

Local 2887

Special Executive Board Meeting – May 23, 2017

Present: Pam Cunningham, Vicki Daggett, Sherie Gottlob, Anne Hunter, Lori Huntley, Barbara Jatcko, Janice Kolkovich, Kathleen Stipe

Guest: Ed LaPorte

A special meeting of the AFSCME Local 2887 Executive Board was called to order on Tuesday May 23, 2017 at 4:57 p.m. in SIUe Lovejoy Library, room 2017 by Anne Hunter, President.

The President moved that the Vice-President be censured, reading from a prepared statement; the statement is attached. The motion for censure passed unanimously by roll call vote after debate.

Following the adoption of censure, a call for penalty was made by the Chair. Vicki Daggett moved that the Vice President be placed on an immediate 60 day performance improvement plan with suspension of stipend pay, to be reviewed by the Executive Board, through July 21, 2017; if any breach of confidentiality of our members or if any further absences occur for steward-related meetings during the 60 day period there will be a termination of this agreement and will result in an immediate review by the Executive Board. The motion was adopted after debate and amendment (Daggett, Gottlob, Huntley, Jatcko in favor; Hunter opposed).

The performance improvement plan includes the following:

- The Vice President is to contact Council 31 within the following two weeks to schedule a training session for all Stewards, to be held by the end of August.
- Understanding of the constitution, contract, and all other local documents must be established.
- The existing task list needs to be completed within the established deadlines.
- A review and understanding of available handbooks needs to occur. The Vice President has copies of the Officer's Manual, Steward Manual, and Financial Standards Manual as well as items on Local 2887's website.
- The Vice President should be familiar with all officers and the organization chart which is available on the website.
- The Steward Committee Operating Papers state that steward meetings must take place monthly. These will need to be held accordingly.
- The operating papers for the steward committee need to be amended and approved by the Steward Committee. Once approved by the Committee, the papers should be presented for approval by the Executive Board at the July meeting. The Operating Papers should be ready to present to the membership for a first reading at the September General Meeting.
- The Vice President shall provide progress reports on requested deadlines and projects every two weeks during the 60 day improvement plan.

There will be a scheduled meeting to revisit the performance plan of the Vice President at a special meeting on July 18th at 5:00 p.m. in the library 2nd floor conference room with all Executive Board Members and Ed LaPorte present.

The special meeting adjourned at 6:29

Motion for censure:

Whereas, the Vice-President serves as the Chief Steward and oversees the Steward Committee; and

Whereas, the Vice-President is responsible for presiding at disciplinary and grievance hearings; and

Whereas, the Vice-President is charged with reporting to the membership and Executive Board about campus-specific issues and news; and

Whereas, the Vice-President receives a monthly stipend of \$100 for work performed on behalf of the Local; and

Whereas, the Vice-President has been repeatedly instructed on what the duties of office are in addition to being provided a detailed task list with instructions on how and when those tasks should be completed; and

Whereas, the Vice-President continues to demonstrate a lack of basic knowledge about the Local including unfamiliarity with whom Local elected officials are, articles of our contract with the University, our Local constitution, and other official Local documents despite holding the position for more than 7 months; and

Whereas, it was arranged for the Vice-President to attend a pre-disciplinary meeting for a member in order to receive direct experience with handling such issues, and the Vice-President failed to attend and did not give notice of failure to attend to either the President as presiding Steward or to the member she had been working with; and

Whereas, the Vice-President has violated rules of confidentiality by sharing private and confidential personnel information gained through her role as Chief Steward when there have been repeated discussions and instructions regarding the need to withhold names and details when reporting on any member issues; and

Whereas, the Vice-President as recently as April 7, 2017 has created a hostile relationship with a co-worker covered by our bargaining contract by repeatedly making claims of wrongdoing by the co-worker and supervisors, despite warnings from her supervisors and the Local to cease and desist after investigations have consistently shown no wrongdoing by the accused or supervisors; and

Whereas, the Steward Committee is required per the current operating papers to meet monthly, however the Steward Committee has not met since March 13, 2017; and

Whereas, the Vice-President was charged with updating the operating papers for the Steward Committee to reflect the changes made to our Local constitution as they pertain to the Steward Committee, originally in January 2017 and most recently with a due date of May 11, 2017; a draft was to be presented to the Executive Board after recommendation by the Steward Committee, originally with a due date of February 2017 to allow for presentation at the March 2017 General Meeting; these actions were not completed; and

Whereas, the Vice-President was charged with determining a date and location for all elected Stewards to attend a one-day training session with a deadline of April 28, 2017 as well as deciding upon refreshments if needed; the Vice-President was reminded of the deadline by the President on May 8, 2017; prior to May 18, 2017 there were no communications from the Vice-President indicating that

there were problems in scheduling, and prior to May 23, 2017 there were no communications from the Vice-President expressing any concerns about holding a training session; to date, no training has been scheduled; and

Whereas, the Steward Committee was asked to provide a detailed plan for at least one SMART goal at the May 11, 2017 Executive Board meeting however no goals have been presented nor has the SMART goal method been communicated to the Steward Committee; and

Whereas, the Vice-President left the March 29, 2017 General Meeting while the meeting was in session and business was being conducted without prior notice to the President and was observed to be preoccupied with other activities during the time she was present at the meeting;

Whereas, the Vice-President has repeatedly failed to take responsibility for her actions and has not completed her duties as Vice-President; and

Whereas, such conduct is detrimental to the operations and image of the Local in addition to being a potential misuse of Local funds; now,

I therefore move that the Vice-President be censured.