

**Metro Washington Council AFL-CIO
Delegates Meeting
March 21, 2023**



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Metropolitan Washington Council, AFL-CIO

Delegates Meeting

AGENDA

March 21, 2023

5pm-7pm



Via Zoom; register here:

https://aflcio.zoom.us/meeting/register/tZUqf-Gsrz0tHtZ5cd55S_GdpAJWXjXLUcsi

5:00 pm	Call to Order- President Forester
5:05 pm	Establish quorum: "A quorum for the transaction of the business of a meeting shall consist of thirty (30) delegates representing fifteen (15) different affiliated local unions. (<i>Article 6, Section 3, MWC Constitution</i>)
5:10 pm	Swearing-in of new delegates
5:15 pm	Code of Conduct – Gina Walton
5:16 pm	President's Report
5:30 pm	Evening With Labor feedback
5:45 pm	Election Committee: Board vacancy election
5:40 pm	Program Area Updates: <ul style="list-style-type: none">• COPE• CSA• CAP• Union City
6:00pm	Affiliate Reports
6:15pm	New Business
6:30pm	Adjournment

GUESTS:

Ed Smith (DCNA): Update on George Washington University Hospital organizing

James Benton (Kalmanovitz Initiative): Labor Spring

Courtney Jenkins (Baltimore Labor Council): Union Night in Annapolis

CODE OF CONDUCT

The Metropolitan Washington Council, AFL-CIO is committed to providing an environment free from discrimination and harassment.

We ask all meeting participants to embrace our values of equity and equality and conduct themselves in this meeting consistent with those values.

Anyone who thinks they have experienced discriminatory, harassing, or otherwise unacceptable behavior is urged to contact a designee if you have any concerns.

For this meeting, Gina Walton is the designee. Please get in touch with her to express concerns: afge1975dmv@yahoo.com

Obligation of Delegates

Upon acceptance of a delegate's credential, the presiding officer shall administer the following obligation:

"I, (name of delegate),
do solemnly pledge on my honor that I will obey
the rules and regulations of this Area Labor Council and, to
the best of my ability, will perform all the duties I may be
called on to discharge as a delegate thereto. I also pledge
that I will patronize only union labels, shop cards and
service buttons when they are available and that I will
qualify myself to vote in all local, state and federal
elections, if eligible to do so."

Obligation of Officers

Before entering upon the duties each officer-elect shall assume the following obligation:

"I, (give name),
do hereby promise to faithfully perform all the duties of the
office to which I have been elected to the best of my ability,
and to uphold the Constitution of the Area Labor Council,
and of the AFL-CIO. I further promise to deliver all property
in my possession belonging to this Area Labor Council to
my successor in office and to surrender such property to
the President of the AFL-CIO upon his/her official
demand."

President's Report- President Forester

44th Evening with Labor

- Facilitated weekly meetings with the Executive Committee to make decisions regarding the event
- Delegated responsibility amongst our staff to secure vendors, coordinate registration, and manage logistics
- Worked with a consultant to create and disseminate 80% of the promotion communication and registration information for Evening with Labor
- Edited and verified information for the program booklet and program

Note: Planning EWL usually takes 6 months due to scheduling limitations of the venue; we planned and executed the event in 3 months. Work related to planning the event occurred during one of the busy times of the year, from December to February. We must take this into consideration when planning future events.

Staff & Board Development

- Facilitated hiring and onboarding of new Administrative Assistants and developed work plans that reassigned administrative tasks appropriately.
- Fulfilled duties of Treasure and Secretary while positions were vacant, and now that they are filled, I am working to coordinate orientations.

Representing and Supporting our Affiliates:

- Presented at AFGE Legislative Conference
- Presented at DC CLUW Monthly meeting
- Coordinated with NOVA Labor Council and DC JWW a solidarity rally for ATU
- At the request of our affiliates, provided testimony on several legislative efforts and in-person testimony when requested.
- Worked with our Political Director, LUINA, and Building Trades Unions to develop and implement a strategic plan to support Project Labor Agreements.
- Met with Maryland's Executive Secretaries and General Assembly leadership on behalf of our affiliates.
- Maintained position on the CSA, DC Jobs with Justice, and EMPLOY Prince George's Board and Transition Committees

Note: We are working to implement a process to provide strategic support to our affiliates. To move us from simply sharing information to engaging our communication, political, and Community Service Agency in a more thoughtful process to support our affiliates.

Claimant Advocacy Program (CAP) Report

March 2023

The Claimant Advocacy Program's overall objective is to assist, advise and represent claimants who have unemployment compensation matters before the District of Columbia Department of Employment Services and the Office of Administrative Hearings. CAP attorneys advise and assist claimants from the initial filing of unemployment to representation at hearings.

Monthly tasks:

- We represented, advised, or assisted several former members of MWLC affiliates, which include SEIU 722, Unite HERE Local 25, 32BJ, ATU local 689, and IATSE local 22.
- We continue to assist claimants with their initial filings, weekly claim reporting, and re-opening of claims. We also mediated and advised claimants regarding lingering issues under the expired federal pandemic programs, fraudulent claims, and overpayments.
- We continued our regular check-ins with stakeholders, including DOL, to assist in resolving UI issues on a broader level.
- CAP participated in the weekly stakeholder meeting with the Office of Administrative Hearings, advocacy groups, and others concerning unemployment issues and case management.

Summary:

1. CAP continued meeting our responsibilities under the current contract with DOES and invoicing for services performed. We are set to renew our agreement with the agency this month.
2. CAP continues to assist claimants in accessing the UI system in DC with multiple emails, calls, and texts to POCs at DOES. We also continue to help individuals with interstate claims (MD/VA) and extension of claims issues.
3. The Claimant Advocacy Program, CAP, is an extension of union affiliation with the Metropolitan Washington Council, MWC. CAP works with shop stewards to understand and prevent wrongful termination of union members. CAP and affiliated unions can share factual information that otherwise would not have been revealed but for the Unemployment Compensation Appeals Process. Facts and information gathered and discovered by CAP attorneys have been instrumental in reinstating union members' employment and receipt of back pay. Union members affiliated with MWC have the added security of knowing they have access to attorneys with over 45 years of combined legal experience who will fight to ensure they receive income while grieving their termination, unpaid suspension, or seeking other employment. CAP also represents and educates non-union members on the advantages of being part of a union by representing them in their struggle to receive unemployment benefits and providing resources and information about how to join or start a union. CAP's high success rate leaves an indelible impression on non-union members. CAP knows this because, more often than not, non-union members represented by CAP attorneys often ask how they can join a union, start a union or donate to a union. CAP is committed to upholding the mission of MWLC by continuing to provide quality legal services to union and non-union members.

CSA Executive Director Report March 2023



During this reporting period, in partnership with the community volunteers/ nonprofits and Board of Trustees members, CSA has accomplished the following to support its goals.

I. Administrative

a) Community Services Agency will propose to the Metropolitan Washington Council to consider a monthly payment plan for the outstanding balance of \$64,880.

II. Building Futures Pre- Apprenticeship Program

a) CSA recruited, pre-screened, and provided pre-apprenticeship training to 11 District of Columbia residents between 18 to 24 years of age and graduated a total of 10 in the DOES FY23 sponsored Building Futures Program. All of the participants expressed an interest in exploring building and construction trades careers. In collaboration with DOES Office of Apprenticeship, Information and Training (OAIT), CSA plans to reach program outcomes in partnership with union Joint Apprenticeship Committee (JAC) registered apprenticeship programs, which are bona fide apprenticeship programs registered with the District of Columbia and the State of Maryland, seeking to enter program graduates into the full registered apprenticeship program and construction jobs upon graduation.

The Building Futures Pre-Apprenticeship Program is conducted out of the DC Dream Center in Washington, DC.

CSA administered the Test in Adult Basic Education (TABE) for identification of grade level equivalency in reading comprehension and math, conducted drug-testing of all applicants, and provided all students with a case management assessment and case management services to assist in the elimination of barriers to employment, and job development and placement with post-placement retention assistance to ensure successful entry into apprenticeship and employment upon program completion.

CSA provided comprehensive job readiness preparation, including rights and responsibilities on the job, cultural diversity and awareness, conflict resolution, orientation to the trades, and similar topics during the first two weeks of the class. The JAC provided the industry-specific occupational skills to prepare youth (18-24) for immediate acceptance into registered apprenticeship and the ability to start work with signatory contractors. Industry-recognized certifications provided during the youth cycle included OSHA 10, CPR, First Aid, and AED, and Flagger Safety Training.

b) CSA staff is training to launch the Building Futures Pre-Apprenticeship program funded by the 2023 Employ Prince George's WIOA Grant to serve seventeen (17) students living in Prince George's County. The class will be held at the DC Dream Center in Washington, DC.

III. 2023 Resource Development

- The 2023 Annual Emergency Assistance Fund Contributions Are Due
Fundraising Goal: \$25,000. CSA needs your support. To date, donations received: \$3,600.
- On March 14, 2023, the executive director scheduled a lunch meeting with United Way and CSA Board Member Bridgett Martin to discuss the United Way Workforce Development Grant application.

IV. 2023 Upcoming Fundraising Events

- May 2023 – CSA Spring fundraising event sponsored by the Bank of Labor.
Additional information will follow.
- July 7, 2023 – Labor Day with the Washington Nationals vs. Texas Rangers This season, the Washington Nationals increased their per-ticket purchase price from \$20.00 per ticket to \$21.00 to offer CSA an increase of \$3.00 per ticket donation. In addition, the Finish Line Holders (holding the finish line for running presidents) and game tickets. <https://fevo.me/laborunionday-23> If you need to purchase ten or more tickets, please get in touch with Josh Grohs by emailing Josh.Grohs@nationals.com or 202.640.771
- September 15, 2023, CSA Annual Golf Tournament – Enterprise Golf Course
- Commanders vs. TBD CSA Labor Union Day at FedEx Field Washington

COPE Department Report

After meeting with the COPE Chairs, the COPE will resume fully in April at their appointed meeting. Notices will be sent using the Delegates' list until the council puts other systems into place. The meeting links for all COPEs are included in this report.

The District of Columbia COPE is focused on the upcoming budget process in the city. Please bring any budgetary and legislative interests to the forthcoming meeting.

The Prince George's and Montgomery County COPE are working on continuing work with PLAs in Prince George's County. Furthermore, the council would like to host receptions for both counties in May. Similar to the DC reception. In addition, the council is working on scheduling a labor roundtable in the county.

Lastly, at noon, the council will host a labor roundtable for Secretary Portia Wu on Friday, April 28.

COPE Meetings:

Tri-County COPE

[Every Third Wednesday at 7:00 p.m.](#)

Prince George's and Montgomery County COPE

[During Maryland Legislative Session: Every 2nd Monday at 10:00 a.m.](#)

[During Interim: Every Third Thursday at 10:00 a.m.](#)

District of Columbia COPE

[March 22, 2023, at 2:00 p.m.](#)

[Every Third Wednesday at 2:00 p.m.](#)

Legislative

House Bill 65 has passed the House of Delegates and moved to the Senate. However, Senate Bill 352 did not pass out of committee. House Bill 65 was previously amended in the house and will most likely be amended again to ensure it protects already established contracts in various counties across the state.

Unfortunately, LPAs are not included in the House legislation and not likely in the Senate legislation—however, labor protections for the growers in the agriculture sector. In addition, a follow-up meeting is being scheduled with Chairman C.T. Wilson to meet with Cannabis workers so that he can hear and understand their stories.

UNION CITIES

Chris Garlock, Coordinator

UC's mission is to promote the DMV labor movement and support MWC affiliates, via our network of communication platforms, including the **Union City newsletter**, the [MWC website](#), [Twitter](#) and [Facebook](#) feed, **Union City Radio** (WPFW 89.3FM, weekdays 7:15a), and the [Your Rights At Work](#) radio show (WPFW, Thursdays 1-2p).

Here are the MWC affiliates/allies covered in February:

[Area building trades workers](#) and their community and political allies

AFSCME Maryland: [Healthy workplace](#); [Higher ed](#); [Violence at work](#); [workers voices](#).

[AFT-Maryland](#)

ATU Local 689:

[Fatal shooting](#);

[Keolis prolongs](#)

[strike](#); [Hero](#);

[Petition](#); [Valentine's](#)

[Day rally](#); [Call for](#)

[fines](#); [Strike fund](#);

[Fine Keolis](#)

[Baltimore-DC](#)

[Building Trades](#)

[Council](#)

[DC Firefighters](#)

[Local 36](#)

[DCNA](#)

Fearless Student Employees

(AFSCME): [Fight](#)

[for rights](#); [Speak](#)

[out](#). [IATSE Local](#)

[868](#). [IBEW 26](#). [Iron Workers Local 5](#). [LiUNA](#). [Maryland State and District of Columbia AFL-](#)

[CIO](#). [National Nurses United](#). **OPEIU Local 2:** [Defenders not so great](#); [Defenders pays \\$87K](#);

[Demand contract](#). [32BJ SEIU](#). [SMART TD](#). [Teachers and Researchers United \(IUE\)](#).

Teamsters Local 639: [Strike vote](#); [McLaughlin](#). **UFCW Local 400:** [Union Kitchen win](#);

[FreshFarm workers organize](#).

UFCW 1994/MCGEO: [Public works](#); [Update](#); [MontCo worker agreement](#).

[UNITE HERE Local 23](#). [UNITE HERE Local 25](#). **WTU 6:** [Librarians](#); [Chancellor](#).

[DC Jobs With Justice and ROC-DC](#); [Baltimore/DC Chapter of Pride at Work](#).

PLUS: 2023 EVENING WITH LABOR PREVIEW series

OTHER: Supported Evening with Labor prep work, maintained online [MWC labor event calendar](#) and kept the MWC **Database/LaborKey** up to date.



DCNA request for support for nurses organizing at George Washington University Hospital

DCNA requests that all of labor support our campaign to organize approximately 750 nurses working at The George Washington University Hospital, owned and operated by the notorious, for profit Universal Health Services. Just hours after we filed our election petition, March 15th, UHS suspended one of the nurses, Mr. Angelo Estrellas, for allegedly supporting the organizing campaign. Mr. Estrellas has been a valued employee of GWUH for over ten years and has been widely recognized and awarded for his service and contributions.

Late last week, we started a petition in support of Mr. Estrellas. It has already gathered 1,750 signatures. Can you distribute the link to the petition far and wide? [Reinstate Unlawfully Suspended Nurse Organizer! - Action Network](#).

DCNA also requests that you send a letter of support of the campaign and for the reinstatement to employment of Mr. Estrellas to Ms. Kimberly Russo, GWUH CEO. See attached sample letter.

Thank you for everything you do. If you have any questions or suggestions regarding the organizing campaign, please do not hesitate to call me.

Sincerely, Ed Smith, DCNA

By electronic mail
Ms. Kimberly D. Russo
Chief Executive Officer
The George Washington University Hospital
900 23d Street, NW
Washington, DC 20037
Kimberly.russo@gwu-hospital.org

Dear Ms. Russo:

We, at ... have learned that on March 15th, DCNA filed a petition with the NLRB seeking an election to represent approximately 750 registered nurses working at The George Washington University Hospital, owned and operated by Universal Health Services. We also learned that GWUH/UHS suspended Mr. Angelo Estrella for purportedly supporting DCNA's union organizing campaign. We understand that Mr. Estrellas has been a valued employee of GWUH for over ten years and has been widely recognized and awarded for his service and contributions.

Given your history and philosophy on refusing to recognize labor unions in your facilities throughout the United States, we do not expect UHS to voluntarily recognize DCNA as the exclusive representative of GW RNs, but we expect and demand that you adhere to federal laws and to not intimidate, coerce or retaliate against nurse who are seeking to form or join the union. So far, allegations of your violations of federal law greatly dismay (name of org).

We, here at ... demand the following: 1. you immediately reinstate Mr. Estrellas to his position as a registered nurse; 2. Kindly refrain from such illegal conduct; and 3. and agree to hold a fair, free and (secret) election to allow GW RNs the right to freely choose whether they want to be represented by DCNA.

Sincerely,

cc. Edward J. Smith

Georgetown's Labor Spring Event

The response to KI's call for Labor Spring has been amazing. We currently have more than 60 events planned in 27 states, reflecting the present surge in union organizing and pro-worker sentiment. (A full list of the planned events is at www.laborspring.org or on [this detailed list](#).)

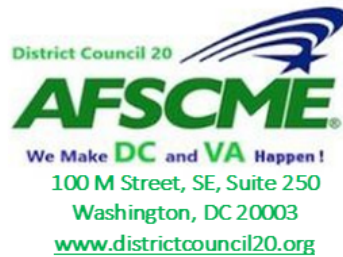
Labor Spring events are led by local planning groups, and they lift up current campaigns, and highlight historical precedents. They are teach-ins, forums, rallies, panels, film screenings, alternative Spring Breaks and more.

We now have a date and venue for a Labor Spring event on our Main Campus. It will take place on the **afternoon of April 20** in the tent in Dahlgren Quad.

Georgetown Labor Spring Event Planning meeting

Wed Mar 22, 2023 10am - 11am (EDT)

<https://georgetown.zoom.us/j/99586439569>



The American Federation of State, County, and Municipal Employees (AFSCME) - District of Columbia District Council 20 came into existence on April 24th, 1971. One of the first agencies to be organized was the District of Columbia Department of Public Works, Bureau of Building Operations. Over the following years, DC Council 20 would branch out over every level of the DC Government, organizing and growing our Council by the thousands. By the year 1996, DC Council 20 had organized over 12,000 employees in the District of Columbia Government, the District of Columbia Public School System, the District's Health Care Systems, and other independent agencies such as Howard University Hospital and the University of the District of Columbia. In less than a decade, D.C. Council 20, AFSCME, became the largest public sector union in the city and a force to be reckoned with. In 2016, we gained bargaining rights for American Medical Response (AMR). In 2017, Council 20 merged with Council 26, to encompass United States Federal employees. And in 2018, with the capability to organize Virginia public sector employees, Council 20 began representing Prince William Rapid Transit and Arlington Rapid Transit (ART). To this day, we still remain the largest public sector union in the District of Columbia and we continue to grow in Virginia!

April 14-15, 2023, District Council 20 will convene for its Triennial Convention in this Nation's Capital. Delegates, alternates and guests will come together to create resolutions and enact change in the rights of working-class families all over the District, Maryland, and Virginia. We will start with a reception on April 14th and then conduct business on April 15th.

We are asking for your support for our convention. We are seeking sponsors who desire to have their names recognized as supporters of District Council 20. There are a variety of ways that you or your organization can show support. Please review the chart below and contact Chastity McIntosh-Wright (cmcintosh@districtcouncil20.org, 202-309-8727) by Friday, March 3, 2023 with your continued commitment to the labor movement, as Council 20 Makes DC & VA Happen!

We look forward to your sponsorship of this important event!

Sincerely,

Robert L. Hollingsworth, Executive Director

Wayne L. Enoch, President

District Council 20

2023 Triennial Convention

Together Again, the Best is Yet to Come

Sponsor and Ad Reservation Form

Thank you for your interest in becoming a sponsor of District Council 20's 2023 Triennial Convention.

Available sponsorship levels:

Level	Commitment	Level	Commitment
Green- <i>includes full page ad and special recognition (Reception Sponsor)</i>	\$2,000	Full Page Ad	\$200
Gold- <i>includes full page ad and special recognition</i>	\$1,000	Half Page Ad	\$100
Silver- <i>includes full page ad and special recognition</i>	\$750	Quarter Page Ad	\$50
Star- <i>includes full page ad and special recognition</i>	\$250	Patron	\$20

Please complete this form and return it by email to cmcintosh@districtcouncil20.org by March 3, 2023

Total enclosed: _____

Name: _____ Date: _____

Organization: _____

Address: _____

E-Mail: _____ Phone: _____

Checks should be made payable to "District Council 20, AFSCME" Send mail to: District Council 20, AFSCME, Attention: Chastity McIntosh-Wright, 100 M Street SE, Suite 250, Washington, DC 20003.

Ad specs:

Full-page: 7 1/2" x 9 5/16"

Half page: 7 1/2" x 4 1/2" (horizontal)

Quarter page: 3 5/8" x 4 1/2" (square)

Deadline for ads to be included in the program book is March 24, 2023. Please email all artwork files to cmcintosh@districtcouncil20.org. **Artwork must be in PDF, JPG, or PNG format.**

UNION NIGHT

**MONDAY,
MARCH 27**

6 - 8 PM
Lawyer's Mall



**Connect with union
members, elected officials
and more!**
**For more information
contact us at
410-242-1300.**

