Local 2620 AFSCME Member Meeting Minutes

July 11, 2020 – tele-meeting

Begin: 10:07 am
Adjourn: 5:03 pm

Quorum reached = 26

MOTION #1 approve agenda – Motion passed

No correspondence read

MOTION #2 TO APPROVE 3/24/2020 MINUTES
Motion by Brian Kaufman
Second by Ellen Beraud
Motion #2 passed

Officers' Reports
President -- Eric is working on his written report but gave a verbal report. Committee appointments online.

No. VP – submitted written report

Secretary – cannot submit report on membership because there are continuing problems in getting correct membership information from Council 57 (C57).

Treasurer -- Yok informed the EB difficulties getting information from C57. Some discrepancies between what the State gives the C57 and what C57 gives. Late receipt of C57 gives to us. We just got May's. 3679 total numbers is incorrect it was what was for last Dec. Cannot get membership names/numbers. Last Sept was last time we got dollars/cents for each member. Because of these problems, Yok cannot do the budget.

MOTION #3 to approve outstanding reimbursements
Motion by Yok Choi
Second by Lisa Hill-Smith
Discussion
Motion #3 passed

DRAFT DRAFT DRAFT

MOTION #4 to go into closed session
Motion by Yok Choi
Second by Lisa Hill-Smith
Vote: Motion passed

MOTION #5 (in closed session to consult an attorney re discussion in closed session)
Motion by York Choi
Second by David Tepperman
Discussion
Motion #5 passed

12:52 return to open session

Presentations:
Amy Cole
Kathryn Lybarger
Wanda Wullschleger
Kim Carter-Martinez

Business Agents Reports are online and Cliff highlighted some items.

MOTION #6 to accept Chelsea Harris's report
Motion #6 passed

MOTION #7 to go into closed session
Motion Passed

The following 3 motions were voted on by secret ballot via email. The emails were sent to secretary@afscmelocal2620.org. They were counted by the Secretary, and all emails have been archived

MOTION #A to continue a suspension re negotiations
Motion by David Tepperman
Second by Ellen Beraud
Discussion

Motion AA – to make voting a secret ballot
Motion by Brian Kaufman
Second by Debora Leong
Voting: Motion Passed

MOTION B to vote for Southern Vice President
MOTION BB to make voting a secret ballot

DRAFT DRAFT DRAFT

Motion Passed

MOTION C to Not substantiate a complaint (discussed in closed session)
Motion C failed

MOTION CC to vote by secret ballot
Motion CC passed

MOTION #8 to give the delegates to the International Convention a stipend of $400.00/day
Motion by John Chapman
Second by Mildred Ingram
Discussion
Call the Question by David Tepperman – Carried
Motion #8 status?

MOTION #9 to pay delegates ½ of union leave time
Motion by Yok Choi
Second by Susan Neeson
Discussion
Motion #9 failed

MOTION #10 – the Election Committee process the ratification ballots for the Side Letter agreement
Motion by Lisa Hill-Smith
Second by Brian Kaufman
Discussion
Motion #10 passed

Additional Discussion: Lisa Trujillo will count the ballots with 3 volunteers

MOTION #11 to extend the date to receive votes for the ratification of the Side Letter regarding the salary reduction to July 27th, 2020.
Motion by Yok Choi
Second by Kathryn Manness
Discussion
Motion #11 passed

MOTION #12 to adjourn the meeting
Motion by Ellen Beraud
Second by Matt Tidd
Motion #12 failed

DRAFT DRAFT DRAFT

EB member reports
Submitted online or to be submitted online. Highlights given verbally by some of the members.

Meeting adjourned at: 5:03 pm

DRAFT DRAFT DRAFT

Local 2620 AFSCME Member Meeting Minutes

Meeting Minutes

Purpose of: Meeting: Executive Board Conference Call

Date: 7/19/2020 **Time: 7:07 pm to 8:00 pm** **Location:** conference call

Roll Call: Quorum Present
Eric Young
Mildred Ingram
Kathryn Manness
Yok Choi
Xochilt Martinez
Lisa Smith
Belinda Gilmer (left before voting)
Victor Pacheco
Tisha Hill Smith
Denise Nicks
Hassan Juma-Ramadhan
Laura Kenney
Chelsea Harris
David Tepperman
Deborah Leong
Yvette James
Ellen Beraud
Kathleen Bowsher
Brian Kaufman
Darrel Charbaszcz
Shukimba Carlis
John Xiong-Chapman

Guest Sharmayne Yusuff- Chair of Elections Committee
Reviewed the results of the report she submitted:
54 votes received
14 discounted: 2 were not put in the secret ballot envelope and others either had no signature or had something written on the ballot
Of the 40 counted: 38=yea (95%) and 2=nay (5%)

MOTION: to accept the results of the ratification vote for the PLP side letter.

a. Motion by Yok Choi
b. Seconded by David Tepperman

Vote = 19=yea and 1=oppose – no abstentions

Motion passed

2. **MOTION TO ADJOURN**
   a. Motion by John Xiong-Chapman
   b. Seconded by Shukimba Carlis

Vote for – unanimous

Motion Passed

Recorded By: Kathryn Manness, LCSW = Secretary
7/19/2020 @ 8:32 pm

Local 2620 AFSCME Member Meeting Minutes

Meeting Minutes

Purpose of: Meeting: Executive Board Conference Call

Date: 8/1/2020 **Time: 10:10 to 1:38 pm** **Location:** conference call

Roll Call: Quorum Present (17 present)

MOTION #1: to approve the agenda
Motion by Ellen Beraud
Seconded by Jasmin Allen
Motion 1 Passed

Executive Officers and EB member verbal reports included updates on:

- Mask distribution
- COVID site specific and general updates
- Elections
- Negotiations

MOTION #2: to approve the expenses of president Eric Young's trip to Redding
Motion by David Tepperman
Second by Amir Jafarinejad

Call the question: failed

Additional Discussion

Vote on Motion #2: 12=aye 4=nay 1=abstain
Motion #2 passed

MOTION #3 TO ADJOURN
Motion by Brian Kaufman
Seconded by David Tepperman
Motion #3 Passed

Recorded By: Kathryn Manness, LCSW = Secretary
8/1/2020 @ 1:38 pm

Local 2620 AFSCME Member Meeting Minutes

Meeting Minutes

Purpose of: Meeting: Executive Board Conference Call DRAFT DRAFT DRAFT

Date: 8/27/2020 **Time: 8:03 pm to 8:47 pm** **Location:** conference call

Quorum = 24 +
Joseph Green, Parliamentarian

Business Conducted:
President Young announced that everyone is unmuted.

The Elections Committee submitted 2 bids for vendors who might conduct our elections. A third bid is expected later and all bid will be reviewed tomorrow in the executive officers' meeting.

Belinda Gilmer's resignation from the executive board and opt-out of the union was reviewed. Alex Pitts is now representing LPAs in the negotiations.

Eric Young presented a safety and security issue he was experiencing at his home.

MOTIONS #1 to reimburse Eric Young for the first 3 months of his monthly payments to the security company to not exceed $70.00/month.

Motion by: John Chapman
Second by Lisa Hill-Smith

Discussion

Motion 1A – to postpone the vote on the motions until legal opinion can be obtained
Motion by Yok Choi
Second by Denise Nicks
Discussion
Vote: failed

Additional discussion on the **Motion #1**
Vote: aye=15 Nay=3 abstain 3
Motion #1 passed

Kathryn Manness, LCSW = Secretary
Date: Aug. 29, 2020

Local 2620 AFSCME Member Meeting Minutes

Meeting Minutes

Purpose of: Meeting: Executive Board Conference Call

Date: 8/30/2020 **Time:** 6:32pm to 7:12 pm **Location:** conference call

Roll Call: Quorum Present
Eric Young
Mildred Ingram
Kathryn Manness
Yok Choi
Lisa Smith
Tisha Hill Smith
Denise Nicks
Hassan Juma-Ramadhan
Laura Kenney
Susan Neeson
David Tepperman
Deborah Leong
Jasmin Allen
Ellen Beraud
Kathleen Bowsher
Brian Kaufman
Darrel Charbaszcz
John Xiong-Chapman

MOTION #1: to accept and move forward with the bid for SBS
Motion by Ellen Beraud
Seconded by Jasmin Allen

MOTION #1A Call the Question – Motion 1A failed

Vote for MOTION 1 = 4=yea and 11=oppose – 2 abstentions
Motion 1 Failed

MOTION #2: to accept and move forward with the bid for YES
Motion by Kathryn Manness
Second by Amir Jafarinejad

Vote: 13=aye 1=nay 3=abstain
Motion #2 passed

MOTION #3 TO ADJOURN
Motion by Brian Kaufman
Seconded by David Tepperman
Motion #3 Passed

Recorded By: Kathryn Manness, LCSW = Secretary
8/30/2020 @ 7:28 pm

LOCAL 2620 Tele-conference

EXECUTIVE BOARD MEETING MINUTES – September 12, 2020

Meeting began 10:15 am
Adjourned: 5:03 pm

Participants
Eric Young
Mildred Ingram
Kathryn Manness
Yok Choi
Xochilt Martinez
Lisa Smith
Amir Jafarinejad
Victor Pacheco
Tisha Hill-Smith
Denise Nicks
Matt Tidd
Hassan Juma-Ramadhan
Laura Kenney
Susan Neeson
David Tepperman
Deb Leong
Donn Tamaki
Tianna Harris
Ellen Beraud
Kathleen Bowsher
Brian Kaufman
Darrel Chaarbaszcz
Shukimba Carlis
John Chapman

MOTION #1 – approve the agenda
Vote by voice: unanimous
Motion #1 passed

MOTION #2 to postpone approval of minutes
Motion by Yok Choi
Second by Denise Nicks
Vote by voice
Motion #2 passed

Charles Allen report

15 applicants for new BA w/hope someone will be in place by the end of the month
On line training till end of year
Yes on prop 15 campaign

Working on good upkeep of membership list – monthly updates w/goal of completion on the 15th of the month. We also get a list of the new employees. C57 is careful to whom updated lists are sent re confidentiality.

Agreements w/some of counties and some schools w/in Ca re COVID policies and local 2620 has heard nothing about afscme working w/state re this. E.g. PPE in a certain website; there may be a side letter.

Yok still has no dues statements since last Sept for reconciliation of expenditures. Overdue for the 2018 account audit. When was the last membership list forwarded to any officer? Last was April to Eric. Teresa is working on dues roster. Yes, last was in April. A new list was generated and Charles "we should be able to get that to you." Who will keep the membership list? Andy, all c57 staff? Monique Aubrey, Lisa and Idona? Has access and uses the Unionware data base. Andy no longer oversees the data base. Danielle Dixon does. Unionware can store a great amount of data, e.g., it has a grievance tracking data base. How do we get a list from Lisa. BAs should be included in the request from a bd member as well as Lisa. Advice for leaders asking for lists: Chas will go through and try to find the ones he has been on email request. To be sure resent request to Lisa and Charles and put in subject line "Important" or something like that.

OFFICERS REPORTS
Eric: on the share drive and some additional comments and thanks to EOs. Unity and leaving politics at the door.
Millie: on the share drive and some additional comments. A letter with tips for the future. Emphasis on things to be done and future development. We all need to step up and work. Membership development is essential.

Yok: Treasurer's report:

MOTION #3 -- That the board approves a new line item budget of $10,000 to the POC Task Force led by Amy Kim and Don Tamaki to take such action as necessary including but not limited to hiring grant writers to seek federal funding for the POC.
Motion by Yok Choi
Second by Lisa Smith
Discussion:
Vote: 12 aye 8 nay 1 abstention
Motion #3 Passed

MOTION #4 to reimburse John Xiong-Chapman for his late submission of expenses
Motion by Lisa Smith
Second by Brian Kaufman
Vote: unanimous = aye
Vote #4 passed

MOTION #5: the board approves the draft audit of Buchbinder for the 2018 financial statements of the local.
Motion by Yok Choi
Second by Brian Kaufman, --

General Information and discussion. We as a board have fiduciary responsibility. The failure of C57 to provide income information is compromising and irresponsible. Yok said such a report (submitted w/o the income information) will reflect badly on C57. We have been diligently trying to get this info. If we don't complete this audit, we will be 2 years behind. We need to send it to the International. Yok intends to have a conversation w/the auditor to ensure that the failure to provide the information by C57 will be noted. Yok has been in touch with the person at International and has informed her of the difficulties in obtaining the needed financial information from C57. Consequences of not approving the report for the auditor? It will be on the next treasurer to complete. Yok will ask if we complete it, can we amend the audit.
Vote by voice: 2 nays and 4 abstentions
Motion #5 passed

MOTION #6 to go into closed session
Motion by: Yok Choi
Second by: Amir Jafarinejad
Motion #6 passed unanimously
Closed session ended @ 12:45

Lunch @ 12:45

Meeting reconvened @ 1:10 pm
MOTION #7 to continue closed session
Vote = aye=unanimous
Motion #7 passed

Closed session resumed @ 1:10 pm

MOTION #8 to end closed session
Motion by Yvette James
Second by Brian Kaufman
Vote: unanimous
Motion #7 passed

Return to open session @ 1:39

MOTION #9: the board approve the appointment of Rothner, Segall & Greenstone, Attorneys, on a monthly retainer of $2,200 for an initial period of six months to advise the local in all matters of governance and representation.
Motion by Yok Choi
Second by:
Vote:
Motion #9 passed

Mildred: We would like to do a membership drive. Vice presidents are in charge of membership. Over the past several years we have spent a lot of money. We recently redeemed reward points for gift cards. Let's use them for a membership drive. Next 2 months do a membership drive.
Board members sign up 2 new members per month but EB members to not get gift cards.

MOTION #10 to do a membership drive. Non-board members will compete for gift cards to recruit new members. First prize will be $100 in gift cards; second prize, $50. This will be for the next two months.
Motion by Mildred Ingram
Second by Amir Jafarinejad
Discussion
Details are in treasurer's report
VOTE = Unanimous = aye
Motion #10 passed

BUSINESS AGENTS REPORTS
Al Austin = on line and Al made some additional comments

Cliff – Submitted on line, including grievance log and meet and confer logs. Additional comments made. Cliff thanked EB members. Negotiations – the list is narrowing. Next meeting is in the week of 9/21. If additional meetings are needed, they will be scheduled. Arbitration for alternate work schedules for CSP-SAC was largely but not fully successful. Most arbitrations are universal vs. personal, so this decision was redacted. The arbitrator ruled that the state cannot AWWS w/o justification. Telework – the state is creating a statewide telework policy. They have to meet and confer with all

the unions. It will be difficult because it will require a meet and confer with 21 unions. Once we get the formal notice, Cliff will submit to the EB.

Miscellaneous Comments: Some EB members were emphatic in the importance of being very firm and pro-active in bringing our safety issues/concerns to higher levels. CalHR often says "take it up the chain of command … go to the local level …" Re COVID issue, we have not made progress.

Recess @ 2:52

EB member reports submitted on line and individual comments were made as well. Various comments included (but are not limited to)

1. Consider a mentoring of new EB members, which is very important.
2. Next Board consider appointing a member to coordinate information re various meetings, including meets/confers, JLMCs, health & safety
3. Jan 2021 specified that the only hours the state will use towards the 4 years towards licensing. AB2253.

MOTION #11 to appoint a meeting coordinator to keep tract of various meetings and send reminders out for meetings such as Meet and Confers, JLMCs, safety and health.
Motion by Denise Nicks
Second by Kathryn Manness
Vote: Motion #11 failed

MOTION #12 to have constitution changes ratified at the time that the ballots for general elections go out to the membership
Motion by Brian Kaufman
Second Kathleen

12A to postpone the vote until dues issue added
Motion by Yok Choi
Second by Susan Neeson
Aye=9 8=nay 2=abstain
Motion 12A passed

NOTE: Motion #12 will be on the next agenda as Old Business at the next EB meeting. During the interim, the Constitution Committee will meet to craft the language that amends the article that concerns our dues.

MOTION #13 for the Executive Board discuss with the president the potential chairperson of the Elections Committee.
Motion by Darrel
Second by Kathryn Manness
Discussion
Vote: 12 aye 2 nay 3 abstain

Motion #13 passed

Discussion was extensive.

No further motions were made.

Adjourn: 5:03 pm

Local 2620
Council 57
AFSCME
We Make California Happen
American Federation of State, County and Municipal Employees, Local 2620, AFL-CIO

November 14, 2020 Executive Board Meeting Minutes
Meeting Start Time: 10:05-12:52 and 13:50-16:06
Attendees

Shukimba Carlis
Chelsea Harris
Joseph Greene
Sally Heredia
Janelle Fisher
Mona Mosk
Brandi Brooks
Alex Pitz
Tisha Hill-Smith
Kathleen Bowsher
Lisa Smith
Ellen Beraud
Brian Kaufman
Kathryn Manness
Courtney Jordan-Navarro
Deborah Leong
Julissa Barton-Young
Cheryl Kidd
Yvette James
Victor Pacheco
Hassan Juma-Ramadhan
Inesita Arce
Xochilt Martinez
John Xiong-Chapman
Wanda Wullschleger
Yok Choi

Cliff Tillman
Rafael Garcia

Absent: Katy Deaton, Lauren Moore, Kevin Dong, Ashley Massimiono

Quorum Achieved

1. Swearing in of newly elected Executive Board members to be completed by President Shukimba Carlis
2. Introductions of all those present
3. **Old Business:** Agenda Item #12 from the previous Executive Board Meeting dated September 12, 2020, "To have constitution changes ratified at the time the ballots for general elections to out to membership." Motion by Brian Kaufman Metropolitan State Hospital Facility Chief, second by "Kathleen" Bowsher Note from 9/12/20 Executive Board Meeting, "Motion #12 will be on the next agenda as Old Business the next EB meeting. During the interim, the constitution committee will meet to craft the language that amends the article that concerns our dues."

New Business

4. Shukimba Carlis shares her vision (member and engagement and training, mentorship, etc.)
5. Professionalism to be introduced by Shukimba Carlis and passes to Xochilt Martinez Chaplain and Native American Spiritual Leader Occupational Chair
6. Tentative 2021 Calendar facilitated by Cliff Tillman
7. Stewards' training & training of members and executive board members in general to be facilitated by Chelsea Harris Northern Vice President
8. Executive Board Member Report written and verbal expectations/limitations
9. We need to set/agree upon a due date for Executive Board Member agenda items for Executive Board Members facilitated Janelle Fisher Secretary
10. No motions during the Executive Board Member Reporting period of the meeting to be facilitated Joseph Green Southern Vice President and Parliamentarian
11. The Contracting Out Committee wants to have Amir Jafarinejad chair this committee (only if Amir agrees to this)
12. Confidentiality as it relates to the Executive Board and our transactions the be facilitated by Shukimba Carlis
13. **Executive Board Member Reports**
14. **Staff Reports**
15. **JLMC Reports**
16. **COVID-19 issues**

Motion#1: Made by Kathryn Manness: To amend the agenda to include Executive Board Member Reports, Staff Reports, JLMC Reports, and COVID-19 issues
2nd to motion: Brian Kaufman and Kathleen Bowsher
Discussion: None
Vote: Motions passes by consensus

Motion#2: Mona Mosk requests to move agenda item #3 to between agenda items #5 and #6
2nd to motion: Deborah Leong
Discussion: None
Vote: Motion passes by consensus

Motion#3 Motion to postpone agenda item #3 until the next executive board meeting and if Brian Kaufman is still on the Constitution Committee will facilitate a presentation regarding this
2nd to motion Mona Mosk
Discussion:
Vote: Motion passes by consensus

Motion#4: Mona Mosk proposes a 2 day executive board meeting on Friday January 8, 2021 our executive board meeting with union leave and Saturday January 9, 2021 will be devoted to training on the financial standards and with the lawyer
2nd to motion: Joseph Greene
Discussion: Mona Mosk speaks in favor of the motion because it is critical to be up and running with our budget and training. Due to completing virtual meetings our budget has not been utilized for executive board meetings as we have in the past. Kathryn Manness Speaks against. Kathryn Manness states she is fiscally conservative. Concerned with decrease in income secondary to loss of membership. Joseph Greene speaks in favor of the motion. This is a one time occurrence not expected to occur routinely. Limited # of choices. 2 holiday weekends or push to 4th weekend of the month. Yvette James speaks against the motion. Reiterates what Kathryn Manness states. Not a good decision and does not send a good message. Prefers to be spread out over 2 Saturdays. Giving so much information is difficult to digest and attend to the details.
Vote: Aye 10 No 5 Abstain 2
Lisa Smith Asked for a Roll Call Vote but one was not needed. Wanda withdrew her vote as she is a trustee. Victor Pacheco withdrew his vote as he is filling in for the SPOC chair

Motion Passes.

Motion#5: Kathryn Manness motion to accept the 2021 calendar as amended. Kathryn Manness withdrew this motion.
2nd to motion: Brian Kaufman
Mona Mosk requests and amendment request to change the location of the convention to coincide with the location of the executive board meeting to be in south
Vote: Aye No Abstain

Motion#6: Mona Mosk Change the location of the September Executive Board Meeting, Large Occupation Meeting and convention to the south.
2nd to motion: Joseph Greene
Discussion: None
Vote: Aye 12 No 0 Abstain 2
Motion Passes

Motion#7: Motion to approve the calendar as amended
2nd to motion: Chelsea Harris
Discussion: None
Vote: Motion passes by consensus

Motion#8: Motion to have recess from from 12:52-13:50
2nd to motion: Xochilt Martinez
Discussion: None
Vote: Passed by consensus.

Motion#9: Joseph Greene proposes agenda item # 10 is postponed until the Januar 8, 2021 Executive Board meeting
2nd to motion: Janelle Fisher
Discussion: None
Vote: Passed by consensus

Motion#10: Kathryn Manness to postpone agenda item #11
2nd to motion: Mona Mosk
Discussion: Cliff Tillman states he hopes that not having a chair does not preclude them from scheduling a meeting before the end of the year. Mona Mosk states that it is difficult to

to run the meeting without a chair. She suggested that either of the vice presidents or anyone else is assigned as chair. Chelsea Harris is the chair
Vote: Passed by Consensus

John Xiong-Chapman questions whether or not he has been officially elected to his position of Chief Steward at Porterville and questions whether or not he is eligible to vote as a result. Wanda Wullschleger states John Xiong-Chapman is correct. Cliff Tillman states the position is considered vacant because no one ran for the position and states there are other vacancies that must be filled as well.

4. Shukimba Carlis states she wants to increase membership. We have 3384 members currently and 1743 who have opted out or refuse to be members as of 11/13/20 per the Data Coordinator. She reports receiving 6 emails of members requesting to opt out. She discussed ideas of ways to increase membership and is concentrating on recruitment. States she hopes to resume in person meetings soon. Shukimba Carlis wants us all to think of creating ways to increase engagement, by speaking to members, sending them items, socially distancing while engaging in person, handing out swag, and educating members regarding our union. Lisa Smith states a barrier is not having tools needed. Shukimba Carlis states she wants to resume with facilitating steward training and organize a training focusing on effective communication.

5. Xochilt Martinez shared a story shared with her by a Chaplain who requested to no longer be a member of the union. She stated another Chaplain experienced union members not following through on promises made. Xochilt Martinez states we need to repair and heal before moving forward. Many board members participated in this discussion.

3. Old business. Shukimba Carlis suggests a motion to postpone this vote due to many board members being unaware of this item. Brian Kaufman suggests a significant amount of time is allotted to agenda item #3 at the next executive board meeting.

6. The 2021 calendar includes the Executive Board meetings, executive officers meetings, holidays, council 57 executive delegate meetings,council 57 executive board meetings, Lobby Days among other iems. It is assumed we will resume in person meetings one day. A 4 hour financial standards component was offered to be completed at the January Executive Board Meeting. Cliff states that we will have to consider changing the January Executive Board Meeting to a short meeting, long meeting, or 2 day meeting. Shukimba suggests a motion to address later in this meeting. Cliff Tillman states this is a draft calendar and subject to board approval. Brian Kaufman suggests that 1-2 executive board meetings are held virtually on an annual basis. Mona Mosk suggests that we have a vote to have the Executive Board meeting/convention in the south. Mona Mosk states she is not receiving any emails and asks that a copy of the calendar is sent to her. The local 2620 lawyer will be facilitating a 1 hour training at the January meeting executive board meeting as well. Mona Mosk suggests the financial standards and Lawyer training on 1st day and 2nd day for the executive board

meeting. John Xiong-Chapman suggests we have 2 days training on Friday and Saturday. Cliff Tillman states we try to save on expenses by having the Executive Board board meeting on a weekend.

7. Chelsea Harris states one way to improve the local as a whole is to increase training opportunities. Training to include will be stewards training in person in North and South. Chelsea Harris requests discussion regarding this. Kathryn Manness suggests having in person trainings with the opportunity for others to participate via Zoom or the like. Cliff Tillman states he is very, very uncomfortable with in person meetings currently and that Council 57 is on stay at home orders. Cliff Tillman 's word of caution is to be careful. Our job may be as an essential worker but our role in the union is not "essential." Council 57 staff will not attend in person as a result until further notice. Brandi Brooks asks if we asked the members what they want and states members at SVSP are exhausted. Xochilt Martinez states that this the flu season. Kathleen Bowsher disagreed with trainings being removed as a line item of the budget and wants it to be placed back into the budget. Kathleen Bowsher reiterates it is flu season and does not want our training to be a superspreader event. States that we can record the trainings and upload it to our website for people to watch later. Kathleen Bowsher also states Local 2620 also has a Youtube channel that we could upload to as well. Kathleen Bowsher suggests we plan and get materials in place for training. Mona Mosk opposes in person meetings and states they are inappropriate. John Xiong-Chapman suggests Zoom training and incorporates our videos we upload to YouTube/Website. Suggests we evaluate how to look at money and spend our money. Kathryn Manness likes educational versus training in addition to formal training.

8. Per Cliff Tillman we start with the officer's report, next business agents. Kathryn Manness states the secretary should report on the membership numbers. We have 3384 members currently and 1743 who have opted out or refuse to be members as of 11/13/20. Cliff Tillman states he will provide a report on members versus non members by department at the January 2021 executive board meeting. Submit the executive board member report 2 weeks in advance. There are templates of Executive Board member report(s) located within the share drive.

9. Addressed by Sukimba Carlis.

Agenda Items #13 and 14 were completed simultaneously:

11. A request was received for a new chair for the Contracting Out Committee. Said committee wants the Amir Jafarinejad to be the chair of this committee. Said committee wants to have a meeting prior to the end of this year. Per Kathryn Manness, she spoke with Amir Jafarinejad and he told her he promised his family he would not take on union duties.

15. Should be old business this was suggested by Abdul Johnson per Kathryn Manness due to results of the JLMC's not being disseminated to the Executive Board. Victor Pacheco reports this was voted to be a standing item at Executive Board meetings. Victor Pacheco reports the

next CDCR statewide JLMC is scheduled for later this month. Per Shukimba Carlis the DSH statewide JLMC has not met in a long time. Per Kathleen Bowsher the next DSH statewide JLMC will occur 12/15/20. The DOR statewide JLMC is scheduled to occur December 2020.

16. COVID-19 Issues. Meet and confer regarding telework is ongoing. Victor Pacheco states we can follow, monitor, and create a plan to follow through with ideas. Per Cliff Tillman, the governor directed all departments to permanent telework opportunities by department. Every department must determine how telework can be implemented. Mona Mosk states telehealth is a cost factor due to having additional staff that must be present to monitor equipment. John Xiong-Chapman states talks regarding telework are being stalled by management.

13. Victor Pacheco states that as a designee for SPOC at the Executive Board Meeting he should be able to vote. Shukimba Carlis states that this can be addressed by the policy/constitution committee. Some Executive Board members submitted reports written, verbally, and a combination of both.

Motion to Adjourn at 16:06: Kathleen Bowsher

2nd to motion: Alex Pitz

Vote: Passed by consensus