



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 items. 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**