

SEIU Local 1021 Executive Board
Sunday, January 25, 2015, Oakland, 9am-1pm
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Treasurer Paul Camarillo, Ramses Teon-Nichols, Alysabeth Alexander, Karen Joubert, Tom Popenuck, Gary Jimenez, Larry Bradshaw, Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Karla Faucett, Nancy Ghanim, Robert Taylor, Jan Schardt, Mercedes Riggelman, Gina Castellano, Sunny Santiago, Nancy Atwell, Pete Albert, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Secretary Pamela Holmes-Morton, Crawford Johnson, Omar Medina, Valoria Russell-Benson, Eric Stern, Norlissa Cooper, Renato Pena, Rhea Davis, Gregory Correa, Erika Watkins, Gayle Chadwick, Priscilla Agbunag, Evelyn Curiel, David Fleming, Akbar Bibb, Nadeen Roach,

Staff in Attendance: Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Boyan Biandov

Guests: Rosa Lutrario

The meeting was called to order at 9:05 a.m. It was announced that a quorum was reached.

AGENDA REVIEW:

The following items were added - reports from Jim Wise and Ramses Teon-Nichols under "Leaders Reports"; and move *CEU Provider* request from "Action Item" to "Training Report". By consensus, the Board agreed to approve the agenda with changes.

MEMBER COMMENTS:

Robert Taylor introduced members from Calaveras Water District and Amador County Courts.

- Jesse Hampton, Calaveras County Water District: He addressed issues concerning communication with staff.
- Lori Whitaker and Dixie Espy, Amador County Courts: The members read statements in regard to issues in their chapter and how some of the issues were mishandled.

Due to the nature of the concerns addressed during member comments, there was a suggestion to go into closed session. It was M/S/C (Albert/Camarillo) to move into closed session.

The Board moved to closed session at 9:30 a.m.

EXECUTIVE SESSION:

There were no action items discussed during executive session.

Closed session concluded at 10:52 a.m. The Board took a short break and moved to open session at 11:07 a.m.

ANNOUNCEMENTS:

○ 2014 Time Allocation Estimate:

Seth Schapiro announced that the *2014 Elected Union Official's Time Allocation Estimate* form was included in the Board packets. The Board was reminded that as elected union officials, they are required to fill-out the form for reporting purposes. He asked the Board to complete and submit the form before the end of the meeting.

APPROVAL of the NOVEMBER 22ND and DECEMBER 13TH MINUTES:

The November 22, 2014 minutes are still pending review and was tabled. It was M/S/C (Williams/Terry) to approve the minutes of the December 13, 2014 meeting.

LOCAL 1021 CONVENTION:

Marcus Williams helped facilitate a brief discussion on the upcoming Local 1021 Convention, scheduled on Sept. 26-27, 2015 in Oakland. He reviewed Article 6.1, Membership Convention, of the current Local ByLaws, which states that a Membership Convention shall be held at least once per Executive Board term. The Board brainstormed ideas on workshops and logistics. Any further suggestions should be sent to Joanne Cansicio.

ACTION ITEMS:

○ East Bay Area Representative Position:

President Sanchez introduced Rosa Lutrario, member at La Clinica de la Raza. She asked the Board to consider her recommendation to appoint Rosa Lutrario to the vacant seat of the *East Bay Area Representative* position on the Executive Board. A brief bio was also presented to the Board at the December meeting. It was M/S/C (Teon-Nichols/Jimenez) to approve the appointment, as recommended by President Sanchez. Rosa Lutrario took the oath of office and was sworn-in by President Sanchez.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its January meeting was presented.

The following items were approved by the BFC:

1. Peter Saltzman, Consultant:

The BFC approved to go into a contract with Peter Saltzman to assist with the City of Berkeley CSU Unit Wage Reopener, at \$240.00 an hour for up to fifty (50) hours, with a contract max of \$12k, plus expenses.

2. David Mulvey, Consultant:

The BFC approved funding of \$10k, to come out of Organizing, for David Mulvey to continue doing work on the Statewide DD program for up to one (1) year.

3. Marin Office:

The BFC approved to move forward with leasing an office space in Marin County, at a cost of approximately \$1,600 per month, including utility costs. Note: As discussed during the 2015 budget process, it was approved to set aside \$30k for a possible office space in Marin.

4. Union Steward Update Newsletter:

The BFC approved a maximum cost of up to \$28k annually, for about 2,000 copies, to subscribe to the *Union Steward Update* newsletter to come out of the Training budget line. Note: The publication is a union building tool that includes useful information for stewards. The newsletter is published six (6) times per year.

ACTION ITEMS (continued):

○ BFC Recommendations:

The BFC approved to recommend the following items to the Board:

A) David Kersten, Consultant:

The BFC approved to recommend to the Board to extend David Kersten's contract through the end of February 2015 at his current contract rate, with the caveat that if an extension is requested beyond February, the BFC will discuss possibly re-negotiating his contract rate. His current contract rate is \$6k per month at 100 hours each month, and for work over 100 hours is paid at \$85.00 per hour. He is currently assisting with various research work in San Francisco.

It was M/S/C (Bradshaw/Camarillo) to approve the request as recommended by the BFC.

B) Aimee Allison, Consultant:

The BFC approved to recommend to the Board to go into a contract with Aimee Allison for up to six (6) months, at a rate of \$4,000 per month, with an expectation of 40-50 hours of work each month. **Nature of the Work:** Ms. Allison will provide consultation, mentoring and facilitation to the Local's Wealth & Disparities in the Black Community Committee working directly with the committee and its chairperson. Ms. Allison will work with the committee and its chair to 1) identify a coherent agenda focused on communities of color and 2) develop strategic action plans for engaging our communities in advancing that agenda and 3) integrate the committee's work with the local's regional programs and related committees such as SEJ and COPE.

It was M/S (Landry/Faucett) to approve the request as recommended by the BFC. There was discussion on the motion. A request was made that a report back be provided monthly on how the work is progressing. After discussion, the Board moved to a vote. The motion was carried.

○ POWR - Transition and Post January Costs:

A written POWR transition plan in the Foothills area, with some additional costs related to the implementation, was presented by President Sanchez. The document includes a brief outline of the proposed transition plan in the following areas: Amador Superior Court (no additional cost requested); Central Sierra Child Support Agency (no additional cost requested); City of Jackson (no additional cost requested); The ARC (proposed additional cost, \$750.00); Amador County (no additional cost requested); Calaveras County (proposed additional cost, \$8,500); and Communications – *Foothills Union News* publication (proposed additional cost, up to \$500).

It was M/S (Terry/Williams) to approve the request for ***The ARC, Calaveras County and Communications (Foothills Union News publication)*** as presented, with additional expenses related to the transition, at a total cost of \$9,750. There was discussion on the motion. There was a request that a report back on the progress of the transition be provided at the next Board meeting. After discussion, the Board moved to a vote. The motion was carried.

The meeting was temporarily suspended at 12:39 p.m. for a lunch break and resumed at 1:00 p.m. By consensus the Board agreed to extend the meeting to 2:00 p.m.

ACTION ITEMS (continued):

- Re-Name Schools Industry:
The Board had a brief discussion to change the name of the *Schools Industry Council*. It was M/S/C (Faucett/Schardt) to rename the *Schools Industry* to the ***Education Industry Council***. The motion was carried.

- Retirement Security Committee – Hedge Fund Resolution:
It was M/S/C (Landry/Taylor) to table this item.

TRAINING COMMITTEE REPORT:

Larry Bradshaw and Jan Schardt gave a brief report on behalf of the committee. The new Local 1021 training brochure was distributed, which includes information on training courses through March 2015. The brochure will be updated quarterly. The Board was asked to send any suggested training courses for the next brochure by Feb. 15th to Jan Schardt.

Continued Education Units (CEU) Classes:

It was explained that most healthcare workers with a certified license in their profession, are required to log additional hours of continued education to maintain their certification. The SF RN's have helped coordinate in-house CEU classes in San Francisco consistently, which have been well attended. Larry Bradshaw reported that Norlissa Cooper, RN Industry Chair, is looking into purchasing/registering a *provider number* for the Union, in order to provide high quality training throughout the local.

Union Steward Update Publication:

As reported during the BFC Report, it was approved to subscribe to the *Union Steward Update* newsletter. The subscription includes customized front and back pages, with content and design developed by the Local. The Board discussed a customized name of the newsletter. It was M/S/C (Jimenez/Popenuck) to name the *Union Steward Update* publication to ***Steward Power***.

PRESIDENT and LEADERS REPORT:

- Ramses Teon-Nichols, VP of Organizing:
He spoke about a Child Care Providers event on Feb. 18th. He also spoke about a recent joint training of the Organizing and SEJ committees.

- Jim Wise, Courts Industry Chair:
He gave a brief report on a meeting with the State Judicial Counsel.

- Robert Taylor, Amador County Area Representative:
He gave a brief report on the Amador County decert campaign.
- Community/Allies sub-committee:
President Sanchez stated that she will bring a recommendation to the Board to potentially form a sub-committee of the Community/Allies committee.

DRAFT – ARBITRATION/DENIAL APPEAL POLICY:

A revised first reading of the draft policy was presented by Richard Greenwood on behalf of the Policy Committee. The Board was asked to review the draft and submit any suggested changes to Eric Stern and Marguerite Fa-Kaji.

HEAD of OPERATIONS REPORT:

Seth Schapiro gave a brief report on the Convention planning. He reported that an initial meeting was held with the consultant, who will assist the Local with planning the Convention.

He also gave a brief building report on the 29th St. office construction work and parking situation, as well as some renovation work at the Oak St. office. There was discussion on convening a building committee meeting. It was M/S/C (Albert/Cavness) that a written report by the Building Committee on the status of the project in regard to the Oakland offices, be submitted to the members and staff at the 29th St. and Oak St. offices.

There was also discussion on possibly adding video-conference equipment at the Oak St. office. The equipment that was previously located at the Myrtle St. office was relocated to the 29th St. office. It was M/S/C (Albert/Jimenez) to request a report from the appropriate staff on the feasibility of adding video-conference capability at the Oak St. office.

It was M/S/C (Taylor/Landry) to extend the meeting until 2:15 p.m.

EXECUTIVE DIRECTOR REPORT:

Written director reports were sent by email to the Board. Pete Castelli gave a brief report on newly organized members.

ANNOUNCEMENTS:

It was announced that the S.F. Human Services Adult and Children Services ByLaws Amendment was submitted for review and found to be in compliance. There were no objections raised by the Board.

The meeting was adjourned at 2:13 p.m.

Respectfully Submitted by,

Joanne Cansicio
On behalf of Secretary Pamela Holmes-Morton

SEIU Local 1021 Executive Board
Saturday, February 21, 2015, Fairfield, 10:00 a.m. to 5:00 p.m.

MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Treasure Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, VP Region C Gary Jimenez, VP Region D Larry Bradshaw, VP Region E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Omar Medina, Jim Wise, Norlissa Cooper, Karla Faucett, Gregory Correa, Rosa Lutrario, Robert Taylor, Jan Schardt, Mercedes Riggleman, Evelyn Curiel (by videoconference), Gina Castellano (by teleconference), Sunny Santiago, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness (by teleconference), Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Valoria Russell-Benson, Eric Stern, Renato Pena, Rhea Davis, Nancy Ghanim, Erika Watkins, Gayle Chadwick, Priscilla Agbunag, David Fleming,

Executive Board Members Absent: Secretary Pamela Holmes-Morton

Staff in Attendance: Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Amy Hall, Lisa Morowitz, David Canham, Nely Obligacion, Bill Petrone, Jason Klumb, Tim Gonzales, Kristin Lynch, Kimberly Alvarenga, Rocky Morrison

Guests: Jesse Hampton

The meeting was called to order at 10:00 a.m. by President Roxanne Sanchez. It was announced that a quorum was reached.

Calaveras County Area Representative:

President Sanchez introduced Jesse Hampton, Calaveras County Chapter President. She asked the Board to consider her recommendation to appoint Jesse Hampton to the vacant seat of the *Calaveras County Area Representative* position on the Executive Board. A brief bio was also presented to the Board. By consensus, the Board approved the appointment, as recommended by President Sanchez. Jesse Hampton took the oath of office and was sworn-in by President Sanchez.

Agenda Review:

The following items were added: reports from Derrick Boutte; Cynthia Landry, Marcus Williams. The following items were tabled: Approval of the November 22, 2014 minutes; Arbitration/Denial Appeal policy.

Member Comments:

- Al Marshall, City of Oakland Chapter President: He read a statement concerning issues with staffing.

Due the nature of the issues addressed by Al Marshall in his statement, by consensus the Board agreed to move to executive session.

The Board moved to closed session at 10:16 a.m.

Executive Session:

There were no actions taken during closed session.

The Board moved to open session at 11:15 a.m.

Member Comments (continued):

- Tim Glasper, City of Oakland: He spoke about the local's mileage reimbursement policy.
- Belinda Calvin, City of Oakland: She spoke about issues concerning her chapter.

Approval of the January 25, 2015 Meeting:

It was M/S/C (Wise/Johnson) to approve the minutes of the January 25, 2015 meeting.

Regional Mobilization:

Regional Vice President's Tom Popenuck, Larry Bradshaw, Marcus Williams, Gary Jimenez and Crawford Johnson gave a brief report on the planning and development of the upcoming Regional Mobilization events throughout each region. A brief overview of the agenda was presented, which includes a training by the *Women's Economic Agenda Project* and a labor history video presentation. There will also be breakout groups to engage member activists in discussion around political/economic issues in their areas. The member input from the regional mobilizations will be synthesized to have as part of what will be discussed local wide at the member convention in September. The Board was asked to work with the Regional VP in their area on turn-out of key member leaders, in order to have good discussions at each mobilization.

The meeting was temporarily suspended at 12:03 p.m. for a lunch break and resumed at 12:37 p.m.

Budget & Finance Committee Report:

Quarterly Review:

The *Executive Summary* report of the *January-December 2014 Quarterly Financial Review* was distributed. Finance Director, Rocky Morrison, gave a brief presentation on the report.

February BFC Meeting Summary Report:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its February meeting was presented.

The following items were approved by the BFC:

1. Vin Harrington, Consultant:

The BFC approved to go into a contract with Vin Harrington, at \$200.00 per hour at up to 15-20 hours of work to serve as a witness on behalf of the Union for an upcoming *As-Needed* arbitration in the City and County of San Francisco. He will also assist the Union with preparing and serve as a witness for the arbitration.

2. SEIU AFRAM Leadership Conference:

The BFC approved to send up to seven (7) participants, appointed by President Roxanne Sanchez, to the 2015 SEIU AFRAM Leadership Conference in Detroit on April 17 to April 19, 2015, at a cost not to exceed \$15k. The cost will go towards expenses such as airfare, lodging and registration fee.

3. CA Democratic Convention:

The BFC approved to pay for expenses to send Gina Castellano and Theresa Breakfield to the CA Democratic Convention in May 2015 in Anaheim, at up to a total cost of \$2,400. The cost will cover expenses for airfare, lodging and registration fees. Note: Gina and Theresa are members of the San Joaquin County Democratic Central Committee.

4. Stockton Office Security:

The BFC approved up to \$25k to install a fence around the Stockton building and upgrades to the Sonitrol Security services.

5. Insurance Renewals:

The BFC approved to authorize President Roxanne Sanchez, Treasurer Paul Camarillo and Head of Operations Director, Seth Schapiro, to review and discuss any Insurance Renewal matters, and to proceed with payment as necessary on behalf of the Union.

The BFC approved to recommend the following items:

A. David Kersten, Consultant:

The BFC approved to recommend to the Board to extend David Kersten's contract at his current contract rate up to the end of 3/31/2015. He is currently assisting with various research work in San Francisco. It was M/S/C (Williams/Camarillo) to approve the request as recommended by the BFC.

B. Carrie Cianchetti, Consultant:

The BFC approved to recommend to the Board to modify Carrie Cianchetti's contract based on new scope of work, as outlined in the summary report. However, in light of new information, which was not presented to the BFC at the time the recommendation was made, there was discussion to pull the recommendation. It was M/S/C (Taylor/Joubert) to not accept the recommendation.

SEIU Local 1021 Member Convention:

President Sanchez, with assistance from Seth Schapiro, presented various recommended proposals for the Board's consideration around the 2015 Member Convention.

Attendance, travel and lodging policies:

A first draft of proposed attendance, travel and lodging policies for the 2015 Local 1021 Membership convention was presented. The Board reviewed the proposal and provided feedback. It was M/S/C (Boutte/Medina) to approve the recommended convention attendance, travel and lodging policies, with

the modifications discussed. A second draft, with the modifications agreed to will be presented at the February meeting.

Memo to Staff:

A draft memo to be sent to staff by President Sanchez on behalf of the Executive Board was read by Larry Bradshaw. The Board reviewed the proposal and provided feedback. It was M/S/C (Landry/Johnson) to approve the memo, with the modification to remove the heading “*All in It for Power*”.

Chapter ByLaws Template, Article 13. Chapter Elections:

Seth Schapiro gave an overview of a request to provide clarification on the Local’s Chapter ByLaws template around notice requirements (Article 13, Chapter Elections), for the purposes of convention delegate elections for those chapters that do not have their own ByLaws. The intent of Article 13, Chapter Elections, was meant for running chapter officer elections; and not solely for convention delegate elections. The current chapter ByLaws template was distributed.

The request is to modify the following, under Article 13. Chapter Elections, in the current template:

- A) Add the following note, under Article 13. Chapter Elections:

Note: This article does not apply to elections that are solely to elect Chapter convention delegates.

- B) Strike out the following language in Article 13.d, Notice:

The election notice—and the election ballot—must include the number of convention delegates the Chapter is eligible to elect and list Chapter officers who serve as convention delegates by virtue of their office. The notice and ballot must include the method for election of convention alternates (i.e., by election, by status as runner-up to delegate, etc.).

It was M/S/C (Faucett/Eaton) to approve the modifications as presented, in Article 13, Chapter Elections, of the chapter ByLaws template.

Policy on Convention Delegate Election Notice:

In order to help facilitate the process of running convention delegate elections, a draft policy was presented around notice of nomination and election of convention delegates. The Board reviewed the proposed policy and provided feedback.

It was M/S/C (Schardt/Riggleman) to adopt the following policy:

The local and/or chapters will give members notice of the nominations and election of convention delegates. Notice may be given through posting on websites, union bulletin boards, union/chapter publications, at regular membership meetings, email and office postings. At least two weeks’ notice will be given of the nominations and elections. Notice will include delegate requirements under the ByLaws.

Action Items:

IGNITE Conference:

Lisa Morowitz gave an overview of an upcoming conference that SEIU is holding called *IGNITE – Sparking Leadership* to be held in St. Louis, MO. The conference is to bring emerging leaders together, with a notion to build power around social justice campaigns. Directors were asked for recommendations of member leaders or staff, who are involved or are interested in being involved on such campaigns (i.e. FF15, immigration campaigns). Seventeen (17) attendees have been selected to participate (13 members and 4 staff). The list of participants selected was read by Lisa Morowitz, which includes a variety of attendees from each region and industry throughout the Local, including E-Board members. The Board was asked to approve travel and lodging costs for participants, with the understanding the costs to come out of the Organizing budget under the Resource Agreement. It was M/S (Medina/Williams) to approve airfare and lodging at an approximate cost of up to \$13,497.00 to send seventeen (17) participants to the SEIU IGNITE Conference in St. Louis, MO, on March 7th to March 10th. There was discussion on the motion. The motion was carried. There were four (4) abstentions.

The Board also discussed whether to pay lost-time pay for participants. It was said that members were informed that lost-time would be paid, if needed. It was M/S (Jimenez/Bibb) to provide lost-time pay under the local's policy, if needed for those members who attend the IGNITE conference. The motion was carried.

Medicare's 50th Birthday Resolution:

A written proposal to support a Resolution Supporting the National Day of Action for Medicare's 50th Birthday was presented by Cynthia Landry. It was M/S/C (Johnson/Eaton) to adopt the following Resolution, as presented:

***Whereas** Medicare is the nation's largest and most successful health insurance system serving the health needs of almost 50 million older and disabled Americans; and*

***Whereas** Medicare has been the most financially efficient health care system in the United States with administrative costs averaging only 2 percent of program outlays; and*

***Whereas** the Ryan Budget attacks Medicare; proposing to raise eligibility to age 67, and turn Medicare into a voucher program in the future; and*

***Whereas** the Ryan Budget proposals would dramatically increase retiree health care costs for Union and City and County governments; and*

***Whereas** July 30, 2015 will mark the 50th anniversary of the signing of the Medicare Act.*

***Therefore, be it resolved** that SEIU Local 1021 supports the "Medicare Turns 50" national campaign to celebrate the success of the Medicare program; and*

***Be it further resolved** that SEIU Local 1021, as part of the national campaign, will educate and mobilize its members for the National Day of Action on 7/30/15, and will work to defend, improve, and expand Medicare as part of the fight for universal healthcare.*

Hedge Fund Resolution:

Cynthia Landry presented a resolution approved by the 1021 Retirement Security Committee (RSC) around Hedge Funds. The Board was asked to adopt the resolution, as recommended by the RSC. It was M/S/C (Atwell/Correa) to support the following as presented:

Hedge Funds:

The 1021 Retirement Security Committee opposes the investment of Local 1021 active and retired members' pension funds into hedge funds, because of their low performance, lack of transparency, and high fees. Hedge fund managers typically fund projects that work against Labor's interest and in some cases oppose defined benefit pension plans.

President and Leaders Report:

- Derrick Boutte, SEJ Chair:
He spoke about a Resolution on behalf of the AFRAM committee, which will be sent by poll for the Board's consideration. He also spoke about issues at the Alameda Health System around financial cuts.

- Alysabeth Alexander, VP of Politics:
She presented a brief outline on growing privatization threats, which includes a background on the issue and privatization of public transportation. She also spoke about key dates and needs from leaders around AB61. A power point on *Privatization, Gentrification and Attacks on the Public Sector* was also presented.

- Marcus Williams, VP Region E:
(Action Item Request)
He spoke about a request that the Local received from an organization called *Reinvent South Stockton Coalition* (RSSC). The request is to sponsor the group's first annual economic summit in Stockton. The RSSC was formed by Stockton Councilmember Michael Tubbs. There was discussion on whether the Local should consider sponsoring the event and which budget line it should be funded from. It was said that the coalition is potentially a *Tier 1* organization, as described in the policy for funding contributions to community organizations/allies. If approved, there was a suggestion to include a letter, along with the payment, which states the local chose to sponsor the summit based on the belief that RSSC shares the same values as SEIU Local 1021 to empower our membership, combat inequality and fight for social justice. It was M/S (Johnson/Atwell) to approve \$5,000 to sponsor the RSSC Inaugural Summit on April 25, 2015 to come out of the Community/Allies budget. The motion was carried. There was 1 abstention.

- President's Report:
(Action Item request)
President Sanchez, along with Industry Chairs Jim Wise and Karla Faucett, reported on a meeting held on Feb. 20th with Industry Chairs and staff liaisons to discuss the current structure of supporting the work of the industries. The current model of directors or other staff assigned as liaisons has been ineffective in most industries, due to other demands within their region. At the meeting, the group shared ideas such as how to be more strategic and methodical; how to best approach the work effectively around privatization and attacks on the public sector; and who would be responsible to carry out the work. As a result of feedback and input from the Feb. 20th meeting, the Chairs and President Sanchez agreed to bring a proposal to the Board to consider adding an additional Researcher Policy Analyst position to assist the work of the Industries, including support at the state council level. The Board previously approved to fund two (2) new Researcher positions (1 Policy Analyst; 1 Legislative Analyst) to come out of the Organizing budget. There was a lengthy discussion that followed.

It was M/S (Albert/Williams) to approve adding an additional Researcher – Policy Analyst position to come out of the Organizing budget. There was discussion on the motion. The motion was carried.

The Board moved to closed session at 4:40 p.m.

Executive Session (continued):

There were no actions taken during closed session.

The Board moved to open session at 5:02 p.m. It was M/S/C (Taylor/Wise) to extend the meeting until 5:30 p.m.

Consent Calendar:

- Draft – Arbitration/Denial Appeal Policy:
Richard Greenwood reported on behalf of the Policy Committee. There was a request to table adopting the proposed policy, as there are further input and revisions to be made. It was M/S/C (Greenwood, Williams) to table approval of the draft Arbitration/Denial Appeal policy.

Head of Operations Report:

Seth Schapiro gave a brief update on the Oakland building projects.

Executive Director Reports:

Written Director reports were sent by email to the Board. Pete Castelli gave a brief report on recent TA's, as well as various trainings throughout the local.

By consensus, the Board agreed to adjourn the meeting at 5:22 p.m.

Respectfully submitted by,

Joanne Cansicio
On behalf of Secretary Pamela Holmes-Morton

SEIU Local 1021 Executive Board
Monday, March 30, 2015 (video conference)
MINUTES

Executive Board Members Participating: Treasurer Paul Camarillo (SF), VP of Politics Alysabeth Alexander (SF), VP of Organizing Ramses Teon-Nichols (SF), VP of Representation Karen Joubert (Fairfield), VP Region A Crawford Johnson (Fairfield), VP Region B Tom Popenuck (Fairfield), VP Region C Gary Jimenez (Oakland), VP Region D Larry Bradshaw (Oakland), VP Region E Marcus Williams (Stockton), Renita Terry (Oakland), Omar Medina (Santa Rosa), Jim Wise (Fairfield), Eric Stern (Oakland), Norlissa Cooper (Fairfield), Rhea Davis (Oakland), Cynthia Landry (Oakland), Derrick Boutte (Oakland), Gregory Correa (Oakland), Rosa Lutrario (Oakland), Robert Taylor (Jackson), Jesse Hampton (Jackson), Gayle Chadwick (Del Norte), Jan Schardt (Fairfield), Mercedes Riggelman (Fairfield), Priscilla Agbunag (SF), Evelyn Curiel (SF), Sunny Santiago (by teleconference), Akbar Bibb (Fairfield), Nancy Atwell (Oakland), Nadeen Roach (Fairfield), Amos Eaton (Santa Rosa), Tina Diep (Oakland), Doug Marr (Oakland), Paul Little (Fairfield), Julie Meyers (SF), Theresa Breakfield (Stockton), Peggy LaRossa (by teleconference).

Executive Board Members Excused: President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Valoria Russell-Benson, Renato Pena, Karla Faucett, Pete Albert, Nancy Ghanim, Erika Watkins, David Fleming, Gina Castellano, Richard Greenwood, Kathryn Cavness

Staff Members Participating (Oakland): Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Tim Gonzales, Dana MacPherson, Bill Petrone (Stockton).

The meeting was called to order at 10:05 a.m. by Region D Vice-President Larry Bradshaw. It was announced that President Roxanne Sanchez is out ill, and appointed VP Bradshaw to chair the meeting.

AGENDA REVIEW:

The following items were added: reports/announcements from Jim Wise, Cynthia Landry, Ramses Teon-Nichols and Doug Marr.

APPROVAL of MINUTES from the NOV. 2014 and FEB. 2014 meetings:

It was announced that the minutes of the November 22, 2014 and February 21, 2015 meetings are not yet available. It was M/S/C (Correa/Johnson) to table the approval of the minutes.

REGIONAL MOBILIZATION DEBRIEF:

Larry Bradshaw reported that we are in the process of compiling input from the regional mobilizations. Information will be forthcoming, which will be presented to the Board for further discussion. The Board provided feedback and comments on their impressions of the various mobilizations. Overall, there was general consensus the mobilizations were successful; and to build on keeping the members engaged, who attended.

SEIU LOCAL 1021 CONVENTION:

Larry Bradshaw, with assistance from Seth Schapiro, presented various recommended proposals and updates on the member convention.

Election Committee:

President Sanchez is recommending to the Board to appoint Karen Joubert, Tom Popenuck and Mercedes Riggleman to the Local 1021 Convention Election Committee. The main function of the committee is to certify convention delegates and to review/discuss any disputes or challenges. It was M/S/C (Stern/Diep) to accept the President's recommendation to appoint Karen Joubert, Tom Popenuck and Mercedes Riggleman as the 2015 Convention Election Committee.

Attendance, Travel & Lodging Policies – 2nd Reading:

A second draft of proposed attendance, travel and lodging policies for the 2015 Local 1021 Membership convention was presented. The second draft includes feedback as discussed by the Board at its February meeting. The Board reviewed and discussed the revised Attendance, Travel & Lodging policies for the Convention section by section:

- Page 1, footnote #2:
It was M/S/C (Stern/Boutte) to strike out the words ***non-delegate Executive Board members***.
- Executive Board Status at Convention (page 2):
It was M/S/C (Stern Boutte) to modify *Executive Board* to **SEIU Local 1021 Executive Board** in this section and throughout the entire document.
- Registration Deposit (page 1):
It was M/S (Meyers/Taylor) to accept the *Registration Deposit* policy. The motion was carried. There was 1 abstention.
- Non-Delegate Members at Large (page 1):
It was M/S/C (Eaton/Correa) to change *Non-Delegate Members* to ***Non-Delegate SEIU Local 1021 Members*** in this section and throughout the document.

After review of the document section by section, the Board agreed to accept the following policies, with the understanding that the communications team will work to clean up the language to make the policy clear on all convention materials, such as flyers and the website:

Lodging for Delegates and Guests:

- *Lodging will be provided for Delegates¹ and Guests². All rooms will be double occupancy. For Delegates and Guests that want their own room, they will need to pay for half of the room cost. Requests for single occupancy should be sent to Jenny Vattuone.*
- *Delegates and Guests who travel 75 miles or more (one way) are qualified for Friday night lodging. All Delegates and Guests are entitled to Saturday night lodging (there is no required miles to qualify).*
- **SEIU Local 1021's** usual travel requirement for hotel stay will be waived for Delegates & **SEIU Local 1021** Executive Board members.

(footnote)¹ Delegates: Delegates represent their chapter at the convention, communicate convention decisions to chapter members, and provide leadership in enacting the major plans and projects of the Union, as approved at the convention. Delegates must be available and committed to attending the September 26-27, 2015 convention.

(footnote)² Guests: Guests such as speakers, **non-delegate Executive Board members** or other special guests may attend by invitation only.

Registration Deposit for **Non-Delegate SEIU Local 1021 member-at-large**:

- A \$50 refundable registration fee will be required for **Non-Delegate SEIU Local 1021** members at large.

A check deposit payment will be held (it will not be cashed), then returned to the member at registration. Credit card payments will be pre-authorized. Deposits will be refunded to members, who attend the Convention or cancel their registration at least five (5) days prior to the Convention. The deadline for cancellation must be received by 4:00 p.m. on Monday, September 21, 2015. No refunds (checks or credit card) will be issued to registrants, who do not show up or cancel their registration by the designated deadline.

Online registration must be paid by credit card. Paper registration must be mailed, along with the registration deposit check in the amount of \$50.00.

- The registration fee will not apply to Delegates.

Non-Delegate **SEIU Local 1021** Members at Large:

Policy for Non-Delegate **SEIU Local 1021** members at large to attend:

- Non-delegate **SEIU Local 1021** members at large may attend.
- Non-delegate **SEIU Local 1021** members will be required to pay the \$50 refundable registration deposit.
- Non-Delegate **SEIU Local 1021** members at large may book and pay for their own hotel room at a discounted group rate, if they choose to stay overnight.
- Non-delegate **SEIU Local 1021** members at large attending may participate in all aspects of Convention except voting, if there should be voting on the agenda.
- Non-delegate **SEIU Local 1021** members at large may receive mileage reimbursement according to the normal policy of the Local.

SEIU Local 1021 Executive Board Status at Convention:

SEIU Local 1021 Executive Board members will have "special guest status" at the convention. They will be able to attend all convention activities and be eligible for overnight accommodations at the convention hotel in accordance with local policy.

Guests Policy:

- Guests such as speakers/**training facilitators**, ~~non-delegate Executive Board members~~ or other special guests may attend by invitation only.
- All guest invitations must be approved by the Convention Planning Committee & **SEIU Local 1021** Executive Board.
- Guests must register, but will not be required to pay the pre-registration deposit.

Newly-Organized Members:

Policy for newly-organized members to attend:

- Same general attendance policy as other non-delegate **SEIU Local 1021** members at large.
- Newly-organized chapters may choose to elect Honorary Delegates.
- Honorary Delegates will be recognized at the Convention, but will not be able to vote.

Press/Media Policy:

- No press or reporters of any kind will be allowed to attend the Convention.

Delegate Election Process:

A synopsis of the delegate election process was presented, which includes the convention delegate election timeline. Chapter delegate elections will commence on 4/20 and conclude on 7/20. The Convention Election Committee will certify the final list of all elected delegates by the July 2015 Board meeting.

Convention Delegate Eligibility Proposal:

Seth Schapiro read the proposal as follows:

Eligibility to run for delegate is a member who has -

Paid dues in Jan. or Feb. 2015 AND paid dues for at least four (4) months during 2014. The four (4) months in 2014 need not be consecutive.

Or in new dues paying chapters paying dues for less than four months in 2014:

Paid dues in Jan. or Feb. 2015 AND also paid dues for as many months as they could in their chapter, if their chapter was in existence for fewer than four (4) months in 2014.

It was M/S (Atwell/Landry) to modify the proposal for eligibility to be paid dues for a total of 6 months, such as: *paid dues in Jan. 2015 and paid dues for five (5) months in 2014; or paid dues in Jan. or Feb. 2015 and paid dues for at least five (4) months in 2014.* The motion to modify the proposal was **not** carried. There was 1 abstention.

The Board moved to a vote on the original proposal, as read by Seth Schapiro. It was M/S (Terry/Jimenez) to adopt the proposal as presented, with the understanding that the *Eligibility* section in the chapter bylaws template would be modified for purposes of running for a delegate for the 2015 SEIU 1021 member convention. The motion was carried. There were 2 abstentions.

Alternate Delegate Process Proposal:

Seth Schapiro read the proposal as follows:

All Chapters are encouraged to select at least two (2) alternates. Alternates need to be ranked by votes received (e.g. the highest vote total becomes Alternate #1, second highest voted becomes Alternate #2, etc.)

In Chapters with "white ballots" (where there are more or an equal number of delegate slots as there are candidates, thus making an election unnecessary), Chapters are still encouraged to select up to two (2) alternates and designate these as Alternate #1 & #2.

Convention Delegates, who become ineligible or unable to attend, shall notify the 1021 Convention Election Committee in writing no later than 8/20/15. An Alternate or Alternates will then be credentialed and seated. Delegates who notify the 1021 Convention Election Committee after 8/20/15 will not be replaced by an alternate.

It was M/S (Schardt/Landry) to approve the Alternate Delegate process proposal as presented. There was discussion on the motion.

A substitute motion was made by Gary Jimenez, and seconded by Rosa Lutrario, to amend the words "white ballots" to "uncontested ballots" in the 2nd paragraph, first sentence of the proposal. The Board moved to a vote to adopt the proposal with the amendments discussed. The motion was carried.

Chapter Delegate Allocations and Delegate Scale:

A list of Chapter Convention Delegate Allocations and Convention Delegate Scale as of 3-30-2015 was distributed. It was explained that the scale is based on the ByLaws language; and that the delegate

allocation per chapter is based on the scale. It was M/S (Landry/Atwell) to approve the Chapter Convention Delegate Allocations and Convention Delegate Scale as presented. The motion was carried.

Lost-Time for Convention Delegates:

Seth Schapiro gave an overview of an issue of paying lost-time for convention delegates, whose regular work days falls on a Saturday and/or Sunday. It was explained in the 2012 Convention, delegates were paid lost-time if their regular work day fell on the same dates of the convention. For the 2015 Convention, the recommendation is to pay lost-time for Delegates whose work regular work day is on Saturday, Sept. 26th, and or/ Sunday, Sept. 27th. There was discussion to allow flexibility for any hardship for those delegates who normally work swing/grave yard shifts or have to travel a long distance.

It was M/S (Landry/Stern) that lost-time will be covered under the Local's lost-time policy for convention delegates whose regular work day falls between 12:01am on Saturday, Sept. 26th to 12:00am on Sunday, Sept. 27th, with the understanding that flexibility beyond the stipulated dates and times will be considered due to hardship. The motion was carried.

The meeting was temporarily suspended at 12:08pm for a lunch break and reconvened at 12:35pm.

The Board moved to closed session at 12:3pm.

EXECUTIVE SESSION:

The following actions were taken in closed session:

- It was M/S/C (Jimenez/Taylor) to extend up to June 1, 2015 the following temporary employees: Sandra Barreiro, Amanda Booker, Catherine Bundy, Michael Israel, Ed Kinchley, Celeste Peterson and Colette Washington.
- It was M/S/C (Landry/Stern) to extend up to June 1, 2015 and to make an exception to the current policy around the 365 days rule for the following temporary employees: Sally Covington and Michael "Shum" Preston.

The Board moved to open session at 1:15pm

SEIU LOCAL 1021 CONVENTION (continued):

Communications Plan:

An outline of the 2015 Convention communications plan was distributed. The summary includes an outline of "working draft" goals, components of the plan and the draft convention logo. The Board was asked to adopt the logo as presented. It was M/S (Medina/Johnson) to adopt the 2015 convention logo, as presented. The motion was carried. There were 3 opposed and 3 abstentions. It was said that any further feedback or suggested changes on the logo or communications plan should be sent to John Stead-Mendez.

Board Members as Delegates:

The Board discussed the issue of Local 1021 Executive Board members running for a convention delegate seat in their chapter. There was a suggestion to adopt a policy that Local 1021 Executive Board members may not run as delegates, but are permitted to have voting privileges at the convention. It was explained that the motion may not be legal, due to Local's ByLaws and other policies where it would be a conflict. The Board had a lengthy discussion on this issue.

It was M/S (Atwell/Breakfield) that in order to maximize member-at-large participation in the 2015 Member Convention, 1021 Executive Board Members are encouraged not to run for chapter delegates; and where appointed by chapter bylaws, 1021 Executive Board Members are encouraged to step down in favor of a member-at-large. The Board voted by show of hands: Yes = 15; No = 13; Abstentions = 6. The motion was carried.

Budget & Finance Committee Report:

Julie Meyers reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its March meeting was presented.

The following items were approved by the BFC:

1. Single Payer Committee Request:

The BFC approved up to \$1,000 to fund an all-day Local 1021 *Medicare for All* training. The cost will cover airfare expenses for two (2) trainers from *Labor United for Universal Healthcare* (based in Los Angeles); as well as food expenses. The training will focus on the facts and history essential to understanding the system of health care delivery in the U.S; and the essentials of a single payer system that could be implemented in the U.S. The training will be held in Oakland and invitation will be extended to Board members and other activists from *AllCare Alliance* and *Single Payer Now*.

2. Deborah Edgerly, Consultant:

The BFC approved to go into a contract with Deborah Edgerly to assist with work on the City of Oakland bargaining and other East Bay bargaining, such as City of Berkeley, at the following cost: for the period of 3/21/2015 to 3/31/2015 to be paid at the amount of \$2,870; for the months of April, May and June to be paid at \$8,200 per month; the total cost of the contract shall not exceed \$27,470 (plus expenses).

The work to be performed includes: labor-management services, including but not limited to analyzing the collective bargaining agreement, providing advice and recommendation on City/Union proposals, issue monitoring during collective bargaining sessions and other required meetings; plus budget analysis work, prepare proposals around budget matters and other agreed to research/projects around City of Oakland bargaining and other East Bay bargaining. Deborah Edgerly will work under the direction of Executive Director, Pete Castelli.

3. Additional Resource for Convention Planning:

The BFC agreed to approve an additional resource of funding temporary employee, Vanessa Rhodes, to provide additional support around the Convention at an approximate cost of \$50k, plus benefit costs. She will initially be brought on as half-time for March to June, with the anticipation that July to August will be at full-time.

The work to be performed includes support on the convention delegate election process, work with the Member Engagement/Staff Development Director to develop the convention program; and help facilitate, project manage various pieces of the Convention planning.

4. Minimum Wage polling:

The BFC approved up to \$30k to do a comprehensive statewide poll on the \$15.00 per hour minimum wage campaign, with the caveat to fund out of the Resource Agreement.

5. S.F. Campaigns Budget:

The BFC approved the 2015 San Francisco Campaigns budget at up to a total cost of \$46,490.00 for various campaigns that includes the Bio-Metric Time Clock fight, COFAM contract bargaining, S.F. Superior Court bargaining, fee payer/cope payer campaigns, Non-profit justice campaign and numerous non-profit contract fights. The budget includes costs for items such as lost-timers, publication needs and costs for various actions/events.

6. Worker Power Magazine (BFC poll):

The BFC approved via poll to print the latest issue of the Worker Power Magazine and to mail the new issue to members at up to a cost of \$20k. Note: the new issue includes an announcement of the Convention, including dates of when chapter elections of convention delegates will begin and conclude.

The BFC approve to recommend the following items to the Board:

A) David Kersten, Consultant:

The BFC approved to recommend to the Board to extend David Kersten's contract at his current contract rate up to the end of April 2015. He is currently assisting with various research work in San Francisco. It was M/S/C (Stern/Curiel) to approve the request as recommended by the BFC.

B) East Bay Campaigns Budget:

The BFC agreed to recommend to the Board to approve the East Bay Bargaining/Campaigns budget for the City of Berkeley, City of Oakland, Port of Oakland and Alameda County at a projected total cost of \$172,530 to run from April 1, 2015 to July 1, 2015. The budget includes costs for items such as publications, printing, social media, lost-time, support for community partners and costs for various mobilizations, actions and events. It was M/S/C (Stern/Landry) to approve the request as recommended by the BFC.

C) Oakland Building Project:

The BFC approved to recommend to the Board to increase the cap of the Oakland Building project (29th St. office) to up to a cap of \$325k, including furniture costs, recognizing that a portion of the costs to come out of the Organizing budget. Note: the Board previously approved a cap of up to \$275k. It was M/S/C (Stern/Jimenez) to approve the request as recommended by the BFC.

Stockton Office Fence:

Seth Schapiro explained that a request regarding installation of the Stockton fence is being presented to the Board, since it was not presented in time to the BFC. The BFC previously approved up to \$25k to install fencing around the Stockton building and upgrades to the Sonitrol Security services. However, given the motion the BFC passed for good quality (i.e. 8 ft. fence) and tighter mesh fencing, the estimated cost is slightly more than initially expected. The request is to approve an additional \$2,500, for a total of up to \$27,500, to install high quality fencing for the Stockton office. It was M/S/C (Stern/Marr) to approve the request.

President and Leaders Report:

o IGNITE Conference:

Rosa Lutrario and Jesse Hampton gave a brief report on the SEIU IGNITE conference in St. Louis, where about 13 member activists and 4 staff attended. There was a request to circulate the conference materials to the Board.

- Amador Courts:
(action item request)
Jim Wise, Courts Industry Chair, presented a request on behalf of the Superior Court of Amador County chapter. He reported that the members voted and authorized a 1-day strike. The chapter is seeking the Board's approval to authorize an "unfair labor practice" strike sanction. It was M/S/C (Schardt/Agbunag) to authorize a strike sanction for the Superior Court of Amador County chapter.
- Cynthia Landry: She spoke about an article in the Oakland tribune regarding retirement debt large-scale sacrifices.
- Education Summit: Doug Marr and Jan Schardt announced that the Education Summit will be held on April 11th in Sacramento. The Board members were encouraged to attend.
- SB1234: Nancy Atwell and Cynthia Landry gave a brief report on lobby work on SB1234. She also spoke about a summit that was recently held.
- Ramses Teon-Nichols: He spoke about various campaigns that ROC members have been involved in.
- Renita Terry
(Action item request)
She spoke about the upcoming Alameda Labor Council Unionist of the Year dinner on May 8th, where President Sanchez is being honored. Alysabeth Alexander stated that 1021 COPE has approved 4 tables (10 per table) to come out of the Issues PAC account. Pete Albert is maintaining a list of RSVP's. It is not known at this time, if all slots have been taken. A straw poll of the Board was taken to see who is interested in attending; and to determine if additional tables are needed. It was M/S/C (Joubert/Curiel) to approve up to two (2) tables at \$2,000 per table to come out of the local's general fund, if needed.
- Gary Jimenez: He spoke about the Fight for \$15 national day of action on Wed, 4/15. He encouraged the Board to attend the various actions happening in the bay area, Sacramento and Stockton.

Head of Operations Report:

Seth Schapiro gave a brief update on the 29th Street and Oak Street office projects.

Director Reports:

Written director reports were sent by email to the Board. He announced that Dana MacPherson has been hired temporarily as the interim East Bay Field Director.

It was M/S/C (Taylor/Jimenez) to adjourn the meeting at 3:17 p.m. in honor of Kitty Cone, Disability Rights Leaders, who recently passed.

Respectfully Submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

SEIU Local 1021 Executive Board
Saturday, April 25, 2015 – Fairfield, CA

Executive Board Members Participating: Secretary Pamela Holmes-Morton (by videoconference), Treasurer Paul Camarillo (by videoconference), VP of Politics Alysabeth Alexander (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, Marcus Williams (by videoconference), Renita Terry, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper (by teleconference), Karla Faucett, Rhea Davis, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Rosa Lutrario, Robert Taylor, Jesse Hampton, Jan Schardt, Priscilla Agbunag (by videoconference), Evelyn Curiel (by videoconference), David Fleming, Gina Castellano (by teleconference), Sunny Santiago, Akbar Bibb, Nancy Atwell (by teleconference), Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference).

Executive Board Members Excused: President Roxanne Sanchez, Omar Medina, Renato Pena, Pete Albert, Erika Watkins, Gayle Chadwick, Mercedes Riggleman

Staff in Attendance: Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Amy Hall, David Canham, Kristin Lynch, Tim Gonzales, Lisa Morowitz, Nely Obligacion, Karen Ridley, Jennie Smith-Camejo, Shum Preston

The meeting was called to order at 10:08 a.m. by VP of Representation Karen Joubert. It was announced that President Sanchez has a conflict due to an International 3-day conference; and she appointed Karen Joubert to chair the meeting.

AGENDA REVIEW:

The following items were added: announcements under Leaders reports from Nancy Ghanim and Karla Faucett; and reports in closed session from Robert Taylor and Akbar Bibb.

It was announced that a quorum was reached.

MEMBER COMMENTS:

- David Williams, Retiree: He spoke about an upcoming US Social Forum event on June 24th to June 28th, and is asking for the Board to endorse the event. He stated that SEJ Committee has endorsed support of the US Social Forum, and asked the Board to consider purchasing tickets to the event.

- City of Fairfield (action item):
Tim Gonzales introduced chapter officers Teri Luchini, Tawny Kara and Jane Kibbey from City of Fairfield. The members spoke about the progress of the City of Fairfield negotiations. The chapter is seeking the Board's approval to authorize a strike sanction. The current contract

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expires on June 30, 2015. It was M/S/C (Bradshaw/Correa) to pre-authorize a Strike sanction for the City of Fairfield (FEA) chapter, pending a strike vote/authorization by the chapter's membership.

- Greg Marro, Retiree: He spoke about a campaign in San Bernadino County, where several ROC members assisted in.

PRESENTATIONS:

- Fight for \$15 National Day of Action:
Kristin Lynch and Shum Preston gave a presentation on the Fight for \$15 action on April 15th, where hundreds on SEIU members took part in from the bay area, north central and San Joaquin regions. They also acknowledge the key role that Local 1021 played in planning for the action. A short video of the action's highlights was presented.

APPROVAL of MINUTES from the NOV. 2014, FEB. 2015 and MAR. 2015 MEETINGS:

It was explained that approval of the November 22, 2014 meeting will be tabled, as some Board members have not had a chance to review the minutes. There were no objections raised to table approval of the November 2014 minutes.

It was M/S (Stern/Little) to approve the minutes of the February 21, 2015 and March 30, 2015 meetings. The motion was carried.

LOCAL 1021 CONVENTION UPDATE:

Tom Popenuck, Gary Jimenez and Larry Bradshaw gave an overview and update on various aspects on preparing for the Convention. A short video "teaser" to generate enthusiasm around the convention was shown.

- "Vision" sub-committee: The sub-committee is working on developing an overall plan or projects of the work of the Local to present at the Convention. A report of raw data collected based on member input from the various Regional Mobilizations was presented. Tom Popenuck gave a synopsis of the "buckets" of work the sub-committee is working to develop, which includes: Building a Movement to Address Economic Inequality; Making the Union Stronger; Reclaiming Democracy; and Expanding Public Resources. Board members were encouraged to take part in the discussion on developing the "buckets" of work.
- Delegate Election process: Karen Ridley gave a summary of the Delegate election process. She reported that various trainings with field staff were held. A packet of sample materials provided at the trainings was presented, which includes tools on chapter building and identifying leaders. The Board divided into small groups for a brief training exercise on chapter building.

The meeting was temporarily suspended at 12:02 p.m. for a lunch break and reconvened at 12:25 p.m.

LOCAL 1021 CONVENTION UPDATE (continued):

The presentation on the Convention resumed.

- Communications: Jennie Smith-Camejo presented various materials that were developed, such as flyers and information on the website about the convention. She also spoke about the Member Survey. There was a request to translate surveys in other languages, such as Spanish and Chinese.

- Program sub-committee:
Larry Bradshaw reported on the work of the program sub-committee. The committee is working on acquiring key note speakers or workshop facilitators; and working to develop workshop ideas. A suggestions form was distributed. Board members were encouraged to provide any feedback or suggestions on the program.

- Convention Action Item:
Seth Schapiro gave an overview of the request to consider. During the various staff delegate election trainings, a question was raised around chapters that might be unintentionally disenfranchised because of the way eligibility guidelines were set up. The convention committee is recommending to the Board that the Local 1021 Convention Election Committee be empowered to make exceptions as necessary in situations where members might be unintentionally disenfranchised in the convention delegate election process due to the way in which eligibility guidelines were set up. It was M/S (Stern/Johnson) to accept the recommendation of the convention committee. The motion was carried.

Budget & Finance Committee Report:

Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its April meeting was presented.

The following item was approved by the BFC:

1. Satish Prasad, Consultant:
His current contract is at \$55/per hour at up to 150 hours. The BFC approved to amend Satish Prasad's contract for an additional 150 hours, plus expenses, with the understanding that the contract max would need to be adjusted. He is assisting with various database projects and is working under the direction of the IT Director and Membership/MRC Director.

The BFC approved to recommend the following items to the Board:

- A) North Coast Campaigns:
The BFC approved to recommend to the Board to accept the following North Coast campaigns budget proposals:
 - Marin County Contract Campaign at up to a cost of \$14,285.00.
 - Sonoma Together Access to Care Campaign at up to a cost of \$15,300.00.

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- Sonoma County Contract Campaign at up to a cost of \$96,778.00, with a caveat that the *Veolia Transportation* campaign will be added to overall budget.

The budget for the various campaigns includes costs for items such as publication needs and costs for numerous actions/activities.

B) 2015 Convention Guests:

The BFC agreed to recommend to the Board to approve up to \$25k to be used as seed money, including expenses, for potential guests, such as key note speakers and/or workshop facilitators for the 2015 SEIU Local 1021 Convention.

It was M/S (Landry/Stern) to approve items A (North Coast Campaigns) and B (2015 Convention Guests) as recommended by the BFC. The motion carried. There was 1 abstention.

Treasurer Camarillo announced that other BFC recommendations to the Board will be discussed in Executive Session.

The Board moved to closed session at 1:52 p.m.

EXECUTIVE SESSION:

The following actions were taken during closed session:

- **It was M/S - Holmes-Morton/Ghanim** –to table the adoption of the following new managerial positions to allow for further discussion: Collective Bargaining Coordinator & Deputy Director of External Campaigns. **The Motion was defeated.**
- It was M/S (Jimenez/Schardt) to accept the creation of the **Collective Bargaining Coordinator** and **Deputy Director of External Campaigns** positions as recommended by the Personnel/Staffing Committee and BFC, with the caveat to add the modifications in the job descriptions as discussed by the Board. The Board voted by show of hands. Yes = 25; No = 8; Abstain = 5. The motion was carried.
- It was M/S (Wise/Eaton) that upon filling the new **Deputy Director of External Campaigns** position, the Organizing Director position will be defunded. The motion was carried.
- It was M/S (Stern/Boutte) to accept the salary adjustments based on evaluations for the Finance Director, Membership/Database Director and Human Resources Manager positions, within the salary range for these positions, as recommended by the Personnel Committee and BFC, with the understanding that the adjustment would go into effect in the next pay period after approval; and with the caveat to make the numerical correction on the salary chart presented. The motion was carried. There were 4 abstentions and 1 opposed.

- It was M/S/C (Bradshaw/Fleming) to form a sub-committee to include Nadeen Roach, Akbar Bibb, Pete Castelli, John Stead-Mendez, Crawford Johnson, Karen Joubert and other staff as assigned by the Executive Director or Deputy Director to address the issues related to the Solano County chapter; and to bring an action plan to the May E-Board meeting.

Executive Session concluded and the Board moved to open session at 4:40 p.m.

Secretary Holmes-Morton announced the action items that were approved during closed session.

ACTION ITEMS:

1. **M/S Jimenez/Schardt** – To adopt the creation of the following new managerial positions as recommended by the Personnel/Staffing Committee: Collective Bargaining Coordinator & Deputy Director of External Campaigns. **The Motion was carried.**
2. **M/S Wise/Easton** – to defund the managerial Organizing Director position. **The Motion was carried.**
3. **M/S/ Stern Boutte** – Salary adjustments approval based on evaluations for the Finance Director, Membership/Database Director and Human Resources Manager positions, with the salary range for these positions as recommended by the Personnel Staffing Committee. **The Motion was carried.**
4. **M/S/ Bradshaw/Fleming** – Special Committee established to address the Solano bargaining and worksite Committee concerns. **The Motion was carried.**

- US Social Forum:

The Board discussed the request that retiree David Williams presented during member comments. It was M/S (Johnson/Landry) to approve the request to endorse the US Social Forum event on June 24th-June 28th. The motion was carried.

- UNITE HERE Local 5:

Larry Bradshaw gave an overview of the request. UNITE HERE Local 5 is currently in a contract fight for the past several years with the Kaiser Corporation. Local 5 is asking for support to write a letter to the CEO of Kaiser, stating our support for Local 5 members in their effort to achieve a contract with nothing short of a defined benefit pension plan for all employees. A copy of the draft letter was distributed. It was M/S/C (Taylor/Alexander) to approve the request.

LEADERS REPORT:

- Jim Wise: He gave an update on the Amador Courts negotiations. At the March meeting, the Board approved a ULP strike sanction, as requested by the chapter. He reported that the chapter recently reached a Tentative Agreement with the employer; and therefore will not be going on strike.
- Karla Faucett: She gave a brief report on the Education Council conference. The event was a success and well attended. There were members who signed up for COPE, as well as fee payer conversions.

- Eric Stern: He announced that a video on the recent Non-Profit conference will be circulated through Newswire.

It was M/S/C (Schardt/Taylor) to extend the meeting until 5:30 p.m.

LEADERS REPORT (continued):

- Cynthia Landry: She gave a presentation on the 100th Anniversary of the Armenian Genocide.
- Training Committee: Jan Schardt reported on the behalf of the Training Committee. She spoke about trainings held in the first quarter, as well as the latest training brochure. The Board was encouraged to take out the latest brochures to worksites.
- Tina Diep: She gave a presentation on a recent Asian Pacific Islander Caucus event.
- Ramses Teon-Nichols: He spoke about an upcoming Member Organizing Training and distributed a flyer about the training.
- Nancy Ghanim: She announced that the Alameda County SSA chapter submitted a petition regarding the conditions at the Oak St. building. She also announced that the SSA chapters has five (5) new stewards.

HEAD of OPERATIONS REPORT:

Seth Schapiro gave a brief report on behalf of the Building Committee. He reported that there has been movement in addressing the issues raised around the conditions at the Oak St office. He also reported that field and operations are putting in work to have tools in place around the fee payer conversion campaign.

EXECUTIVE DIRECTOR REPORT:

Pete Castelli announced that written Director Reports were sent by email. He also spoke about various “May Day” actions.

It was M/S/C (Taylor/Schardt) to adjourn the meeting at 5:22 p.m. It was announced that community/allies requests will be sent by poll.

Respectfully submitted by,

Secretary Pamela L. Holmes-Morton

**SEIU Local 1021 Executive Board Meeting
East Bay Community Foundation
James Irvine Conference Center (Daziel Building)
353 Frank Ogawa Plaza, Oakland
Sunday, May 31, 2015
9:00am – 1:00pm**

Executive Board Members Participating: President Roxanne Sanchez, Secretary Pamela Holmes-Morton, VP of Politics Alysabeth Alexander, VP of Organizing Rames Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Renita Terry, Jim Wise, Eric Stern, Karla Faucett, Cynthia Landry, Derrick Boutte, Gregory Correa, Rosa Lutrario, Robert Taylor, Jan Schardt, Gina Castillan, Sunny Santiago, Akbar Bibb, Nancy Atwell, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa, Mercedes Riggleman

Executive Board Members Excused: Treasurer Paul Camarillo, Renato Pena, Erika Watkins, Gayle Chadwick, Rhea Davis, Nancy Ghanim, Pricilla Agbunag, Valoria Russell-Benson

Staff in Attendance: Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Krystin Lynch, Lisa Morowitz

The meeting was called to order at 9:11am by President Roxanne Sanchez

Review Agenda:

- **Additions to agenda include under action items #7 Chapter Dues-Doug Marr reporting**
- **President and Leaders Reports: Cynthia Landry, Jan Schardt, & Alysabeth Alexander**
- **S.F Industry donation request/discussion (funeral costs)**
- **Nepal Trade Union Federation Emergency Earthquake Relief**

Member Comments:

- John Meade requested for financial support for a National Day of Action celebrating the 50th anniversary of Medicare on July 30th. Single Payer/Medicare handout was distributed.
- Pamela Moore member of the Alameda Social Services Agency Bargaining unit addressed the Executive Board concerning Chapter processes.
- Bridget Childs member of San Joaquin County Courts Chapter addressed the Executive Board with the distinction of trial courts.
- Sandra Lee addressing the Executive Board concerning the Solano County Chapter and the resources the Local is providing. Sandra is a member of the bargaining team and a Steward. Akbar Bibb and Nadeen Roach reported on the positive movement and support from the Executive Board moving forward with the Solano rebuild.
- Gregg Marro, Retiree, addressed the Executive Board concerning all Chapters to update their Bylaws prior to the upcoming Member Convention.

Review Minutes:

M/S Stern/Joubert, Adoption of November 22, 2014 minutes with corrections. Motion carried

M/S Popenuck/Faucett, Adoption of April 25, 2014 minutes with corrections. Motion carried.

Convention Election Committee Report: Tom P, Karen J, & Mercedes R. Handout and status update provided. Election Committee Email address: 1021.convention.election.committeecseiu1021.org

Budget & Finance Committee Report:

Marcus Williams VP Region E, reporting on behalf of Treasurer Paul Camarillo.

Summary of Motions Approved at the May 13, 2015 Meeting (submitted at the May 31, 2015 Executive Board Meeting).

The BFC approved the following items:

1. Veolia Transportation Negotiations (Bargaining Resource):

The BFC approved to authorize the Local's law firm (Weinberg, Roger & Rosenfeld) to assign an attorney to negotiate on behalf of the Union the Veolia Transportation negotiations at the rate of \$175/per hour, with an anticipated cost of approximately \$14k; and with the understanding the amount could be less or more. Note: Negotiations with Veolia Transportation has recently commenced; and there are currently 8 bargaining dates scheduled through June 30. Note: The law firm will invoice the local for the hours; and the cost will come **out of the** negotiation budget **line**.

2. Retro E-Board Member Stipend:

The BFC approved to make a retro stipend payment to a Board member for a period of 13 months at a total amount of \$2,800, as requested by the member. Note: the required paperwork to process stipends was recently received by the Local.

3. Nepal Earthquake:

The BFC approved to make a \$5,000 donation towards the Nepal Earthquake Relief Efforts, with the caveat to use the same contribution process that SEIU has passed on to Locals.

The BFC approved to recommend to the Executive Board to approve the following proposals:

A) Michael Allen, Consultant:

The BFC approved to recommend to the Board to go into a contract with Michael Allen to work as the chief negotiator in Sonoma County at a rate of \$100 per hour for up to 480 hours, plus expenses, for the period of May 2015 through the end of October 2015. He will work collaboratively with the Sonoma County membership, bargaining team, 1021 officers/Board members and staff. His work will include helping to develop and advance bargaining proposals, as well as lobby elected public officials to win a fair contract.

It was M/S (Atwell/Amos) to approve the request up to the ratification of the contract. Motion carried.

B) Capital & Main Renewal:

The BFC approved to recommend to the Board to renew the Capital & Main agreement from July 30, 2015 to **August 1**, 2016 at a cost of \$30k. Note: the Board previously approved to form a partnership with Capital & Main in July 2014. The partnership includes a seat on their editorial board and a joint responsibility to work together on developing news stories.

It was M/S (Landry/Medina) to approve the request, as recommended by the BFC. Motion carried.

C) Nato Green, Consultant:

The BFC approved to recommend to the Board to modify Nato Green's contract at \$9,100 per month at approximately 130 hours of work per month, effective the month of May 2015, at up to the ratification of the City of Oakland and Port of Oakland contracts, with the understanding that the contract max would need to be adjusted. Note: His current contract is at \$7k per month at 100 hours of work each month and is due to expire on 6/30/2015.

It was M/S (Jimenez/Landry) to approve the request, as recommended by the BFC. Motion carried.

D) Steve Wilensky, Consultant:

The BFC approved to recommend to the Board to go into a contract with Steve Wilensky at a total flat rate of \$9,000 for up to the end of 2015. His scope of work will include participating in developing proposals (not as a lead negotiator), bargaining strategy; and advising the Field Director and Regional Vice-President regarding the Calaveras County negotiations. His work will also include advising the local's Political Director and Vice-President of Politics on developing a strategy to win majorities in represented jurisdictions.

There was no action taken in open session. Discussion ensued to move to Executive Session.

E) Joe Brenner, Consultant:

The BFC approved to modify Joe Brenner's contract to \$100 per hour at 60 hours of work for the period May 17th-June 16th with the necessary contract max adjustments, and is recommending to the Board consideration of an additional two months through August 16th with the caveat to renegotiate the number of hours of work to be tapered for the last 2 months of his contract understanding there may be a further adjustment of the hourly rate as part of that tapering off of hours as well as adjustment of contract max which is currently at approximately \$49,000. He is currently assisting with work around preventing contracting-out bargaining unit work through the Personal Services Contracts (PSC) in the City & County of S.F.

It was M/S (Landry/Stern) to approve the request, as recommended by the BFC. Motion carried.

F) Solano County Negotiations (Bargaining Resource):

The BFC approved to recommend to the Board to authorize the Local's law firm (Weinberg, Roger & Rosenfeld) to assign an attorney to negotiate on behalf of the Union for the Solano County negotiations at a rate between \$175/per hour to \$250/per hour, with the understanding that if the work is needed before the May 31st E-Board meeting, the BFC has given authorization to begin the work. It is projected that the cost will go over \$50k. Note: The law firm will invoice the local for the hours; and the cost will come of the negotiations budget line.

It was M/S (Schardt/Joubert) to approve the request, as recommended by the BFC. Motion carried.

G) Double Dues Deduction:

The BFC approved to recommend to the Board that for members, who work at multiple represented 1021 classifications, and pays a percentage dues at one job and a flat dues rate at the other, the percentage dues deduction would be applied to both jobs; and in addition, the member would be reimbursed anything owed going back to 6 months from when the member raised the issue with proper documentation.

It was M/S (Stern/Faucett) to approve the request, as recommended by the BFC. Motion carried.

H) Chapter Rebates:

The BFC approved to recommend to the Board to adopt the concept that Chapters may formally request in writing to the Treasurer, to opt out of receiving chapter rebates, with the understanding that the Chapter cannot opt back in.

It was M/S (Greenwood/Johnson) to approve the request as presented, with the modification to add in the motion that in order to opt out, the Chapter Board must take a voting action and the action must be supported by chapter minutes. Motion carried.

Action Items:

- Mileage Reimbursement Request (Tim Glasper, City of Oakland): The member provided written supporting documentation to request mileage reimbursement (waving 25 mile policy). The motion includes reimbursement of future mileage accrual with proper documentation, as the member continues to serve on the bargaining team. M/S Joubert/Johnson, Motion carried.
- Single Payer Committee Request: It was M/S (Schardt/Faucett) to approve a contribution of \$5,000 to the National Day of Action celebrating the 50th anniversary of Medicare, with the understanding that a report back to be provided on which budget line the funds will be applied to. Motion Carried.
- SLUSD Chapter Dues: A motion was made by Doug Marr, seconded by Crawford Johnson, that there be an exemption to the \$10.00 minimum dues rule for the San Lorenzo USD chapter part-time unit, and that they would only pay the chapters current percent rate of the local's dues. The motion was carried. It was said this is motion applies to the SLUSD chapter only; however, the issue will be reviewed more comprehensively.

Recommendation:

- Larry Bradshaw will forward to the International Union a request from the Nepal Trade Union Federation for emergency earthquake relief for the International to consider.
- President Sanchez noted that the President & Leaders Report is to be reflected as Executive Board Reports on future agendas.

Executive Board Meeting was temporarily suspended at 11:00AM for a short break and resumed at 11:16AM.

President Leaders Report:

- Derrick Boutte: Howard Zinn Book Fair endorsement. SEJ Chair Boutte requested that the Executive Board endorse and support the Howard Zinn Book Fair in November, 2015. M/S Bradshaw/Landry, to support SEJ Howard Zinn Book Fair endorsement. Motion carried.
- Rames Teon-Nichols reported that ROC outreach continues for an SEIU CA Childcare event scheduled for June 3, 2015 in Sacramento to mobilize around Senate Bill 548 Childcare mobilization. Requesting the Executive Board support the action. Bus transportation is available.
- Jan Schardt: Requesting that Local 1021 support the bargaining efforts of Napa College. Several actions are planned
- Cynthia Landry: Reporting on the City of Richmond CALPERS pension. Cynthia attended a city council meeting on 4/26/2015. Power point and literature will be made available. She also reported on retiree health care.

- Alysabeth Alexander: Reporting on discussion ensuing about pre-funding pension systems at the City of Richmond model. Governor has started a fight with Retiree healthcare and pensions. Currently developing tools to help educate our members on public and elected officials. Reporting on the Special Election in Castro Valley. She thanked 1021 members for stepping up and getting out the vote in support of Susan Bonilla.
- Larry Bradshaw reported that a financial donation collection of \$370.00 on behalf of a member, who lost a family member, was collected on behalf of the SF Industry.
- Karen Joubert reported and provided the email address for the upcoming Member Convention.

Head of Operations Report: Seth Schapiro:

Building Report

- SF Lease space expires Jan 1, 2017. A decision must be made by the end of the year. Currently we pay \$500K per year and we can expect that amount to increase to more than 1million. Seth is soliciting Executive Board participation to join Paul Camarillo in addressing this important matter. Board members should let Roxanne know if there is an interest in the Committee. There is also a possibility to decrease the office space.
- Other ideas are to keep Oak Street, and possibly sell 29th Street and buy or Lease a facility near the Oakland Airport.

Executive Director Report: Interim Executive Director John Stead-Mendez reporting:

- Bill Petrone Director: Reporting on Lisa Morowitz presenting a training hosted by the University of Cornell entitled, Managing on Labor values, it was a two day event. The recent training will result in more accountability from staff along with other Member Leaders and Stewards resulting in a cohesive partnership.
- Written Director Reports were emailed to the Board.

Announcements:

- The Napa Valley College Chapter Bylaws were reviewed and found to be in compliance with the Chapter ByLaws template. There were no objections raised.
- Central Marin Sanitation Agency Chapter Bylaws were reviewed and found to be in compliance with the Chapter ByLaws template. There were no objections raised.
- Akbar Bibb introduced workers asking for support to show solidarity with the Farmworkers in San Quintin (Mexico) and Skagit County (Washington State). A written resolution was presented, which will be sent by poll to the Board for consideration to allow time to review the document.
- Pete Albert reported that Cynthia Landry was appointed to an Energy Commission Board

It was M/S Myers/Atwell to extend the Executive Board Meeting until 2:00PM.

**The Executive Board Meeting suspended as 12:37PM for a short break and resumed at 12:50PM.
The Board moved to closed session at 12:51PM.**

Executive Session:

The following actions were taken during closed session:

Temporary Employees Extension requests:

- Sandra Barreiro: Extended to up to 9/30/2015 - M/S/C (Stern/Atwell)
- Ed Kinchley: Extended to up to 6/30/2015 – M/S/C (Atwell/Williams)
- Jose Martinez: Extended to up to August 1, 2015 – M/S/C (Stern/Atwell)

- Celeste Peterson: Extend up to August 30, 2015, with the understanding to make an exception around the 365 days limit on the temp policy – M/S/C (Joubert/Atwell)
- Tom Vitale: Extend up to the August 30, 2015 – M/S/C (Atwell/Diep)
- Colette Washington: Extend up to July 31, 2015 – M/S/C (Atwell/Alexander)
- Catherine Bundy: Extend up to August 1, 2015 – M/S/C (Stern/Landry)
- Ron Marsh: Extend up to August 1, 2015 – M/S/C (Atwell/Alexander)
- Sally Covington: Extend up to August 1, 2015 – M/S/C (Landry/Atwell)
- Michael “Shum” Preston: Extend up to August 1, 2015, with the understanding to make an exception around the 365 days limit. – M/S/C (Gary/Cynthia)

Vacation Cash out:

M/S (Stern/ Holmes-Morton) to approve an emergency vacation cash-out request, whereby this Board action is not to be interpreted as precedence setting. 1 abstention. Motion carried.

Steve Wilensky, Consultant:

It was M/S (Williams/Schardt) to go into a contract with Steve Wilensky at a total flat rate of \$9,750, which includes retro payment for up to the end of 2015. His scope of work will include participating in developing proposals (not as a lead negotiator), bargaining strategy; and advising the Field Director and Regional Vice-President regarding the Calaveras County negotiations. 2 oppositions. Motion carried.

M/S Joubert/Holmes-Morton Motion to extend Executive Session to 2:44PM. Motion carried.

Executive Director Position:

It was M/S (Schardt/Riggelman) to offer John Stead-Mendez the Executive Director position, with the understanding the normal hiring policy will be waived in order to move expeditiously and move to stability. Motion carried.

Executive Session ended and the Board moved to open session at 2:35pm.

Secretary Pamela Holmes-Morton announced the actions taken during closed session.

The meeting adjourned at 2:38PM.

Respectfully submitted by,

**Pamela Holmes-Morton
SEIU Local 1021 Secretary**

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, June 27, 2015, Fairfield
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander, Ramses Teon-Nichols (by teleconference), Region A VP Crawford Johnson, Region B VP Tom Popenuck, VP Region D Larry Bradshaw, Region E VP Marcus Williams, Renita Terry, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Jan Schardt, Mercedes Riggelman, Evelyn Curiel, David Fleming, Gina Castellano, Akbar Bibb (by teleconference), Nancy Atwell (by teleconference), Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by teleconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Karen Joubert, Gary Jimenez, Norlissa Cooper, Renato Pena, Karla Faucett, Rosa Lutrario, Robert Taylor, Jesse Hampton, Erika Watkins, Gayle Chadwick, Priscilla Agbunag, Sunny Santiago

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Nely Obligacion, Tim Gonzales, Amy Hall, David Canham, Bill Petrone, Kimberly Alvarenga, Lisa Morowitz, Rocky Morrison

President Roxanne Sanchez called the meeting to order at 10:00 am.

REVIEW AGENDA: The following items were added: a) Region B VP lost-time. The Head of Operations report will be moved to the morning session. The agenda was approved by consensus.

MEMBERS COMMENTS:

- Alameda County Chapter: Members Lorraine Lilley (BHCS Chapter President) and Tina Tapia (General Chapter President spoke about upcoming negotiations in Alameda County.
- Desiree Clifton, Valley Mountain Regional Center: The member spoke about needing legal support in their chapter in regards to an outstanding issue.
- Greg Marro, Retiree: He spoke about ROC members participation in a campaign with SEIU-USWW

REVIEW MINUTES OF MAY 31, 2015:

It was M/S/C (Stern/Johnson) to approve the minutes of the May 31, 2015 meeting with corrections stated on grammatical errors, as well as to add dates of extensions for the temporary employees.

SECRETARY POSITON:

It was announced that Pamela Holmes-Morton has retired. The Executive Board honored Mrs. Holmes-Morton her service on the board as the Local Secretary and wished her well in her retirement.

President Sanchez is recommending to the Board to appoint Jan Schardt to the Secretary position on the Board. It was M/S/C (Stern/Correa) to appoint Jan Schardt as Secretary.

EXECUTIVE SESSION:

The Board moved to Executive Session at 10:26am; and moved to open session at 12:09pm.

There were no actions taken during closed session.

The meeting was temporarily suspended at 12:09pm for a lunch break and reconvened at 12:35pm.

BUDGET AND FINANCE REPORT:

Quarterly Review:

Rocky Morrison presented the January-March 2015 Quarterly review. He reported that we are in the black at the end of the first quarter with expenses being 2% below estimated projections; and organizing is under budget by 8.43%.

Marcus Williams reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its June meeting was presented.

- Joe Brenner, Consultant:

At the BFC May meeting, it was agreed to renegotiate the number of hours of work to be tapered for the last 2 months of Joe Brenner's contract. At the June meeting, a request was made to hold off on tapering, as there will be intensive work/knowledge to be transferred to staff in SF, around preventing contracting-out bargaining unit work through Personal Services Contracts (PSC) in the City & County of S.F. His current contract is due to expire on 8/16/2015. The BFC is recommending to the Board to not reduce Joe Brenner's hours and to have his contract remain at 60 hours of work per month. It was M/S/C (Bradshaw/Curiel) to approve the request as recommended by the BFC.

- Employee Benefit Association (EBA):

The BFC is recommending to the Board to name Peter Albert and Pamela Holmes-Morton as Trustees of the Employee Benefit Association (EBA), with Rocky Morrison as the administrator of the account. The EBA is a legacy Local 616 investment fund. It was M/S/C (Terry/Johnson) to approve the request as recommended by the BFC.

- Alameda County Contract Campaign Budget Proposal:

The BFC approved to recommend to the Board to accept the Alameda County Contract Campaign budget proposal at a projected cost of up to \$120k. A written budget that includes costs for various events/actions as well as communications needs was provided. It was M/S/C (Fleming/Roach) to accept the Alameda County Contract Campaign Budget proposal at up to \$120,000, with the caveat to remove "Fall/Halloween" referenced in the written document provided.

- Deborah Edgerly, Consultant:

The BFC approved to recommend to the Board to extend Deborah Edgerly's contract up to the end of July 2015 or upon ratification of the City of Oakland contract, with the stipulation that if the contract is completed sooner, the amount will be prorated. Her current contract rate is \$8,200 per month and is due to expire at the end of June 2015. It was M/S/C (Stern/Russell-Benson) to approve the request as recommended by the BFC.

- Tim Redmond, Consultant:

The BFC approved to recommend to the Board to extend Tim Redmond's contract through Dec. 8, 2015 at his current contract rate and terms. He is currently assisting with work on the Worker Power Magazine, as well as helping with editing the *Vision/Plan* document for the Convention. His current contract rate is \$4k per month and is due to expire on July 8, 2015. It was M/S/C (Alexander/Landry) to approve the request as recommended by the BFC.

- Steve Somers, Consultant:

The BFC approved to recommend to the Board to extend Steve Somers contract up to the end of August 2015 at his current contract rate of \$8k per month to finalize any loose ends in the City of Hayward and potentially assist with work on Alameda Courts, BART (grievances); and possibly other new bargaining tables. His current contract is due to expire up to the City of Hayward contract ratification. A TA was

recently reached with the City of Hayward. It was M/S/C (Stern/Medina) to approve the request as recommended by the BFC.

- **Lost-Time Issue:**

The BFC approved to recommend to the Board to adopt the following interim arrangement around dealing with members on lost-time in an unpaid status for an extended period of time (2 weeks or more); and/or when a holiday occurs:

- *If a member is scheduled to be off on lost-time in unpaid status (i.e. not using vacation or comp time) for two (2) weeks or more, the following may be approved by the Local President, Treasurer, Executive Director or Head of Operations/Labor Relations, while the current Lost-Time policy is under review:*
- *If a holiday falls during the lost-time period, payment may be authorized (may be paid starting retroactively to the 2015 Memorial Day holiday).*
- *Up to one (1) day of sick leave pay may be granted, but no more than one (1) day per consecutive work month of lost-time.*

It was M/S/C (Medina/Alexander) to approve the request as recommended by the BFC.

HEAD OF OPERATIONS REPORT: Seth Shapiro gave a building update. The 29th Street renovation should be completed towards the end of July. Once complete, the work will be started on the rest of the building. The Oak Street Building Committee will be looking at sites to move forward on consolidating offices within the Alameda County area. The San Francisco Building Committee will be meeting in July to discuss variables.

EXECUTIVE DIRECTOR REPORT: John Stead-Mendez reported:

- City of Hayward has settled their contract. They were able to shift health care costs with the result that the employer is paying 100% of the costs. Employer will pay the employees share of PERS and they were able to turn back some of the other cuts imposed on them.
- Port of Oakland has settled their contract. They are receiving an 8% salary increase. They also took on temporary workers from the City of Oakland and were able to include them in the settlement. President Sanchez announced that Alameda County Area Representative Rosa Lutrario has resigned from the Board, as she has taken a position in San Francisco, yet will remain a member. Port of Oakland chapter leader Kim Moses has sent her bio in for the board to consider her as Rosa's replacement at the July meeting.
- Santa Rosa Junior College has settled their contract with an increase in salaries.
- Mendocino County still continues to negotiate. The members are holding unity breaks John has met with the chapter leaders and have had substantial discussions.
- Sonoma County is holding a kickoff event in preparation to going to the table in order to build momentum for negotiations
- Sonoma Transportation members expect to have a closed contract next Tuesday.
- Berkeley and Oakland are in negotiations and may be heading towards strikes.
- San Francisco Courts are in bargaining.
- Valley Mountain Medical Center is in a fight on the issue of power. They are headed towards a strike and will be holding a strike school.
- Staff Development- more has been done in this year than ever before. Some of the trainings have been on Excel, 1:1's, E-join, ECOPE, and supervisor training.
- We should hear by this coming Monday if the Fredericks Case goes up before the Supreme Court.
- Local 521 in Santa Clara is planning on a strike next week. We are sending a few people to assist them.

The Board moved to closed session at 1:40 pm.

EXECUTIVE SESSION:

Personnel/Staffing Committee Report:

It was M/S/C (Landry/Medina) that the current Executive Director's salary be paid at \$140k retroactive to May 31, 2015, when the position was officially offered.

The Board moved to open session at 2:10 pm.

Secretary Jan Schardt announced the motions passed during closed session.

ACTION ITEMS:

- The City of Berkeley and City of Oakland chapters is seeking the Board's approval to authorize a strike sanction. It was said the strike vote is pending. It was M/S/C (Alexander/Williams) to pre-authorize a strike sanction for the City of Berkeley and City of Oakland, pending a strike vote/authorization by the chapter's membership.
- The Transdev Chapter (formerly known as Veolia Transportation) is seeking the Board's approval to authorize a strike sanction. It was explained that the North Bay Labor Council has authorized the strike sanction. It was M/S/C (Alexander/Williams) to authorize a strike sanction for the Transdev Chapter.
- **DD Council Requests:** Eric Stern presented two written requests on behalf of the DD Council.
 - A) **State Council:** The request is to direct Local 1021 delegates to the SEIU State Council to hold the State Council in their 2015 agreement to add increasing funding to the DD Community Services System by 10% (approximately \$250 million general funds) to the SEIU State Council agenda for the legislative budget year 2016-2017. It was M/S/C (Stern/Boutte) to approve the request as presented.
 - B) **Staffing Request:** The request is to renew the annual contract for David Mulvey for the DD Council staffing support. There was discussion that the request should have been first considered by the BFC, prior to the Board, since the request includes a financial consideration. The BFC can then review the request in advance, and then decide whether to make the recommendation to the Board. Eric Stern explained there was not an immediate need for approval and would accept to first move the request to the BFC at its July meeting. It was M/S/C (Greenwood/Curiel) to table the motion so it can go through the proper procedure.
- **Lost-Time Request – Tom Popenuck, Region-B VP:** Tom Popenuck presented a request for additional lost-time hours to support his work in Region B. This would be a change from 16 hours per week to 40 hours per week. It M/S/C (Stern/Media) to approve Tom Popenuck being on 40 hours per week on lost time. It was noted that full release time cost is \$85,000 which includes all the employer costs.

PRESENTATIONS:

Pension Reform: Cynthia Landry reported on the possibility of eliminating all existing pensions for public employees hired after 1/1/2019. There is a need to discuss Pension Truth Squads and have help from the retirees and ROC to make people aware of this. Kathryn Cavness will assist with this. In addition Alysabeth Alexander reported that she and Pete Albert sit on Californians for Retirement Security (CRS). A joint meeting will be held with the Retiree Council, ROC and Retirement Security committee. All of these groups need to be plugged in and on the same page. Building truth squads is the first step along with identifying funding sources and developing strategies. If you have any information or see any propaganda these need to be sent to Alysabeth Alexander.

Proposed Ballot Measures: Alysabeth Alexander reported on some of the proposed ballot measures which are: Reform Prop 13, Extensions of Prop 30, Minimum Wage to \$15, Tobacco Tax increase to \$2 per pack and the Reed Pension Initiative. These are things that move without SEIU input. A list of all the proposed propositions will be developed.

CONVENTION PLANNING:

- The Board reviewed the outcomes' from the member survey.

- Vision Plan Document: The Board discussed whether the current draft is “good enough” to go out to the delegates and to share at chapter meetings. There was a discussion on the wording on the single summary sheet that states “Our Vision For Power” and that 1,000 strong might be misleading. It was suggested to take that statement out, make it 1021 or 54,000. The message needs to show the structure of our Union not just the representation. M/S/C (Eaton/Williams) to put the draft vision plan forward for the delegate trainings.
- Leaders in each region will work on the matrix in their areas.

The Board provided feedback on the following:

Program and Workshops-

- The draft schedule for both days was distributed and reviewed. It was suggested that we hand out lunch on Sunday and have a working lunch while Mark Kay Henry speaks.
- Suggestion that we do a stewards training
- Have committees do workshops
- Show our successes and highlights that we have had since the last convention
- The Retiree Council expressed that they would like to participate and help

Delegate election Process-

- Tracking form – the summary as of June 23rd was presented.
- Elections have to be done by the membership. The chapter leadership has to notice the membership.
- The 1st meeting is planned for 7/11 for the North Coast delegates in Santa Rosa. A draft for the delegate workshops was shared.
- Dates for delegate meetings are as follows with those committing to assist:
 - 7/11 – Santa Rosa (Tom Popenuck, Kathryn Cavannas, Evelyn Curiel, Amos Eaton & Omar Medina)
 - 7/18 – in Fairfield (Jan Schardt, Richard Greenwood, Nadeen Roach, Mercedes Riggleman, Akbar Bibb and Crawford Johnson)
 - San Joaquin – (Marchs Williams, Mercedes Riggleman, Akbar Bibb)
 - San Francisco and Oakland – (Valoria Russell-Benson)
- Delegate elections are over on July 20th. If an election has not been done then seats will not be filled.
- Alternates – contact the election committee for questions.

Entertainment- there was a discussion on the type of entertainment we would want for Saturday night. Blue Voodoo, the band that Gregory Correa is in, was mentioned. If anyone has any ideas they need to email Joanne Cansicio as soon as possible.

TRAINING COMMITTEE REPORT: Jan Schardt reported on the types and numbers of workshops that were held during the first quarter and announced the next quarter’s workshops. Larry Bradshaw reported what other functions the committee is responsible for. At this time we have had more people trained and more trainings than ever before. There was a discussion on the importance of staff development. When time allows in the fall there will be a train-the-trainer workshop as this was well received.

LEADER REPORTS:

- Napa Area reminder by Jan Schardt that SEIU is in the 4th of July parade.
- Rent Control in Richmond – the information was shared by Alysebeth Alexander.

ANNOUNCEMENTS:

- The Dixon Unified School District and Asian Community Mental Health Services bylaws were submitted for review and found to be in compliance with the Local 1021 chapter bylaws template.
- Medicare for all rally will be held July 11th
- Announcement to sign the petition on Social Security in the Newswire.

- August 1st is the Education Industry A's game - to purchase tickets contact Jan Schardt

The meeting adjourned at 4:45 by consensus.

Respectfully submitted,

Jan Schardt
Secretary

SEIU 1021 EXECUTIVE BOARD MEETING
Saturday, July 25, 2015, Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander, Ramses Teon-Nichols, Crawford Johnson, Tom Popenuck, Gary Jimenez, Larry Bradshaw, Marcus Williams, Jim Wise, Eric Stern, Norlissa Cooper, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa (by teleconference), Nancy Ghanim (by videoconference), Robert Taylor, Jesse Hampton (by videoconference), David Fleming (by teleconference), Gina Castellano, Sunny Santiago, Akbar Bibb, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP of Representation Karen Joubert, Renita Terry, Omar Medina, Valoria Russell-Benson, Renato Pena, Erika Watkins, Gayle Chadwick, Mercedes Riggleman, Priscilla Agbunag, Evelyn Curiel, Nancy Atwell

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Kristin Lynch, Lisa Morowitz, Amy Hall, Bill Petrone

Guests: Kimberly Moses

The meeting was called to order by President Roxanne Sanchez at 10:02 am.

REVIEW AGENDA:

The following modifications were made: Move community/allies requests under BFC report. The agenda was approved by consensus.

ACTION ITEM:

- East Bay Area Representative Position: President Sanchez introduced Kimberly Moses, member at Port of Oakland. The Board was asked to consider President Sanchez's recommendation to appoint Kimberly Moses to the vacant seat as an *East Bay Area Representative* position on the Executive Board. A brief bio was also presented to the Board at the June meeting. By consensus, the Board approved the appointment, as recommended by President Sanchez. Kimberly Moses took the oath of office and was sworn-in by President Sanchez.

MEMBER COMMENTS:

- Josh Davidson, SFUSD Member: He spoke about a recent change of field representative assignment in his Chapter. Due to the confidential nature of the discussion, the Board moved to closed session. By consensus, the Board agreed to allow Josh Davidson to take part in the discussion during closed session.

The Board moved to closed session at 10:27am.

EXECUTIVE SESSION:

The Board took the following action during Executive Session:

It was M/S/C (Boutte/Johnson) to refer to the Policy Committee to draft a policy to develop a process and transition plan around staffing changes, and to bring to the next Board meeting as a first reading.

The Board moved to open session at 10:55am.

Secretary Jan Schardt announced the action taken during closed session.

MEMBER COMMENTS (continued):

- Steve Gilbert, Retiree: He spoke about the Statewide minimum wage campaign.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its July meeting was presented.

The following items were approved by the BFC:

1. David Mulvey, Consultant:

The BFC approved to renew the annual contract for David Mulvey to provide staffing support for the Developmental Disabilities Council for 2016, at up to a cost of \$10k to come out of Organizing.

2. Jobs with Justice San Francisco:

The BFC approved to pay the *Jobs with Justice San Francisco* annual dues at a cost of \$10k to come out of the Organizing budget, as part of the Resource Agreement, with the caveat that the BFC will have a comprehensive review of the funds available and expenses applied towards the Resource Agreement; as well as revisit the contribution amount at the August meeting.

The BFC approved to recommend the following to the Board:

- A. The BFC is recommending to the Board to approve an additional \$120k to the overall 2015 Convention budget. The 2015 budget that was approved is \$208,000. If the additional amount is accepted, the total budget amount would increase to \$328,000. It was M/S/C (Jimenez/Williams) to approve the request as recommended by the BFC.

Community/Allies Requests:

The community/allies budget line has approximately \$2,700. left for the fiscal year; however, requests for donations/contributions from various community organizations will likely continue to come in for the remainder of the year. It was explained that the BFC will need to review the budget to discuss and determine how or if the local can support such requests. The Board discussed the following requests for consideration:

- Asian Health Services: The request is to make a contribution of \$3,500. to sponsor the organization's 40th Anniversary celebration. It was M/S/C (Jiménez/Popenuck) to approve as a Tier 2 request for \$3,500.
- Pride Alliance Network: The request is to make a donation to the Pride Alliance Network to help defray costs of the 2nd annual MendoPride March held on Sunday, July 19, 2015. It was M/S/C (Boutte/Johnson) to make a donation in the amount of \$500 donation. A friendly amendment was made by Tom Popenuck to donate \$1,500. The makers of the motion accepted the amendment. It was M/S/C to make a donation of \$1,500 to Pride Alliance Network.

- Advancing Justice-Asian Law Caucus (ASPIRE event): The request is to make a contribution in the amount of \$1,000 to sponsor the *ASPIRE – Define Undocumented: Flip the Script* event on August 26, 2015. It was M/S/C (Jiménez/Landry) to support the request of \$1,000.

It was explained that the BFC will need to discuss how to fund Community Allies requests at its next meeting and will have a recommendation to bring back to the Board. It was also said that when a group is requesting funds, they need to go through 1 source, not through multiple resources. Industries and Committees should submit any community/allies requests for recommendation to Joanne Cansicio; Board members should also notify her if they have a request from an organization. The Board had a lengthy discussion on the need to improve the process of community/allies requests. Given the potential impact of the outcome of the *Friedrichs* case will have, it was suggested that we need to live within our means. Suggested changes on the current process was provided such as, define what is an ally versus a charity; the process of considering requests is often rushed (allow more time for discussion/question); develop donation ranges for each tier.

The meeting was temporarily suspended at 11:45am for a lunch break; and reconvened at 12:20pm.

REVIEW MINUTES of the June 27, 2015 MEETING:

It was M/S/C (Stern/Bradshaw) to approve the minutes of the June 27, 2015 meeting as presented.

LOCAL 1021 CONVENTION UPDATES:

- Debrief of Delegate Orientation meetings: Larry Bradshaw reported on the 2 delegate orientations workshops that have been held so far. North Central was reported on by Crawford Johnson, it was well received and useful information was gathered. Jan Schardt, Gary Jiménez, Rameses Teon-Nichols and Seth Schapiro also spoke on their observations of how this workshop went. San Joaquin was reported on by Larry that they found that the delegates had not read the document in advance so the discussion was difficult on the draft vision plan. Marcus Williams and Bill Petrone discussed their observations.
- Turn out for upcoming delegate meetings: August 6th – Foothills; August 8th - East Bay; August 15th - San Francisco; and August 19th - North Coast. The members stated that the vision document is too long but they had a laundry list of things they wanted us to do. They didn't quite understand that this is the vision and that there will be a plan which members need to make sure that we develop and follow. Broadcast the names of the delegates in the workplace so they have the image of doing work for the Local.
- Delegate Elections: A list of chapters that do not have delegate seats filled was distributed. Board members were asked to review the list and volunteer to take on a chapter in their region to recruit interest in those chapters. There was discussion on developing a plan to extend the election for those chapters. It was M/S/ C (Ghanim/Faucett) to give the election committee the authority to allow extensions based on chapter need that has a plan in place.
- Convention Program: Four separate videos of potential entertainment options were shown. The Board was asked to list their entertainment choices, by ranking their choices.

- A roles signup sheet was passed around for those Board members, who would like to sign up to assist at the convention.

MEMBER COMMENTS (continued):

- Yvonne Johnson-Miller and Marina Des Flores, SFUSD members: The members spoke about a recent change of field representative assignment in their Chapter.

EXECUTIVE SESSION:

The Board moved to closed session at 1:30pm.

The following actions were taken during closed session:

- The Personnel/Staffing Committee recommends to extend the following temporary employees:
 - Ed Kinchley and Sally Covington extend up to August 31, 2015
 - Elisabeth Fiekowsky, Jose Martinez, Catherine Bundy, Ron Marsh and Michael “Shum” Preston extend up to September 30, 2015.

It was M/S/ C (Stern/Fleming) to extend the temporary employees requests as recommended by the Personnel Staffing Committee.

The Board moved to open session at 2:10pm. Secretary Jan Schardt announced the motions passed during Executive Session.

ACTION ITEM (continued):

- DD Council Request: Erich Stern presented a written request on behalf of the SEIU CA DD Council. The request is for \$2,500 to share the cost for the Lanterman Coalition Communications Campaign with the funding to come out of the organizing budget. It was M/S/C (Johnson/Landry) to approve the \$2,500 financial request to support the Lanterman Coalition Communications Campaign to out of the organizing budget. There was a discussion on the impact that we have on this community and the need to continue to organize them.

FRIEDRICH'S SUPREME COURT CASE:

Lisa Morowitz and Seth Shapiro spoke about the Friedrichs Supreme Court case and the potential impact. A decision is expected on this case by June 2016. A review over what the decision might mean to the local was discussed, including the impact on the budget. There was discussion on the membership campaign; and on how to get member leaders, including Board members, to assist in the campaign. Next month, the Board will review a report from each chapter to see where we are at with fee payers vs. members. Seth Schapiro announced that any glitches should be sent to him on membership sign-ups, etc.

TRAINING COMMITTEE REPORT:

Larry Bradshaw reported on the new Worker Power magazine that has just come in for distribution. An insert will be included to give a brief overview of the convention. A summary of trainings was handed out for the dates of April 8th – July 8th. A summary of staff trainings was also provided. The Board was asked to help recruit for the workshops. It was said that there are fewer trainings being cancelled; but there still needs to be an effort for recruitment to ensure trainings are not cancelled. It was suggested that we make a handout specific to the region. The training committee members are: Norlissa Cooper, Jan Schardt, Larry Bradshaw, Karen Joubert and Roxanne Sanchez.

Lisa Morowitz reviewed the Basic Shop Steward Training manual for members and the trainer's manual. She explained there are 4 modules for Stewards Training: Basic, Intermediate, Advanced 1 and Advanced 2. The goal is to have members trained so that they can do the trainings also.

BUILDING COMMITTEE REPORT:

Seth Shapiro reported on behalf of the building committee. He explained that there has been a San Francisco Committee and an Oakland Committee; however both groups decided to combine the committees. The Committee discussed various issues/options, such as combining Oakland offices into 1 building, sell one of the Oakland offices or downsize office space. The local is working with a realtor to assist with weighing out the options to consider.

EXECUTIVE BOARD MEMBER REPORTS:

President Roxanne Sanchez: She announced that Gina Castellano's position as a San Joaquin Area Representative will be vacant due to being laid-off. She explained that the County (San Joaquin) decided to not continue services in Gina's chapter, Head Start, which resulted in lay-offs of all workers. The bylaws do not have protection for board members that have been laid-off.

She also reported on a chapter meeting at the Valley Mountain Regional Center that she attended, along with Theresa Breakfield and Marcus Williams. There is blatant retaliation against union members and it is making it tough to deal with the center. Marcus Williams added that they continue to have meetings with Matt Gauger (legal counsel) to see what can be done. It was said this is a priority campaign and it will take all of the Board to assist in this fight.

Cynthia Landry: She reported on a conference that she, Pete Albert and Nancy Atwell attended in Southern California; and the potential impacts it could have on the Union in the form of retirement.

Jim Wise: He reported on the Supervisors Unit in Chico Courts, where 6 workers, who are not union members, have decided to not be members. The 1 worker that was, went back to being a court reporter, and therefore remained as a member.

Pete Albert: He reminded the Board that July 30th is the anniversary of Medicare, and a rally will be held in Oakland.

It was M/S/C (Robert/Wise) to extend the meeting to 5:15.

HEAD OF OPERATIONS REPORT:

Seth Schapiro reported that the construction work at the dentist office at 29th St. has been completed; and ready to move in the organizing staff. He also gave a brief report about on-going membership work and convention planning.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez gave a brief report on various items:

- Recent interviews for several positions and will be interviewing for others.
- Rent control was approved in Richmond with the work of our political department.
- Mendocino County closed and ratified their contract with 5% ongoing COLAS for 2 years, plus a \$1200 bonus to be spread out plus another bonus for next year of \$1000.

- TransDev in Sonoma County has settled and it is going out to vote.
- Berkeley is close to a settlement. The CSU unit is still in negotiations and we hope to be completed in the month.
- Oakland bargaining is escalating. The local gave the employer a comprehensive package last evening.
- Rohnert Park, Hyde Street, and Napa Valley College all have settled their contracts.

ANNOUNCEMENTS:

The meeting was adjourned in memory of Leroy King, a leader in the union movement and the father of one of our recently retired members. The Carousel in Golden Gate Park was named in memory of him.

The meeting was adjourned at 5:10 pm.

Respectfully submitted,

Jan Schardt
Secretary

SEIU 1021 EXECUTIVE BOARD MEETING
Saturday, August 22, 2015, Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander (by videoconference), Ramses Teon-Nichols, Karen Joubert , Crawford Johnson, Tom Popenuck, Gary Jimenez, Larry Bradshaw, Marcus Williams, Renita Terry, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper, Karla Faucett, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Robert Taylor, Gayle Chadwick (by phone), Priscilla Agbunag (by videoconference), Evelyn Curiel (by videoconference), Akbar Bibb, Nancy Atwell, Nadeen Roach, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa.

Executive Board Members Excused: Jesse Hampton, Mercedes Riggelman, David Fleming, Richard Greenwood

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Lisa Morowitz, Amy Hall, David Canham, Kim Alvarenga, Jenny Vattone-Turner

President Roxane Sanchez called the meeting to order at 10:10 am.

Review Agenda:

The following modifications were made: a) add SEJ to the convention update; b) action item added for 29th Street update; c) move the executive session to after member comments; d) Presentation from Mike Duncan (Native Dance Network) will be after member comments; e) move the Butte County Court sanction request to after member comments. By consensus the Board approved the agenda with modifications. .

Member Comments:

- Mike Duncan with Native Dance Network from Sacramento spoke about the fatherhood program that he founded. One of the events he is promoting is Returning the Warrior Spirit which works with Native men that remain clean and sober; this is to teach them the correct way and to remain cultural. Their budget goal is \$10,800 and they have \$5,000 at this point to support the event. They would like the Union to assist them in achieving their goal to reach the funding. This request will be discussed under the budget and finance committee report.

- Butte Court Strike Sanction: The negotiating team asked for a strike sanction as there is potential that they are not going to settle their contract. The members have not had a salary increase since 2010, have taken non-paid days off, the amount they pay into PERS has been increased, along with an increase in their health coverage costs. Bargaining team members, Angie Armor, Amber Irmer, Debra Lopez and Tori Conner, spoke briefly about proposals impact negotiations is having on members. The members asked the Board to support their chapter's strike sanction request. It was M/S/C (Stern/Correa) to approve a strike sanction for the Butte County Superior Courts chapter.

- City of Oakland: Al Marshall gave a report on the recent TA reached with the City of Oakland. He acknowledged Roxanne Sanchez, Renita Terry, Gary Jimenez and John Stead-Mendez who helped with negotiations. He also thanked staff who provided support during negotiations. He also addressed an issue at a worksite where staff assistance is needed to support stewards.

The Board went into closed session at 10:58 a.m.

There were no actions taken during Executive Session.

The meeting was temporarily suspended at 1:50 pm for a lunch break; and reconvened at 2:15pm.

Review Minutes of the July 25, 2015 Meeting: It was M/S/C (Williams/Johnson) to approve the minutes of the July 25, 2015 meeting, as presented.

Budget & Finance Committee Report:

Quarterly Review: The 2nd quarter Executive Summary report was presented. It was reported that the overall 2nd quarter revenue was slightly over budget and expenses under budget.

It was reported that the following items were approved by the BFC at its August meeting:

- RN Industry Request: The BFC approved funding at up to \$4,200 to pay for travel related costs to send four (4) RN Industry members to the following SEIU Nurse Alliance events, with the understanding this action is based on a non-precedence setting: 9/1 – Nurse Alliance Leadership Meeting (Los Angeles); 10/3 – Mental Health & Detention Conf (San Diego); 10/13-10/15 - Bi-annual National Nurse Alliance Conference (Las Vegas); 11/5 - Nurse Alliance Leadership Meeting (Bakersfield).
- Progressive Workers Alliance: The BFC approved to sponsor the *Progressive Workers Alliance 5th Anniversary Event* on August 22nd, to support the organization's work on the minimum wage campaign, at the amount of \$1,000.00 to come out of the Organizing budget, as part of the Resource Agreement.
- Jobs with Justice SF Annual Dues: The BFC approved an additional \$10k towards the *Jobs with Justice SF* annual dues for 2015 to come out of the Organizing budget, as part of the Resource Agreement. Note: At the July BFC meeting, the BFC initially approved \$10k towards the annual dues, with the caveat that the contribution amount would be revisited in August, pending the review of the available funds and expenses applied towards the Resource Agreement.
- Stockton Office – Security Gate: The BFC approved to pay costs around completing the work on the security gate at the Stockton office at an estimated cost of \$9,369.00.

The BFC approved to recommend the following to the Board:

- A. Community/Allies Requests: The BFC recommends to the Board to give the BFC the authority to review and take action on community/allies requests, with the understanding that a report would be provided to the Board of approved expenditures. It was M/S (Albert/Medina) to

approve the request, as recommended by the BFC. There was discussion on the pros and cons of this recommendation. A supplement motion was made by Landry, seconded by Cavness, to add \$15,000 to the community/allies budget line and leave the current process as is that requests are to be deferred to the Community/Allies committee, with the understanding the *Tier* process in the current policy would be followed. There was discussion on the supplement motion. Crawford Johnson called the question. The Board moved to a vote on the supplement motion. The supplement motion was not carried. Further discussion on the original motion made Albert, seconded by Medina, ensued. A substitute motion was made by Taylor, seconded by Bradshaw, to have the BFC review and allocate funds for community/allies requests and bring them to the board as a consent calendar, as they are presented to the BFC. It was suggested that there be a form created to help with the process and to indicate which tier the request falls in with a definition of the tiers. The Board moved to a vote on the substitute motion made by Taylor and seconded by Bradshaw. The substitute motion was carried by a vote of 16=yes; 11=no; 2=abstentions. Requests should be submitted to Joanne Cansicio, who will compile the information and forward to the BFC.

B. Deborah Edgerly, Consultant:

It was M/S/C (Stern/Medina) to pay Deborah Edgerly for the period of August 1st to August 12th at a total amount of \$3,198, with the understanding to modify the contract max as needed, to finalize loose ends around the City of Oakland negotiations.

C. Joe Brenner, Consultant:

It was M/S/C to extend Joe Brenner's contract at up to Nov. 16, 2015 at a max of 30 hours per month, with the understanding to modify the contract max as needed. His current contract is through Aug. 16, 2015. He is currently assisting with work around preventing contracting-out bargaining unit work through Personal Services Contracts (PSC) in the City & County of S.F.

D. Nato Green, Consultant:

It was M/S/C (Stern/Atwell) to pay Nato Green at \$70.00 an hour only for the hours worked in July and August. In addition to modify his contract at up to 100 hours per month at \$70.00 per hour with a contract term of up to November 30, 2015, with the understanding to modify the contract max as needed, to help negotiate the Asian Mental Health contract and Asian Health Services; and to provide support, such as review proposals, for the E-Center and Far Northern Regional Center negotiations.

E. Steve Somers, Consultant:

It was M/S/C (Landry/Atwell) to extend Steve Somers' contract at the same monthly rate of \$8,000 per month, at a contract term of up to the ratification of the Alameda Courts contract. His work will include bargaining the Alameda Courts contract; as well as continuing advising around pending BART chapter cases.

F. Role of BFC Policy, Legal Expenses section, modification:

It was M/S/C (Stern/Williams) to modify the **Legal Expense** section of the current *Role of the Budget & Finance Committee* policy to read:

Legal expenses: For legal costs not covered by the monthly retainer agreement with the local's law firm (e.g., lawsuits against the local, staff separation settlements, worker's comp settlements and cases, freedom of information cases, grievance settlements), the Head of Operations/Labor Relations, **in consultation and with the consent of** the Local President, Local Treasurer and Lead Director, shall have authority to approve up to \$35,000 in legal/settlement expenditures on a majority vote. Any expenditure over \$2,500 shall be reported to the BFC. All settlements shall be reported to the Executive Board.

Community/Allies requests to be discussed later in the meeting.

The Board went into closed session at 3:33 pm.

Executive Session:

It was M/S/C (Taylor/Stern) to allow John Stead-Mendez to make an additional appointment to a field supervisor position using funding from the vacant collective bargaining coordinator position, with clear expectations being made for this position.

The Board moved to open session at 4:09 pm. Secretary Schardt reported out the motion passed during Executive Session.

Convention Update:

Ground Rules: It was M/S/C (Johnson/Atwell) to adopt the Ground Rules of the 2015 Convention, as presented. There was a discussion on the pros and cons of the ground rules and why they were created.

Volunteers: Board members were encouraged to volunteer for assignments at the convention, as there is a need to roles.

Vision Document: The document was created from the various regional delegate meetings, with the order of each section of the document being moved to show the reflections of the members. It was M/S/C (Medina/Williams) to have the Vision document be approved with some minor edits and additions from the member comments without changing the context and order in which the document is currently written.

SEJ request: A request was made by the SEJ to do a survey around racial injustice. It was M/S/C (Joubert/Russell-Benson) to create a survey to be done at the convention.

Hotel Rooms: By consensus, it was agreed that the Board can be housed at another hotel, if necessary, in order to keep all of the delegates together at the main hotel.

Community/Allies Requests:

It was noted that the community/allies budget line is overspent. However, approved requests will still come out that budget line, but it will show as a deficit on the budget report. There was also a report and explanation on requests that were deferred to the BFC at its August meeting, but not initially awarded. The Board took action on the following community/allies requests:

- Oscar Grant Foundation Backpack Program: It was M/S/C (Moses/Joubert) to support \$350 the backpack program.
- Bay Area Black Workers Center Labor BBQ: It was M/S/C (Faucett/Atwell) to approve \$350 to support the BBQ at Mosswood Park in Oakland on 8/29.
- 4th Annual National Night Out – Law enforcement and community (SF): The request is to support the program, which reinforces working with the police. It was M/S/C (Boutte/Atwell) to approve up to \$1,000 to assist with expenses.
- Kappa Alpha PSI Fraternity: It was M/S/C (Bibb/Laundry) to support donating \$500 to their scholarship program.
- Delores Huerta Dinner, SJC: It was M/S/C (Albert/Stern) to support \$250 to match the San Joaquin Chapter donation to the dinner honoring Delores Huerta on September 19th.
- It was M/S/C (Johnson/Jiménez) to approve the following requests:
 - a. \$200.00 to the Native Dads Network;
 - b. \$250.00 to the Coalition on Homelessness;
 - c. \$500.00 to the Senior & Disability annual celebration event;
 - d. \$150.00 to the Transgender Law Center annual celebration ;
 - e. \$250.00 to the San Joaquin Labor Coalition annual Turkey Drive.

It was M/S/C (Taylor/Jimenez) to extend the meeting up to 90 minutes.

Building Report:

Seth Schapiro reported that the 29th street remodel has been completed on the “old dental office” space. The Board initially approved \$325,000. However, there is additional work that came up, such as a railing that the city requires, new blinds, new drawings, etc. There is a request for up to an additional \$16,000 to cover added costs and improvements. It was M/S/C (Popenuck/Jiménez) to approve the request.

Membership Sign-Up:

Lisa Morowitz shared a report made from the public sector units that Board members are attached to. The chapters listed in red on the report are in critical state due to the number of fee payers; and those in green need help but are not critical. She spoke about goals, as well as pilot programs in key jurisdictions. She also spoke about an updated membership form.

Training Committee Report:

Norlissa Cooper reported on the amount of classes that have been held since July 1st. It was announced that all training evaluations should be submitted to Lisa Morowitz. At the October Board meeting, the committee will have a more detailed report. It was asked that the same evaluation form be used by all for consistency.

Executive Board Member Reports:

Theresa Breakfield: She spoke about a situation at her chapter (VMRC), where members are being targeted at work for their Union activism. This is a perfect opportunity for the Union to step in and show the membership that the Union is behind them.

Gary Jimenez: He spoke about Assembly Members Rob Bonta and Barbara Lee, who were both recognized for Lift Up Oakland.

Marcus Williams: He spoke about various meetings in regards to the issues members are facing at Valley Mountain Regional Center (VMRC).

Omar Medina: He reported on a meeting held with some eligibility members in other Locals and would like to have more outreach with other chapters.

Cynthia Landry: She spoke about the voter entitlement act that is being proposed.

Karla Faucett: She reported on a baseball game event that the Education Council held where there were 82 attendees.

Jim Wise: He reported on the meeting the Solano Courts chapter had with researchers. He also spoke about a lobby day at the State Capitol, where members met with representatives; and a recent SF Courts rally where there was good turnout.

Derrick Boutte: He spoke about the potential layoffs and closure that were facing members at AHS Highland Substance Abuse Center. After a series of campaigning by members and meetings with management, only 1 member was laid off and the Highland Substance Abuse Center remained open. He thanked the field director, Amy Hall, for her work in this fight. Pete Albert added that the Board of Supervisors helped keep the center open, as well as the San Leandro center.

Alysabeth Alexander: She reported that a listserv of committee and industry chairs was created to better communicate with each other on legislative work. The legislative deadline for the State Council is in December, and as a result there needs to be communication so that the State Council knows what to move forward with. She reported on a study group on the minimum wage campaign by the State Council. She also stated that if we need to share our political wins, so that members can be educated on why politics matters. Board members were asked to email any wins to Alysabeth Alexander, so they can be documented. She reported on the rent control win in Richmond; but now landlords and speculators are paying \$6 per signature to get this revoked and to be placed on the ballot in November 2016.

Tina Diep: She spoke about the TA's at the Asian Health Services and thanked field director, Amy Hall. She also spoke about the APALA convention and some topics that were discussed, such as Black Lives Matters.

Head of Operations Report:

Seth Schapiro gave a brief Building Committee report. We will be working with a realtor to help us with the SF and Oakland buildings.

Executive Director Report:

John Stead-Mendez gave a brief report on staff that were recently hired. Lisa Maldonado was hired for the North Coast Director position. Kim Martinez was hired temporarily to provide assistance to the Executive Director. He also gave a brief update on various wins and negotiations happening throughout

the local; and thanked staff on the ground for all of their hard work. He also reported on some of the media awards that the local received for work done by the communications team.

Announcement:

It was announced that the West Bay Retirees Chapter Bylaws were reviewed and found to be in compliance. There were no objections raised.

The Board moved to closed session at 6:18 pm.

Executive Session:

Temporary Employees Extension Requests:

- It was M/S/C (Landry/Williams) to approve the following temporary employees requests:
 - a. Ed Kinchley, extend up to the end of 9/30/2015
 - b. Dana MacPherson, extend up to the end of 10/31/2015
 - c. Ron Marsh, extend up to the end of 10/31/2015
 - d. Catherine Bundy, extend up to the end of 10/31/2015
 - e. Sally Covington to be extended up to the next BFC meeting in October, at which time a consultant contract will be submitted to the BFC to consider through the end of November to work on a special project.

The Board moved to open session at 6:23pm.

Secretary Schardt announced the motions passed by the Board during Executive Session.

It was M/S/C (Bibb/Atwell) to adjourn the meeting at 6:25pm.

Respectfully submitted by,

Jan Schardt
Secretary

SEIU Local 1021 Executive Board
Saturday, November 21, 2015 – Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw (by teleconference), VP Region-E Marcus Williams, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Kimberly Moses, Robert Taylor, Mercedes Riggelman, Evelyn Curiel (by videoconference), Sunny Santiago, Akbar Bibb, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by teleconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: Renita Terry, Renato Pena, Karla Faucett, Rhea Davis, Gayle Chadwick, Nancy Atwell

Executive Board Members Absent: Jesse Hampton, Erika Watkins, Priscilla Agbunag, David Fleming

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Kristin Lynch, David Canham, Lisa Morowitz, Tim Gonzales, Amy Hall, Lisa Maldonado, Kim Alvarenga, Bill Petrone (by videoconference)

President Roxane Sanchez called the meeting to order at 10:03 am.

Review Agenda:

The following changes were made: add Alameda SSA Chapter request, BFC 3rd quarter financial review, Open houses, Executive Board member reports: Alameda, Solano County, Sonoma County, Napa County, Courts; Tabled 1st reading of Staff Complaint policy; move closed session to after lunch. The agenda with additions and revisions were accepted by consensus.

Member Comments:

- Sacramento City Unified School District: Member Gilford Patterson spoke about recent chapter bylaws that were submitted for review for their chapter; and asked to allow more time for chapter leaders/stewards to review.
- Greg Marro, Retiree: He spoke about membership conversion.
- Asian Community Mental Health Services (ACMHS): Members Khoa Dang and Edward Vallardes gave a brief bargaining update for their chapter. The members asked for the Board's support to

authorize a strike sanction. The Board was asked to move this item out of order and address the strike sanction. It was M/S/C (Williams/Bibb) to authorize the strike sanction.

Presidential Endorsement:

Alysabeth Alexander gave a brief background on the issue of an early endorsement made by the International Union (IU). Members of the COPE committee joined the meeting by teleconference to weigh in on this issue. The Local COPE has asked IU to not go with the endorsement. A lengthy discussion followed on whether we want to react to the decision, where do we go from here or how do we continue to infuse issues into this debate. Several suggestions/feedback were shared such as:

- take no position, until after the primary
- engage the membership; assess the members to see what they want
- Survey the members; get input
- Stand behind IU
- Keep the local disassociated
- Propose an amendment to the International Constitution about the endorsement process at the 2016 IU convention.
- Put a statement out, after an assessment of our membership.

It was explained that if we want a real analysis, we would need to hire a pollster to do the poll and assess the membership to have a scientific approach. There was discussion on the pros and cons of doing a poll or survey. Alysabeth Alexander suggested a proposal to work on a statement to our members, as to what our involvement and process has been so far around the presidential endorsement; engagement our membership with a poll or survey – assess where members are on issues; and potentially bring a resolution to the IU around the endorsement process. It was M/S/C (Landry/Correa) to support the principles, as suggested by Alysabeth Alexander.

Review Minutes of the October 24, 2015 Meeting:

It was M/S/C (Williams/Jimenez) to approve the minutes of the October 24, 2015 meeting.

Budget & Finance Committee Report:

Paul Camarillo reported that the BFC held their annual budget retreat on November 13th.

- 3RD Quarter Financial Review: Rocky Morrison reported that Dues was over budget for revenue. Ed Hanley presented a graph showing the 12 month total dues/fees ranges. The revenue increase this quarter over last year was about 4.4% increase, which is mainly due to frequency of payments. Other revenue has increased due to onetime sources of income. Per Capita Expenses were reviewed for non-organizing.
- Proposed 2016 Budget: The draft budget message and 2016 budget proposal was presented. The BFC was able to come up with a balanced budget. The proposed budget was reviewed line by line. Dues are increased based on member raises. Salary and wages has been increased, which also means payroll taxes are increased. Staff benefits have increased due to cost of health care. Organizational & Program Expenses are soft recommendations due to the International

Convention costs. Training has increased due to number of trainings and number of participants. It was explained that there will be the need for outside resources to assist with approaching any potential organizational changes, in light of the “Abood” decision. Occupancy and Office operations has a small increase. Non organizing expenses has increased.

It was M/S/C (Stern/Williams) to approve the recommended budget for 2016.

The meeting was temporarily suspended for a lunch break at 12:05 p.m. and reconvened at 12:25 p.m.

Good and Welfare:

Pete Albert announced that the Retirement Security Committee is passing around a petition and would like the Board’s support.

Akbar Bibb and Nadeen Roach reported on the Solano strike. A tentative agreement was reached. They thanked the Board and staff for their support throughout the fight.

Action Items:

- Children, Family and Community Services: Members Jeanette Santos and Jacqueline Hartwell are seeking the Board’s support for a strike sanction. Currently there are 6 ULP’s filed, with more pending. They spoke about key issues in this contract fight, such as management doing direct dealings with members, layoffs, increased health benefit costs and furlough days. It was M/S/C (Taylor/Bibb) to authorize a strike sanction.

Budget and Finance Report(continued):

The BFC approved the following items:

1. Timothy West, Consultant:

At the October BFC meeting, the BFC previously approved to extend Timothy West’s contract at up to January 13, 2016. The BFC approved a clarification be made on the previous motion passed around his contract, that the contract max would need to be adjusted for the additional months.

The BFC recommends to the Executive Board to approve the following proposals:

A) Nato Green, Consultant:

The BFC recommends to the Board to increase Nato Green’s hours to up to 120 hours per month, with the understanding the contract max would need to be adjusted. His current contract is through March 2016 at 100 hours per month at \$70.00 an hour. He currently assisting with negotiating the Asian Community Mental Health Services, as well as first contract negotiations at Dominican University and St. Mary’s College. M/S/C (Jimenez/Roach) to approve, as presented.

B) Tim Redmond, Consultant:

The BFC recommends extending Tim Redmond’s contract to up to March 8, 2016. His current contract is due to expire on December 8, 2015. He is currently assisting with work on the Worker Power Magazine. M/S/C (Stern/Williams) to approve, as presented.

C) Sonoma and Solano Campaigns:

The BFC recommends to approve up to a total of \$75k for additional media costs related to both the Solano and Sonoma campaigns. M/S/ C (Eaton/Roach). Seth Shapiro clarified that there is \$75,000 for both media and other campaign related expenses. Motion was amended to clarify that John Stead-Mendez will utilize the funds, as deemed necessary.

The BFC considered the following Community/Allies requests:

- Western Workers Labor Heritage Festival!:

The BFC approved a donation of **\$200.00** to the Western Workers Labor Heritage Festival 30th Celebration to be held on January 15-17, 2016 in Burlingame, CA.

- Raizes Collective:

The BFC approved a donation of **\$250.00** to the *Raizes Collective* organization to support the group's fundraising goal of \$20k for 2015 for their upcoming programs for Latino families in Sonoma County, which are currently under development. The *Raizes Collective* fund is collaboration between Sonoma County parents, business and community members.

- College Tee Project:

The BFC approved a donation of **\$250.00** to the *College Tee Project* organization to support the group's fundraising goal of \$60k by July 31, 2016 to provide "college t-shirts" for Sonoma County elementary school students.

- Fr. Rudy Romano Foundation:

A request was made to make a donation to the *Fr. Rudy Romano Foundation* in the amount of \$10k to support the foundation's program for underprivileged children in the Philippines. The BFC did **not** approve the request and moved to table the request due to not enough information was provided.

Regional Open House Events:

Marcus Williams presented a written proposal to amend the previous motion passed around the *End of the Year* events. M/S/C (Stern/Russell-Benson) to approve \$2,000 be allocated to each open house and provide refreshments as designated by those individuals planning the events, which can include food items other than just desserts; but not alcoholic beverages. Chapters located within the jurisdictions of the designated SEIU 1021 Open House locations may supplement the \$2,000 allocation using their own funding sources. There was a discussion on how chapters can use their funds. A friendly amendment was made to state "up to \$2,000" can be allocated; and up to \$3,000 be allocated for the San Francisco open house. The makers of the motion accepted both friendly amendments.

Staff Recognition:

John Stead-Mendez presented a request for the Board's consideration to approve gift cards to be given to staff as an appreciation for their hard work. It was M/S (Medina/Jimenez) to approve \$200.00 gift cards for staff. There was discussion on the motion. A friendly amendment was made to purchase gift cards valued at \$150.00, plus a luncheon with a limit of \$50.00 per person. The makers of the motion accepted the amendment. It was announced that before proceeding, both CWA and OPEIU would need to agree to this recognition on a non-precedence setting basis.

The Board moved to closed session at 1:33 p.m.

Executive Session:

Temporary Employee Extension Requests:

It was M/S/C (Stern/Medina) to extend Michael “Shum” Preston up to January 15, 2016.

The Board moved to open session at 2:03 p.m.

Secretary Jan Schardt announced the motion passed during closed session.

Action Items (continued):

Alameda SSA Chapter Funds:

Nancy Ghanim spoke about an issue, where the chapter had funds from their legacy local; and she stated that it is unclear as to how much is available and how the chapter can have access to the funds. She presented a request for \$5,000 to be allocated to the Alameda SSA chapter, in order to operate their chapter work, while accounting continues to sort out what the allocation should have been. Rocky Morrison gave a brief review of the chapter’s current expenditures and chapter rebates, as well as the amount currently available in their chapter funds. It was recommended to place this request in abeyance to allow time to further investigate and research the issues addressed by Nancy Ghanim; and to bring the issue to the BFC to address.

Membership Campaign:

Lisa Morowitz gave a brief update on the membership campaign. She reported on the public sector membership density since March 2015. John Stead-Mendez reported that during the blitz, over 800 members were signed up.

Convention Follow-up Update:

M/S/C (Wise/Williams) to table this item.

Training Committee Report:

Lisa Morowitz reviewed the Intermediate Shop Steward Training manual. There are 2 levels of advanced training levels one on organizing and the other is on items such as filing a grievance. Comments were shared by those who have attended the training.

Policy Committee Report:

Eric Stern reported that the committee has reviewed the Staff Complaints policy; however there were some concerns discussed over some of the changes. The committee recommends to table the proposed revised policy, and to instead continue using the original policy. M/S/C (Johnson/Williams) to table the discussion on the proposed revised policy and to maintain the current policy.

Executive Board Member Reports:

- Sacramento City Schools Chapter promoted their Winter Event which is on December 12th.
- Nancy Ghanim: She reported on a recent TA reached at Alameda County.
- Amos Eaton: He spoke about the 3-day strike in Sonoma County.
- Jim Wise: He reported that Napa Courts ratified their contract.
- Ramses Teon-Nichols: He spoke about the Project Open Hand campaign. He also acknowledged ROC members for their help with the Solano and Sonoma strikes, and membership blitz campaigns.
- Cynthia Landry: She reported on retirement initiatives that will be coming out in December. She also spoke about an effort to change retirement pensions which would cause people to lose as much as 7% in income, if this is approved.

- Alysabeth Alexander: She reported on the November 4th election, including a big win in the District 3 Board of Supervisors race in San Francisco.

Head of Operations Report:

Building Report

Seth Schapiro gave a brief update on the non-binding offer on the CNA building, as discussed at last month's E-Board meeting. He also gave an update on the SF building.

Union Official's Time Allocation Estimate Form:

Seth Schapiro announced that the *Elected Official's Time Allocation* form is included in the packets. Board members were asked to complete the form for 2014 and 2015; and submit to Joanne Cansicio as soon as possible.

401 Plan:

Seth Schapiro presented a resolution around the SEIU Local 1021 Retirement Savings Plan. It was M/S/C (Stern/Medina) to approve the resolution, as presented.

Oak St. Renovation Project:

Seth Schapiro presented a request on the Oak St. renovation project. Key items of the project include carpet and paint, tile replacement at front door and roof tiles. Rocky Morrison will be take lead on this project. The Board was asked to authorized a proposed budget of up to \$350k to complete this project. It was M/S (Stern/Medina) to authorize up to \$350,00 in order to initiate the bidding process to start the process, with the understanding the building committee to review the bids. M/S/C on a substitute motion was made (Joubert/Landry) to have the building committee work with Seth Schapiro and Rocky Morrison to select a contractor through the bidding process and bring back to the Executive Board for approval.

Executive Director Report:

John Stead-Mendez reported on huge contract fights in Solano and Sonoma counties. The leadership of member leaders was inspiring. He acknowledged staff for their assistance in these fights. He also acknowledged the work of staff in the membership blitz campaign, as well as the November election and Fight for \$15 campaign. The City of Napa

Announcements:

- Sacramento City Unified School District (SCUSD) Chapter ByLaws: It was explained that SCUSD bylaws were submitted for review and found to be in compliance in accordance to the local's bylaws template. A request from members was made to allow more time for member leaders to review. It was M/S/C (Johnson/Santiago) to table acceptance of the SCUSD bylaws, in order to allow the opportunity for all chapter officers/stewards to review and/or weigh in on the ByLaws that were submitted for review.

M/S/C (Williams/Boutte) to adjourn the meeting at 4:25 pm.

Respectfully submitted,

Jan Schardt
Secretary

SEIU Local 1021 Executive Board
Saturday, December 12, 2015 – Sacramento, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, Larry Bradshaw, Marcus Williams, Renita Terry (by teleconference), Omar Medina, Jim Wise (by videoconference), Valoria Russell-Benson, Rhea Davis (by videoconference), Pete Albert (by videoconference), Cynthia Landry, Derrick Boutte, Gregory Correa (by teleconference), Kimberly Moses, Robert Taylor, Evelyn Curiel, Sunny Santiago, Nancy Atwell (by teleconference), Nadeen Roach (by videoconference), Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Paul Little (by teleconference, Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: VP Region C Gary Jimenez, Eric Stern, Norlissa Cooper, Renato Pena, Karla Faucett, Nancy Ghanim, Gayle Chadwick, Mercedes Riggelman, Akbar Bibb, Doug Marr, Julie Meyers

Executive Board Members Absent: Jesse Hampton, Erika Watkins, Priscilla Agbunag, David Fleming

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Lisa Maldonado, Nely Obligacion, Amy Hall (by videoconference), Kim Alvarenga (by videoconference)

The meeting was called to order by President Roxanne Sanchez at 10:13 a.m.

Review Agenda:

The following items were added: a) Divestment of Fossil Fuels; b) reports from Theresa Breakfield (under closed session), Karen Joubert - arbitration report, Alysabeth Alexander, Marcus Williams, Ramses Teon-Nichols; c) Building Committee report (under Head of Operations report). The agenda was accepted by consensus.

Member Comments:

- Greg Marro, Retiree: He offered suggestions on toy or food drives that the local can contribute to. He also spoke about the process of member input on chapter bylaws.

St. Council Presentation: Secure Retirement Program

Cynthia Landry reported on some of the issues that are occurring with health care, retirement and other related concerns. She introduced Sarah Zimmerman, who is the State Council representative assigned to the Retirement Security for All program. Ms. Zimmerman gave a presentation on the importance of pensions and about the work of the *Retirement Security for All* program. She also spoke about how low retirements are affecting retirees and most are only living on Social Security income. There are 2

initiatives that eliminate the *death retirement benefit* for new employees and bans employers from enrolling public employees, who are hired after 1/1/2019. She also spoke about work around the final phases of SB1234 (Secure Choice Legislation), which will provide retirement security, and what investment plans people can utilize. This will be going to the legislators in 2016. The next 2 months are critical, as petitions need to be submitted; and members need to come and testify at the Secure Retirement Committee meeting in February.

Review Minutes of the November 21, 2015 Meeting:

It was M/S/C (Williams/Boutte) to approve the minutes of the November 21, 2015 meeting, as presented.

Budget & Finance Committee Report:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its December meeting was presented.

It was reported that the BFC approved the following items:

1. **Sally Covington, Consultant:**

The BFC approved to extend Sally Covington's contract up to February 13, 2016 at the same contract terms, plus expenses, with the understanding that the contract max would need to be adjusted for the additional months. Her current contract is through 12/13/2015 at 65 hours of work per month at \$100.00 an hour. She is assisting with work around the Sonoma healthcare task force.

2. **Support for San Bernardino Families:**

The BFC approved a financial donation of \$10k, to be sent to the fund set-up by the International Union, to support SEIU Local 721 families impacted by the San Bernardino mass shooting.

3. **Alameda Health Care Task Force:**

The BFC approved to contribute \$15k towards the creation of the Alameda County Health Care Task Force. **Background:** The Alameda CLC convened a meeting with public sector locals in an effort to form a Health Care Task Force in Alameda County to collectively examine the causes of health care cost inflation, and for solutions to control these costs. The County has committed to help fund this Task Force, as well as provide facilities to hold meetings.

Recommendations:

The BFC recommends to the Executive Board to approve the following proposals:

A) **Michael Allen, Consultant:**

The BFC recommends to add up to 200 hours at \$100 an hour, with the contract max to be adjusted by another \$20k, plus expenses. He is currently working as the chief negotiator at the Sonoma County bargaining table. His current contract term is up to when a TA is reached. M/S/C (Williams/Eaton) to approve the request, as recommended by the BFC.

B) **Sam Kaner (Community at Work), Consultant:**

The BFC recommends to the Board to go into a contract with Sam Kaner with Community at Work to assist with work around potential organizational changes in 2016. The initial term of the contract would be from January 4, 2016 – April 30, 2016 at a contract max of up to \$80k, for a maximum of sixteen (16) full days of work (\$4,800 a day, prorated for partial days). There was discussion as to the need and what can potentially occur and why we need to proceed with this consultant. The International is looking at the same consultant and we were the only Union to come up with the idea and plan. M/S/C (Williams/Landry) to approve the request, as recommended by the BFC.

C) **Candidate PAC Account:**

The BFC recommends to the Board to “front load” \$741,963.00 for the Candidate PAC for the next six (6) months at \$2.95 per member, per month, effective January 1, 2016. M/S/C (Williams/Landry) to approve the request, as recommended by the BFC.

D) **Reimbursement Deadline Waiver:**

The Alameda County COPE requests to extend the reimbursement deadline for member Debbi Pearson for expenses incurred earlier this year for the CA Democratic Convention, where she was in attendance. The current reimbursement policy states that requests and supporting documentation must be submitted within six (6) months of the expense being incurred. The BFC recommends to the Board to **uphold** the current reimbursement policy. It was M/S (Camarillo/Williams) to accept the BFC’s recommendation. A substitute motion was made (Taylor/Landry) to approve the reimbursement request submitted by Ms. Pearson and to modify the current reimbursement policy to allow a seven (7) day grace period beyond the six (6) months, effective November 15, 2015. There was discussion on the pros and cons of this motion. Larry Bradshaw called the question. After discussion, the Board voted by show of hands: 12=yes; 11=no; 3=abstentions. The substitute motion was carried.

Community/Allies Requests

The following community/allies requests were approved:

- **East Bay Warriors:**

The BFC approved a donation of \$300.00 to the *East Bay Warriors Youth Football and Cheerleading Organization* to sponsor kids between the ages of 9-11 years old to compete in an annual competition in Florida.

- **Northern CA Veterans Museum and Homeward Bound:**

The BFC approved a donation of \$500.00 to the *Northern CA Veterans Museum and Homeward Bound* to support fundraising efforts towards the group’s museum project and holiday meal program for military families in Shasta County, with the caveat that Area Rep Sunny Santiago to continue to build a partnership with this organization and follow-up on the development of their programs/projects.

The meeting was temporarily suspended at 12:48pm for a lunch break and reconvened at 1:13pm.

Action Items:

- Fossil Fuel Divestment: Cynthia Landry presented a request on behalf of the Retirement Security Committee. She gave a brief background to support divestment from Fossil Fuels in all pension systems that included 1021 members. A written proposal was presented. She explained there are sound financial and environmental reasons to support the proposal. M/S/C (Greenwood/Popenuck) to urge divestment from fossil fuels in all the pension systems where we have members, to create an educational piece and toolkit for our members. Further work that needs to be done is to review the impact of what will occur by organizations such as PG&E if divestment occurs. Cynthia Landry also shared a copy of the Senate Bill.

The Board moved to closed session at 1:30pm.

Executive Session:

Temporary Employees Extension:

- It was M/S/C (Taylor/Johnson) to extend Catherine Bundy and Ron Marsh up to mid-February 2016.
- It was M/S/C (Popenuck/Atwell) to extend Dana MacPherson up to January 15, 2016.

The Board moved to open session at 2:00pm.

Secretary Jan Schardt announced the motions passed during Executive Session.

Membership Campaign:

Lisa Morowitz announced there is no update to provide at this time. Seth Schapiro announced that the Supreme Court hearing on the *Friedrichs* case is scheduled on Jan. 11, 2016. There was a suggestion to give a brief update on this case and present the audio when it's available to the Board, as well as staff, in order to help familiarize members/staff on this issue.

Convention Follow-up Update:

Larry Bradshaw reported that we are continuing to implement the vision plan. Members, who signed up for the Fight for \$15 and Climate Control, were contacted. He also announced the law firm is holding a *Labor Law Update* conference on March 5, 2016, which will cover topics that will impact members. The Union is limited to 125 participants to send to the conference. About 85 delegates asked for this training on the commit cards. He explained that additional spots will be assigned by region, as well as some staff. Board members interested in attending should contact Joanne Cansicio.

Training Committee Report:

Jan Schardt reported on behalf of the Training Committee. She reported that there were 97 local wide trainings in 2015 with 1,400 members participating, that included 4 Strike Schools; and 600 delegates attended 23 workshops at the convention. There were also industry and staff trainings that were held. The 1st quarter 2016 brochure is currently at the printers and will be available before the holidays for distribution. New classes being offered will include Healthcare Justice- ACA 2016; Retirement Security Under Attack – Stand Up/Fight Back; Understanding Grievances and the Arbitration Process; Health Care Reform CEU for Healthcare Workers; The Stewards Role in the ADA Interactive Process; and Fixing the Broken Economy: Raise California's Wage Act 2016.

Executive Board Member Reports:

- Arbitration Report: Karen Joubert provided a report on arbitrations that have occurred. There are 6 arbitrations that will be held in January and one in February. Currently, there are about 11 arbitrations pending from 2014. There was discussion on how the arbitration process works.
- Ramses Teon-Nichols: He announced that union was successful in organizing new members at Project Open Hand. He also spoke about the statewide Childcare campaign, as well as continuing to organize non-profit workers.
- Alysabeth Alexander: She reported on the State Council 2016 legislative planning meeting that was recently held.
- Evelyn Curiel: She spoke about some difficulty with her employer.
- Marcus Williams: He reported on various activities happening in Region E. The SJC chapter has recently elected their bargaining team and gearing up for negotiations. A training was held for the bargaining team by Lisa Morowitz and Bill Petrone. He also spoke about the Foothills fire, where members have lost their homes and have nowhere to go. 1021 has been there since the beginning and the community is recognizing the Local, as being in the forefront.

Executive Director Report:

Kristin Lynch reported on behalf of John Stead-Mendez. Many of the schools contracts have been settled and the outcomes have been very good with salary increases and other positive changes for schools

members. She spoke about how we need to be prepared on the potential impact the Friedrich's case will have on the local. She also reported on various campaigns that are occurring, such as Fight for \$15, child care, contracting out issues and organizing opportunities.

Head of Operations Report:

- SF Office building: Seth Schapiro, along with Larry Bradshaw, gave an update on the SF office building. The current lease is due to expire in 2016. The building committee is discussing and reviewing various options, such as looking at other property and potentially submitting non-binding bids at the current building or new building.
- 100 Oak St. Project: A written update on the Oak Street Improvement project was presented by Rocky Morrison, who joined the meeting the teleconference. He reported that calls have been made to contractors for bids. There is little or no space to move furniture, files, etc. while work is going on in any given area. It was suggested that work on the exterior entry and ceiling tiles can be worked on that should not take more than a day. There was a suggestion to research a *digital storage* option, in order to create space, once more pressing priorities are handled.

Announcements:

- 2016 Meeting Calendar: A draft schedule of the 2016 Executive Board meeting schedule was presented. There was a suggestion that the current Board should adopt meetings only up to April; then the new Board can set the schedule for May to December. M/S/C (Williams/Santiago) to adopt the meetings for January 2016 to April 2016, as presented.
- Open House events: A list of current *Open House* dates scheduled was announced. This information will also be sent out to the Board.

By consensus, the Board moved to adjourn the meeting at 3:48pm.

Respectfully submitted by,

Jan Schardt
Secretary