

Afscme Local 2620. Special Executive Board Meeting (8/5/22 via Zoom) to address the Article in the Sac Bee.

Convened 7:00pm; 15 EB members (out of 18 (or 19, pending decision) filled seats)

Present:	Tisha Hill-Smith	
Shukimba Carlis	Dr. Brandi Brooks	
Chelsea Harris	Deborah Leong	Hassan Juma-Ramadahn
Joseph Greene	Sara Rojas	Brian Kaufman
Sofia Herrera	Bonnie Thomas	Xochilt Martinez
Lisa Smith	Willow Saloum	Denise Nicks

Chelsea (NVP) presiding at the suggestion of Shukimba (Mme President), Deb assigned as Secretary. Joseph (SVP) monitoring the chat.

Per Deb's motion; Meeting called due to Sac Bee article to discuss how the Board can message the article to our members, and what we as a board need to do to address the article. Chelsea suggests Round Robin discussion; Shukimba was subject and other leaders were also mentioned in the article; Shukimba and Sofia to speak first.

Shukimba wanted to acknowledge Dr. Brooks' email, acknowledging Shukimba's email, that Shukimba had contacted an Atty who advised not to respond to the reporter as it would fuel the fire, but he also said since it was about Shukimba, she could defend herself. Shukimba acknowledged she should've included the last part of the Atty's info in her email to the board, so she apologized. Sofia says she didn't say anything to the reporter.

Joseph (SVP) asks whether we are getting calls about the article, and if not, then do we need to form a response?

Dr. Brooks reports new members (RT's) questioned her in May and June about "JP". They were getting info from somewhere, and she wonders if this had to do with info being disseminated. Joseph says we don't often get questions like that, but wanted to know about member questions specific to the article for the purpose of this meeting.

Deb says three people in the chat have said they heard about the SacBee article at work. She said that someone also asked her about the JP charge in May, from an RTOC newsletter that had many details about the Gift Cards/JP charge. Deb forwarded the newsletter to EB members (see also attachment below). She the info about the JP charge has been out there. Tisha reasons we will hear about the article at the Conference, and people have mentioned "union messiness" to her at work.

Shukimba discussed that the whole thing has been very difficult for her, shocking, and she can't believe someone would try to intentionally ruin her reputation. She says we shouldn't be blaming each other, but what would help her is that "whoever said it just admit it". She hears

people saying 'its no one on the board' and this makes her angry b/c "JP decisions are not public info", only people involved in the charge receive the JP decision. Shukimba says the whole email vote/thread was given, the reporter told her/cited it, and she was horrified that someone sent the email thread, or gave it to a member who sent it out, and that this was wrong and evil. She says, "I understand how most people feel about the gift cards and what I did, I understand how you guys feel, but to do something like that there is no excuse. That was evil".

Other discussion supporting Shukimba and voicing reactions.

Brian references the article that seems to suggest the President did something wrong and "she would do it again" and that when messaging members, we need to cover the areas they're going to ask about. He expects the people at his meetings will have read it, so suggests a "communication strategy" that's not defensive or hiding, and that take seriously the implications. He says we need to show that we understand the optic and public perception, and show that some action was taken to address perceptions.

Joseph had not heard the email was given to the press (nor had others, in the chat). He observes it was a "shitty thing" for someone to do, but while it's not public info, it is also not confidential either. That at least one non-board member heard it. But no one broke a rule or incurred any other violation of anything, as he checked. He is bothered that someone would send the email chain. He had one question about the statement that Mme President "would do it again" and where that came from—emails or JP decision? He believes Mme President "paid attention" to what the JP said to her. He contemplates what can be said about the situation from his Special Operations background.

Shukimba says she didn't say that to the reporter and she thinks it came from her emails but wasn't sure. Shukimba remembers saying it at the JP hearing. Dr. Brooks says without the JP transcript you wouldn't understand the context in which it was said; but that it could seem to give the impression of wanting to spend \$ without board approval, and that this statement is what most people bring up specifically; so we as a board need to figure out what to say to address it. Sofia suggests Joseph draft something and then we can read it, and show it to an attorney to cover ourselves legally. Joseph agrees.

Chelsea says that the article was posted on SacBee, but the article is linked to a facebook page called The State Worker. Deb suggests we focus our response on "process" and "the checks and balances" instead of who did what; and that the Contract is checks/balance for the employer; and the Constitution/JP process are the checks/balances for union activity.

Willow thought we could say something vague but address the process. She's not heard anything at ASH, but she is on leave currently. The emails are concerning, but per her training she has learned to "expect your emails can always be scrutinized in court" and that "we need to work on our emails'. She reminds we are here for important member issues, so to remember this, and keep ourselves in a good light to keep union membership healthy.

Denise has two points, a question and a comment; she says the statement Shukimba “Would do it again” was in reference to would do it again but would do it a different way. Her question: “Would someone explain that union members cannot talk to the media?”, as she checked and it is not illegal (ie. The SafetyNow campaign reached out to the media before). Denise says the article was “nothing negative, and is public information” and asks about any policy that says how/why we can talk to the media. Chelsea says there is a guide on how to speak to the media, so it is not illegal. Denise says everyone is missing the point; This is a serious issue, the breaching of info is a violation; it is union busting which is detrimental to the union to leak info and we need to investigate that.

Motion #1: Denise Motions that Mme President appoint 3 members to investigate the breach. No second, Motion dies.

Denise continues to state, “How can we have a serious conversation but disregard breaching of information? The board does not want to do an investigation, that’s topsy turvy, just wrong. That is the motive of this board.” Chelsea reminds that everyone has an opinion and we respectfully state them. Denise says it’s a “double standard” because she was called into question for sharing information before, and she stated it was wrong.

Chelsea calls on the people who have not spoken. Hassan says 3 people have told him the President said she is going to do it again so what is the board going to do about it? Chelsea says Joseph will write something. Joseph says the quote is taken from the JP hearing or possibly an email, taken out of context, and he does not believe Mm President would do it again now. Hassan had one last comment for Denise’s “double standard” comment indicating it really isn’t one. In one situation (Denise’s) was sharing confidential information, and the current situation was sharing non-confidential information; they are not the same, so it is not a double standard.

Lisa says she was in the article as she had filed the JP. She wasn’t sure if the reporter ‘twisted’ words, but the statement in question suggests it was from a recent interview, with other comments related to finances. She read from the article: “I stand by my decision. I did right by members... I can sleep at night...I would do the same thing again”. She is not sure we can say it was out of context from the JP hearing.

Xochitl wonders what we can do to put the board in a proactive light, highlighting positivity and unity. She is thinking it would be good to re-consider allowing the Trustee Audit as a way to show we are being responsible, and it is a motion she would like to put on the table.

Motion #2: By Xochitl Martinez: Reconsider allowing the Trustee Audit.

Joseph Parliamentarian says a Special Meeting by definition needs to be for a specific intent and the motion doesn’t fit the intent. Xochitl moved on, and apologized to Mme President how

hurtful the article was, wishing flowers from the Good & Welfare committee. Mme President was thankful to acknowledge how hurtful it was.

Deb asks for point of clarification. She supports Xochitl's motion; and that it seems appropriate to raise it here, as the meeting was set to be about what we as a Board can do to address the concerns raised by the article.

Sofia says she has been speaking with Yok (a Trustee, past treasurer) about treasurer duties and accounting questions. Yok wanted Sofia to share that she has been personally attacked and accused of leaking the decision to the press, and she did not. Sofia says she has always reported the accounts and the amounts from the Amalgamated and BofA accounts, that Yok tried to get the accounts out of dormant status. The BofA accounts have been around since Sean Carey, and Yok tried to recoup them. Sofia says, "We tried but none of the old signers are on the Board". Amalgamated was Dahlia (prior treasurer), but Yok was never a signer on the accounts. Sofia says "This board was able to get the signatures we needed and that was how we recouped them" and that they have always been reported, although the article made it sound like hidden accounts.

Chelsea is willing to entertain Xochitl's motion, as it seems related to the meeting intent.

Joseph says the original motion pertains to "dealing with the article", and as Parliamentarian this is his opinion but the chair and the board can decide to disagree with him. He opined that this was not a 'breach' or 'leak'. From his experience with 'classified material', breach means something expected to remain confidential, so this was not a breach since there was no expectation of confidentiality. It was not a breach, not a leak and no one broke a rule. He disagrees on investigating to 'hunt the person down' as nothing can be gained by this

Chelsea asks if the motion is a way to address the situation. Xochitl says "It is a way to reframe this situation in a more positive/responsible way, to show we have nothing to hide here. Transparency. Let the Trustees do their job and we are receptive to that." Sofia says it would have to wait until after the Convention in a few weeks, and then audits are due this month sometime as well.

Chelsea asks about accepting Xochitl's motion, if it would it violate Robert's Rules or result in a JP? Joseph says (a lot) but that it would not be to the level of a JP Charge, and she can disagree with him and go ahead. Brian said JP's are only for direct violations of constitution, so doubtful as a JP charge, yet Joseph says "it is close". Joseph notes another problem, the prior successful motion was to postpone the audit until the Bruchbinder audit was completed. Joseph to research if it can be reconsidered.

8:16 Shukima had to leave and Denise as well. Chelsea says, we still have Quorum w/ 10 members. Chelsea says based on what Joseph finds she will rule on the motion.

Tisha agrees Xochitl's motion is applicable to the article, b/c this is what we are doing in response; being mindful and making sure our finances are in order. We want to be able to say we did an audit on our finances and we are doing well.

Joseph says in reconsidering a motion, a decision to postpone can only be made by someone who voted against it; and Xochitl reminds she had voted to postpone it before. Joseph says a "reconsider vote" must be on the same day or the next day, "so unfortunately we can't do a reconsideration". Brian put in the chat; we can bring up postponed motions at any time, we can still reconsider it. Joseph says it wasn't a postponed motion, it was "decided", so that vote had to be reconsidered in the same session. Chelsea asks for more research and Joseph says he's "confident in my decision". Chelsea asks for more research beyond this evening. As for a decision to Reverse the prior Audit motion, based on advisement, she "cannot honor that motion" although more research is coming.

(Cont'd) Motion #2 cannot be entertained, it is 'on hold' (per presiding; based on Parliamentary advisement).

Sofia gives info that Brushbinder will complete their audit after the conference in August, "so that is a back up".

Motion #3: Brian Kaufman moves for a Second Emergency Board Meeting on 9/2/22 after the Convention. 2nd by Deborah Leong. Passes Unopposed (no Abstentions, no Opposition).

Motion #4. Chelsea motions to adjourn. So moved by Brian. 2nd by Lisa Smith. Passes by

Adjourned 8:27pm.

Email Attachment forwarded to EB:

FYI--Because of the questions--Please know that members from Sacramento San Diego Stockton Ventura reach out to me regularly.(Deb),

*From: Denise Nicks <afscme.rtoc.2021@gmail.com>
Sent: Saturday, May 7, 2022 11:49 PM
To: Denise Nicks <afscme.rtoc.2021@gmail.com>
Subject: RTOC Report*

Fellow RT's,

There is some misleading information being spread by some members about our President, Shukimba Carlis and the distribution of the (\$25) Visa gift cards. President Carlis has been accused of violating a decision of the Executive Board by purchasing the gift cards; thereby, misappropriating funds.

The gift cards were sent to each member as a gift of gratitude in order to boost morale and to show our appreciation and acknowledgement of their support. Sofia Herrera, Treasurer, assured the board that we

have the money in the account to make such a purchase. The decision to purchase the gift cards was approved by a majority vote of the board.

Lisa Smith, IPC Occupational Committee Chair, along with the assistance of other board members, have filed judicial charges against President Carlis, for purchasing the Visa gift cards.

At a recent membership meeting, it was said by a member that President Carlis has refused to allow the trustees to conduct their audit. This couldn't be further from the truth. The trustees were not able to conduct their audit because of the ongoing audit by our CPA auditors who were conducting audits from 2018 - 2020. The executive board voted that the trustee's wait until the big, official audit is complete before starting the trustee audit. Unbeknownst to the Local at the time, Council-57 decided to close their offices due to COVID.

President Carlis, who promised transparency, forwarded this information to Wanda Wullschleger and Yok Choi, the two remaining trustees and clearly stated that once the audit is complete, they may begin their audit. Although President Carlis holds the right to determine who will conduct the annual audit as per the Financial Standards Code, she, with support from the board, merely postponed their audit.

During this time, President Carlis and Sofia Herrera had been conducting their own audit. They discovered several dormant bank accounts with balances in excess of \$100,000.00. These accounts were opened by the previous leadership. Yok Choi was the previous Treasurer, had full knowledge of these accounts, and made a concerted effort to discourage and dissuade President Carlis from gaining access to these accounts. After much work and coordination, President Carlis was able to gain access to these accounts. Rather than congratulate President Carlis for accessing these dormant accounts and extra funds to make available to the membership by the executive board, Yok Choi and Wanda Wullschleger have filed Judicial charges against President Carlis and Sofia Herrera. These charges are based on unfounded accusations of misappropriating union funds.

Since being re-elected to the board, I have witnessed President Carlis working tirelessly to support the membership and promote union values, despite the continued opposition of some board members who seem to have placed personal agendas before the membership needs. If you were not aware it was President Carlis who fought vigorously to convince the negotiating team to hold out for 7.5% rather than settle for much lesser amount. For almost two years, President Carlis has been vigilant about saving union money by conducting the majority of meetings via Zoom, which has significantly eliminated extra costs regarding hotel rooms, travel, and meals. Through President Carlis' efforts, she has saved the union thousands of dollars. President Carlis has also restructured the meetings and committees to be more inclusive to all members who want to be involved.

Personally, as an active member for the past 15 years, I am greatly concerned and troubled by the lack of integrity, unprofessionalism, and sheer dishonesty displayed by the above-mentioned members. As Stewards are leaders and held to a higher standard, their behaviors, comments, and blatant and false accusations of certain members, are unbecoming of a union Steward. These actions serve no purpose other than a feeble attempt to undermine president Carlis from being transparent while trying to move our union in a positive direction. It is very disappointing when members and elected officials act more like management rather than a union.

SAVE THE DATE: On Saturday, May 14th, the board will meet at 10am via Zoom. On the agenda or discussed in the Business Agents reports will be information regarding the Essential Worker Pay bonuses and the status of the ongoing meet and confer with the State, as well as a report about the status of the 15% salary increase for those who work at SVSP-PIP. President Carlis is a firm believer in that this increase should apply to all of us! I encourage all of you to plan this very important meeting. Please let me know if you would like to attend next Saturday's board meeting.

SAVE THE DATE: Our biennial Local 2620 Convention has been scheduled for August 12th -14th in San Diego. This event is paid for by your union dues. Please plan to attend as it is sure to be an informative,

educational, and fun time. More details to come. We will also hold our annual state-wide RTOC meeting during the convention, so please plan to attend, meet other RT's from around the state in various departments and hear from each other the similarities and differences in working in the different departments. Come to give your input. Come to make a positive change in your workplace and in our profession.

By the way, if you did not receive your gift card, it is because the union does not have your current address. Contact lisa.trujillo@ca.afscme57.org and provide your address and one will be mailed to you. If you would like more information or have any questions, please contact me.

*In Unity,
Denise Nicks
RTOC Chair
AFSCME Local 2620*