

Executive Board Meeting Agenda
September 21, 2022 | 7:00 pm | Zoom

Zoom Meeting Called to Order: 09/21/22 & Time 19:09

1. **Roll 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-Smith

Hassan Juma-Ramadhan

Inesita Arce

Sarah Rojas

Bonnie Thomas

Regional Chief Stewards

Brandi Brooks

Deborah Leong

Samira Jones

Facility Chief Stewards

Brian Kaufman

Adriel Reyes

Marla Berry

Business Agents

Al Austin

Rafael Garcia

Rafael Serrano

Juan Vazquez

Guests

Victor Pacheco

Quorum needed to conduct business - Article VI, Section 7 states, "A quorum for the Executive Board shall consist of not less than 50% of its members." 9 members needed for quorum

2. PAC Recommendations for Contributions/Donations (Kaiser Employees Strikers and Candidates for 2022) presented by Victor Pacheco
3. Report from investigator of the complaint received from Sister Choi about Sister Nicks (See attachment sent in email with the agenda titled: Investigation Final Draft)
4. Communication to Membership (re: Sister Carlis Suspension): Tisha Hill Smith has been appointed to create a draft of this letter and submit it to the executive board on 9/22/22. The executive board will have until 9/26/22 to provide recommendations for revisions etc. By 9/26/22 evening it will be sent to the communications committee to send in an eblast to membership by friday 9/30/22. Chelsea Harris will send an email regarding this plan of action after this executive board meeting that begins this process to allow Tisha Hill Smith to reply to and allow the executive board members to reply with requests for revisions. The final copy of the message will be forwarded to Chelsea Harris who will then forward the final copy to the communications committee for distribution to the membership via an eblast.
5. Appointment of individuals to begin planning for the Executive Board Training expected to happen on Saturday, November 19, 2022. **(This item was not discussed due to a motion to adjourn the meeting being made at 8:53 pm)**
6. **Adjournment Time & Date**

Motions:

#1 Motion: Accept the investigator's report and 1 recommendation to complete continuing education in report writing to be completed by October 30th 2022 and verification of completion submitted to the executive board

1st: Brandi Brooks

2nd: Deborah Leong

Vote: Denise Nicks requested a roll call vote 9 yes, 4 no, and 1 absent motion passes

Hassan Juma-Ramadhan : yes

Tisha Hill -Smith: Yes

Sarah Rojas: Yes

Xochilt Martinez : yes

Deborah Leong : yes

Bonnie Thomas: Absent

Willow Saloum: No

Brandi Brooks: Yes

Joseph Greene: No

Denise Nicks: No

Inesita Arce : Yes

Marla Berry: Yes

Brian Kaufman AFSCME Local 2620 : yes

Janelle Fisher: No

#2 Motion: The union not reimburse sister Nicks for this training

1st: Brian Kaufman AFSCME Local 2620

2nd: Deborah Leong

Vote: Denise Nicks requests a roll call vote 2 yes, 6 no, 5 abstain, 1 absent motioned did not pass

Brandi Brooks: Abstain

Hassan Juma-Ramadhan : No

Tisha Hill-Smith: Abstain

Sarah Rojas : Abstain

Xochilt Martinez: No

Deborah Leong: Abstain

Bonnie Thomas: Absent

Willow Saloum : No

Joseph Greene: No

Denise Nicks: Abstain:

Inesita Arce: No

Marla Berry: Yes

Brian Kaufman AFSCME Local 2620 : Yes

Janelle Fisher: No

#3 Motion: The executive board to approve up to \$100 towards sister Denise Nicks continuing education in report writing to be utilized from the RTOC budget. (See motion #4 regarding the amendment made to this motion)

1st: Brandi Brooks

2nd: Deborah Leong:

Vote: all yes ,0 no ,2 abstain motion passes

#4 Motion: To amend motion #3 to come from the general fund budget not the RTOC budget

1st: Joseph Greene

2nd: Brandi Brooks

Vote: Passed by consensus

#5 Motion: Sister Denise Nicks be formally censured regarding repeated providing misinformation to the board and the members and that this censure be referenced by future administrations for any board appointments

1st: Brandi Brooks

2nd: Brian Kaufman AFSCME Local 2620

Denise Nicks asked for the following to be on the record verbatim, "This motion is completely antithetical to what a union stands for and on principle I am opposed and appalled that this motion was made."

Vote: Denise Nicks requested a roll call vote 8 yes, 2 no, 1 absent, 3 absent

Brandi Brooks: yes

Hassan Juma-Ramadhan : Yes

Tisha Hill -Smith: yes

Sarah Rojas : yes

Xochilt Martinez : Abstain

Deborah Leong : Yes

Bonnie Thomas: Absent

Janelle Fisher: No

Joseph Greene: Abstain

Willow Saloum: Abstain

Denise Nicks: No

Inesita Arce : yes

Marla Berry: Yes

Brian Kaufman: Yes

#6 Motion: To move to approve awarding the amount of \$2620 to candidate Tim Robertson, \$2620 to candidate David Jones, and \$2620 to the Kaiser Strikers to be allocated from the PAC fund.

1st: Brian Kaufman

2nd: Joseph Greene

Vote: many yes, 2 no, 0 abstain motion passes

#7 Motion: Motion to adjourn at 8:53 pm

1st:

2nd:

Discussion: None

Vote: passed by consensus

The following email was received by Denise Nicks at 7:21pm

“Dear Executive Board,

I am submitting the following statement and would like to have this statement attached to the minutes

of this meeting.

1. Eric Navaroli, was selected by Brandi Brooks, to investigate Yok’s complaint against my and specifically for my email dated 05/07/2022. For many reasons, I am greatly disappointed by Mr. Navaroli’s report of Yok’s complaint against my email, despite being known and recommended by Brandi Brooks, he has claimed to be a “neutral” party; yet, his report is far from neutral. Mr. Navaroli’s “analysis” is ambiguous, general, subjective, judgmental, and biased.

2. Yok is the only one who has complained about this email. Her complaint is vague and although

my email is long, Yok has failed to cite any specific line in my email which she finds personally offensive. Similarly, Mr. Navaroli’s report is equally vague and remis of citing any specific wording or language which Yok has accused me of offending her. My email mentions Yok matter of factly and identified as the former Treasurer and current trustee. It is interesting to note that none of my constituents who have received my email were equally offended, including

Wanda Wullschleger, who was identified in my email.

3. On May 7, 2022, it was indeed my understanding that the information I had was true and accurate. Mr. Navaroli asserts that my email “advocate with furtherance of their own agenda and viewpoint...” that I was/is acting with a separate and personal agenda but again no specific quotes from my email

4. Mr. Navaroli cited Article IV, Section II “Members shall suffer no impairment of freedom of speech...” as the primary and only basis for my email being considered unconstitutional but failed to elaborate on how Yok’s speech was impaired; yet, claimed that my email was “not in furtherance of union business and communications were not protected by the constitution.”

a. Mr. Navaroli did not define “furtherance of union business” but it shall be assumed that “union business” is identified in our Local constitution as the working towards and achievement of Article III (Objectives).

b. Mr. Navaroli failed to identify how my email was “not protected by the constitution.”

5. Mr. Navaroli overstepped his role by inserting his personal judgments about my email.

For these reasons, I am requesting that this report be thrown out a new investigator be found, and one

who can be and remain truly neutral and non-biased.

Respectfully Submitted,

Denise Nicks

RTOC Chair

AFSCME Local 2620”