



AFSCME 1624 GENERAL MEMBERSHIP MEETING

JULY 24, 2025 – 6PM | [ZOOM](#)

BOARD MEMBERS:

At Large:

Brydan Summers, President
Jason Lopez, 1st Vice President
Ashlee Kraus, Recording Secretary
Whitney Holt, Secretary-Treasurer

City Vice-Presidents:

Kellee Coleman
Ramsey Bissex
Isaac Dill
Joel Manzo
Trish Niswander

County Vice-Presidents:

Jack Chincanchan
Armando Martinez
Tonya Nixon

BUSINESS MANAGER: Carol Guthrie

AGENDA

CALL TO ORDER

The general meeting of the American Federation of State, Local, and Municipal Employees Local 1624 was called to order at 5:59pm by Brydan Summers.

Board Members Absent

Jason Lopez
Armando Martinez
Tonya Nixon

REMINDERS

- One person will speak at a time.
- If you want to speak, please raise your hand to be called on.
- No repeat speakers until everyone has had a chance to speak.
- Speakers must stick to the subject. Different items can be addressed after the first issue is dealt with.
- Speak to issues, not about other members. Refrain from attacking member's motives.
- If there is a decision to be made, there will be a vote on that issue. Once a vote is taken, we will move to the next issue.
- If you are unsure of the rules of meeting engagement or want to ask any questions about the session, please ask and we will pause to clarify.

ANNOUNCEMENTS & GENERAL PUBLIC COMMUNICATION

1. Vicky Goodwin spoke about her run for Lt. Governor.
2. Randall Slagel spoke about his run for Pct 2 Justice of the Peace.

3. The YALL conference has been postponed to September 5th – 7th due to the special session.
4. Pooja Sethi spoke about her run for House District 47.
5. Ciara Parks spoke about her run for Pct 1 Justice of the Peace.
6. An employee from Austin Development Services discussed concerns about the rollout of Copilot. The rollout does not seem compliant with the resolution passed by the council and AFSCME has not been consulted. Questions about the cost of Copilot were also raised. The business manager will address concerns with HRD and report back.
7. Iris Suddaby provided information about Del Valle Community Coalition, and their assistance program for homeowners in District 2. Homeowners can get help with flood insurance premiums based on income. Packets and info were provided.

APPROVAL OF MINUTES

8. Lisa Guzman made a motion to approve the minutes of the AFSCME 1624 General Membership Meeting of June 26, 2025. A second was acknowledged by the chair. The motion passed without objection.

SECRETARY-TREASURER'S REPORT

9. Whitney Holt provided the Secretary Treasurer's report. Nothing of note from the previous month. Numbers are slightly under where we want to be with revenue, but we do expect that to increase before the end of the year. The Union's finances have successfully moved to the Bank of Labor.

BUSINESS MANAGER'S REPORT

10. Carol Guthrie provided the business manager's report
 - A. Working on both budgets right now. The city's budget does have the 4% cost of living increase in the base budget. We are fighting for the people who make \$53k and below, to get a flat rate for these workers. There is not as much movement on the cap for people making over \$125k per year. The county will adopt their budget at the end of September. The county is trying to move the market study.
 - B. We have been working on the AI policy with corporate HR. Mayor Pro Tem is working to turn the resolution that passed into a policy. As we hear things out in the field, please report to union staff at info@afscme1624.org The policy should be finalized in October.
 - C. Members raised concerns about 0% raise in FY27. The union will need to organize on the TRE to get raises included in the next fiscal year budget.
 - D. Commissioners court passed a resolution that forces exempt employees to work overtime in emergency situations, possibly reassigned to other work areas. Any overtime worked will result in straight pay rather than time and a half. Concerns of fairness were raised because employees working the same jobs could receive different pay incentives based on status. Questions about safeguards, and reassignment being a condition of employment were raised. The hearing was specifically about compensation. The union is waiting for the safety plan to be released, where safeguards and specifics can be negotiated.
 - E. Executives have been organized to speak on Tuesday, July 29th, in favor of the market study. If facing limited dollars, prioritize progressive COLA, and that supersedes anything the executives may want, or the market study calls for.
 - F. Jose Velasquez' office has been approached to carry the resolution regarding support for immigrant workers and their safety on the job.
 - G. Ashlee Kraus asked about displaced workers at City of Austin, providing numbers from multiple departments, and informing members that the City was being misleading about how some of the changes are affecting various departments. Carol is continuing to track displaced workers.

- H. Trish Niswander asked about the water that was given to Austin Resource Recovery. Organizers will provide an update during the organizer's report.
- I. Carol updated the membership that Corporate HRD was not aware of a spyware program being deployed for hybrid workers. Nothing is in the works at this time.
- J. Whitney Holt flagged issues with Austin Animal Staffing. The staffing model is relying more heavily on volunteers and has been for several years. The situation continues to escalate with each budget.

ORGANIZER'S REPORT

- 11. Corry Moore provided the organizer's report of membership engagement events and membership,
 - A. July is Parks and Rec month for the City of Austin.
 - B. Todd and Corry got the month started visiting park rangers. Mark and Corry went to some of the parks to do some outreach.
 - C. Went to all the fleet sites and got into the tailgate meetings.
 - D. Went to visit one of the impacted flood members in Liberty Hill.
 - E. Next week organizer's will be at DSD for an Ice Cream Social.
 - F. ARR management is finally taking the water situation seriously, the water that was donated has been distributed.
 - G. County speak out on Tuesday, July 29 and the City on July 31 for the TRE/CAP.

CENTRAL LABOR COUNCIL REPORT

- 12. Ben Suddaby provided updates on the activities of the Central Labor Council (CLC).
 - A. Ken Zarifis, President of Educate Austin, is recovering after an automobile accident. He appreciates solidarity and support on the road to recovery.
 - B. The CLC Labor Day Fish Fry is Friday, August 29th.
 - C. The CLC has formed the May Day committee to focus on how unions in the community will take action and support May Day on May 1, 2028.

COMMITTEE REPORTS

- 13. Ashlee Kraus presented updates from the Social Committee and Community Events Committee. The Volente Beach Family Day event had a nice turnout and the committee is looking ahead to upcoming events.
 - A. Rally on Saturday, July 26th at the Capital for Care, Not Cuts Families First. Ashlee will be speaking on behalf of AFSCME 1624 and there will be a table at the event. After the meeting, this event was postponed to late August.
 - B. Saturday, August 23rd – Austin Pride Parade
 - C. Friday, August 29th – CLC Fish Fry
 - D. September TBD – Happy Hour at Brewtorium
 - E. Saturday, October 4 – Austin FC Union Night at Q2 Stadium pending board approval
- 14. Iris Suddaby presented an update on behalf of the Communications Committee. The committee is working on a process that allows members to submit suggestions of what should be featured in our newsletter and communications. The purpose is to ensure all members doing good work get the recognition they deserve.
- 15. Cindy Ramirez, Sara Peralta and Eban Knight provided an update on behalf of the Election Committee. They are working to identify a vendor for the election. Their goal is to facilitate a fair process, and to give membership a voice in how things go. The committee will share specifics as it moves forward. Upcoming

will be more information on the nomination meeting, candidate forums, and a formal notice of the election. The election will be held in October.

16. The Organizing Feasibility Committee provided an update and presented a resolution.
 - A. RSVP opportunities for upcoming Volunteer Member Organizing training have been sent to members. Be on the lookout for additional information about future training opportunities.
 - B. A Know Your Rights in the workplace document is being developed and a training may be developed if there is interest.
 - C. The resolution outlining the purpose and purview of the Organizing Committee was read. A motion to approve the resolution was made by the committee and seconded by Brian Weldon. Lisa Guzman made a substitute motion to postpone to a future meeting for member review. Chris McConnell seconded the motion. After debate the motion to postpone failed. The original motion was voted on and the motion carried.

PRESIDENT'S REPORT

17. Brydan summers gave the President's Report on Executive Board action taken at the July 9, 2025, meeting.
 - A. Approved a Credit Card Use Policy and Expense Form
 - B. Approved the Use of Bank of Labor Credit Cards
 - C. Approved the Transition of All Funds from A+ Credit Union to the Bank of Labor. Funds to be transferred within 60 days of the new account opening
 - D. Approved three \$500 donations to the Zarifis Family over the duration of three months
 - E. Approved funding four members to attending the YALL Summit. If interested send a message to info@afscme1624.org
 - F. Approved awarding scholarships for all AFSCME Family Scholarship applicants (6 total), increasing the budgeted amount by \$1,500
 - G. Directed the Business Manager to memorialize a list of annual events, their cost, and typical attendance
 - H. Approved the appointment and rosters of the Election Committee, Community Events Committee, Members Addressing Special Committee, and Communications Committee. If you'd like to join a committee message info@afscme1624.org
18. Brydan Summers also reported on the progress and standing of the local and other official acts.
 - A. There is currently one Central Labor Council delegate vacancy to apply please send your interest, including name, where you work, and why you want to serve to info@afscme1624.org by August 11th.
 - B. Ruth Ellinger Labor Leaders School applications will open on Labor Day. Members should inform themselves on the program to see if they're interested in participating. There will likely be up to two openings for our Local. It is a selective program. Past graduates can also stay connected by facilitating training sessions.
 - C. The Local had an active delegation at the Texas AFL-CIO Constitutional Convention. The resolutions that passed at the constitutional convention were shared with the membership.
 - D. The president began the Immigration and Workforce Justice Committee and named Juany Torres the Chair. The committee will be working towards rapid response, immigrant legal services, and a framework for protecting employees at work sites and knowing their rights to support members and community both citizen and not.

OLD BUSINESS

There was no old business.

NEW BUSINESS

19. Alyssa Para informed union staff that people who have started at the City since the launch of Workday are having issues accessing their benefits. Other employees have not received their paycheck. Vacation is not accruing correctly. Todd Kiluk will follow-up with City officials.
20. Ben Suddaby gave an update on AFSCME International movements including saving AmeriCorps service positions.
21. HRD has stopped giving out service pins, and there is some confusion from HRD about when and how pins should be distributed. Staff have also committed to following up on this.

ADJOURN

Ashlee Kraus motioned to adjourn. Alice Navarro seconded the motion. The meeting was adjourned at 7:42pm.