

Metropolitan Washington Council, AFL-CIO
Executive Board: November 16, 2020



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**Metropolitan Washington Council, AFL-CIO
Executive Board Meeting Agenda
November 16, 2020 (via Zoom)**

<https://aflcio.zoom.us/meeting/register/tJEtcu-tqDotH9wvEFXRCP6uTaFzzx8L5CiY>

2:00pm	Call to order, welcome and ground rules: President Dyana Forester
2:05pm	Introduce new board members
2:15pm	Roll Call: Lisa WB
2:20pm	Code of Conduct- Gina Walton
2:15pm	Approval of Minutes
2:25pm	President's Report: Dyana Forester
2:45pm	Election Appeal update: Andrew Washington
3:00pm	Financial Report**: Treasurer Eric Bunn
3:15pm	Evening w/Labor-George Farenthold
3:25pm	Election Committee Report-David Fernandez-Barrial
3:35pm	Organizational Reports <i>COPE: David Stephen</i> <i>Union City: Chris Garlock</i> <i>CAP: Tonya Love</i> <i>Community Service Agency: Sonte DuCote</i>
4:00pm	Old/New Business Affiliate Updates

***Note: Financial reports are unavailable this month due to a family emergency and will be provided when available.*

PRESIDENT'S REPORT

Dyana Forester

It's been a busy and eventful month:

A large portion of my time has been spent supporting CAP and Political & Legislative efforts:

Due to new regulations for CAP, we have to update our compliance information. There is still work to be done, which we are seeking to retain a legal consultant to help address.

We will provide a proposal for the board to consider at the board meeting.

Worked to pull together ad-hoc committees: Fundraising, Committee & Appointments and DCPS Reopen Response.

Supported Affiliates efforts by participating and planning "Count Every Vote" action. Participated in GOTV phone banks and Election Panel.

Worked to address Vacation Balance and looking into Health Insurance options to provide the staff with the same coverage at a lesser cost to the Council.

Next steps: Working with COPE to develop work plans for MD Legislative session and strategy to support DC Legislation efforts getting across the finish line.

ELECTION COMMITTEE Report

Killeen sole candidate: Four people were nominated to be candidates for the MWC Executive Board seat vacated by Doris Reed (ASASP). Two -- Myra Hines, DCNA and Laura Fuchs, WTU 6 -- were determined to be ineligible to serve due to members of their locals already serving on the Board; the remaining two -- Tom Killeen, SMART and Theresa Dudley, PGCEA -- were determined to be eligible and asked to return acceptance forms by COB on Oct. 23. Only Tom Killeen did so, making him the only candidate for the open seat. The election is scheduled for the next Council meeting on Tuesday, November 17.

Griffin retires: Jim Griffin, IBEW 1900, has notified President Forester that he's resigning from the MWC Board effective Friday, October 30, the same date that he's retiring as President/Business Manager/Financial Secretary of IBEW 1900. Nominations will be opened at the November 17th MWC meeting and the election will be held at the December 22 meeting.

Community Services Agency (CSA) of the Metropolitan Washington Council AFL-CIO

Sonte DuCote, Executive Director

HOLIDAY BASKET 2020 – THANKSGIVING ASSISTANCE

Thanks to generous donors, CSA raised \$950 to help needy families purchase food for the Thanksgiving Holiday. Seventeen (17) families referred by community-based partners will receive \$50 in union grocery store gift cards to help purchase Thanksgiving dinner. Along with the cards, families will receive a letter promoting that the assistance is made possible by unions and allies of the Metropolitan Washington Council AFL-CIO and educating them about the local labor movement and the work it is doing to support needy families. Labor Cares, Labor Shares.

CONTRIBUTIONS STILL NEEDED FOR CHRISTMASTIME

CSA needs Holiday Basket contributions to help needy families for Christmastime holidays.



There are three ways to help:

1. Make financial contributions to CSA earmarked for “Holiday Basket.”
2. Contribute grocery store gift cards from area union grocers or discount store cards (except for Walmart).
3. Adopt a Family – provide gift cards, toys, clothes, etc. to area needy families.

Contributions and gift cards may be mailed to: Community Services Agency, 815 16th Street, NW, Suite 1100, Washington, DC 20006

Union Member Referral Deadline:
Friday December 4

Contribution Deadline:
Friday, December 11

COMBINED FEDERAL CAMPAIGN (CFC) – Show Some Love

The Combined Federal Campaign starts is going on now through January 15th. Funding from the CFC provides much needed unrestricted funds to help CSA keep its virtual lights to continue to provide union members with assistance and services.

This year’s theme is, “*Show Some Love*” and CSA is asking **affiliates representing federal employees** to encourage their members to visit <https://givecfc.org> to make a contribution to CSA using **CFC number 19579**.

DC ONE FUND CAMPAIGN

District Government employees may contribute to nonprofit organizations like CSA by visiting: <https://secure.uwnca.org/crm/Start.jsp?accountNumber=1724459>

Affiliates representing District employees are asked to encourage your members to consider contributing to CSA using **DC One Fund number 8253**. The campaign ends December 12th.

COVID-19 / EMERGENCY ASSISTANCE

CSA continues to pass along resources to locals impacted by COVID-19 and help members with limited financial and food assistance. Funds are dwindling due to the increased COVID 19 need and the cancellation of the Labor Night at the Nats and Golf Tournament fundraiser. Please consider making a contribution earmarked for Emergency Assistance to the CSA address above or on the CSA website: www.communityservicesagency.org.

BUILDING FUTURES CONSTRUCTION PRE-APPRENTICESHIP PROGRAM

During the past month, our team recruited, screened and verified requirements for 65



District residents. A total of 26 were accepted and 24 students graduated from the program on November 6. The AFL-CIO sponsored MC3 curriculum included an orientation to the construction industry and jobs, apprenticeships, rights and responsibilities in the workplace, blueprint reading, math, job readiness, case management, discrimination and harassment at work. Students also earned

industry-recognized certifications such as OSHA 10, Flagger Safety, CPR, Firsts Aid and AED, and Scaffold User.

Building Futures graduates have been vetted and are ready for work, they are drug-free, conscious about safety and reliable. Apprenticeship programs that participated in the last cohort were the Sheet Metal Workers Local 100, LiUNA Training Fund, Cement Masons Local 81, Insulators Local 24, Carpenters MACTC and Piledrivers.

Bus Operators Pilot:

In partnership with the Transportation Learning Center, staff is developing a pre-apprenticeship curriculum modeled after the MC3 and adapted for transit bus operators. First pilot is tentatively scheduled for June 2021.

COPE/Legislative Monthly Summary

David Stephen, Political Director

MWC GOTV Weekly Programs

- Maryland State and DC AFL-CIO Member-to-Member Phone Banks to Swing States
- Phone banking with Unite HERE Local 25 for Ed Lazere
- Progressive Maryland text bank for Question B in Montgomery County
- NNU - Biden/Harris campaign outreach with texts to over 30,000 voters in swing states.
- NNU - member to member campaign in North Carolina, Arizona and Nevada.

The following labor-endorsed candidates (or ballot questions) have won:

Washington D.C. District of Columbia Council

- Council At-Large (Dem) - Robert White
- Ward 4 - Janeese Lewis-George
- Ward 8 - Trayon White

DC State Board of Education

- Ward 4 - Frazier O'Leary
- Ward 7 - Eboni Rose Thompson
- Ward 8 - Carlene Reid

U.S. House of Representatives

- DC – Eleanor Holmes Norton

Montgomery County

- Question B defeated

Calvert County

- Court Judge - Patrick Devine

U.S. House of Representatives (Maryland)

- District 2 – Dutch Ruppersberger
- District 3 – John Sarbanes
- District 4 – Anthony Brown
- District 5 – Steny Hoyer
- District 6 – David Trone
- District 7 – Kweisi Mfume
- District 8 – Jamie Raskin

Other events:

WTU Public Testimony/Rally – October 23 at Wilson Building

Legislative Reports (DC)

- Bill 23-965 Displaced Workers Rights to Reinstatement and Retention Act of 2020 (see attached)
- require employers to hire back employees who have been laid off by the pandemic and through no fault of the own, the right to return their position if that position is their when the operation returns.
(action requested)
- B23-309, the medical marijuana employment protection bill.

Link: https://lms.dccouncil.us/downloads/LIMS/42678/Committee_Report/B23-0309-Committee_Report2.pdf

- B23-872 and B23-874 Public Sector Injured Workers' Equality Act of 2020 – awaiting date of mark up

2021 MWC COPE CALENDAR

<u>Day</u>	<u>Date</u>	<u>Event</u>	<u>Time</u>
Tues	12-Jan	DC COPE meeting	2:00 PM
Thurs	14-Jan	Mont./P.G. COPE	10:00 AM
Mon	18-Jan	MLK Day	
Tues	26-Jan	Tri-County COPE	7:00 PM
Tues	9-Feb	DC COPE meeting	2:00 PM
Thurs	11-Feb	Mont./P.G. COPE	10:00 AM
Mon	15-Feb	President's Day	
Tues	23-Feb	Tri-County COPE	7:00 PM
Tues	9-Mar	DC COPE meeting	2:00 PM
Thurs	11-Mar	Mont./P.G. COPE	10:00 AM
Thurs	30-Mar	Tri-County COPE	7:00 PM
Sun	4-Apr	Easter Sunday	
Thurs	8-Apr	Mont./P.G. COPE	10:00 AM
Tues	13-Apr	DC COPE meeting	2:00 PM
Tues	27-Apr	Tri-County COPE	7:00 PM
Sun	9-May	Mother's Day	
Tues	11-May	DC COPE meeting	2:00 PM
Thurs	13-May	Mont./P.G. COPE	10:00 AM
Tues	25-May	Tri-County COPE	7:00 PM
Mon	31-May	Memorial Day	

Tues	8-Jun	DC COPE meeting	2:00 PM
Thurs	10-Jun	Mont./P.G. COPE	10:00 AM
Sat	19-Jun	Juneteenth	
Tues	29-Jun	Tri-County COPE	7:00 PM
Fri	5-Jul	Independence Day (observed)	
Mon	6-Sep	Labor Day	
Thurs	9-Sep	Mont./P.G. COPE	10:00 AM
Tues	14-Sep	DC COPE meeting	2:00 PM
Tues	28-Sep	Tri-County COPE	7:00 PM
Mon	11-Oct	Columbus Day	
Tues	12-Oct	DC COPE meeting	2:00 PM
Thurs	14-Oct	Mont./P.G. COPE	10:00 AM
Tues	26-Oct	Tri-County COPE	7:00 PM
Tues	2-Nov	Election Day (No DC or MD in 2021)	
Tues	9-Nov	DC COPE meeting	2:00 PM
Thurs	11-Nov	Veterans Day	
Thurs	18-Nov	Mont./P.G. COPE	10:00 AM
Thurs	25-Nov	Thanksgiving Day	
Tues	7-Dec	Tri-County COPE	7:00 PM
Thurs	9-Dec	Mont./P.G. COPE	10:00 AM
Tues	14-Dec	DC COPE meeting	2:00 PM
Fri	24-Dec	Christmas Day (observed)	
Fri	31-Dec	New Years Day (observed)	

CLAIMANT ADVOCACY PROGRAM

Tonya Love, Program Director; Lolita Martin, Attorney

The Claimant Advocacy Program's overall objective is to advise and represent claimants who have Unemployment Compensation Appeals Hearing before the District of Columbia Office of Administrative Hearings.

Additional tasks:

- Discussed existing issues with DOES regarding regular UI, PUA, PUEC, FPUC, and Extended

Benefits

- Assisted claimants in filing initial claims, weekly claim reporting and re-opening claims
- Assisted claimants in filing appeals
- Participated in the Unemployment Oversight roundtable
- Check-ins with other stakeholders on issues on a broader level that affect unemployment benefits
- Suggest and connect UI claimants with other resources, when/if needed
- Participated in the weekly stakeholder's meeting with the Office of Administrative Hearings

Summary:

1. Invoiced for the month of October in the amount of \$46,187.50.
2. CAP continues to assist hundreds of union and non-union members in accessing the UI system in DC, with multiple emails, calls and texts to POCs at DOES.
3. Assisted and/or represented 1 ATU 689 member, 1 UFCW 400 member, 2 IATSE 22 members, 3 SEIU 722 members, 7 32BJ members, and 9 UNITE HERE25 members in the month of October.

UNION CITIES

Chris Garlock, Coordinator

MWC affiliate support

Provided as needed, including responding to questions about affiliate voting strength, updating delegates for the upcoming election and coordinating solidarity/mobilization efforts.

MWC meetings

Coordinated prep, including preparing reports, notifying affiliates/delegates, etc.

MWC check log-in: Opened, sorted, logged in MWC mail and checks.



Database updates: Updated MWC and LaborKey databases as necessary.

Election Committee

Supported committee's work, kept affiliate per cap and delegate info updated, election page updated

Evening with Labor

Supported EWL Committee work, maintained contact with venue re schedule updates; website page [here](#)

MWC staff support

Coordinated weekly staff check-ins, supported staff as necessary, including keeping program pages on website updated, including the [COPE](#), [CAP](#) and [CSA](#) pages

Union City e-newsletter

Produced, published and distributed latest local labor news on the MWC's Union City daily; reports posted [here](#)



Union City Radio

Produced daily report for Union City Radio reports, 7:15a on WPFW and on the [UCR podcast](#)

NOTE: UCR has been underwritten in 2019 and 2020 by a \$5,000 annual contribution from UnionPlus, which is split 50/50 with WPFW.

[Your Rights At Work](#) (WPFW 89.3FM, Thursdays from 1-2p)

October guests included: Rochester (NY) Labor Council president **Dan Maloney** on the local labor movement's reaction to the killing of Daniel Prude and the need for police accountability; Policy nerd **Ed Lazere** – DC City Council At-Large candidate -- on why he



wants to take the fight for DC's working people inside the belly of the beast; "Marx at the Arcade"; **Dr. Jamie Woodcock** on how Karl Marx can help us understand video games and the people who make them; Legendary organizer **Phil Cohen**'s shocking expose of illegal union-busting under the Trump Administration; Metro Washington Council president **Dyana Forester** reports on the "No on B" labor rally, DC teachers hold a public hearing on re-opening DC schools safely, and DC dispensary workers organize with UFCW 400; Metro Washington Council Political Director **David Stephen** on labor-endorsed DC-area candidates and why Montgomery County voters should vote against Question B.

MWC social media

Posted labor news/updates to MWC [Twitter](#) and [Facebook](#) feeds

MWC website

Posted affiliate news/updates on our [website](#).

Latest website traffic report: 3.5K users

Highest traffic pages:
dclabor.org: 1,123

/endorsements.html: 666

/dc-laborfest.html: 215

/calendar.html: 204

/hiring-hall.html: 198

Labor Radio Podcast Network

Coordinated network of over 70 labor radio and podcast programs, including weekly meetings and hosted livestream coverage of the 2020 election returns/aftermath.

2020-21 MWC Directory:

Includes updates to the [online directory](#) as well as to LaborKey. A draft of the hard-copy Directory

should be available for final review soon, after which it will go to press and be distributed via mail.



DC Labor FilmFest

Scheduled, promoted and hosted weekly screenings, Tuesday nights at 7p on Zoom.

Working on 2021 schedule now.

METROPOLITAN WASHINGTON COUNCIL EXECUTIVE BOARD MEETING

September 21, 2020

Scheduled: 2-4PM (Actual meeting time: 2-5PM)

Call to Order and Welcome: MWC President Dyana Forester

Motion – Herb Harris – asked unanimous consent to amend agenda to move up the Election Committee report to the first item on the agenda and that the discussion after presentation by the Election Committee be limited to thirty (30) minutes.

Point of Order – Chuck Clay – David Fernandez was invited to the meeting as was Juanita from the International and they were both already on the agenda at a slated time.

Motion was Seconded – Robin Burns

Discussion on the Motion

Amended Motion – President Forester – accepted by Herb Harris to move forward with the minute's approval and the President's report. The Election Committee report would be presented when David Fernandez-Barrial joins the meeting.

Call the Question – President Forester – to move up the Election Committee report on the agenda but to start with the minutes and the President's report until David Fernandez-Barrial joins.

Motion Passes – with friendly amendment from President Forester

Point of Order – Gina Walters – confirm quorum

Roll Call: *Present:* Andrew Washington, Jim Griffin, Eric Bunn, Herb Harris, Greg Bowen, Dena Briscoe, Donna Brockington, Robin Burns, Chuck Clay, Liz Davis, George Farenthold, Dan Fields, Stephen Frum, Roxie Mejia, Doris Reid, Wanda Shelton-Martin, Michael Spiller, Gina Walton, David Richardson, Djawa Hall, Robert Hollingsworth, Lewis sitting in for Jaime Contreras. *Absent:* Don Havard. Cynthia Collins joined the meeting but resigned from the Secretary position. Guest: Juanita Sanchez. A quorum is present.

Code of Conduct: read by Gina Walton

Approval of Minutes: Minutes Approved

Motion – Herb Harris – to approve minutes with any necessary corrections of the July 20, 2020 Executive Board Meeting of the Metropolitan Washington Council

Motion Seconded – Robert Hollingsworth

No Discussion

Call the Question – President Forester – to accept the minutes as presented

Motions Passed – Ayes have it

Issue presented: Need to appoint temporary Secretary to keep the minutes until elections are held.

Motion – Herb Harris – recommended Robin Burns as Secretary temporarily

Motion Seconded – Daniel Fields

No Discussion

Call the Question – President Forester – to appoint Robin Burns as acting Secretary until elections

Motion Passes – unanimous vote passes for Robin Burns as acting Secretary by appointment until elections are held.

President's Report: three areas of focus: 1) financial management, 2) internal practices, and 3) program for elections

- seeking a way to approve finances remotely;
- met with auditors, bank and service providers;
- need to establish a credit card policy; codifying practices regarding arrears
- policy that permits voting via email when:
 1. to convene special meeting
 2. financial requests/expense authorization – an expense greater than \$500, not budgeted
 3. email voting for supporting local actions (resolutions) in between the scheduled meetings

Discussion – Eric Bunn requesting the credit card policy in writing and not just as a motion; possible misunderstanding of credit card policy goals

Constitutional Review: Juanita Sanchez – Article 8, Section 8 and Article 11, Section 2 – to review the process for accepting the recommendations of the Election Committee and to review processes and procedures holistically.

Election Committee Report: presented by Chairman David Fernandez-Barral and committee members (Kathleen Moors, Amy Millar, Chuck Clay and Gina Walters):

- 6/15/2020 – election
- 6/18/2020 – request to retain records; have to retain records for six (6) months, until December
- 6/24/2020 – elections' committee initiated a way to inspect the records digitally and an inspection protocol; records could be inspected at IATSE 22
- 7/13/2020 – answered information request received from Eric Bunn
- there was an opportunity to review the records where requested
- Election Committee concluded unanimously that the allegations in Eric Bunn's protest were without merit; this was a fair and transparent election;
- not clear when the last credentials committee was created as this is within the purview of the President to create; the Election Committee contended that an additional process like a credentials committee would cause further delay and complications to the election process
- all delegate eligibility was posted on the website with periodic updates in the lead up to the election
- distribution of affiliate votes – when people checked into the room and the delegates were accounted for, that information was turned over to Election Buddy;
- 185 ballots were cast out of a possible 208 (89% participation);
- there is an opportunity to inspect the ballots
- the findings were included in the Board packet
- requesting that the Board accept the Election Committee's by accepting the recommendations of the Election Committee.

Discussion on the Election Committee Report

Motion – Eric Bunn – to extend discussion because some individuals did not get to speak

Motion Seconded – Liz Davis

Further Discussion on the Election Committee Report

Motion – Liz Davis – that the Executive Board have an independent review to bolster the credibility of any Executive Board decision; that the Executive Board authorize a hearing on the merits of the election protest filed by Eric Bunn; outside hearing officer shall be selected by the Executive Board at a special meeting on 9/28/2020; will submit a final report to the Executive Board no later than 10/9/2020

Point of Order – Jim Griffin – need to accept or reject the Elections Committee report

Motion Seconded – Robin Burns – also addressed her grievance regarding election results

Motion – Jim Griffin – to accept Elections Committee report

Motion Seconded – Gina Walton

Requested Roll Call Vote – Herb Harris

Call the Question – President Forester – vote to accept the Election Committee report as presented

Herb – No	Don H –	8 – Yes
Eric – No	Roxy – Yes	11 – No
Greg – Yes	Wanda – No	1 – Abstention
Dena – No	Michael - No	
Donna – No	Gina – Abstain	
Robin – No	Djawa – Yes	
Chuck – Yes	Robert – Yes	
Jaime – Yes	David – No	
Liz – No	Doris – No	
Dan - No	Andrew – Yes	
Stephen – Yes		

Motion Did Not Pass – the Elections Committee report was not accepted by the Executive Board.

Renewed Motion – Liz Davis – consistent with provisions of Article 11 Section 3 the Executive Board would authorize a hearing and select a hearing officer at a special meeting on September 28, 2020 and the Hearing officer would give a full report no later than October 19, 2020

Amended Motion – Herb Harris – with a friendly amendment providing for any additional guidance from the AFL

Accepted Amended Motion – Liz Davis

Amended Motion Seconded – Dena Briscoe

Discussion – per Juanita Sanchez, Article 11, Section 4 speaks to the original protest and any additional questions/concerns are not appropriate for consideration by the special meeting. So, the protest to be considered at the meeting is only that of Eric Bunn.

Call the Question – President Forester – to vote to move forward on the motion to authorize a hearing

Andrew – No	Greg – Abstain	12 – Yes
Wanda – Yes	David – Yes	7 – No
Mike – Yes	Jim – No	3 – Abstentions
Herb – Yes	Djawa – No	

Dena – Yes	Doris – Yes
Chuck – No	Roxie – Abstain
Gina – Abstain	Robert H – No
Stephen F – No	Eric – Yes
Rob – Yes	Doris – Yes
Liz – Yes	Donna B – Yes
Dan – Yes	Jaime – No

Motion Passed – 12 to 7 with 3 abstentions

Treasurers Report: presented by Eric Bunn

- three reports in the board packet
- need to add President Forrester as authorized signer on account
- regarding financial committee meetings, need next steps to ensure trustees are trained and given all materials to perform an audit
- Financial position – 6/30/2020 – total liabilities and assets are \$1.5 million; decided to move the Evening with Labor event to 2021 but about \$130,000+ sitting out there and a decision needs to be made about what to do with that money because it is in a deferred revenue status at this time;
- State of Activities – COPE is about -\$55,000 but that is not a true number; mobilization is at about \$65,000, comes out of general ledger
- Budget vs Actual – we are negative for income have \$146,00 arrears balance
- The inability of Locals to pay per capita to be addressed by a Relief committee to foster continuity of responses to local requests; need to write off or collect bad debt
- Financial Overview requested by President Forrester – presented by Tia – able to allocate monies that were already recorded; compared P&L report of last year to this report and revenue is down \$23,000; expenses down \$131,000 due to no Evening with Labor; salaries up \$33,000 as for August 2020 for President's raise and Chris' raise but still within budget; hope to increase revenues in other areas to offset reductions in per capita; recommend that other ways are found to generate revenue if Covid-19 continues.

Motion – Herb Harris – to accept financial report as a block (June, July, August) as presented by Treasurer Bunn and the comments as provided by the accounting firm.

Motion Seconded – Robin Burns

Discussion – about trustees' ability to concur with findings, not yet had the opportunity to review but will as the report will have to go to the trustees for approval

Call the Question – President Forester – to accept the financial report as a block as presented and to accept the comments provided by the accounting firm

Motion Passes – to accept by a majority

The details of the staff contract have not come back to the Board and the only issue was Health Care and Andrew Washington wants to refrain from discussion because staff is on the call. We need to prepare for upcoming Open season with a meeting of the Executive Board members.

COPE: presented by David – review report as written

DC COPE: Herb Harris and Chuck Clay Co-Chairs reported the following:

- recommended endorsements made in the Primary will stand for:
Ward 4 – Jenise Lewis-George
Ward 8 – Trayon White
- recommend additional endorsements for:
Ward 2 – Brook Pinto
Ward 7 – Vincent Gray
Robert White
At Large – Ed Lazere

Motion – Chuck Clay – that MWC endorse candidates indicated, vote as a block

Motion Seconded – Liz Davis

No Discussion

Call for a Vote – President Forester – that MWC endorse the candidates as indicated as a block vote

Poll Vote – WTU raised question about voting as a block when there is not total agreement. Djawa Hall states that he, 1199, and MWC Health Committee do not endorse Vincent Gray as a matter of record.

Motion Passes – carried to approve recommendations for City Council race.

State Board of Education: presented by Liz - endorsement recommendations for:

- At-Large – M. Valentine
- Ward 2 – James Harnett
- Ward 4 – Frazier O’Leary
- Ward 7 – Ebony Rose-Thompson
- Ward 8 – Colleen Reid

Motion – Chuck Clay – to accept State Board of Education recommendations as stated

Motion Seconded – Herb Harris

No Discussion

Call for a Vote – President Forester

Poll Vote – Unanimous, passed to accept recommended candidates

Legislation: presented by David – discussion about future support for endorsed candidates; inexpensive ways to support future candidates such as peer to peer texting, phone banking; ongoing discussion on sending out one mailing to members (one mailer to every household reaches 41,155 households at an expense of \$61,732.50=\$1.50/household, from an authorized mailing house); issue tabled for Executive session.

1. Medical Marijuana Program Patient Employment Protection Act

Motion – George Farenthold – to support the medical marijuana protection act

Motion Seconded – Robert Hollingsworth

Discussion – Is this for DC Government employees and does it supersede the Drug Free Workplace act? Applies ADA requiring employers to make accommodations.

Call the Question – President Forester

Poll Vote

Motion Passes – to support the Medical Marijuana Program Patient Employment Protection Act

2. Public Sector Injured Workers Act presented previously by LaRuby May
Motion – Liz Davis
Motion Seconded – Chuck Clay
No Discussion
Call the Question – President Forrester
Poll Vote
Motion Passes – to support the Public Sector Injured Workers Act – one abstention – Robin Burns
3. Tri-County Statewide COPE wants us to adopt their language that Workers Bill of Rights is incorporated in future COPE candidate questionnaires.
Motion – Eric Bunn – to support permission for the Tri-County Statewide Cope to incorporate Workers Bill of Rights
Motion Seconded – George Farenthold
Discussion – to clarify intent of the ask
Call the Question – President Forester
Motion Passes – to permit the Tri-County Statewide Cope to incorporate Workers Bill of Rights in future COPE candidate questionnaires.
4. General Strike Resolution – presented by Liz Davis
Motion – Liz Davis – to accept the General Strike Resolution
Motion Seconded – George Farenthold
Discussion – Herb Harris supports the intent of the resolution but abstains due to the general strike language
Call the Vote – President Forester
Poll Vote
Motion Passes – 10 to 3 and 1 abstention

Adjournment

Motion – Dan Fields

Motion Seconded – ???

Meeting adjourned @ 4:55PM

METROPOLLITAN WASHINGTON COUNCIL EXECUTIVE BOARD MEETING – SPECIAL MEETING

September 28, 2020

Scheduled: (Actual meeting time:)

Call to Order and Welcome: MWC President Dyana Forester

Roll Call: *Present:* Andrew Washington, Jim Griffin, Robin Burns, Dave Richardson, Eric Bunn, Greg Bowen, Chuck Clay, Jaime Contreras, Liz Davis, George Farenthold, Dan Fields, Stephen Frum, Don Havard, Roxie Mejia, Doris, Wanda, Michael Spiller, Gina Walton, Djawa Hall. *Absent:* Dena Briscoe, Donna Brockington, Herb Harris, Robert Hollingsworth. A quorum is present.

This special meeting is being held to address the motion put forth at the September 21, 2020 Executive Board meeting to address the protest against the Elections Committee submitted by Eric Bunn.

Motion put forth by Liz Davis at the September 21, 2020 Executive Board meeting:

...authorize a hearing on the merits filed by Eric Bunn to be conducted no later than October 9, 2020 by an outside hearing officer selected by the Executive Board and that hearing officer shall be selected at a Special Meeting on September 28, 2020 and shall submit their findings to the Executive Board no later than October 19, 2020

Amendment to the Motion – friendly amendment made by Herb Harris – we will adjust the hearing process as needed with the guidance or advice of the AFL-CIO

Motion was seconded – Dena Briscoe

Discussion

President Forester – stated that there is an issue with the motion; Constitution, specifically Article 11, Section 4, controls; the constitution doesn't speak to having an outside hearing officer and so the motion was out of order based on the constitution. The motion as presented cannot move forward as it is in direct conflict with the constitution. A motion is not necessary because the constitution already calls for a hearing and this will be moved forward at the next Board meeting.

Chuck Clay – hearings are a laborious process and suggests to not conduct the hearing in the context of a regular Executive Board meeting as it would be way too long and arduous.

President Forester – will consult with the AFL-CIO and other Unions with respect to internal hearings. The guidance from the AFL-CIO is to go through any and all internal processes first and to exhaust them all before going to an outside body. Will work with the AFL-CIO to present a plan to have a hearing. Charges are between Eric Bunn and the Elections Committee. Will work on getting a clear process at the next Board meeting and that time is provided outside of the Board meeting to address this matter.

Dena Briscoe – Why weren't the conflicts not mentioned when the original motion was presented? Was that the only conflict, the hearing officer?

Liz Davis – Does the motion suggesting outside hearing officers override the Constitution?

President Forester – the motion is in direct conflict with the constitution

Liz Davis – requested that the relevant constitutional language be placed on the screen

David Richardson – read the relevant sections of the Constitution

Jim Griffin – next step is a hearing

Liz Davis – seeking clarification

President Forester – a hearing is the next step in the process per the Constitution

Eric Bunn – Who will be facilitating the hearing? The intent of Liz's motion was for a neutral body, an outside neutral party to do the hearing.

Jim Griffin – the President of the Council has the authority to interpret the Constitution so this is really a waste of time as the interpretation has been made. This Council cannot be a part of an illegal process

African-American male in glasses and a hat spoke – President Forester will create a hearing process

President Forester – will create a fair process and will facilitate the process. Whatever process is created will ultimately be voted on by the Executive Board.

Eric Bunn – I just want to know how the President came up with the interpretation

Roxie Mejia – it was my understanding that the Constitution requires that everything within labor be exhausted first and then move outside.

Andrew Washington – cannot take the authority from the Executive Board and place it somewhere else. Motions cannot be in conflict with the Constitution. We have to follow the language of the Constitution. This matter needs to be taken to the Executive Board for a hearing and if there is not a decision made at the hearing, then it can be taken further. We are here because we didn't follow the Constitution in the first place. The AFL-CIO, in a statement to me, has advised that the Board follow the constitution as written.

Motion to end discussion and adjourn until next meeting – Andrew Washington

Motion seconded

No Discussion

Call the Question

Motion Passes – unanimously

Meeting adjourned @

METROPOLLITAN WASHINGTON COUNCIL EXECUTIVE BOARD MEETING

October 19, 2020

Scheduled: 2-4PM

Meeting Start Time: 2:12PM

Call to Order and Welcome: MWC President Dyana Forester

Roll Call: *Present:* Andrew Washington, Robin Burns, Liz Davis, Jim Griffin, Herb Harris, Chuck Clay, George F., Stephen Frum, Roxi Mejia, Wanda Shelton-Martin, Michael Spiller, Gina Walton, Djawa Hall, Dave Richardson, Eric Bunn. *Absent:* Dena Briscoe, Donna Brockington, Greg Bowen, Jaime Contreras, Don Havard, Robert Hollingsworth. A quorum is present. *Guests:* Jeff, Tri-County COPE, Tia (accountant)

Code of Conduct: read by Gina Walton

Minutes: President Forester – asks to table the minutes for now and they can be presented at the next meeting.

Motion – Jim ??? – to table the minutes for today's meeting and the minutes will be presented at the next Executive Board meeting

Motion Seconded – ???

Discussion on the Motion

- Requests made for copies of the minutes and that a copy, where appropriate, be sent to General Counsel Becker and to the Executive Board
- President Forrester received the minutes late which is why they are not available for today's meeting
- Minutes will be provided once cleaned up, meaning written in a more conducive format, not meaning changing any information therein. Minutes will be reflective of the meeting.
- Robin Burns – wants it on the record that the minutes were submitted on 10/15/20
- Where and when will the motions put forth at the 9/21/20 Executive Board meeting be addressed?

Call the Question – President Forester – to table the minutes for today's meeting and they will be presented at the next Executive Board meeting

Vote – 12 yes, 3 abstentions

Motion Passes – to table the minutes and present them at the next Executive Board meeting

Correspondence: for organizations MWC historically supports for fundraisers

1. Montgomery County Neighbors Against Question B – presented by Djawa Hall – pushing to top a ballot initiative that would disallow the Montgomery County Council to change the tax rate. Currently a unanimous vote is required. Montgomery County needs the revenue to continue to flow and if Question B passed this would have negative impacts education, transportation and housing. No to Question B. Townhall on 10/21/20.

Motion – ??? request \$500 to support no to Question B effort

Motion Seconded – Dena Briscoe

No Discussion

Call the Question – President Forester

Motion Passes – unanimously to give \$500 contribution to coalition to support no to Question B effort

2. Jews United for Justice – presented by President Forester – organization similar to ours. They are having their event virtually. MWC has given \$250 in the past.
3. DC Jobs For Justice – presented by President Forester – organized and assisted with COVID response to support some affiliates in securing an extension of unemployment funds, specifically undocumented workers. In the past has given \$600. Djawa added that they were also instrumental in a the for a quality hospital coming to Southeast DC.

Motion – Chuck Clay requests \$500 to DC Jobs For Justice

Motion Seconded – Liz Davis

Amended Motion – Eric Bunn – to include the \$250 for Jews United for Justice in this vote as well

Accepted Amended Motion – Chuck Clay

Amended Motion Seconded – ???

No Further Discussion

Motion Passes – unanimously to give \$500 to DC Jobs For Justice and \$250 to Jews United for Justice

President's Report: presented by President Forester

- need to implement credit card policy and expense policy
- lingering matter of outstanding debt regarding locals that have not paid in years and we have not developed a process to handle it
- AFL-CIO granted permission to continue past practice regarding this matter but need to put a process in place immediately to address affiliates paying their per capita
- Andrew Washington
 - shared a letter from Perry Wells of the AFL-CIO
 - if abided by actual Constitution, local that were in arears would not have been permitted to participate in vote unless paid up entirely; but, because of behavior of MWC in allowing participation at board level despite default, AFL-CIO suggested that affiliates should be allowed to vote if paid up a year prior to election
 - moving forward, coming out of election, need to abide by own Constitution
 - would not have needed this type of guidance from the ALF-CIO in the first place had the Constitution been adhered to in the first place
- don't take lightly the investment that each affiliate Union is making in the Council
- Information regarding per capita needs to be accurate so protocols need to be put in place to effectuate accuracy, consistency and fairness; Relief Committee process
 - there will be a designated email for per capita questions
 - will notify in Union City that per capita statements have gone out
 - will clarify Jo's role and Chris' role
 - Relief Committee – opportunity to apply for relief in the past but nothing was consistently documented
 - asked financial trustees to develop a process with the Relief Committee; Herb Harris will also be a part of this effort
 - Treasurer notification will take place and Treasurer will be included in these conversations where necessary and appropriate
 - Financial trustees are on the Relief Committee + Herb Harris

- roles of Secretary and Treasurer are divided
- ultimately the Executive Board will decide if applicants for relief satisfy the guidelines
- Trustees will be given a list of those in arrears; will be included in #5 of the policy
- Trustess will need to meet before November to develop guidelines and a process; Gino volunteered to assist in this matter
- proposed procedure should list titles and not names since it is a living document
- Concern not to mix the roles of the trustees and the financial committee; trustees have audit only powers
- Quick Books and Labor Key still don't match up; having a meeting with Labor Key
- the ability to create a Relief Committee lies in Article 13, Sections 6 and 7 (pg. 11)
- Ensure there are three separate notifications, need to be included in #5
- Credit Card/Expense Policy
 - concern about expenses being approved without proper approval; there was a credit card with no rules attached to it
 - received guidance from AFL-CIO and recommendation from other trustees
 - approval of expenses of \$500 or more needs to be brought before the Executive Board when it is an unbudgeted emergency expense; most MWC expenses do not exceed \$500 (per Tia); limits are definitely need to protect against malfeasance and to protect the Council going forward
 - will be two credit cards – one for the President and one for the Office Manager
 - within the policy should be changed to shall, more definitive and not optional
 - all credit card transactions need back-up measures in place
 - will send out a copy of the policy in a google doc for recommendations and comments
- Appeals Hearing
 - asked for samples of processes and reached out to Liz regarding a possible hearing officer; did not receive any information from anyone else
 - wants to move forward in a timely manner
 - asking for an appeals committee to be formed: 2 public, 2 private, 1 trades; would like this committee formed within a week; request that they meet and get the hearing together
 - Elections Committee members are disqualified from serving on the committee
 - valid assessment that, in the Constitution, the Executive Board is tasked with doing the hearing and this should be adhered to; there should be someone to pick up where the President cannot and base don the circumstances, the President probably should not be apart of this process; going outside of the Board to select the committee is the same thing as brining in a 3rd party neutral, which was also not in line with the Constitution; always need to follow the Constitution
 - recommendation – 5 from the Board will serve on the appeals committee, in any case, selections for the committee are not to go beyond the delegate body
 - Andrew Washington will move forward with the appeals process receive the names and once the committee is formed will chair the committee
 - Committee would meet ex parte and make a decision; the committee would come up with the pros and cons and make a recommendation; ; the Executive Board has advise and consent authority;
- Breach – confidential communication, including the minutes and Zoom recordings, wee shared with the previous MWC President
 - called a special meeting with executive officers to look at staff emails to ensure videos were not shared
 - talked to those that had success and got permission to go through emails
 - still investigating the matter
 - will develop a policy

Motion – Andre Washington – to accept the President's report

Motion Seconded – ???

No Further Discussion

Calling the Question – President Forester

Motion Passes – to accept the President's report

Treasurer's Report: presented by Eric Bunn

(I have clarification questions regarding this portion of the minutes and will ask them at the meeting)

- Assets – \$1.4 million in total assets including fixed assets
- Liabilities – \$400,000
- Total accounts receivables – \$6,000
- CSAO – \$30,000
- Net revenues – \$177,000
- need to address accrued vacation with respect to carryover annual leave as it is considered a liability as annual leave is paid out in cash
- status of the employee contract – the employees do have a contract
- Activities by Class ending 9/30/2020 - ???
 - Per capita – \$458,000
 - Cap – \$346,000
 - Additional fundraiser - \$800k, cap excluded, about \$472,000
 - \$82,000 ahead once cap is excluded
 - February – September – per capita has been fluctuating and need to be concerned about the trend; this is a relief committee conversation;
 - needs to be a focus on how to increase revenues, fundraising
 - caught up on some expenditures like rent and pension
- things are being done virtually
- \$177,000 net revenue coming in (includes cap), had a bump in June of \$128,00 due to deposits
- Actual
 - \$57,000/month in income; has gone up and down over the months
 - \$182,000 variance in fundraiser revenue (down); no revenue this year and still holding monies directly paid for Evening with Labor
- Actual vs. Budget - \$224,172 about \$51,000 ahead
- 3rd quarter annual leave was already accrued and that why the increase; increase in salary for President
- have a concern that will go over budget this year
- revenues are trending down; will ultimately have to consider some type of revenue because don't want to dip into reserves
- the way monies are coming in makes it difficult to prepare a budget
- the trustees should be involved, not sure there is a process for their involvement
- have CBA changes been factored into the budget?; may not be in adverse impact imminently, but there is the potential for impact down the road if revenue adjustments are not made
- if per capita continues to decline, will see impact
- no increases in the health care plan per the CBA at this time, but open enrollment may tell a different story; don't want to discuss particulars with staff on the call
- Executive Board requests a copy of the signed CBA for the employees

- possible investment opportunities
- need a financial committee – ad hoc financial committee is the Executive Board and the trustees and the President recommends the committee meet to discuss: 1. income; 2. CBA; 3. other fundraising opportunities

Motion – Dave Richardson – to accept the Treasurer’s report for audit

Motion Seconded – George Farenthold

Discussion on the Motion– Caliber letter; was already budgeted for \$10-12,000; for an audit; President Forester will sign the letter and begin that process

Calling the Question – President Forester

Motion Passes – to accept the Treasurer’s report for audit

COPE: presented by David Stephen

- Tri-County COPE – asking for recommendations on two candidates in Calvert County
 1. Chad Leo – running for Tri-County School Board and signed the AFL-CIO bill of rights, resolution 9
 2. Judge Packard Devine – running for judge in Charles County and signed the AFL-CIO bill of rights, resolution 9

Motion – Herb Harris – to support Chad Leo and Judge Packard Devine

Motion Seconded – George

No Further Discussion

Call the Question – President Forester

Motion Passes – unanimously to support Tri-County COPE endorsements of Chad Leo and Judge Packard Devine

- extensive calendar of events for GOTV efforts – please participate

Adjournment

Motion – George – to adjourn

Motion Seconded – ???

Motion Passes

Meeting Adjourned @