOR Member Meeting SJDO 3/6/19
- DOR labor Management Meeting 3/12/19
- EB Board Meeting 3/16/18

2. Project(s):

- Working on 100% Stewardship for DOR Members
- Working on State approving overtime for DOR Members due to increased workloads.
- Working on obtaining the dates for each DOR District Office Trainings dates

3. Grievances/Complaints/Representational Meetings:

- DR160's being filed with no follow up by management

4. Expenses accrued in past 60 days:

- Jan/Mar 2019 expense amounts: pending

5. Requested Agenda Item: None

6. Motion(s): None

Prepared and Submitted by:

Denise Dorsey (VROC)

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date: 03/13/19**

**Occupation Chair:**

Number of members/nonmembers: 545/63

Number of Stewards: 56

**Meeting(s) held:**

01/26/19 – Council 57 Delegate meeting

02/10/19 – Governmental Affairs Committee

03/02/19 – Art Therapy Teleconference mtg

03/03/19 – Governmental Affairs Committee

**2. Next meeting date/time/location:**

03/14/19 – CDC-Mule Creek membership mtg

03/26/19 Napa State Hospital & surrounding facilities (i.e. Sonoma DC, Yountville Veteran's Home, CDCR facilities, etc)

05/04/2019 (Large Occupational Committee meeting)

**3. Occupational concerns:**

- DSH-Patton contracting out for Art Therapy services using "A Window Between Worlds organization and has paid to send at least two BU-19 (non-Art Therapists) members for training to provide Trauma-Informed Care treatment utilizing Art Therapy. This is a title-protection issue as well as an ethics violation. An Art Therapy committee has been formed and action is being taken to address and stop this issue.
- Music Therapy requirement to be Board Certification (AB 1540) – Board Certification is required in many if not all states in the nation, except for California. All Music Therapists who have been queried have expressed their support of this bill. No communications have been received from Music Therapists in opposition to this bill.
- CDCR workload and safety issues continue to be a problem

**4. Specific worksites with areas of concern:** CDCR and DSH-Patton

**5. Grievances/Complaints/Representational meeting:** Pending

(Who/What/Contract Article violated?)

**6. Grievances/Complaints/Representational meeting WINS:** Pending

(Who/What/Contract Article violated?):

**7. Hot topics:**

- Communication has been severely limited and hindered between each therapist of each discipline as well as among each facility. Email (work) groups have been created for all therapists of each discipline and all therapists within each department. The following email groups will enhance communication between and among discipline-specific therapists to communicate important issues of concern to address immediately.
  - Art Therapists – [afscme\\_art\\_therapists@yahoo.com](mailto:afscme_art_therapists@yahoo.com)
  - Dance Therapists – [afscme\\_dance\\_therapists@yahoo.com](mailto:afscme_dance_therapists@yahoo.com)
  - Music Therapists – [afscme\\_music\\_therapists@yahoo.com](mailto:afscme_music_therapists@yahoo.com)
  - Recreation Therapists
    - CDCR – [afscme\\_cdc\\_r\\_recreation\\_therapists@yahoo.com](mailto:afscme_cdc_r_recreation_therapists@yahoo.com)
    - DSH – [afscme\\_dsh\\_recreation\\_therapists@yahoo.com](mailto:afscme_dsh_recreation_therapists@yahoo.com)
- Safety and workload issues within CDCR as well as consistency between what should happen and what is happening within CDCR; Licensing for Recreation Therapists,
- Board Certification for Music Therapists
- Title-protection for Art Therapists

**8. Expense(s) incurred past 60 days:** None

**9. Budget:** \$4000

**10. Requested Agenda Item:** None at this time

**Prepared and Submitted by:** Denise Nicks  
Rehabilitation Therapy Occupational Chair

**American Federation of State County and Municipal Employees**

**Local 2620,**

**Health & Social Services Professional Employees**

**Report for Submission to the Executive Board**

Date: March 16, 2019

**1. Meeting(s) Attended:**

1/31/2019 Executive Board (conference call)

1/31/2019 CMF/SOL meeting (Vacaville)

2/10/2019 Governmental Affairs Committee (GAC)

2/28/2019 Facility meeting at Napa State Hospital (DSH)

3/3/2019 Governmental Affairs Committee (GAC)

**2. Project(s); current and ongoing:**

Mobilize occupational group members to increase membership count

Update SWOC roster to ensure increase/accurate communication

Behavior Specialist request to review benefits/option for exempt status

Email communications; current working issues, Union issues, Social Work Month, etc.

Statewide SWOC meetings

**3. Budget:**

Working budget: \$4000

Defer to Treasurer

**4. Requested Agenda Item:**

None

**5. Motion(s):**

None

Prepared and Submitted by:

Matthew Tidd

Social Work Occupational Chair

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** March 11, 2019

**Occupation Chair:** Hassan Juma-Ramadhan

Number of members/nonmembers: 57/29

Number of Stewards: 7

Classes Represented: OT, PT, PA, SLP, Audiologists, Optometrists

1. Meeting(s) held: Several phone meetings with members regarding member concerns.
  - Attended JLM meeting Metro with facility chief to bring up P.O.S.T. Department concerns
  - Meeting with COAC Chair, Dr. Joaquin regarding physical medicine matters, specifically non compliance by DSH with Title 22 with regards to SNF Rehab services
2. Next meeting date/time/location: meeting during lobby days; Video conference 3/3/19 10:00 am.
3. Occupational concerns: 1. Lack of representation at COAC for DSH 2. Pay discrepancy within and amongst classifications 3. Confusion by department of OTs in Medical Services and Rehab Departments 3. Discrepancy between the more than 9 OT classifications 4. Issue of FLSA Exempt for OTs 5. Need to get PAs more involved and issue of overtime back pay for PAs. 5. Harassment and misuse of OT consultant at CDPH 6. Use of staff not certifiably competent to do OT/PT work by CDCR 7. Contracting Out services, specifically by CDCR. 8. Safety retirement for those who qualify

4. Specific worksites with areas of concern: DSH Metro: 1. Issue of supervision 2. Ambiguous department 3. Non compliance with regs in SNF unit for OTs, PTs and SLP
5. Grievances/Complaints/Representational meeting: None (Who/What/Contract Article violated?)
6. Grievances/Complaints/Representational meeting WINS: N/A (Who/What/Contract Article violated?)
7. Hot topics: Pay inequity especially for PTs and discrepancy in pay between classes of OTs.
8. Expense(s) incurred past 60 days: None
9. Budget: \$4,000
10. Requested Agenda Item: Need clarification over representation of OT under "Rehab" wing versus Medical Services. Clarification to departments needed.

Prepared and Submitted by: Hassan Juma-Ramadhan,

Occupational Chair

Region II Executive Board Meeting Report

March 2019

Regional Chief Steward: Laura Kenney

Total # Members: 99 (estimate)

Total # Stewards: 1

Total new hires in past 60 days: UNK

1. Meeting(s) held = January 18, 2019 Lunch meeting with LPA's (Chico CCL)  
January 23, 2019 LPA meeting w/Beverly (Chico CCL)  
March 13, 2019 JLMC Meeting w/Beverly & Abdul (Susanville HDSP)

2. Specific Departmental Concerns:

LPA's several open positions 7 caseloads covered by 3 LPA's and one more leaving in next 2 weeks

3. Grievances/Complaints/Meetings: none

4. Grievances/Complaints/Meetings WINS: NA

5. Expense(s) total incurred last 60 days: JLMC travel to Susanville

6. Requested Agenda Item(s): none

Prepared and Submitted by: Laura Kenney

Laura Kenney

Regional Chief Steward (Region II)

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/16/2019

**Regional Chief Steward, IV:**

Departments Represented: CDCR, CCHCS

1. Meeting(s) held:

1/17/2019-- Stewards Meeting SOL

1/31/2019-- Stewards Meeting CMF and SOL

3/13/2019 -- CMF Membership Meeting

2. Specific Departmental concerns:

\*Violation of Weingarten's rights (Continued)

\*Removal of LOI's from personnel files.

\*"Knee Jerk" issuing of LOI's.

\*Acting positions not being offered to all, or people remaining in acting positions too long.

3. Grievances/Complaints/Representational meetings:

- SW being asked for documentation for a medical appointment, when no establish pattern has been seen.
- SPB pre-trial hearing ocured and it was negotiated that member would get a lesser punishment. Lost 10 days, settled to 5 days.
- Stewards calling meeting for RT's in EOP to advocate for open communication, cohesiveness between management and RT's, and removal of LOI's.
- Clarification on different types of Education Leave (PE, PT, PDD).
- Grievance for O-wing safety (Denied at level III)

4. Grievances/Complaints/Representational meeting WINS:
  - CEO has agreed to look into removing LOI's from RT's files pursuant to the DOM.
  - Member was restored 5 days from a 10 day suspension through SPV
  - CCHCS Executive Director open and inviting BU19 Stewards to meet regularly with an attempt to resolve issues prior to grievances or complaints.
  - Chief of Mental Health was put of notice he is potentially violating Weingarten rights.
  - Clarification in regards to Education Leave was provided to members. There was a great response from members.
  
5. Expense(s) total incurred last 60 days: Aprox.--\$ 400
  
6. Requested Agenda Item(s): None

Prepared and Submitted by:

Courtney Jordan-Navarro,LCSW

Regional Chief Steward, IV

(California Medical Facility/ California State Prison Solano)

AFSCME Local 2620

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/12/2019

**Regional Chief Steward:** David Tepperman

Departments Represented: CDCR, Voc Rehb, Liscencing, Vets Homes, Adoptions?

Total number of members/nonmembers in the region:

Total number of Stewards in the region:

1. **Meeting(s) held:** 1/18/19 CDCR Labor Management Sacramento, 1/23/19 Satf/Corcoran Seward meeting, 2/12/19 3 Skelley hearings- Corcoran, 2/13/19 Bakersfield Member Meeting, 2/19/19 Fresno Member Meeting, 2/20/19 Wasco Labor Management Meeting, 3/12/19 Testifying AB 294
2. Specific Departmental concerns: Unsafe treatment space, Wasco SP, KVSP  
Management is challenging 4/10 work schedules and trying to get members to take their RDO in the middle of the week. This is an organizing opportunity.
3. Grievances/Complaints/Representational meetings:  
(Who/What/Contract Article violated?)
4. Grievances/Complaints/Representational meeting WINS:  
(Who/What/Contract Article violated?)
5. Expense(s) total incurred last 60 days: \$1417.80
6. Requested Agenda Item(s):

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/6/19

**Submitted by:** Deborah Leong, Regional Chief Steward Central Coast

Departments Represented: CDCR, DOR, DSS, DJJ.

Total number of Members/Nonmembers:

Total number of Stewards: 15

Meeting(s) attended since last report:

1/18/19: CDCR Joint Labor Management Meeting

1/31/19: Union Conference Call

2/13/19: DJJ meeting with the Governors Office

2/21/19: Brief meeting with DJJ

2/23/19: Stewards training with CMC

2. Departmental concerns: DJJ Crisis Bed; DJJ and CDCR On-Call/Call-Back compensation and abuses; Cerner issues

3. Grievances/Complaints/Representational meetings: Call-In for Contingent Shifts compensation request. Late Night/weekend shifts for Solano SP Clinicians. Harassment DSS. Supervisor harassment issues.

4. Expense(s) total incurred last 60 days: \$300 for CMC Stewards Training. Other expenses incurred for Joint Labor Management Meeting

Submitted by: Deborah Leong, Chief Regional Steward, Central Coast

American Federation of State, County, and Municipal Employees  
Region VIII Board Report

Date: March 8, 2019

01/12/19 and 01/13/19: Executive Board Meeting Burbank

01/19: Attend the Martin Luther King breakfast in Los Angeles

01/19: Participate in the Los Angeles Women's March

01/29/19: Meeting with new stewards in Glendale

01/31/19: 1.5 hours Telephone consultation with a member

02/12/19: Membership meeting Monterey Park, Ca.

02/20/19: Membership meeting El Segundo, Ca.

02/21/19: Membership meeting Los Angeles, Ca.

02/26/19: Region VII in West Covina, Ca.

02/27/19: Scheduled an informal meeting with a manager in adult care who had not approved a member's Calater in months. Prior to our meeting date the member's Calaters was approved.

03/07/19: 1 hour telephone consultation with member regarding overtime.

Members concerns:

1. Status of Re-classification or adding another pay range for LPAs.
2. Threats by management regarding the "Principle of Documentation" and the lin adequate training Licensing Program Analyst (LPA) received.
3. SDI – State Disability Insurance options
4. Mileage calculation: Establishing our home as a 2nd worksite
5. Benefits orientation (training, face to face)
6. Performance Evaluation to be completed yearly.
7. LPA refresher (Advanced LPA Training)
8. Bilingual Pay
9. Another Raised for the new contract
10. Cost of living raise
11. Personnel training to be added to LPA Academy
12. Parking placards for the LPA's when going to an city that needs permits for parking
13. Establish a time for management to reply to DR160 and for the union to track DR160s

The above are hot topic for members who want answers

Prepared and submitted by Belinda Gilmer  
Los Angeles Region VIII Chief Steward  
Local 2620

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** March 13, 2019

**Regional Chief Steward:** Jasmin Allen, LCSW

**Departments Represented:** CDCR, POC, DOR, DSS, DDS, Veteran's Home, Dept. of Public Health, Dept. of Education, Dept. of Consumer Affairs

**Total number of members/nonmembers in the region:** 389/86

**Total number of Stewards in the region:** 29 Stewards

1. **Meeting(s) Held:** 1/16/19: Riverside Regional Membership Meeting; 1/24/19: Palm Desert DOR Membership Meeting; 1/24/19: Bermuda Dunes POC Membership Meeting; 1/24/19: Canyon Springs DDS Membership Meeting.
2. **Specific Departmental Concerns:** DOR: Educational reimbursement and workload issues. Phys. Asst: Not receiving state time after transfer. DDS: Difficult management. CDCR: Licensing timelines.
3. **Grievances/Complaints/Representational meetings:** 2/8/19: Representational Meeting held with a member and AI Austin regarding Licensure, member did not obtain licensure within mandated timeframes. Member ultimately received a non-punitive termination.
4. **Grievances/Complaints/Representational meeting WINS:** None (Who/What/Contract Article violated?)
5. **Expense(s) total incurred last 60 days:** \$172.80
6. **Requested Agenda Item(s):** None

**Prepared and Submitted by:** Jasmin Allen, LCSW

Region 9 Chief Steward (Orange, Riverside, San Bernardino)

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** 3/6/19

**Regional Chief Steward:** T. Harris, LCSW, Region 10

Departments Represented: CDCR, DOR, CALVETS, DSS

Total number of members/nonmembers in the region:

Total number of Stewards in the region:

Meeting(s) held: 1/12 to 1/13- Executive Board meeting in Burbank

1/23/19- San Diego & Imperial Counties Labor Council Delegate Meeting in San Diego

1/25/19- Contracting out and Professional Retention committee (19.7) in Sacramento

2/6/19- Region 10 Membership meeting in Mission Valley

2/13/19- Stewards Meeting at RJD

2/14/19- Southern VP Regions 6,7,8,9 &10 Conference call

Specific Departmental concerns: increase in violence on EOP non-designated yards

1. Grievances/Complaints/Representational meetings:

(Who/What/Contract Article violated?)

- RJD- 19.1 H and I- departmental Vacation Bid process, 2 group grievance's submitted, 1 class action SWs.
- RJD- 6.4 C Alternative Work schedules, specifically RDOs, possible group grievance

2. Grievances/Complaints/Representational meeting WINS:

(Who/What/Contract Article violated?)

- RJD- 2/14/19 grievance win for RJD Pharmacist on the violation of 6.3 E Standby

3. Expense(s) total incurred last 60 days: none

- Approx. \$500

4. Requested Agenda Item(s): none

Prepared and Submitted by:

T. Harris, LCSW, Region X  
Regional Chief Steward

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Date:** March 15, 2019

**Regional Chief Steward:** Yvette James, Ph.D.

**Departments Represented:** Stockton Facilities (CDCR and CCHCS)

**Total number of members/nonmembers in the region:** need current numbers

**Total number of Stewards in the region:** 4 Active Stewards

1. **Meeting(s) Held:**
2. **Specific Departmental Concerns:** Unlicensed Social Workers and Psychologists being released from state service due to inaccurate account of their state service time and allocation of time to get licensed per new law.
3. **Grievances/Complaints/Representational meetings:** 2/19/19: SPB Hearing Fresno Office; 2/28/19 Investigative Interview.
4. **Expense(s) total incurred last 60 days:** See expense reimbursement for mileage to Fresno on 2/19/19.
5. **Requested Agenda Item(s):** None

**Prepared and Submitted by:** Yvette James, Ph.D.

Stockton Facilities Regional Chief Steward

STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD



BELINDA GILMER,

Charging Party,

v.

AMERICAN FEDERATION OF STATE,  
COUNTY & MUNICIPAL EMPLOYEES LOCAL  
2620,

Respondent.

Case No. LA-CO-144-S

**NOTICE OF WITHDRAWAL AND  
CLOSURE OF CASE**

NOTICE IS HEREBY GIVEN that the above-captioned unfair practice charge has been withdrawn by the Charging Party without prejudice. Accordingly, the case is closed.

DATED: March 4, 2019

J. FELIX DE LA TORRE  
General Counsel

By

A handwritten signature in black ink, appearing to read "Mary Weiss", written over a horizontal line.

Mary Weiss  
Supervising Regional Attorney

Attachment

## Mary Weiss

---

**From:** njgilmer@aol.com  
**Sent:** Wednesday, February 27, 2019 7:37 PM  
**To:** Mary Weiss  
**Subject:** withdraw complaint

Ms. Weiss, as you forcefully suggested I am withdrawing my complaint against AFSCME. I filed this complaint almost a year ago and you contact me yesterday, 2/26/19, additional information or you would have to close my complaint. Why didn't you ask me for additional information during my numerous calls to you? It appears to me hat Public Employment Relations Board works with the union not union members.

Belinda Gilmer  
562-440-5867

## PROOF OF SERVICE

I declare that I am a resident of or employed in the County of Los Angeles, California. I am over the age of 18 years and not a party to the within entitled cause. The name and address of my residence or business is Public Employment Relations Board, 425 W. Broadway, Suite 400, Glendale, CA 91204-1269.

On March 4, 2019, I served the NOTICE OF WITHDRAWAL AND CLOSURE OF CASE regarding Case No. LA-CO-144-S on the parties listed below by

placing a true copy thereof enclosed in a sealed envelope for collection and delivery by the United States Postal Service or private delivery service following ordinary business practices with postage or other costs prepaid.

personal delivery.

facsimile transmission in accordance with the requirements of PERB Regulations 32090 and 32135(d).

electronic service (e-mail).

Belinda Gilmer  
16414 Alora Avenue  
Norwalk, CA 90650

Andrew H. Baker, Attorney  
Beeson, Tayer & Bodine  
Ross House, Second Floor  
483 9th Street, Suite 200  
Oakland, CA 94607

I declare under penalty of perjury that the foregoing is true and correct and that this declaration was executed on March 4, 2019, at Glendale, California.

\_\_\_\_\_  
Mary Weiss  
(Type or print name)

\_\_\_\_\_  
  
(Signature)

## Janus Opt Outs

104 members requesting to opt out

91 members addressed

13 members just logged, not addressed

of the 91

54 old cards

11 new cards eligible to opt out

20 new cards not eligible yet

6 misc, retired/separated/decided to remain a member

of the 13

5 old cards

8 new cards

**From July 2nd to March 15th Number that signed up = 237**

of the 91

Jan PP last deduction	65
Feb PP last deduction	2
Mar PP last deduction	3
Apr PP last deduction	3
May PP last deduction	4
Jun PP last deduction	2
Aug PP last deduction	1
Sep PP last deduction	3
Oct PP last deduction	1
Nov PP last deduction	1
Misc	6

91

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Committee:** Good & Welfare Committee

**Date:** March 13, 2019

**Chair(s):** Samuel McGauhey & Jasmin Allen

**Purpose:** To promote the good fortune, health, happiness, and prosperity of Local 2620 members through connecting with members during both joyous events as well as unfortunate events.

**Meeting(s) Held:** Teleconference: 3/2/19

**Current Projects:** Members of the Month (Retirement Edition), Lobby Day Presentations

**Upcoming Projects:** Ongoing Member of the Month

**Total incurred expenses for last 60 days:** \$0

**Requested Agenda Item:** Proposed Budget for Committee in 2019

**Prepared and Submitted by:** Jasmin Allen

# **March 2019 Membership Organizing Committee Report**

## **Function of Committee:**

Increasing the membership within the Local by informing and mobilizing members.

## **Committee Chairs:**

Wanda Wullschleger-Southern  
Shukimba Carlis- Northern

## **Committee Members:**

Abdul Johnson  
Evan Graff  
Mildred Ingram  
Eric Young  
Cheryl Kidd  
Kevin Dong  
Belinda Devall  
Tianna Harris  
Tisha Hill-Smith  
Deborah Leong

## **Assigned Staff:**

Cliff Leo Tillman, Jr.

## **Action tasks:**

To engage non-members, current members that have not filled out a new card and new employees.

## January 2019

### Members

Members Full Time (FT):	3860
Members Part Time (PT):	105
Total Members:	<b>3965</b>

### Non-Members

Non Member FT:	1117
Non Member PT:	48
Total Non-Members:	<b>1165</b>

5130 Total

### 77% MEMBERSHIP

## February 2019

### Members

Members Full Time (FT):	3790
Members Part Time (PT):	107
Total Members:	3897

### Non-Members

Non-Member FT:	1182
Non-Member PT:	48
Total Non-Members:	1230

5127 Total

### 76% MEMBERSHIP

The numbers of the membership are subject to change based on employees getting promoted, retiring or new hires.

**Budget:** Defer to Treasurer

**Recommendations:**

- Continue to engage non-members and current members on completing the current membership card/negotiations survey card.
- Develop Plan for Membership Blitz

Respectfully Submitted,

Wanda Wullschleger, Southern Chair  
Shukimba Calis, Northern Chair

**American Federation of State County and Municipal Employees  
Local 2620, Health & Social Services Professional Employees  
Report for Submission to the Executive Board**

**Committee:** Women's Committee

**Date:** March 14, 2019

**Chair(s):** Xochilt Martinez & Jasmin Allen

**Purpose:** Our goal is to promote women's issues and create opportunities for more participation in the union and encourage comradery.

**Meeting(s) Held:** Teleconferences: 3/2/19 and 3/14/19

**Current Projects:** Weekly Women's History Month Spotlight E-Blasts

**Upcoming Projects:** Mother's Day

**Total incurred expenses for last 60 days:** \$0

**Requested Agenda Item:** Proposed Budget for Committee in 2019

**Prepared and Submitted by:** Jasmin Allen