

**December 12, 2019**  
**Board of Director Minutes**

CALL TO ORDER AT 1:00 p.m.:

- a. Present: Rich Gulla, Mary Fields, John Hattan, Kimothy Griffen, Cindy Perkins, Avis Crane, Jim Nall, Heather Fairchild, Cheryl Towne, Mike Derdarian, Germano Martins, Corey Dearborn, Peter Brunette, Mikayla Bourque, Ken Muske
- b. Excused — John Amrol
- c. Staff present: Andrew Toland, Wes, Randy
- d. Guest: Jake

- 1. EMERGENCY BUSINESS - none
- 2. MOTION TO ACCEPT Agenda (amended to move audit to about 4 pm) – Jim, seconded, carries
- 3. REVIEW OF BOARD PACKET MATERIALS  
MOTION TO ACCEPT November 14, 2019 Board Meeting Minutes – Jim, seconded, carries
- 4. CORRESPONDENCE
- 5. OLD BUSINESS:

COMMITTEE ASSIGNMENTS: Add: Kenneth Matthews OSC; Charles Koontz, Ralph Mecheau, Alex Lloyd and Jen Day to Political Ed

- a. President's Update – Rich Gulla 10 min
  - a. We've had successful town halls with Mayor Pete, Corey Booker, Elizabeth Warren, Tulsi Gabbard and Bernie Sanders; quite a few new faces among the members attending and asking questions.
  - b. Mike Derdarian and the good folks working in the Liquor Commission collected and donated about \$500 and 50 boxes of food.
  - c. LMC: CUE and Board reps met and started some good discussions. LMC will meet monthly before Board meetings for now.
  - d. PT help for Legal staff: Rich proposes Justin Jardines from Corrections for 20-25 hours/week. Peter approves. Finance authorizes up to \$5,000 for this purpose. **MOTION** to hire Justin – Peter, seconded, carries.
  - e. PT help for Administrative staff: Kristen has been out, and Tina has been carrying as much of the extra load as possible, but she definitely needs help, especially through the holidays. **MOTION** to pursue temporary accounting help through Chapter 1 retirees and through temp agencies – Avis, seconded, carries
- b. Board Phone Bank for bargaining – Rich asked us to watch for a call to help with phone banking.

- c. Executive Session to discuss legal issues. In 1:28, out 2:26
- d. Removal of Pride flag – Angel Rivers. This member asked that we take down the rainbow flag outside the union hall. She argued that as Americans, we are united and represented by the American flag, but other flags divide us.
- e. Pride Flag flying recommendations – Dennis Etches Conservative Committee Chair. The Committee had not considered the issue before Angel brought it to them. In discussion, they proposed flying that flag only in June, Pride month.  
 Board discussion included impassioned stories of discrimination experienced by some Board members, even in the current day. It was also mentioned that anti-gay laws existed under the American flag, and not all citizens have felt included or united by it. **MOTION** that the Board clarify that its decision to fly the diversity flag was made for non-political reasons, and having heard the objections, reaffirm. Moved by Avis, seconded by Peter, carries unanimously.
- f. Managers' leave – Rich & Gary. **MOTION** to approve managers' leave to be equal to CUE's. Jim, seconded, carries.
- g. Correctional Industries – Cheryl Towne. We are seeking clarification from SEIU International's ethics committee regarding purchasing products made with prisoner/resident labor.

**MOTION TO ACCEPT CONSENT AGENDA:** Jim, seconded, carries.

Operation Santa Claus Committee Report, Treasurers Report, Membership Report, and Department Reports

- 6. **COMMITTEE REPORTS:** 10 min each
  - a. Finance Committee, Kim Griffen – Audit review with Mike Nezerella. The auditor noted difficulties caused by staff workload and turnover, but feels that our statements honestly reflect our financial position.
  - b. Collective Bargaining, Jim Nall – Ballots are out re endorsing the fact-finder's report. Good returns will help put pressure on elected officials.
  - c. Steward Committee, Ken Muske – Next meeting is Dec. 19<sup>th</sup>. Hoping for a good turnout.
  - d. Member Benefits, Phil Burt – Discounts offered: 30% off Mary Kay products bought from Jackie Morrill. Points or commission discount from Ross Mortgage. Acceptance moved by Mary, seconded, carries with 1 abstention.
  - e. Organization Committee, John Hattan
    - (1) Associate memberships – 2. Moved by Jim, seconded, carries. Accepted.
- 7. **MOTION TO ACCEPT All Reports into Record** – Jim, seconded, carries
- 8. **NEW BUSINESS** (two thirds vote required for any action to be taken)
- 9. **ADJOURN** Jim, seconded, carries. Adjourned at 4:12 pm.

*Respectfully submitted,*

*Cindy Perkins*