



## **05/08/21 Executive Board Meeting Minutes**

**05/08/21 Meeting Start Time: 10:00am**

**05/08/21 Break: 12:57pm**

**05/08/21 Return from Break: 1:17pm**

**05/08/21 Meeting Adjourned: Approximately 6:00pm**

## **EXECUTIVE BOARD MEETING AGENDA May 08, 2021**

1. Roll call of Officers
2. Reading/Approval of minutes of the last meeting dated March 13, 2021
3. Initiation of new members- Katy Deaton & Willow Saloum
4. Review of Agenda
5. Reading of Correspondence

### **Role Call**

#### **03/13/21 Executive Board Meeting Possible Attendees**

##### Executive Board Members

Shukimba Carlis

Chelsea Harris

Joseph Greene

Sophia Herrera

Janelle Fisher

Xochilt Martinez

Yvette James Excused

Hassan Juma-Ramadhan

Ashley Massimino

Mona Mosk (Currently in an Acting Supervisor position Yok Choi filling in)

Brandi Brooks

Alex Pitz

Tisha Hill-Smith

Lisa Smith

Ellen Beraud

Brian Kaufman

Kathryn Manness

Courtney Jordan-Navarro (Excused Absence)

Deborah Leong

Julissa Barton-Young

Willow Saloum

Inesita Arce

Katy Deaton

Lauren Moore

Denise Nicks

Visitors: Victor Pacheco & Daryl Charbaszcz

#### Business Agents

Rafael Garcia

Rafeal Serrano

Al Austin

Juan Vazquez

Cliff Tillman

#### **Absent executive board members**

Courtney Navarro-Jordan, Hassan Juma-Ramadhan

#### **Absent Business Agents**

All but Cliff Tillman

- A. Officers Report
  - a. President - Shukimba Carlis
  - b. Northern VP- Chelsea Harris
  - c. Southern VP - Joseph Greene
  - d. Secretary - Janelle Fisher
  - e. Treasurer -Sophia Herrera
  
- B. Staff Reports

- a. Senior Business Agent – Cliff Tillman
  - b. Southern B.A. – Raphael Serrano
  - c. Southern B.A. – Al Austin
  - d. Central B.A. – Juan Vasquez
  - e. Northern B.A. – Rafael Garcia
- C. Occupational Reports
- a. Chaplains (CHOC) – Xochilt Martinez
  - b. Dietitian/Nutritionists (DNOC) – Vacant
  - c. Individual Program Coordinator (IPLCOC) – Lisa Smith
  - d. Licensing Program Analysts (LPAOC) – Alex Pitz
  - e. Pharmacists (PharmOC) – Vacant
  - f. Physical Medicine (PMOC) – Hassan Juma-Ramadhan
  - g. Rehab Therapists (RTOC) – Denise Nicks
  - h. Social Workers (SWOC) – Inesita Arce
  - i. State Psychologists (SPOC) – Willow Saloum
  - j. Vocational Rehab (VROC) – Tisha Hill-Smith
- D. Regional Stewards Reports
- a. Region I – Vacant
  - b. Region II – Katy Deaton
  - c. Region III – Kathryn Manness
  - d. Region IV – Courtney Jordan-Navarro
  - e. Region V – Brandi Brooks
  - f. Region VI – Lauren Moore
  - g. Region VII – Deborah Leong
  - h. Region VIII – Julissa Young
  - i. Region IX – Ashley Massimino
  - j. Region X – Vacant
  - k. Region XI – Yvette James
- E. Facility Chief Stewards Reports
- a. Atascadero SH – Ellen Beraud
  - b. Coalinga SH – Vacant
  - c. Metropolitan SH – Brian Kaufman
  - d. Patton SH – Mona Mosk (On leave completing acting supervisor position)
  - e. Napa SH – Vacant
  - f. Porterville DC – Vacant
  - g. Sonoma DC – Vacant
- F. Committee Reports
- a. GAC Meeting (Yok Choi)

G. Unfinished Business

- a. Joint Labor Management Meetings

H. New Business

- a. Recreation Therapist Task Force survey results (James Kelly)
- b. Union Policy on providing Union Member distribution list information (names, emails, or member status) to local Stewards (Submitted by Brandi Brooks)
- c. American Income Life Insurance Company
- d. Introducing a curated Regional Map Design (Chelsea Harris)
- e. "Potential" Membership Breakdown list (Chelsea Harris and Rafael Garcia)
- f. Update on Regional/Facility Chief Training (Chelsea Harris)
- g. Update on Constitution Changes (possible speakers: Cliff Tillman /Brian Kaufman)
- h. Feedback on Regional/Facility Chief Training (Speaker: Chelsea Harris)
- i. Introduction to some organizational tools/resources for EB, members, etc. - discuss posting on the website after EB review, may call for a vote if controversial (Speaker: Chelsea Harris)
- j. Negotiations update + Restoration of 10% pay cut, M&C appointed members, and any pertinent information (Cliff Tillman)
- k. Update on online grievance log (Cliff Tillman)
- l. Policy and Rule-Making Committee - update of first meeting. If no meeting has been scheduled, what are the barriers to scheduling a meeting to review current policies and procedures to tighten our organization and order? (Janelle Fisher)
- m. Elections Committee - where are we at in finalizing a solid committee? Election planning to fill vacant seats.
- n. May 2021 Revised Budget
- o. A member is wondering why psychologists and social workers get paid so much lower than other classifications with less education, but who have access to overtime. Members want to know if we can advocate for pay an increase comparable to these other classifications. (Submitted by Brandi Brooks)
- p. Possibility of Hybrid Executive Board Meeting November 2021 (Group Discussion)
- q. In person or virtual Large Occupational Meeting and Convention and who is willing to be on the Convention Committee (Group Discussion)
- r. Membership outreach/communication (Submitted by Alex Pitz )
- s. Incident involving Denise Nicks and Lisa Trujillo on 5/4/2021
- t. Denise Nicks return to the negotiations team (Group Discussion)

### **Officer's Verbal Reports Notes**

1. President's Report: working closely with the treasurer. Members dropping out. Shukimba Carlis met with members at Veteran's Home. Shukimba Carlis reports she spends time putting out fires.

### **Business Agent Verbal Report Notes**

1. Cliff Tillman: Last meeting for bargaining on our contract in late January. Cliff Tillman expects to hear from the state after the May Revised Budget which is next week. That will determine what the state is projecting what they will have in their budget. The governor announced he is going to rescind the 10% reduction effective July 2021. A formal meeting has been requested to restore our pay now. The American Rescue Plan passed. Everything is tied to what happens with the May Revised Budget. After the May Revised Budget we will send a proposal requesting our pay be restored immediately.

### **Occupational Chair Verbal Reports**

1. Denise Nicks There is a restaffing plan CDCR submitted to the court does not include Music Therapists, Dance Therapists and other types of therapists.

### **Regional Chief Steward Verbal Reports**

1. Kathryn Manness: Discussed management initiating corrective action under dishonest pretenses/lies. At CSP Sac 3 people were reported to their licensing board for sexual misconduct that were bogus but made in writing. No set policy from CDCR headquarters regarding these incidents.

Treasurer Report: Sophia Herrera A lot to clean up regarding bills, invoices, member opt outs, and audits for 2019 and 2020. Sophia Herrera wants to clean up the Burbank office. The 2021 May Revised Budget was discussed.

### **Motions**

**Motion #1: Denise Nicks I move the 03/13/2021 EB minutes be amended to state the Behavior Specialists are wanting FLSA-Exempt status rather than FLSA status**

**2nd to motion: Joseph Greene**

**Discussion: A discussion to discuss the background of this motion and the date of the last executive board meeting.**

**Vote: Passed by consensus**

**Motion #2: Tisha Hill-Smith We not read our reports in their entirety we say as submitted unless there is something pressing you want to share**

**2nd to motion: Kathryn Manness**

**Discussion: None**

**Vote: Passed by consensus**

**Motion #3: Chelsea Harris To approve the treasurer for full time union leave until the next executive board dated 07/11/2021**

**2nd to motion: Brian Kaufman**

**Discussion: Shukimba Carlis states that the treasure should be on fulltime union leave as the job is a lot of work and a lot needs to be corrected. EB members ask how long should the treasurer should be on fulltime union leave.**

**Motion #4: Brandi Brooks Amended previous motion to full time union leave for Sophia Herrera Treasurer to the end of the term**

**2nd to motion: Chelsea Harris**

**Discussion: Several arguments in favor of full time union leave**

**Vote by role call vote**

**Vote: Yes: 14 No: 5 Abstain: 1**

Chelsea Harris Yes

Joseph Greene Yes

Sophia Herrera yes

Janelle Fisher Yes

Xochilt Martinez Yes

Yvette James Excused

Hassan Juma-Ramadhan Absent

Ashley Massimino No

Mona Mosk (Yok Choi Filling in)

Brandi Brooks Yes

Alex Pitz Yes

Tisha Hill-Smith Yes

Lisa Smith No

Ellen Beraud yes

Brian Kaufman yes

Kathryn Manness Yes

Courtney Jordan-Navarro Absent

Deborah Leong No

Julissa Barton-Young No

Willow Saloum Abstain  
Inesita Arce Yes  
Katy Deaton: Absent at the time time of vote  
Lauren Moore Yes  
Denise Nicks No

**Motion #5 Julissa Barton to end debate  
2nd to motion: Kathryn Manness  
Discussion: By several board members  
Vote: Yes: 13 vote No: 5 Abstain: 1**

**Motion #6: Julissa Barton-Young to postpone the previous motion of full time  
union leave for Sophia Herrera until the next executive board meeting 07/11/2021  
2nd to motion:  
Discussion:  
Roll Call Vote: The vote did not pass  
Vote: Yes: 3 No: 12 Abstain: 1**

Chelsea Harris No  
Joseph Greene No  
Sophia Herrera No  
Janelle Fisher No  
Xochilt Martinez No  
Yvette James Excused  
Hassan Juma-Ramadhan  
Ashley Massimino (Absent at the time to vote occurred)  
Mona Mosk (Yok Choi Filling in)  
Brandi Brooks No  
Alex Pitz (Absent at the time to vote occurred)  
Tisha Hill-Smith No  
Lisa Smith Abstain  
Ellen Beraud No  
Brian Kaufman No  
Kathryn Manness No  
Courtney Jordan-Navarro  
Deborah Leong Yes  
Julissa Barton-Young Yes

Willow Saloum (Absent at the time to vote occurred)

Inesita Arce No

Katy Deaton (Absent at the time to vote occurred)

Lauren Moore No

Denise Nicks Yes

**Motion #7: Kathryn Manness To amend the current motion until 12/31/2021**

**2nd to motion:**

**Discussion:**

**Vote:**

**Motion #8: Brandi Brooks To amend the amendment to extend full time union leave for Sophia Herrera treasurer until 12/31/2021**

**2nd to motion: Kathryn Manness**

**Discussion: Brandi Brooks states we need continuity with addressing our books. A projected amount has been included in the May Revised budget as presented during this meeting**

**Vote: Passed by consensus**

**Motion #9: Brandi Brook Extend full time union leave for Sophia Herrera Treasurer until 12/31/2021**

**2nd to motion: Kathryn Manness**

**Discussion: Brandi Brooks formally recalls the roll call vote**

**Vote: Yes: All others vote yes No: 2 Abstain: 0**

**Motion #10: Shukimba Carlis Return from lunch at 1:17pm**

**2nd to motion: Chelsea Harris**

**Discussion: None**

**Vote: Passed by consensus**

**Motion #11: Brandi Brooks This topic be referred to the GAC Committee**

**2nd to motion: Ellend Beraud**

**Discussion: Per Cliff Tillman GAC can discuss non-sponsored/proposed bills. Denise Nicks wants the executive board to make this RT presentation a priority during the current legislative session. Per Yok Choi any legislative item is brought from GAC to EB not the vice versa.**

**Vote: Yes: Many No: 3 Abstain: 0**

**The motion passes**



**Motion #12: Brian Kaufman Policy Committee review whether or not we have a policy regarding distributing union members' contact information.**

**2nd to motion: Kathryn**

**Discussion:**

**Yes: Motion Passed by consensus No: Abstain:**

**Motion #13: Julissa Barton-Young The company American Income Life Insurance not service Bargaining Unit 19 members**

**2nd to motion: Brandi Brooks**

**Discussion: Kathryn Manness Would like to see if Julissa Barton-Young would accept a rewording of the motion to read something like I move that the president write a cease and desist letter to American home income whatever to cease and desist from contacting any of our members. Shukimba Carlis said the insurance company asks if we reconsider working with this company. Some members have extra benefits from this company. Per Cliff Tillman we cannot fully cancel communications with them as a result**

**Yes: Passed by consensus No: Abstain:**

**Motion #14: Ellen Beraud Vote to adopt the May revise 2021 budget as amended**

**2nd to motion: Brian Kaufman**

**Discussion: Yok Choi requests a budget of \$20,000 for GAC**

**Yes: Passed by consensus No: 0 Abstain: 0**

**Motion #15: Joseph Greene to amend the previous motion and to amend the May 2021 Revised a budget to allocate \$20,000 to the government affairs committee**

**2nd to motion: Brian Kaufman**

**Discussion: None**

**Yes: Passed by consensus No: 0 Abstain:**

**Motion #16: Alex Pitz November 2021 Executive Board Meeting will be held via hybrid model**

**2nd to motion: Chelsea Harris**

**Discussion:**

**Yes: 15 No: 0 Abstain: 0 Motion passed**

**Role Call Vote**

Chelsea Harris Yes

Joseph Greene Yes

Sophia Herrera Yes

Janelle Fisher Yes

Xochilt Martinez (Not present at time of vote)

Yvette James Excused  
Hassan Juma-Ramadhan (Absent)  
Ashley Massimino (Absent at the time the vote was taken)  
Mona Mosk (Yok Choi Filling in)  
Brandi Brooks Yes  
Alex Pitz Yes  
Tisha Hill-Smith Yes  
Lisa Smith Yes  
Ellen Beraud Yes  
Brian Kaufman Yes  
Kathryn Manness Yes  
Courtney Jordan-Navarro (Absent)  
Deborah Leong Yes  
Julissa Barton-Young Yes  
Willow Saloum (Absent at the time the vote was taken)  
Inesita Arce Yes  
Katy Deaton (Absent at the time the vote was taken)  
Lauren Moore Yes  
Denise Nicks Yes

**Motion #17: Chelsea Harris 2021 Large Occupational Meeting and convention  
100% virtual via Zoom**

**2nd to motion: Kathryn Manness**

**Discussion: None**

**Yes: All other present vote yes No: 1 Abstain: 1**

**Motion passed**

**The author Janelle Fisher, exited the meeting at 5:31pm**

**Motion to Adjourn:**

**2nd to motion:**

**Discussion:**

**Vote:**