

Santa Monica Municipal Employees Association
Regular Board Meeting Minutes
Wednesday, March 16, 2022 1:00 P.M. – 3:00 P.M.
Location: Zoom Virtual Call
www.smmea.org

1) Call to Order: 1:06pm

2) Roll Call

President Myesha Morrison
Vice President Christopher Camp
Past President Adams
Director Katherine Ahlers
Director Lizzy Acosta
Director Stephen Jones
Secretary Sylvia Moreno
Director Maria Cabral
Director Cathy Taylor (joined at 2:45pm)
Steward Gilbert Sotelo
Steward Baez

Guests

MEA Member Joe Delaplaine
MEA Member Susan Lopez

Absent

Director Najah Ha'San
Treasurer Quinetta Rogers
CEA Representative

3) Approval of Minutes

- A) February 16, 2022. Motion VP Camp, second Director Acosta: move approval of minutes ahead of Closed Session item. Director Jones submitted verbiage corrections to the Coalition Report. Secretary Moreno added an additional guest, Andy Monroy. Secretary Moreno will send the corrected February 16, 2022 minutes to all board members for review. Motion by VP Camp, second by Director Jones, to table the approval of the February 16, 2022, minutes until revisions are made. Motion carries.
Director Acosta and Past President Adams abstained.

4) CEA – Closed Session

A. Board Report – Case Updates – CEA not present.

5) President & VP Report

A) Updates and Announcements

i) COVID Mandate – President Morrison reported that the MEA board has received several emails regarding the Covid Mask Mandate. Many MEA Members are concerned with the City's change to the mandate. VP Camp explained that the City originally asked to negotiate with the bargaining units, but ultimately sent the Mask Mandate Policy out to all employees *without* meeting with the bargaining units. In addition, there was no discussion as to how the city would handle those employees who had a medical or religious exemption. There has not been too much of a change to the policy; however, the city is not requiring vaccinated employees to wear a mask. The meeting and confer process was to ensure that those employees who did have a religious or medical exemption would be covered. There are MEA members who now feel their medical information is being disclosed.

At this point it is best to represent MEA members who have a concern with the policy on an individual basis, rather than the entire membership, since there are varying opinions on the issue.

Many members feel there is some discrimination as the city is requiring unvaccinated employees to continue to wear a mask, while the CDC is not requiring this.

There was discussion held regarding the representation of MEA members who may feel discrimination due to the policy. This issue will be an ongoing discussion as members may be reaching out for assistance.

VP Camp stated that the State of CA did approve 80 Hours of retroactive (back to January 1, 2022) Covid Sick Leave. Members can "recoup" any time that may have been used for Covid time off. Posters should have also been distributed to all departments. Secretary Moreno will post to the MEA social media.

President Morrison reported that she has received some concerns from library staff regarding the new "unstaffed" libraries and the additional duties the library staff has been asked to perform. Some are fully staffed; some are minimal staff (patrons can self-serve). She asked the guests in attendance from the library if they could speak on the matter. Director Jones stated that there is always a security officer on site. Joe Delaplaine stated that the Library Assistant II (LA IIs) concerns are that if staff are on site at the same time the public is, the public will have the expectations of

staff assisting the public when that's not the scope of the "self-serve" (limited funded) library branches. President Morrison has brought this issue to the City and if a LAll is asked to do research, then the response would be "there is not a librarian on site, I can direct you to a site".

Joe Delaplaine explained that the Ocean Park site is currently the only "self-serve" branch. The work that the LAlls come into to perform could be done on the closed days (restocking, paperwork, etc.). If the public is there and requests assistance, then the expectation is to assist, and staff is not opposed. This would not affect the scheduling of staff. As more branches are opened, more funding and staff will be needed. President Morrison requested to meet with the library staff offline after today's meeting.

Past president Adams also has some information from previous discussions. She will forward emails to President Morrison and will take part in any meetings regarding this issue. VP Camp is also interested in assisting.

6) Treasurer's Report

A) Net Worth & Reconciliation Summary – Motion VP Camp, second Director Jones. Motion carries. Treasurer's Report approved as presented.

7) Committee Reports

A) Coalition – no report.

B) Medical Trust – no report.

C) Membership Services/Public Relations – no report.

D) MOU

i) Negotiations – Survey Update – President Morrison shared the results of the most recent survey; 209 responses have been received out of 360 MEA Members. Questions included: education level, years of service and ability to telework. President Morrison has also received a chart from a MEA member, which compares local cities who have recently or previously received a COLA.

8) Discussion – no report.

9) New Business

A) Steward Training – President Morrison stated that Steward training is currently on hold.

10) Old Business

A) MEA Website – Management – President Morrison asked if members from the Membership/Public Relations Committee would like to assist with posting MEA information to the social media pages. Director Taylor volunteered to assist. President Morrison, Director Taylor and Secretary Moreno will meet to discuss.

B) Member Recruitment – Secretary Moreno reported that she and Treasurer Rogers continue to update the MEA member list.

Return to Closed Session: 3:11 p.m. Motion to return to closed session. Motion VP Camp, second Director Acosta to return to Item 3 Closed Session.

11) Adjourn – Motion Past President Adams, second VP Camp. Motion carries. Meeting adjourned at **3:24 p.m.**