



AFSCME 1624 GENERAL MEMBERSHIP MEETING
AUGUST 28, 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 Membership Meeting of the American Federation of State, County, and Municipal Employees Local 1624 was called to order at 6:02 p.m. by Brydan Summers.

Board Members Absent

Isaac Dill
Armando Martinez

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.**

APPROVAL OF MINUTES

1. Chris McConnell motioned to approve the minutes of the AFSCME 1624 General Membership Meeting of July 24, 2025. Joel Manzo seconded the motion and it carried without objection.

ANNOUNCEMENTS & GENERAL PUBLIC COMMUNICATION

2. Announcements on non-agenda items and announcements/presentations by guests. Guests are limited to 3 minutes announcements/presentations.

- A. Susana Ledesma-Woody talked to membership about her campaign for a Travis County Commissioner Precinct 4.
- B. Brydan Summers reminded members the CLC Labor Day Fish Fry is tomorrow, Friday, August 29th at the Letter Carriers Hall on 601 Williams Street.
- C. Brydan Summers announced The I Love Austin So Much Campaign Kickoff press conference will be held tomorrow, Friday, August 25th.
- D. Ben Suddaby announced member Kathy Uhrig, City of Austin, Transportation and Public Works was the recipient of AFSCME International's Never Quit Award.

OUTSTANDING MEMBER RECOGNITION

- 3. Brydan summers recognized Ramsey Bissex, City of Austin, Austin Fire Department as the Outstanding Member for August. Ramsey was nominated by Nathan Fernandes. Members can nominate a colleague at afscme1624.org and click "Submit a Nomination" on the main page.

SECRETARY-TREASURER'S REPORT

- 4. Whitney Holt presented the Secretary Treasurer's report on AFSCME 1624 operating statement of the financial transactions of the local for the previous month. There aren't currently any concerns with the budget. The Local's business credit card has been setup and ready to go. This will be a huge benefit because staff will no longer have to wait for reimbursement or put purchases on personal cards. The Local is about to get into the "expensive part of the year", mostly due to costs associated with the Holiday Party.

BUSINESS MANAGER'S REPORT

- 5. Carol Guthrie provided the business manager's report on planning updates, development updates, program updates, and administrative updates.
 - A. We continue to fight the good fight for a county budget that supports the union's goals. We do believe we have enough votes to support our demand for a progressive cost of living adjustment.
 - B. Carol provided an update on the Workers Compensation panel. We will be able to put our own doctors on the panel. If anyone knows doctors who work on Workers Compensation cases please contact info@afscme1624.org
 - C. Ashlee Kraus thanked Carol for her comments at Travis County Commissioners Court regarding the market study.
 - D. Jason Lopez asked if the Police and Fire unions are with us on the Worker's Compensation issues. Carol confirmed that they are.

ORGANIZER'S REPORT

- 6. Mark Maldonado provided the organizer's report of membership engagement events and membership recruitment.
 - A. Water situation at Austin Resource Recovery (ARR) has continued to improve.
 - B. Over 20 new members joined at the most recent City NEO.
 - C. The Pride Parade was a big success, and members in the crowd were excited to see their union there.
 - D. Trish Niswander asked if our advocacy for water for ARR employees has had an impact on membership numbers. Mark will run a report and get back to us.
 - E. The membership acknowledged Mark for designing the amazing Pride t-shirts!

CENTRAL LABOR COUNCIL REPORT

7. Ben Suddaby provided an update on the activities of the Central Labor Council (CLC).
 - A. Legislative update on special session and redistricting.
 - B. The CLC Fish Fry is the biggest fundraiser for the CLC. RSVP to attend.
 - C. The Labor Day March and Rally is at 10am starting at City Hall.

COMMITTEE REPORTS

8. Ashlee Kraus provided an update on the Social Committee and Community Events Committee.
 - A. Thanks to everyone who came out to the Pride Parade.
 - B. RSVP for the Fish Fry, tomorrow, August 29th.
 - C. Lone Star Labor Day will feature a rally and march at City Hall beginning at 10am. AFSCME will have a table on the south lawn of the Capitol from 11-1.
 - D. Join other union members for our quarterly happy hour at Brewtorium on Friday, September 19th after work!
 - E. After careful consideration, the social committee has determined that based on our current budget and the focus on the TRE campaign, the Austin FC night at Q2 stadium will be postponed until next MLS season.
9. Alice Navarro and Iris Suddaby provided an update on the Organizing Committee
The committee is a group of members who are working on strategies for 1:1 organizing and how to have conversations about joining the union at the City and the County. If you're interested in joining you can contact Iris, Alice or Braden Latham-Jones. They are currently working to get the initiative off the ground including, know your rights documents highlighting tactics we can and cannot use for union organizing in the workplace.
10. Sara Peralta, Paul Quinzi, Eban Knight, and Cindy Ramirez provided an Election Committee
The committee presented a handout to explain the different positions available on the board, the nomination process, and the voting company they are thinking of using for both online voting and telephone voting. Members should be on the lookout for emails from Elections@AFSCME1624.org for official elections communications. Members can use this email to bring up questions or concerns. Lots of events are scheduled for the election and the committee is taking volunteers to help doing those.
11. The Grievance Committee is currently planning their next meeting and will have more information next month.

PRESIDENT'S REPORT

12. Brydan Summers provided a report on Executive Board actions taken at the August 24, 2025, meeting.
 - A. Brian Weldon was appointed as Central Labor Council delegate.
 - B. The board allocated \$25,000 to the Austinites for Equity PAC for the Tax Rate Election (TRE)
 - C. The board approved sponsorship for two members to attend the Ruth Ellinger Labor Leaders School
 - D. The board will take up the Business Manager performance review items in a later email vote.
 - i. Approved Business Manager job description
 - ii. Approved membership survey
 - iii. Approved timeline to complete the performance review
13. Brydan Summers reported on the progress and standing of the local and regarding any other official act.
 - A. The City of Austin Budget was approved 10-1. Brydan and the board want to thank everyone who put in the work and Council members and staff who put in the work. Brydan recapped things the

Local won, including future COLAs, bad weather pay, and a one-time \$500 stipend for folks ineligible to telework.

- B. The Local is prepared to work hard between now and November 4th to pass the TRE and protect our budget wins. The Love Austin Campaign, Yes on Prop Q kickoff is tomorrow, August 29 at 9 a.m. at Foundation Communities on 1107 N Lamar, Laurel Creek Apartments. AFSCME 1624 will be taking on a field program as a subset of the larger campaign, will have autonomy over targeting our voters, and assist in plugging gaps to do it how we think it needs to be done. There will be a formidable opposition group, and while this will test organizers, we are up to the challenge. APD is not formally involved. Fire is currently not able to organize because they are negotiating their contract. We expect 6-7% of registered voters are going to vote, and that it will be mostly older homeowners. Our goal is to get people who support us to go vote. The margin is so small, City and County employees who live in Austin can make the difference whether or not it passes.

OLD BUSINESS

No old business was heard.

NEW BUSINESS

- 14. Ramsey Bissex moved to adopt a resolution that would form a Get Out the Vote Committee for the Tax Rate Election. The motion was seconded by Jason Lopez. Ben Suddaby made a substitute motion to double the amount provided to the committee to \$17,000. Eban Knight seconded the substitute motion. The substitute motion passed unanimously. The base motion, as amended, also passed without objection.
- 15. Membership Items: (Presenter: Various)
 - A. Ben Suddaby reminded members that today is 62nd Anniversary of Dr. King's March on Washington to fight for racial and economic justice, and how the call for worker solidarity then, echos our need for union solidarity now.
 - B. Members observed a moment of silence for a fallen Austin Water worker who passed in a workplace fatality earlier in the day.
 - C. Brydan Summers called for volunteers to serve on the Get Out the Vote Committee for the Tax Rate Election and volunteers' names were recorded by the recording secretary.
 - D. Whitney Holt raised questions about the Local's VOTE PAC. Whitney asked how decisions were made in the PAC. If the membership could get clarity on what the PAC is doing and who is running it. Ashlee Kraus made a motion to convene members of the Executive Board who are also PAC members to clarify the meeting schedule and call a special called meeting of the PAC. Ramsey Bissex seconded the motion and it passed without objection.

ADJOURN

Chris McConnell motioned to adjourn at 8:19 p.m. Juany Torres seconded. The motion passed without objection.