

30 Executive Director Henry Garrido wanted to come and personally address the membership
31 regarding the insourcing agreement. The insourcing agreement calls for the conversion of 1100,
32 potentially more, consultant positions to city lines. The agreement has 4 essential parts.

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34 Part 1: The creation of a committee that oversees the conversion agency by agency of all
35 consultant lines one by one. No consultant line will be approved unless it goes to this committee
36 which is now going to see the entire operation of procurement from the acting process. This
37 committee is now formulated with members from the Office of Management and Budget (OMB),
38 Office of Labor Relations (OLR), DCAS, DOITT, a representative from the Mayor's Office and
39 DC37

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41 Part 2: The conversion of consultants to city lines. Starting the first week in October there will be
42 In-Agency hiring pools. This is a process of promoting the people working in the agencies to fill
43 the existing vacancies. The agency identifies the vacancies and promotional opportunities. The
44 employees in the agency have the right to get promoted before any consultant/private sector
45 employees. Our workers will get the first shot at these openings. The first agency to roll this out
46 in October is DOITT. 140 positions will become available. Members in other agencies will be
47 able to apply as well.

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49 Part 3: Knowledge transfer requirement. This calls for any contract that the city hires consultant
50 services for IT to include a knowledge transfer clause to allow city workers take over the
51 maintenance of the program once it is done. That will require shadowing of the work that is going
52 to be created.

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54 Part 4: The creation of a travelling team. City workers can be just as competitive and flexible.
55 DOITT will have a team of workers that can be dispatched to agencies for short term projects so
56 there will be no need to hire consultants.

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58 There is an agreement to create 7 new titles that did not exist before. 6 will be a part of DC37
59 and 1 will be considered managerial. The focus is higher compensation and a different way of
60 testing. These titles will be non-competitive. These titles need to be non-competitive to keep the
61 knowledge base current. There is too much time lost between taking the exam and passing the
62 exam where the qualifications could be no longer valid. By having these titles non-competitive,
63 the workers will be able to use their certifications and immediately qualify for the positions. The
64 Agencies will be able to create a Deputy Commissioner for IT. The 6 other titles start posting
65 towards the end of October. There are about 540 positions right now. This will require an
66 amendment to the State Civil Service Commission Law. This is not approved or a done deal.
67 The agreement is that the City and DC37 will go to the State Civil Service Commission and say
68 they want to create these 7 new titles citing justification and new technological needs.

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70 Whereas it is extremely important to protect the civil service system, there are also titles that can't
71 be tested for, where the certifications should be enough. The Union is going to try and keep up
72 with the times and that means that the members with certifications should not have to wait a year
73 and a half to be able to work in one of these titles.

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75 Brother Garrido also touched on other areas where DC37 is working on improvement. Some of
76 the focus will be on education, dental and a new launch by the Internal Organizing Unit to
77 interview 50,000 members one on one and to get their honest assessment of how they feel
78 regarding the union.

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The biggest challenge that DC37 is facing is the apathy of the members.

There was additional discussion regarding the vision of DC37, reclassifying managerial titles to correct union titles, the participation of Shop Stewards and Activists and some other future initiatives the union will have in place soon. Questions were asked and answered. Brother Garrido ended his presentation by stating that he believes in transparency and they look forward to hearing your opinions. The members can email ourvoices@dc37.net to give their opinions on anything with the union.

- **Special Order of Business – Trustee Election**

Nominations for Trustee were opened and Brother Charles McClain nominated Brother Artie Kellam for Trustee. Brother Kellam was the only person nominated and after being sworn in by Shayvonne Jones, is now the elected Trustee of the local.

- **Presidents Report**

Nicole Lange, the organizer for the local, got up to report about the special election in HHC. The prediction is that Local 2627 will win this campaign against OSA which would bring an additional 277 members to this local. She discussed additional organization potentials and asked the members to do some ground work and pass the information along to organizing. She is asking all of the HHC members to reach out and talk their coworkers.

President Ajaye has copies of the job postings for the hiring pools. If any members are interested, contact the Local Office for information on these postings. These postings are for members only.

President Ajaye clarified some issues regarding how the financial files were set up and why it has been challenging to clean up the records. There was discussion.

- **Old Business**

No old business

- **New Business**

No New Business

Good and Welfare

Nothing was presented at this meeting.

Brother Jim Ryan made a motion to adjourn. It was seconded. The meeting ended at 7:46 PM.