

Santa Monica Municipal Employees Association  
Regular Board Meeting Minutes  
Thursday September 16, 2021 1:30 P.M. – 3:30 P.M.  
Location: Zoom Virtual Call  
[www.smmea.org](http://www.smmea.org)

**1) Call to Order: MEETING CALLED TO ORDER AT 1:37pm.**

**2) Roll Call**

President Rebecca Adams  
Vice President Christopher Camp  
Director Najah Ha'San  
Director Stephen Jones  
Director Lizzy Acosta  
Director Katherine Ahlers  
Director Cathy Taylor  
Treasurer Quinetta Rogers  
Secretary Sylvia Moreno  
Steward Gilbert Sotelo  
Steward Veronica Baez

Guests

Mindy Garland, CEA  
Jeff Natke, CEA

Absent

Director Cabral  
Past President Sheri Batalla

**3) Approval of Minutes**

- A. August 19, 2021 - Motion Director Jones, Second Director Ahlers. Motion carries. President Adams and Director Taylor abstaining.

**4) President & VP Reports**

- A. MODE Dispatch/Vaccine – VP Camp reported that Director Acosta assisted with this issue and it has been completed and cleared with the city.
- B. Municipal Code – VP Camp reported that MEA is continuing to work with the city on a municipal code update regarding a change to the hiring process. Pres. Adams and Directors Ha'San and Baez will be working with CEA on this item.
- C. Covid – 19 mandate – VP Camp reported since the last meeting and the policy coming out there has been a change in communications from the

interim CM. Originally, policy was going to Meet and Confer and not be implemented until agreed upon. This has not happened. It is not negotiable. City also failed to provide forms, changed the process, and has not been willing to work with any of the BUs. In addition, when paperwork was provided, incorrect due date was listed. With the mandate in place, we are no longer representing the membership regarding the mandate, now MEA is assisting those who need religious or medical exemptions. There are no personal exemptions and no appeal process for personal exemptions. There is still confusion as to the progressive discipline process and accommodations. As of Tuesday, September 15, 2021 the city is allowing testing as part of the accommodation process. If boosters become available, city will make mandatory.

## **5) Treasurer's Report**

### **A. Net Worth & Reconciliation Summary - Treasurer Rogers**

Approval of Treasurer's Report – Pres. Adams reported MEA may not have to pay any past due PAC dues. Treasurer Rogers reported that she will send email to non-dues paying members on leave so that they have the option to pay if wanting to do so. Motion VP Camp, Second Director Jones. Motion Carries.

## **6) Committee Reports**

- A. Coalition – no report
- B. Medical Trust – no report
- C. Membership Services/Public Relations – no report
- D. MOU – no report

## **7) Discussion – no discussion**

## **8) New Business**

- A. Bylaws – review of corrections, specifically president and vice-president elections and city department, director positions. Pres. Adams asked all board members to review draft bylaws and an online/email vote will be taken.

## **9) Old Business**

- A. Returning to in-person MEA Board meetings – will postpone due to Covid.
- B. HR Meetings with BUs re: Municipal Code Changes – Pres. Adams reported that she is waiting to get confirmation from HR. A meeting is scheduled for September 21, 2021 to discuss changes; Directors Acosta and Ha'San, as well as Vicky from CEA will be present.
- C. Annual MEA Membership Meeting – will postpone due to Covid
- D. Elections – Nominations begin first week of October and are open for 10 working days; Elections begin first week of November.
- E. CEA Rep for Negotiations – will work with Jeff, CEA, to get rep names. Pres. Adams will send email with more information.

- F. Cesar Chavez Letter to Council – Pres. Adams reported that this has been completed. A letter will be sent out stating that MEA is supportive of holiday.
- G. MEA Website – Management – post information to contact MEA Board if members are interested in attending board meeting(s).
- H. Member Recruitment – continue with onboarding.

**10) CEA – CLOSED SESSION**

- A. MOU
- B. Case Updates

**11) Adjourn** – Motion VP Camp second Director Acosta. Motion carries. Meeting adjourned at 4:18pm.