



Metropolitan Washington Council, AFL-CIO

EXECUTIVE BOARD MINUTES: December 14, 2015

Called to order at 3:20pm

Special order of business: President Williams recommended the appointment of Aaron Bast (Iron 5) to complete Kendall Martin's term (through Feb 2016). Unanimously approved. Williams then swore Bast in as a Board member.

Minutes (November): Moved and seconded to approve. Unanimously approved.

Financial Report (November): Moved and seconded to receive. Pres. Williams reminded Board members that all affiliates must be paid up to date in order to be eligible to vote in the upcoming elections, so there's an effort underway to collect from those affiliates currently in arrears. Also reminder that CAP will no longer be included in reports as of January 2016. Amount due from CSA is also awaiting clarification. Finance committee will be meeting in January. Unanimously approved. Also reported on the ongoing discussions with the AFL-CIO regarding the past-due rent (around \$80,000, which may be forgiven depending on their review of the Council's strategic plan, including a serious effort to increase participation of area locals), and possibility of renting space in the AFL-CIO when the Council has to move in late 2016. Meanwhile the AFL-CIO has agreed to reduce the Council's current rent by \$1,000 per month. That savings is not reflected in the previously-approved budget.

Correspondence

Jimmy Tarlau \$500 (12/9 fundraiser)
ATU 689: \$1,000 (½-page ad, 4 tickets to Centennial Dinner 1/23)
DC Vote: \$200 contribution
President Williams reported that he just received a letter from the AFL-CIO approving the constitutional amendments previously approved by the Council.

Community Services Agency

Bowling January 31, 2016: 8 team registered so far; room for more! Fred Allen said he'll be registering five more teams this week. Fundraiser for EAF.

Holiday Basket project update and Thank You: helping 50 families this year; thanks to everyone who's helped out with contributions. Local 99 and other members of FAST contributed \$10,000 in November and really helped. Pres. Williams made another plea to the Board to help get the CSA into a more solid financial footing and recommended that the Council -- led by the committee he appointed earlier this year -- commit itself to raising a certain amount of money to ensure CSA's survival.

Union Cities

Teamsters 730/Safeway warehouse campaign update

Tommy Ratliff (Teamsters 639) updated the Board on the ongoing situation at the Safeway warehouse, managed by Collington Services. The union gave concessions to support that facility and there have been several iterations since then, culminating in the present attempt to move the warehouse to the Pennsylvania border and close the Upper Marlboro facility. We've been meeting for months now, have leafleted stores to pressure Safeway. There's a meeting tomorrow at 4:30pm with the company, the affected unions and political leaders to sit down and see if we can work this thing out. And once again they're looking for concessions but we've already been there and have no intention of doing so again. Will keep you posted and may well be asking for a boycott, though that's not the case at the moment. The original plan was to shut down at the end of December and we got that delayed to February 14. It's corporate greed, plain and simple. Nothing more, nothing less. Q/A followed. President Williams assured Ratliff that the Council is behind the unions in this struggle but reminded him that any plan needs to have all the affected unions involved and on board.

2016 Directory update (recent mailing for info & delegate updates)
AFL-CIO's Civil Rights Conference: report/reminder about 12/18 early registration deadline.

"Stop the Violence" march/rally January 18 in Prince George's County; Jimmy Tarlau (CWA) explained and proposed resolution of support, which was moved, seconded and approved.

Walmart rally Weds 12/16 3:30pm at H Street Walmart; request from UFCW & UFCW 400 to support/turn out.

COPE Report

The DC COPE committee met on December 8, 2015, where we discussed proposed legislative initiatives before the City Council; Clean Elections Act of 2015, which Legislative Director, Ari Weisbard from the Office of Councilmember Elissa Silverman, provided us with an overview of this legislation. This proposed bill does two things: (1) It strengthens

Present: Allen, Boardman, Briscoe, Bunn, Courtien, Davis, Dyer, Falwell, Federici, Goldman, Murphy, Ratliff, Shields, Smith, Tarlau, Washington, Williams
Excused: Bridges, Dyer, Jeter, Reed, Renne
Staff: McKirchy, Garlock, Dzdziemyo
Also attending: Aaron Bast, Iron 5; Aona Jefferson, CSO 4; Jim Griffin, IBEW 1900; Sam Epps, Unite Here 25



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D.C. law to make clear that political action committees (PACS) and other groups raising money, to make independent expenditures in support of candidates must be truly independent and uncoordinated from those candidates. (2) It specifies that only people may make direct donations to candidates' political committees.

These two changes are intended to make brighter lines in the District campaign law by increasing public confidence in the integrity of our elections and associated fundraising. This also will make compliance with campaign finance law simpler and easier.

We also discussed the Hours and Scheduling Stability Act of 2015, which Executive Director, Nikki Lewis and Director of Organizing, Ari Schwartz from Jobs with Justice, provided us with an overview of this legislation. This bill would provide more responsible standards and stable employment opportunities for men and women working in chain restaurants and retail stores in the District.

This bill would require employers to do the following:

- Post schedules 21 days in advance.
- Offer available hours to qualified current employees before hiring new employees.
- If an employer cancels an employee's shift or declines to call in an "on-call" employee with less than 24 hours' notice, the employee will receive four hours of pay.
- An employer may not discriminate against employees of the same job qualification with regard to rate of pay, leave and promotion opportunities regardless of hours worked.

As a result of these discussions, there was a consensus of the D.C. COPE committee, that there needs to be further dialog with our legislators and our allies, before the committee would feel comfortable with making any form of recommendation to the Metropolitan Washington Council, AFL-CIO executive board concerning these legislative initiatives.

Updates

- Procurement Integrity, Transparency and Accountability Act of 2015,
- Universal Paid Leave Act of 2015
- Unemployment Benefits Modernization Amendment Act of 2015
- DC for \$15 campaign (Increase in Minimum Wage Initiative)
- Reinstate the 10% savings requirement for contracting out.

MD/DC AFL-CIO Legislative Conference: discussion about location (closer to DC is better). Also asked President Williams to renew invitation to State Fed leaders to attend the Council's monthly meetings.

President's Report

Search Committee Update Report: conducted more second interviews recently. First-round interviews scheduled for four more candidates. Committee at this point does not have a candidate to recommend so search will continue.

Elections Committee: President Williams reviewed process: nomination in January, elections in February. Chair: Murphy; members: Ann Hoffman (NWU), Ed Hill (AFGE 2782), Eric Starin (OPEIU 2), Robin Burns (DCNA).

DCPS updates: Teamsters 639 and WTU 6 Ratliff reported that prior to 2008 the cafeteria workers worked for DCPS; then they got subcontracted out to Chartwell; we negotiated an even better contract for our 350 members. Now Chartwell is leaving and the District says they want to bid it out and of course that's just short-hand for union-busting that could well leave women who have been cafeteria workers for many years. Liz Davis (WTU 6) agreed that there's a problem with the chain of command at DCPS and that the affected unions and the Metro Washington Council need to get together and deal with this problem. It also affects residents in all DC wards. She's got a letter drafted for President Williams to review and send (once the unions agree on the letter), making the mayor aware that this issue affects the entire labor community. Extensive discussion ensued.

Evening with Labor: Award discussion: concerns were raised about how recommendations were made, especially in regard to the Organizing Award (several locals indicated they had successful campaigns in 2015). It was decided to table these awards, circulate the criteria and ask for more nominations to ensure that everyone is considered, with a vote via email in the next few weeks. Mike Murphy, as JC Turner Ctte Chair, recommended that Jos Williams be the 2015 JC Turner awardee. It was seconded and unanimously approved -- with a standing ovation -- and President Williams accepted the awardee nomination with appreciation.

McKinney proposal: \$18,000 proposal to provide media outreach to promote the 2016 Evening with Labor and president William's 30+-year leadership and the ongoing leadership transition. Also includes a proposal to produce a brief video on the same topics, with an additional estimated cost of about \$20,000. President Williams excused himself and Mike Murphy, assuming the chair, led a brief discussion, after which the proposal was moved, seconded and approved. The video project will be investigated



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further and a more specific proposal developed for presentation by January.

Leadership Institute report: President Williams briefly reported on the Leadership Institute; a written report will be forthcoming soon.

Reports of Board Members

- Carl Goldman (AFSCME Council 26): next shutdown deadline is this Wednesday. Looks unlikely but you never know. We're getting ready, just in case.
- Tommy Ratliff (Teamsters 639): Security Storage just went out of business and sold out to non-union business, so don't use them.
- Andrew Washington (AFSCME Council 20): Friedrich's service fees case coming up in Supreme Court, January 11, 2p. So Council 20 has been stepping up internal organizing with one-on-one conversations.
- John Boardman (Unite Here 25): just ratified new contract for 38 members at AC Hotel at National Harbor.
- Liz davis (WTU 6): scholarships to Civil Rights conference for 20 WTU 6 members, had 120 members respond, chartering bus to transport them on the 18th to march.
- Mark Federici (UFCW 400): Happy holidays & blessed New Year.

Adjourned 6:37pm