

**Supplemental Exhibit A (Redacted)
Meeting Exclusion (“Icing”)**

Background: As supplemental evidence provided to support the allegations in Charges 1.1-1.3 as filed against Captain [ACCUSED - REDACTED] at Joint Council 42:

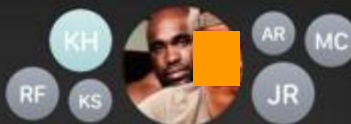
Captain **[REDACTED 0]**, a member of the Executive Board, requests a meeting with concerns regarding the proposed hiring of [REDACTED] as a business agent. No specific duties or responsibilities nor reason for the said business agent were posted in union impact.

- Although a significant financial commitment existed, no Executive Board meeting to which Captain **[REDACTED 0]** was invited to or a part of had previously discussed said hire or other motions in Union Impact of financial importance.
- Within 5 minutes of the motion to hire **[REDACTED]** being posted to the Union Impact software for a vote, a majority of the Executive Board members had already voted 'YES'.
- Captain **[REDACTED 0]** expressed his concerns to the remaining Executive Board that no meeting or reasonable discussion was held to discuss this and other "rapid fire" motions and requests a formal Executive Board meeting to discuss these financial commitments.
- Captain **[REDACTED 1]** claims all Bylaws requirements are met and no meeting is required, but will, as a "courtesy", "accommodate" **[REDACTED 0]'s** request by offering an *immediate* meeting via teleconference for "a few minutes".
- Captain **[REDACTED 0]** is unable to attend due the immediate notice of a "meeting" and suggests that such a manner of operation regarding voting, particularly with financial implications, is unreasonable and unethical.
- Captain **[REDACTED 1]** suggests that Captain **[REDACTED 0]** "has no idea what that word means" and suggests that his behavior/word usage is similar to a "child throwing a tantrum."

Reference: Charges 1.1-1.3 against Captain [ACCUSED - REDACTED] as filed with Joint Council 42.

//end of statement, pictures follow

< 2



Executive Board Chat >



Tue Jan 9 at 2:07 PM

REDACTED 3 changed the group photo.

Before vote begins, a motion must be brought at an Eboard discussion.

I, the REDACTED 0, hereby request a Formal discussion regarding the motions to employ Eric Valenzuela that was issued yesterday 1/08/23 and today's issue of upgrade dinner monies.

Also for the record a third union impact motion was brought to vote to employ Bill Willder by the local without any type of discussion where all E-Board members were invited or notified.

REDACTED 1

We aren't in formal session this kind of electronic polling is allowed per 14 F.

REDACTED 2

Who can jump on a zoom right now?

REDACTED 1

I'm available

REDACTED 2

We have a few minutes to discuss any concerns. Email coming.



Text Message





Executive Board Chat >

REDACTED 2



We have a few minutes to discuss any concerns. Email coming.

I am not available until tomorrow. There must be some type of advanced notice given, not immediate meeting.

REDACTED 3



I am available

REDACTED 1



Must? You asked for discussion

Again, I requested a meeting and my availability is not until tomorrow at 2pm PST. I am not available today as I wrote above.

REDACTED 2

14.C states special meetings are only required when requested by a majority of the board.

We're extending the courtesy at your request, but electronic polling and agreement of the majority is all that's needed.



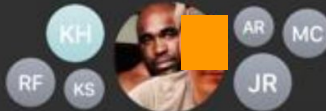
We'd like to hear your concerns if you'd like to join.

REDACTED 1



Text Message





Executive Board Chat >



REDACTED 1

A meeting "must" be requested by a majority of the board, it can't be demanded by a single member.

REDACTED 3

I am available and will be on in 8 min!
I will take Minutes on the 3 motions.

REDACTED 1

Thanks REDACTED 3

For the record, as stated mutlitple time previously, my availability isn't until tomorrow (1/10/23) at 2pm PST or after. I requested a meeting in regards to the three motions that were brought to a vote without any discussion or notification to myself other than a union impact email, with moments later the union impact email stating the motions have been finalized. This is unethical behavior.

REDACTED 3

Thanks everyone for being on the call! Have a safe day everyone!

REDACTED 1

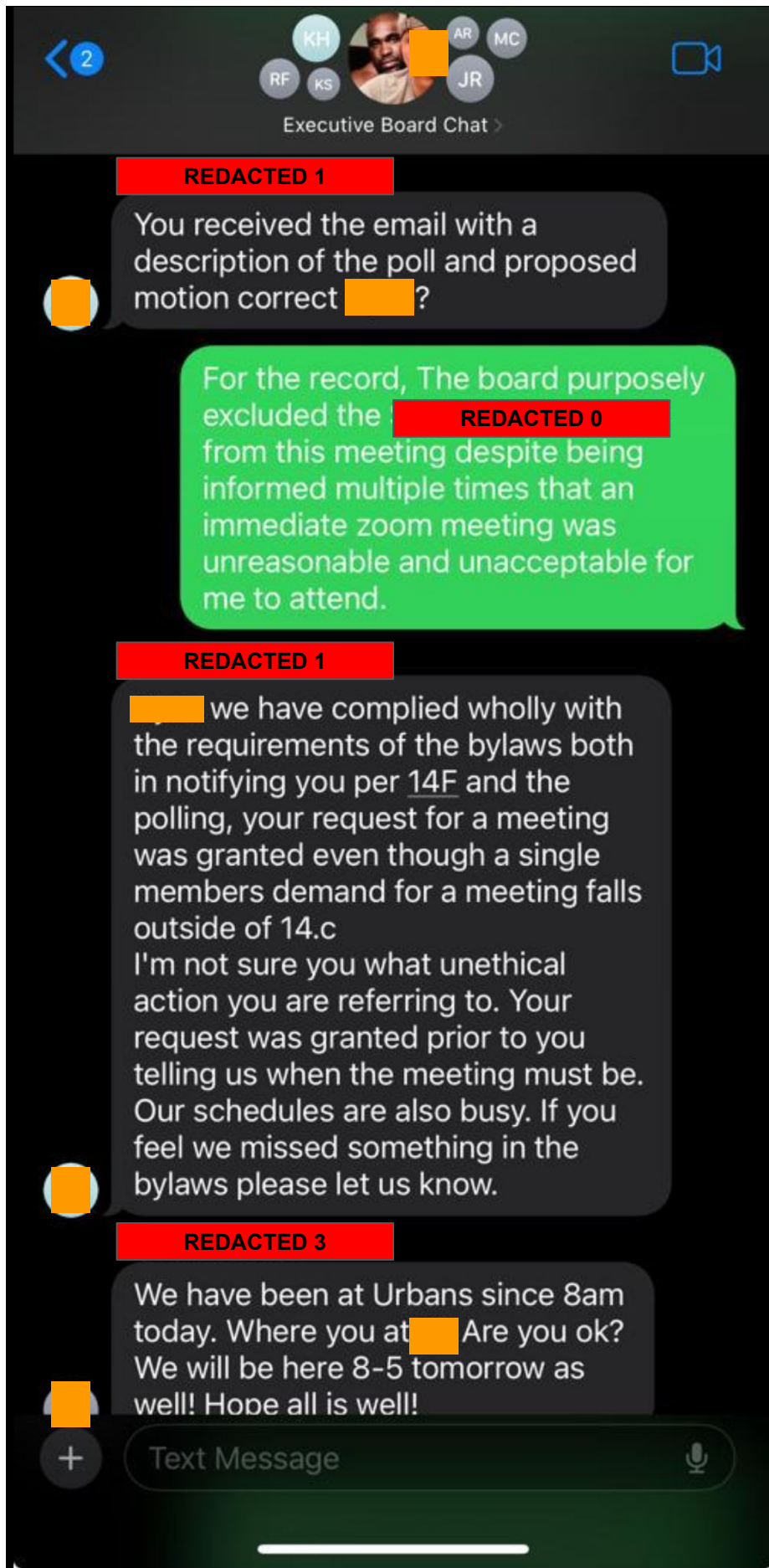
You received the email with a description of the poll and proposed motion correct [REDACTED]?

For the record. The board purposely



Text Message





REDACTED 1

You received the email with a description of the poll and proposed motion correct [redacted]?

For the record, The board purposely excluded the [redacted] from this meeting despite being informed multiple times that an immediate zoom meeting was unreasonable and unacceptable for me to attend.

REDACTED 1

[redacted] we have complied wholly with the requirements of the bylaws both in notifying you per 14F and the polling, your request for a meeting was granted even though a single members demand for a meeting falls outside of 14.c I'm not sure you what unethical action you are referring to. Your request was granted prior to you telling us when the meeting must be. Our schedules are also busy. If you feel we missed something in the bylaws please let us know.

REDACTED 3

We have been at Urbans since 8am today. Where you at [redacted] Are you ok? We will be here 8-5 tomorrow as well! Hope all is well!



Executive Board Chat >

[REDACTED] we have complied wholly with the requirements of the bylaws both in notifying you per 14F and the polling, your request for a meeting was granted even though a single members demand for a meeting falls outside of 14.c

I'm not sure you what unethical action you are referring to. Your request was granted prior to you telling us when the meeting must be. Our schedules are also busy. If you feel we missed something in the bylaws please let us know.



REDACTED 3

We have been at Urbans since 8am today. Where you at [REDACTED] Are you ok? We will be here 8-5 tomorrow as well! Hope all is well!



You or the rest of the board offered no alternative times, only the immediate unreasonable meeting. Conduction the meeting with this information was clearly unethical.

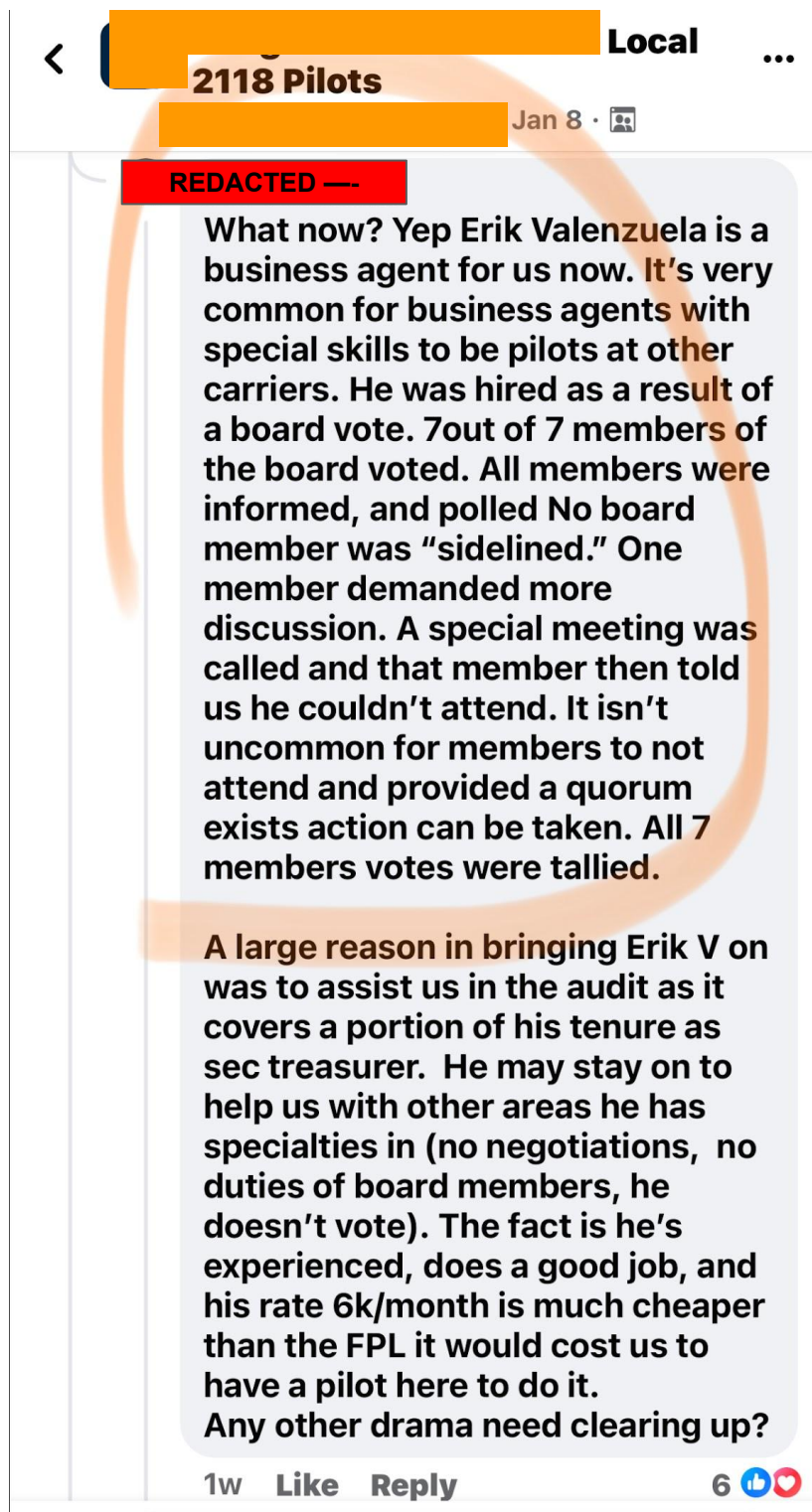
REDACTED 1

[REDACTED] I have come to the conclusion that you have no idea what that word means and are using it as a bludgeon the way a child uses a tantrum.



Text Message





Local 2118 Executive Board member formal public statement on social media regarding the aforementioned hiring of a business agent. Statement appears to mention "special skills", "assist us in the audit", and "special areas" as justification for the hire. No such skills nor any specific duties, or responsibilities appeared in the motion filing on Union Impact.