

AFSCME Council 57, Sacramento Office 2295 Gateway Oaks Drive, Suite 140 Sacramento, California 95833 (916) 923-1860 (916) 923-1877 fax	AFSCME Council 57, Burbank Office 2550 N Hollywood Way, #209 Burbank, California 91505 (800) 698-6553 (818) 847-2523 fax
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Executive Board Meeting Minutes
Saturday, November 13, 2021 | 10:00am to 4:00pm | via Zoom

Zoom Meeting Called to Order: 11/13/2021 at 10:05am

1. **Role Call** (names **hi-lighted in green** were present; names **hi-lighted in yellow** are excused absences; names **hi-lighted in red** are absent)

Executive Officers

Shukimba Carlis
 Chelsea Harris
 Joseph Greene
 Sofia Herrera
 Janelle Fisher

Occupational Chairs

Xochilt Martinez
 Denise Nicks
 Willow Saloum
 Tisha Hill
 Lisa Smith
 Hassan Juma-Ramadhan
 (stepped away at 1:28pm)
 Alex Pitz
 Inesita Arce

Sarah Rojas (sworn in 11/13/2021)

Bonnie Thomas (sworn in 11/13/2021)

Regional Chief Stewards

Ashley Massimino
 Brandi Brooks
 Deborah Leong
 Yvette James
 Lauren Moore
 Samira Jones

Facility Chief Stewards

Brian Kaufman
 Adriel Reyes (sworn in 11/13/2021)

Business Agents

Cliff Tillman Jr.
 Rafael Garcia
 Rafael Serrano
 Juan Vazquez
 Al Austin

Guests

Alicia Gummess,
 Communications
 Committee Chair

 Sean Carey, Member

 Darrel Charbaszcz,
 Elections Committee
 Member

Quorum needed to conduct business: 20 present EB Members 11 for quorum; QUORUM MET.

2. Review and approval of Agenda

MOTION: To accept the agenda as it is presented

MOTION by: Brian Kaufman

Seconded by: Lisa Smith

Amendment: To move the elections committee report to the agenda from the last week's meeting

Amendment by: Denise Nicks

Seconded by: No one

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MOTION Outcome: FAILS, due to no second

Amendment: To move the 2022 calendar review and approval agenda item (new business #9A to immediately after staff reports)

Amendment by: Joseph Greene

Seconded by: Xochilt Martinez

MOTION Outcome: PASSES by consensus

Amendment: To move the motion from last meeting regarding suspension: *“I motion for the immediate officer suspension of Denise Nicks as the RTOC pending full investigation by the international president for allegedly engaging in conduct imminently dangerous to the subordinate body.” the alleged dangerous conduct is related to the May 3rd incident with Lisa T. Sister Nicks insisted to enter the union office despite prior instructions allegedly persisting verbally and using physical force allegedly staying in the hallway and then allegedly waiting in the downstairs lobby at the exit for ms. trujillo the incident allegedly caused ms. trujillo to be fearful for her safety and afraid to leave the office until offered assistance from building maintenance.”* from the 9/25/2021 agenda to the 11/13/2021 agenda, as this motion was moved, but not voted on due to losing quorum.

Amendment by: Tisha Hill-Smith

Seconded by: Brandi Brooks

Discussion: Denise Nicks

Role Call Vote requested by: Denise Nicks

Executive Officers

- Shukimba Carlis
- Chelsea Harris - Yes
- Joseph Greene - Yes
- Sofia Herrera - Yes
- Janelle Fisher

Occupational Chairs

- Xochilt Martinez - Abstain
- Denise Nicks - No
- Willow Saloum - Abstain
- Tisha Hill - Yes
- Lisa Smith - Yes
- Hassan Juma-Ramadhan
- Alex Pitz - No

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- Inesita Arce - Absent
- Sarah Rojas - Not sworn in
- Bonnie Thomas - Not sworn in
- Regional Chief Stewards**
- Ashley Massimino - Abstain
- Brandi Brooks - Yes
- Deborah Leong - Yes
- Yvette James - Absent
- Lauren Moore - Abstain
- Samira Jones - Not sworn in
- Facility Chief Stewards**
- Brian Kaufman - Yes
- Adriel Reyes - Not sworn in

MOTION Outcome: PASSES - Yes: 7; No: 2; Abstain: 4

MOTION: To approve the agenda as amended for 11/12/2021.

MOTION by: Joseph Greene

Seconded by: Chelsea Harris

MOTION Outcome: PASSES Yes: Everyone Else; No: 1; Abstain: 4

3. Approval of Minutes

MOTION: To approve the for 11/13/2021.

MOTION by: Joseph Greene

Seconded by: Chelsea Harris

MOTION Outcome: PASSES, due to no objections

4. Swearing in of New Executive Board Members

- a. Adriel Reyes, Coalinga State Hospital Facility Chief Steward
- b. Samira Jones, Region X Chief Steward
- c. Sarah Rojas, Dietician/Nutritionist Occupational Chair
- d. Bonnie Thomas, Pharmacist Occupational Chair

Shukimba Carlis swore in the aforementioned Executive Board members.

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5. Reading of Correspondences

One Correspondence [received](#) from the Local 2620 Trustees via email - sent and read to the Executive Board. Second correspondence received from Trustee Cyndra Hopkins via text to Shukimba Carlis, [to be removed as a Trustee and that she had no recollection of the letter sent to the Executive Board].

Discussion by: Sofia Herrera, Shukimba Carlis, Brandi Brooks, Tisha Hill-Smith, Alex Pitz, Adriel Reyes, Joseph Greene, Chelsea Harris

MOTION: To allow Chelsea Harris to send official reply correspondence to the Trustees to begin their audit anytime after the current bookkeeper audit is completed, which is expected to be completed by January 3, 2021, CCing the Executive Board. If the audits are completed before, or take longer, the EB will notify the Trustees of this change.

MOTION by: Chelsea Harris

Seconded by: Sofia Herrera

Joseph made a suggestion for Chelsea Harris (Chelsea Harris agreed to withdraw) to withdraw to make the following motion:

MOTION: To allow Chelsea Harris to draft language to review by the Executive Board to send official reply correspondence to the Trustees to begin their audit anytime after the current bookkeeper audit is completed, which is expected to be completed by January 3, 2021, CCing the Executive Board. If the audits are completed before, or take longer, the EB will notify the Trustees of this change.

MOTION by: Joseph Greene

Seconded by: Chelsea Harris

MOTION Outcome: PASSES by consensus

6. Officers Report

- a. President - as submitted
- b. Northern VP - [as submitted \(Page 2, Page 3, Page 4\)](#)
- c. Southern VP - as submitted
- d. Treasurer - [as submitted \(Page 2\)](#)

Sofia Hererra answered/responded to comments/suggestions/recommendations/questions asked by: Denise Nicks, Tisha Hill-Smith, Adriel Reyes, Brandi Brooks, Deborah Leong. This discussion was continued for a short period of about 10 minutes following Dave Jones' presentation below.

- e. Secretary - excused absence, but [as submitted](#)

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Break from 11:52 am to Noon - will resume to begin presentation by Dave Jones, Senate District #6.

Executive Board resumes at 12:02pm - Dave Jones, Senate District #6 presented

Questions asked to Dave Jones by Chelsea Harris; Shukimba Carlis informed the Executive Board to send any and all questions and comments about Dave Jones’ presentation to forward them to the PAC Committee, Lisa Smith, and/or Shukimba Carlis

- 7. Staff Reports
 - a. Senior Business Agent & Business Agents

Cliff Tillman Jr. presented his report which included: [Meet & Confer Log regarding Vaccine Mandate](#) meeting currently being held with progress status, [Contract Follow-Up Chart](#), [Meet & Confer Log](#), and [SEIU Settlement](#).

Cliff answered/responded to comments and questions asked by: Denise Nicks, Adriel Reyes, Alex Pitz, Willow Saloum, etc.

[Rafael Garcia](#) & [Juan Vazquez](#) submitted their reports.

Rafael Serrano presented his report.

- b. Administrative Operations

Questions asked by Shukimba Carlis and Joseph Greene regarding what the items of Administrative Operations agenda items.

- c. Review, revision (as applicable), and approval of the proposed 2022 Calendar draft (Cliff Tillman Jr.)

MOTION: To approve the [2022 Calendar](#) as presented.

MOTION by: Joseph Greene

Seconded by: Sofia Herrera

Discussion by: Sofia Herrera, Chelsea Harris, Shukimba Carlis, and Joseph Greene, Tisha Hill-Smith, and Cliff Tillman Jr.,

Amendment: EB Meeting on January 7, 2022 to be moved to January 8, 2021; Executive Board Meeting on May 14, 2022 is moved to May 13, 2022; Convention is moved from January 8, 2022 to May 14, 2022; Large Occupational Meeting is moved from January 9, 2022 to May 15, 2022.

Amendment by: Sofia Herrera

Seconded by: Joseph Greene

MOTION Outcome: **PASSES** by consensus and no objections to accept the amendment.

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Tisha Hill-Smith volunteered to Chair the Convention Committee to which Shukimba Carlis agreed to appoint Tisha Hill-Smith.

8. Old Business

a. Joint Labor Management Meetings

Brian Kaufman stated that his item is a placeholder in case anyone has any updates - no updates provided.

b. **Motion #3** Motion #9 (from the 7-10-21 Executive Board Meeting):

Hassan Juma-Ramadhan We have a standing agenda item of items arising from Executive Board reports submitted at future executive board meetings 2nd to motion: Denise Nicks Discussion: Hassan Juma-Ramadhan for the past 2 years has been reading reports and once the reports are submitted that is the end of it. Joseph Greene we already have a procedure in place to address this issue which consists of submitting an agenda item for placement on the agenda at the next executive board meeting. Discussion: Will postpone motion #3 to the next executive board meeting after clarifying it.

MOTION: To postpone this agenda item to next EB Meeting in January 2022, due to Hassan not being present at the time of this item be addressed.

MOTION by: Joseph Greene

Seconded by: Chelsea Harris

MOTION Outcome: **PASSES** by consensus and no objections.

c. Heroes Pay per American Rescue Plan email received from member and update (requested by Chelsea; presented by Cliff Tillman)

Chelsea Harris presented the reason for adding this agenda item (member inquiry via Facebook page and email). Cliff Tillman Jr. reiterated aspects of his report and provided information regarding the status, which the Local is waiting to receive notice from the State to begin the meet and confer process.

Discussion by: Tisha Hill-Smith, Brandi Brookes,

d. CEO of CMF invites staff to apply for Arduous Pay (Janelle Fisher/Group Discussion)

This item was requested by Janelle Fisher, who is absent.

Discussion by: Joseph Greene, Brandi Brookes, Lauren Moore.

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- e. Follow-up with Constitution Committee on their July 17, 2021 meeting, with their report/recommendations (Janelle Fisher and Joseph Greene to present; requested by Chelsea Harris)

Chelsea Harris presented a general background and referred to a deeper explanation of this task. Brian Kaufman provided information regarding the status of the committee meeting and the barriers the committee faces to move items regarding pending changes to the Constitution.

Discussion by: Brandi Brookes, Shukimba Carlis, Joseph Greene, Chelsea Harris, etc.

Break from 2:00pm to 2:10pm - will resume to item f of Old Business.

Executive Board resumes at 2:11pm - Resumed with item f of Old Business

- f. Upcoming Zoom Training for Regional Chiefs and Facility Stewards, Occupational Committee Chairs Welcomed (Chelsea Harris to present; requested by Chelsea Harris)

Chelsea provided an update of an upcoming training to be focused on the Regional and Facility Chiefs. Bonnie Thomas expressed support and interest in the training. Cliff Tillman Jr. reports that the Executive Board Training for new Board members will be provided, along with supporting materials to review sometime by the end of this year.

- g. The quality of ventilation and utilization of telework for non-clinical staff in crowded offices (Brandi Brooks to present; requested by Brandi Brooks)

Brandi Brooks presented this item and expressed her experience at her facility on this issue.

Discussion by: Shukimba Carlis, Chelsea Harris, Xochilt Martinez, Denise Nicks, and Willow Saloum.

- h. Classification Reviews (Denise Nicks)

Denise Nicks presented this item and asked Cliff Tillman Jr. to discuss the process for the Classification Review for the new Board Members, etc.

Discussion by: Cliff Tillman Jr., Denise Nicks, and Xochilt Martinez.

- i. Adopting SDI (Alex Pitz to present; requested by Alex Pitz)

Chelsea Harris requested a quorum check: Joseph Greene confirmed that we still have a quorum with 16 Executive Board members at the meeting.

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Alex Pitz to present, but was not present at the time of the agenda item was being addressed. The Board will circle back to the item when he returns. Chelsea Harris texted Alex Pitz per the request from Denise Nicks.

- j. The email Shukimba Carlis sent dated 08/30/21 (Group Discussion)

Discussion by: Denise Nicks

- k. Update on FLSA Survey results to RT constituency a term ago (Denise Nicks to present; requested by Chelsea Harris)

Chelsea Harris explained the background of this item and asked for an update on this item, to which the RT constituency did not receive the outcome of the FLSA survey.

Discussion by: Denise Nicks, Chelsea Harris, Lauren Moore, Brandi Brooks, Shukimba Carlis, Joseph Greene; Resolution and plan facilitated by Brandi Brooks.

Chelsea Harris will be requesting for this item to be carried over to January 2022 to receive an update. Denise Nicks reported that she is unable to provide an update at this time, but will work on one to send out as soon as possible.

MOTION: To move Tisha’s motion (letter o on agenda) to this position of the agenda to ensure quorum.

MOTION by: Brandi Brooks

Seconded by: Deborah Leong

MOTION Outcome: PASSED, with 1 objection by Denise Nicks; Denise Nicks withdrew objection upon clarification.

MOTION: This motion is carried over from the last meeting, 9/25/2021 agenda, due to losing quorum: I motion for the immediate officer suspension of Denise Nicks as the RTOC pending full investigation by the international president for allegedly engaging in conduct imminently dangerous to the subordinate body." the alleged dangerous conduct is related to the May 3rd incident with Lisa T. Sister Nicks insisted to enter the union office despite prior instructions allegedly persisting verbally and using physical force allegedly staying in the hallway and then allegedly waiting in the downstairs lobby at the exit for ms. trujillo the incident allegedly caused ms. trujillo to be fearful for her safety and afraid to leave the office until offered assistance from building maintenance.

MOTION by: Tisha Hill-Smith

Seconded by: Lauren Moore

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Discussion FOR the MOTION: Tisha Hill-Smith referred to Deborah Leong. Deborah Leong spoke to this motion.

Discussion AGAINST the MOTION: Denise Nicks spoke to this motion.

Rebuttal FOR the MOTION: Brandi Brooks presented a rebuttal in responses made against the motion.

Rebuttal AGAINST the MOTION: Denise Nicks presented a rebuttal in response made against the motion.

Rebuttal FOR the MOTION: Tisha Hill-Smith presented a rebuttal in responses made against the motion.

MOTION: Move to vote by secret ballot.

MOTION by: Deborah Leong

Seconded by: Brian Kaufman

MOTION Outcome: PASSES - Yes: 10 ; No: 1 ; Abstain: 4

MOTION Outcome (by Tisha Hill-Smith; seconded by: Lauren Moore): PASSES - Yes: 8; No: 1; Abstain: 4

Clarification and information presented: Joseph Greene, Chelsea Harris, Denise Nicks, and Brandi Brooks.

Deborah Leong will draft the notice of suspension to the International President per the International Constitution Article IX, Section 48.

MOTION: Move to adjourn the meeting.

MOTION by: Denise Nicks

Seconded by: No one

MOTION Outcome: FAILS, due to no second.

MOTION: Move to review item letter d (Executive Board Vacancies (Shukimba Carlis)) to this part in the agenda.

MOTION by: Joseph Greene

Seconded by: Chelsea Harris

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MOTION Outcome: PASSES by consensus

I. Executive Board Vacancies (Shukimba Carlis)

Shukimba Carlis spoke to the 10 vacancies on the Executive Board. Shukimba Carlis stated that she is working diligently to fill those seats and that an email will be sent out as soon as possible.

Shukimba Carlis referred to Darrel Charbaszcz to provide an update on the elections committee and the importance of having another election and filling the vacant seats. Darrel Charbaszcz requested approval from the Executive Board to have another election via YES Election.

MOTION: Move to approve the Elections Committee to seek cost estimation for another election to fill the 10 vacant seats on the Executive Board.

MOTION by: Joseph Greene

Seconded by: Adriel Reyes

MOTION Outcome: PASSES by consensus

MOTION: Move to adjourned at 4:32pm.

MOTION by: Lauren Moore

Seconded by: Brian Kaufman

MOTION Outcome: PASSES by consensus

Meeting Adjourned at 4:32 pm.

All items listed below will be moved to the January 2022 Executive Board Meeting:

- m. Recruiting a Convention Committee (requested by Chelsea Harris; group discussion)
 - i. Occupational Committee - Updates on ideas for the Large Occupational Meeting coming up in January, meetings scheduled, etc. (Occ. Chairs/Group)
- n. Reminder to RCs, FCs, OCs - submission of proposed strategic plan and budget are due the first quarter of the year, per the constitution. If anyone needs assistance please reach out to Chelsea for assistance. (Requested by Chelsea Harris; presented by Chelsea Harris)
- o. To address the issue of EB burnout (requested by Alex Pitz; presented by Alex Pitz)

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- i. **MOTION:** To move all EB Meetings to Fridays instead of Saturdays
- ii. **MOTION by:** Alex Pitz
- iii. **Seconded by:**
 - 1. **MOTION Outcome:**
- iv. **MOTION:** Motion to meet and confer with the State about reducing EB Member workloads
- v. **MOTION by:** Alex Pitz
- vi. **Seconded by:**
 - 1. **MOTION Outcome:**
- p. **MOTION:** To move all EB Meetings to Fridays instead of Saturdays
 - i. **MOTION by:** Tisha
 - ii. **Seconded by:**
 - 1. **MOTION Outcome:**

9. New Business

- a. <https://www.seiu1000.org/post/union-wins-discipline-protection-vaccine-verification-battle> (Alex Pitz/Group Discussion)
 - i. “I saw this posted today and though we should discuss. If I’m not misunderstanding it looks like they are also still going to be negotiating over impacts of a vaccine mandate, like us, but they’ve secured protections for workers in the meantime.” - per Alex via email
- b. Judicial Panel Decisions/Status Update (Group Discussion)
 - i. JP 21-20 Nicks v Harris
 - ii. JP 21-39 Nicks v Harris et al
- c. Vaccine Mandate (Ashley Massimiono/Group Discussion)
- d. Board Reports
 - i. Occupational Chairs:
 - 1. Chaplains (CHOC)
 - 2. Dietitian/Nutritionist (DNOC) - (Excused - sworn in 11/13/2021)
 - 3. Individual Program Coordinators (IPCOC)
 - 4. Licensing Program Analyst (LPAOC)
 - 5. Pharmacist (PharmOC) - (Excused - sworn in 11/13/2021)
 - 6. State Psychologist (SPOC)
 - 7. Vocational Rehabilitation (VROC)
 - 8. Rehabilitation Therapist (RTOC)
 - 9. Social Worker (SWOC)
 - ii. Regional Chief Stewards:
 - 1. Region I (Vacant)
 - 2. Region II (Vacant)
 - 3. Region III (Vacant)
 - 4. Region IV (Vacant)
 - 5. Region V
 - 6. Region VI
 - 7. Region VII
 - 8. Region VIII (Vacant)

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- 9. Region IX
- 10. Region X (Excused - sworn in 11/13/2021)
- 11. Region XI
- 10. Facility Chief Stewards
 - a. DSH-Atascadero (Vacant)
 - b. DSH-Coalinga - (Excused - sworn in 11/13/2021)
 - c. DSH-Metropolitan
 - d. DSH-Napa (Vacant)
 - e. DSH-Patton (Vacant)
 - f. Porterville Developmental Center (Vacant)
- 11. Committee Reports
 - a. Membership Organizing Committee Update

End of 11/13/2021 Executive Board Meeting Minutes