



Colin Smalley <president@ifpte777.org>

Meeting Follow-up

Chris Dols <christopherdols@gmail.com>

Mon, Oct 2, 2023 at 2:19 PM

To: Brian Kildee <bkildee@ifpte.org>

Cc: "president@ifpte777.org" <president@ifpte777.org>, Matt Biggs <mbiggs@ifpte.org>, Gay Henson <ghenson@ifpte.org>, Teresa Ellis <tellis@ifpte.org>, Faraz Khan <fkhan@ifpte.org>

Hey all. Sorry for the delay here. Finally got to translate my chicken scratch into a word document. I've transcribed my hand-written notes best I could, but most of my own comments aren't reflected in here, with a couple of exceptions where I noted my questions. Could be useful to merge with others notes if we need a fuller record.

Then perhaps we can restate what our mutual expectations are re: requesting authorization to spend ACE Council dues and to what extent you all wish to be kept in the loop regarding ACE Council business. I noted that Matt at some point said that attending the Board mtgs would suffice, but Brian's notes could be interpreted as expecting much greater inclusion than just at board mtgs. There's a bunch of communications that happen between board mtgs and I've started leaning in the direction of including folks on those. But as Matt implied, all those details probably don't warrant your attention.

How should we proceed?

Thanks all,
-Chris

On Tue, Sep 26, 2023 at 11:47 AM Chris Dols <christopherdols@gmail.com> wrote:

Thank you Brian.

On the 1st bullet: off my memory, I believe that I gave some examples of the kind of 1:1 engagements that we often conduct in our ACE Council capacities (e.g., advising Joe Ostroski @ L96 on a pending arbitration) to clarify whether *all* correspondence and communications required visibility for the Int'l. Matt responded w/ something along the lines of "No; you still run your own Council". How might we determine which business requires your visibility, versus which communications don't require your awareness?

No issue on the 2nd bullet.

3rd Bullet: the way it's written is a bit unclear to me. Our Board of Directors discussing a potential expense is a necessary precondition to requesting Matt and Gay's authorization. But we wouldn't want such a discussion to be perceived as us "initiating" an expenditure. My memory of our Sept 18 call was that approval was required before spending money. That wouldn't preclude ACE Council discussions and votes, in my opinion. And I assume we all agree that we want to preserve the democratic process to allow all directors to be part of those decisions/requests. But perhaps more discussion and clarity is needed.

I'm hoping to type up my hand-written notes from last Monday's meeting soon. I think there maybe was one or two more taskers in there and it'll be good to get a shared understanding of what was discussed based on more detailed notes.

Meantime, Colin did you happen to have your notes ready to share?

Thanks all,
Chris

On Mon, Sep 25, 2023 at 1:19 PM Brian Kildee <bkildee@ifpte.org> wrote:

Chris and Colin.

Please find below action items from IFPTE's meeting with the two of you, in your capacity as representatives of the ACE Council. If you require clarification on any item, please do not hesitate to let us know.

Action Items for ACE:

- Meeting participants agreed that ACE Council will Include IFPTE Executive Officers Biggs and Henson on all communications, including meeting notices, reports, updates, etc.
- Meeting participants agreed that full bylaws require review and approval of IFPTE General Counsel, followed by adoption by ACE Council officers.
- Meeting participants agreed that ACE Council would cease all expenditures of ACE funds until further notice from IFPTE Executive Officers. Per the discussion during the ACE Council meeting on 20 September 2023, this includes cessation of any action that may initiate or commit the Council to any expenditures. Should the ACE Council wish to request an expenditure of funds to be approved by the Executive Officers of IFPTE, they are permitted to do so.

Action items for IFPTE:

- Meeting participants agreed that IFPTE would review and, as necessary, revise ACE Council bylaws and submit to ACE Council board for approval.
- Meeting participants agreed that IFPTE would notify ACE Council local unions about access to IFPTE outside counsel retainer agreement.

Best,

Brian



ACE Council concerns call notes.docx

195K

Meeting with IFPTE Leadership to discuss their concerns with the ACE Council

9/18/23 @ 10:30am

Attendees: Matt Biggs, Gay Henson, Brian Kildee, Renae McKenzie, Colin Smalley and Chris Dols

Matt:

ACE Council and its mission appear to be set up to compete and not coordinate w/ the Int'l

- Attempt to raise dues for retainer (duplicative w/ MSE retainer)
- Training conference in Chicago appears intended to counter IFPTE training
- Problems w/ bylaws / unclear if int'l ever approved
- Dues increase for Colin & Chris' travel and Retainer
 - o Dues can only be changed through convention

Going forward:

- IFPTE rep will attend ACE Council meetings
 - o Comment on Board of Directors as corporatist language
- Run all expenditures through us
- Teresa to review bylaws and recommend changes
- NCRs, lead w// be with International (Lafemina?) w/ Colin and Chris in advisory role
- Want to see Council working w/ & not against international

Gay:

Reference to Dubester campaign mtg as past example of agitating for rebellion against internationals

Matt:

Dual Unionism outlined in Constitution

Fine to have relationships with other locals, but not to agitate against their leaders

Colin:

Board of directors language chosen to not duplicate local or international titles

Matt:

[responding to Chris re: distinction between disagreements versus challenges to legitimacy of the leadership] We encourage that: we want guidance from you.

Beauty of IFPTE : locals have autonomy

Colin: Our intent w/ the proposed changes to the ACE Council bylaws has been to build a baseline of services small locals can rely on. Hearing what you're saying: IFPTE doesn't micromanage. I assumed similar autonomy was expected of ACE Council, just like locals. And that the support roles falls to volunteers, not staff. Never meant to cut int'l off; Just trying to solve problems; Retainer example: we just need to know the details, great if the problem is already solved. Means less work for us.

Matt: Good point. Action item for us to get retainer information out. Need for better communication.

Brian: recapping earlier discussion w/ Chris: need for good faith and clarity. Going forward:

- 1) Matt & Gay to be informed prior to any spending or changing bylaws
- 2) Strengthen good faith operations by communicating w/ Matt & Gay about things they should know about. Examples given: evening mtg during International events (not to be learned about 2nd or 3rd hand); dues increases
- 3) Pressing the pause button and will reassess later

Matt: Over time, oversight will go away if all goes well.

Chris: How much communication do you expect? Anytime we do anything in our ACE Council capacities?

Matt: No. It's your council, do your thing. Attending board meetings will suffice. You run your own council.

Gay: Be sure to include Renae and Jamie as VPs.

I thought bylaws were never approved.

Chris: Bumped email thread w/ 2022 bylaws approved. Clarified that the unapproved 2023 bylaws were never implemented, but just passed to Theresa for approval.

Colin: We've been operating the ACE Council as we've operated our Locals, in absence of more clarity.

Chris: How should we use Wednesday's ACE Council mtg. Should we request a charter from the Int'l? How to communicate developments to other directors? Are our bylaws suspended?

Matt: Int'l doesn't support chartering ACE Council. Re: bylaws, Teresa will offer recommendations. Going forward, run your own council.

Chris: We can commit to operating w/ greater clarity re: which capacity we are operating in at different times.

Question about Brian's example: are we talking about my response to Candace's email in Las Vegas? That was just an invitation to meet up for drinks. And nobody was remove

Gay: You invited people to mtg using Candace's email w/o us knowing.

Chris: Clarified that no one was removed from email thread, nothing underhanded.

Matt: Hope these requirements going forward are not too onerous. We're giving benefit of doubt. Other unions would take strong action against this behavior.

Brian: List of past actions of concern:

- Candace responded to Chris re: use of email list in Las Vegas.
- Gay talked to Chris at DC fed caucus re: making efforts to work w/ leadership prior to meetings.
- DC happy hour [Brian attended] and online mtg [Gay attended] w/ theme of "taking on internationals"
- Concern with how rhetoric relates to actions.