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**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
Tuesday, September 8, 2009  
Sacramento**

**Members present:** Damita Davis Howard (president), Sandra Lewis (treasurer), Larry Bevan, Karen Bishop, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Jim Nebel, Kathy O'Neil, Vicki Reed, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski, Marcus Williams

**Members excused:** Derrick Boutte, Christal Cox, Jim Ellett, Ed Kinchley, John Morrison, Leea Rodriguez, Mary Sanders

**Staff present:** Fran Jefferson, Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Lety Salcedo, Bill Steck, Pattie Tamura

**Guest present:** Dolores Gholar

The meeting was called to order at 10:40 a.m. by President, Damita Davis Howard.

**ANNOUNCEMENTS:**

- President Davis Howard reported on the September 8 Schools Industry action.
- Treasurer Lewis spoke about the September 8 City of Fremont rally.
- President Davis Howard reported on the passing of Brad Walters and Darlene White. Today's meeting is in honor of Mary Curry-Reynolds who passed away this morning.

**MINUTES:** It was M/S/C to approve the August 10 minutes and August 13 minutes as presented. It was M/S/C to approve the August 22 minutes as corrected.

Executive session was called at 11:06 a.m. The board returned to regular session at 11:45 a.m. Report from executive session: The board was updated on the chief of staff hiring process and other staffing.

**OUTSTANDING/ONGOING ISSUES:**

- Bylaws process: The Local is pursuing a number of leads (former judges, etc.) to serve as a mediator. SEIU has contacted President Davis Howard and we will be getting an official response in the next 7-10 days. The Federal Mediation and Conciliation Service will not mediate bylaws issues as it is a conflict of interest. A conference call will be set up for the board and Bylaws Content Committee to be brought up to date. The bylaws must be settled by the end of October. It was M/S to have a conference call on September 14 to discuss dates and hear SEIU President Andy Stern's response. The motion was amended to include the BCC in the phone call. Motion was carried.
- Member Resource Center: Treasurer Lewis reported the MRC Committee will meet on October 1 to talk about the budget and other issues. They will work with the other Locals to discuss a member advisory board. The MRC Committee has an at-large member to be appointed. These three members will be on the statewide MRC committee. MRC worksite organizers will visit SEIU 1021 offices, go to worksites, and meet with industry chairs. There is an incentive for members to call into the MRC. Anyone who calls will be entered into a drawing to win a prize. The industry with the highest percentage of members who call will receive a gift for the industry chair. They are also working on getting personal email addresses so that email blasts can be sent out (a good way to start going green). We need

to integrate our calendar with the MRC so they can advise members on what is happening around the Local.

- Joint Industry chairs/staff meeting: Gilda Vasquez reported on industry conferences and meetings: City Workers on October 10, PNP/Head Start on October 26. All industry actions were reported.

#### **PRESIDENT'S REPORT:**

- President Davis Howard reported a temporary office support position was approved through December as part of a reasonable accommodation request. It will be posted internally on a month-to-month basis.
- Building Committee: The committee has started viewing buildings. The Oak Street building is 20% owned by the BART Chapter and 80% by the Local so an agreement has to be worked out with the chapter. At the May board meeting the committee was given the authority to make decisions on the sale and purchase of 1021 buildings.
- Staff retiree medical benefits: Talks are again underway with CWA and OPEIU at their request.
- In-kind services and contributions to community groups: SEIU 1021 does not have a policy or consistent practice on donation of supplies, postage, office space, etc. It was decided by consensus that requests for in-kind donations and services will go through Seth Schapiro and reported to the officers until a policy is in place. The requests need to be made timely and will be responded to as soon as possible. Staff are checking to see what groups are being allowed to use the offices and supplies. There is no policy at this time on the use of office space by outside groups.
- Treo phone policy: Board members were reminded of the policy. There has been some apparent abuse which has incurred increased phone charges. Treasurer Lewis will speak to the individuals and ask them to reimburse the Local for the charges. The phones are to be used for union-related phone calls and email only.
- Merger of Alameda County chapters: The issue has been referred to the Committee on Structural Integrity.

#### **TREASURER'S REPORT:**

- Budget presentations: Treasurer Lewis reported that she is beginning to do budget presentations at chapter meetings. She will do several presentations in San Francisco.
- Central labor council per capita payments are up to date. COPE committees need to do outreach and education to the members.
- On recommendation of the Budget and Finance Committee, it was M/S/C to reclassify the IT operations director position from team leader to director. The difference in salary is 2.5%. It was M/S/C to retitle a second position to confidential senior IT analyst.

#### **OLD BUSINESS:**

- Executive board retreat follow up: It was agreed there would be a follow-up retreat after the May retreat. One thing we don't do is follow through. The officers proposed a one-day retreat in October to become better board members and to work together. It was M/S/C to hold the retreat in Sonoma County on October 12 with the board meeting to follow on October 13. Treasurer Lewis will work on logistics. Facilitators' schedules will be checked to confirm they can meet with us and meeting space will be arranged.
- The State Budget Campaign Steering Committee is working on the campaign's message—focus, ambiguity, and advertising. As there isn't anyone in-house that can guide us, Carlos

Rivera will solicit three consultants to offer proposals. A campaign goal is to engage 1,500 members and motivate them. The campaign proposal includes 20 members on lost time for one month (two members to work with each team leader). The committee recommends holding off on the lost time proposal until it can be further evaluated. President Davis Howard has told the team leaders to go out and start recruiting. The committee includes Larry Bevan, Ed Kinchley, Mary Sanders, Sandra Lewis, Lety Salcedo, and Andre Spearman but the committee is open to others.

- The SEIU Ethics and Standards policy was formally adopted by SEIU in June. The policy includes mandatory training for executive board members and officers. John Morrison and Seth Schapiro are SEIU 1021 ethics liaisons. The training will be done on-line and has to be completed by the end of the year (at no cost to the local). All will need to do this training. The treasurer will have additional training.

#### **NEW BUSINESS:**

- SEIU 1021 holiday charity: President Davis Howard suggested that the local adopt “one warm coat” as the local’s holiday charity. Coats can be dropped off at any of the offices and the goal is to collect 1,021 coats. It was so M/S/C by consensus.
- SEIU 1021 letterhead policy: There needs to be a policy on the proper use of union letterhead. A draft policy was distributed. Suggestions on language should be sent to Kerry Newkirk by October 1, before the next board meeting.
- Young Fathers Program: Joseph Tanner, a member from the San Francisco Youth Guidance Center, along with Erin Brown and Jim Martin, explained their program which began in June. The program is to teach young men how to take responsibility for their actions, bond with their children, and teach them the necessary components of maturity. There are currently 28 young men in the program and 17 are fathers. They have hopes of expanding into Alameda and San Mateo counties. It was M/S/C that we support this program by donating of \$10,021 plus reasonable in-kind donation of office supplies, copying, etc.
- Coalition of Labor Union Women convention in Los Angeles, October 15-17: Lacy Topolewski and Vicki Reed will attend and represent 1021. The local has been asked to send a workshop panelist as well.
- Pride at Work convention in Pittsburgh, September 11-12: No one could attend on short notice.
- Calendar of various staff meetings: A sample outlook calendar was distributed as a model for scheduling events.
- Member Advisory Committee meeting: A central location is being sought for the November 21 meeting. The Budget and Finance Committee retreat is November 18-20. The officers will set the location.

**INDUSTRY AND DIRECTOR REPORTS:** The industry reports were discussed earlier in the meeting. Written director reports were distributed. Jan Schardt gave the organizing report for Mary Sanders.

It was M/S/C the meeting be adjourned in memory of members who recently passed away. The meeting was adjourned at 3:30 p.m.

Respectfully submitted,  
Jan Schardt

## **DIRECTOR REPORT submitted by Bill Steck**

**State Budget and Electoral:** Lawsuits have been filed to overturn the governor's line item vetoes of the final budget package approved by the legislature. SEIU will be filing amicus briefs in support of the suits. Additional cuts to child welfare services are not included in the lawsuits, putting 750 social worker jobs statewide at risk. We are mobilizing our social workers to lobby their legislators for a veto override to restore the funding. The SEIU State Council is in an ongoing planning process to address both the policy and revenue problems with the budget, as well as 2010 elections, from governor and other statewide offices to targeted legislative seats. In addition to critical state and local electoral races, we should be preparing for major initiative fights that deal with budget and other government reforms, as well as public employee pensions and retiree health care benefits in 2010.

**SEIU "Change That Works" Campaign:** Health care reform remains the major focus of Change That Works. Approximately 200 members and staff turned out for our 9/1 health care action at Senator Dianne Feinstein's home. The following day other SEIU locals also joined with community allies in a 2,500 person event at San Francisco City Hall. We participated in legislative visits as well as Congressional Town halls during the August recess.

**November elections:** We are gearing up for local elections in Solano County (cities), Marin County (cities and college board), Alameda (Emeryville), and San Francisco.

**COPE operations:** Work continues on implementation of the operations manual, with target of full implementation by December.

**COPE:** Through July we collected 506 new COPE cards. We are planning COPE drives for the Fall.

**PAC expenditures:** The following expenditures were approved in August: Mendocino County Democratic Central Committee Labor Day Picnic - \$500; Sonoma County Democratic Central Committee BBQ - \$250. San Francisco Labor Council Labor Day event - \$900; San Francisco— up to \$3,000 for filing fees and printing to start a petition campaign.

**Member Strength:** For the remainder of this year we will be focused on meeting our 2009 Organizational Member Strength Goals (2% of members leading, 10% of members engaged) in ways that lay the foundation for reaching our overall member engagement goals (10% members leading, 50% members engaged) to achieve our organizational vision. Priority programs for the remainder of this year:

1. Build our Member Communication Network
2. Develop and implement a new member orientation program that gives new hires a positive initial experience of our union, our vision for the future, and their part in it.
3. Launch our Building Better Communities program to advocate for quality, accountability, and transparency to restore public trust in government services and our members, and raise revenues to fund essential services.
4. Encourage experimentation to learn from what works and what doesn't.
5. Systems and processes to track member participation.
6. Managing the conversion of both our web content and on-line activism platforms

**Retirees:** Berry Bingham is now staffing retiree programs.

## **DIRECTOR REPORT submitted by Fran Jefferson**

**Staffing** – The only vacancy right now is the Alameda County Medical Center worksite organizer position. We've been interviewing and I've made an offer to an outstanding candidate. We'll hear by 9/9 if she accepts. If she does, we'll be fully staffed and ACMC will be at full team strength.

**Alameda County** – We're preparing for a vote on concessions. The contract doesn't expire until the end of 2010 so we don't have to really do anything. However, the county took a big hit from the state (\$62.5 million in addition to a \$178 million deficit that they managed to close). Projections for next fiscal year are worse so we decided to take a pro-active approach. We're asking members to forego a 3% 12/09 increase and extend the contract for 2 years (expiration would be 12/2012). This savings, approximately \$11.6 million would be earmarked for SEIU-provided services and member jobs. Unlike other counties and cities, we haven't been hit hard. Of the 49 layoffs for this fiscal year (scheduled prior to state budget hit) it looks like we've found a job for everybody.

Our field plan has been "a meeting at every worksite" and we'll meet our goal this week. We'll start voting the week of 9/14. We'll be doing worksite balloting and want a huge voter turnout with a huge (hopefully) YES vote. Our message is that we care about the services we provide and the community we serve and we want to make sure that services are not cut. Assuming all goes according to plan; members have been discussing doing a march through downtown Oakland letting the community know that they care about public services. Wish us luck!

**Contra Costa County** – Not so good news in CoCo. After completing very challenging contract negotiations that included a wage freeze, furlough days, health plan cost shifting, demotions, and layoffs we're back at it again. The financial situation in CoCo is worse and a new round of layoffs is scheduled. This county is in bad financial shape. We're going to have to regroup and figure out next strategic moves. This is a very hard time for our Contra Costa County members.

**Alameda County Courts** – The good news is that several of our laid off court workers have been called back. The bad news is that there are additional furlough days via the AOC's one-day-a-month courts closure plan. We did

reach agreement on how the additional furlough days would be administered and paid for. We're currently in negotiations on new health plans. We reached agreement on the new plan design after several meetings with health plan brokers but we have not reached agreement on the courts contribution to the health plans. The court wants to cap their contribution at their current rate which would increase out of pocket costs for everyone for the new 2010 plan year. We're continuing to meet to figure out a better formula that would reduce member out-of-pocket costs. Members will be meeting on 9/8 to decide on a plan of action for the first AOC imposed furlough day. This group is committed to staying involved and we've recruited some terrific new leaders.

**Alameda County Medical Center**– Due to the tenacity of the workforce planning team and the commitment of the staff, the number of projected layoffs have been reduced significantly. The medical center originally proposed 240 layoffs, reduced that number to 120 and right now we're down to approximately 30. Meetings continue and we hope to reduce that number even further. Thanks to Christal Cox for her contributions at the table and Wayne Templeton and Susan Stofan who've been at this table four days a week pounding on the management team. Sincere thanks to our wonderful organizers who continue to spread the word and organize the actions. Even though the NUHW threat is over, they've continued to organize for this layoff fight.

ACMC is in the process of signing a lease with Sutter for San Leandro Hospital which will enable ACMC to expand its money-making rehab services. The provision of other important services is under review. This expansion will mean an additional 200 SEIU 1021 jobs.

There's one more piece of good news. We've been informed by our attorney that NUHW did not file an appeal with PERB on the decertification petition decision so the threat really is over. Kudos to all who assisted in this often difficult campaign. Again, a special thanks to the organizing department.

**Private Sector/Non-Profit** – Currently preparing for an important Head Start Professional Growth Workshops/Conference on 9/26 at the Exploratorium in San Francisco. We'll be taking full advantage of this opportunity to unite all of our Head Start members. Besides the conference there will be workshops on Immigration, science, child advocacy and children's yoga, to name a few. Thanks to PNP Industry Chair Norm Ten for his hard work to ensure this will be a huge success.

**East Bay Innovations** – The signing of this contract was a historic first. This was a collaborative employer and union effort using interest-based bargaining. At the contract signing, both members and managers talked about the importance for union and employers to form real partnerships to improve services and funding for the DD community. This amazing effort brings more than 100 new members to 1021 and lays the ground for further collaborative work in PNP.

**E-Center** – It would be nice if E-Center management took a page from the EBI play book. The contract expired on 6/30 and negotiations have continued under an extension. Two days of hard bargaining scheduled on 9/2-3 disintegrated into one day of bargaining (9/2) and failed to produce an agreement. After initially declaring impasse the employer and 1021 agreed to call in a federal mediator and the employer agreed to leave the contract in place until we exhaust the mediation process. The next session is scheduled for 9/17. Unresolved issues include disparities in time off (PTO) between regional Head Start workers and migrant Head Start, how seniority is defined, and class size ratios. E-Center is a large Head Start employer with 86 work sites. We represent approximately 400 members.

Even though legacy 616 organized Head Start workers and worked closely with Alameda County health-based PNs, the PNP world is still new to me but it's an exciting world. It's clear there is so much potential to expand and improve services and improve life for our PNP members. If you're assigned to PNP you better be prepared to negotiate multiple contracts at the same time and travel long distances. We have PNP members in every geographic area of 1021 and some that fall outside our normal turf, think South Lake Tahoe. Some are large and some are very small but all of our members are truly committed to the work they do. Funding is often precarious and employers often not enlightened. Next month I'll provide you with an in-depth analysis so you can fully appreciate the PNP industry.

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#### **DIRECTOR REPORT submitted by Valerie McCan-Murrell**

**Staffing:** Our candidate for the Chico/Redding worksite organizer position has accepted our offer of employment and will begin later this month.

In **Solano County**, at last report, the total number of Local 1021 members receiving layoff notices was 45. As of August 27, the number of FTEs laid off in the 1021 unit is down to 10. County-wide classification and compensation study discussions are moving at a slower pace, but the buyer classification in general services was identified as significantly below market rate and had a verified recruitment and retention issue. The buyers will receive an additional 10% salary increase this year and next year. Additional classifications are expected to receive increases. **Solano County** stewards and **Solano Courts** stewards will begin meeting in a joint steward's council to build strength and consistency. Additionally, plans are underway to bring **Solano County**, **Solano Courts**, and the **City of Fairfield** members together to jointly support each other's issues. Initial targets are the court contract fight, the City of Fairfield City Council election in November and the county board of supervisors race next June.

Massive layoffs county-wide have resulted in seven of our members receiving layoff notices in **Sacramento County**. The total FTEs reduced has not yet been verified. At this time, County Administrator Terry Schutten has

announced a plan to go to the board of supervisors in September and propose the layoff of all county employees and re-hire into positions at 90% of the hours, thereby creating a 10% county-wide savings. We are meeting with board of supervisors members and have brought the issue to the attention of the central labor council and are working to put together a temporary coalition of unions in the Sacramento area. Also in **Sacramento County**, the full PERB Board recently upheld an administrative law judge's decision that the county's elimination of retiree health benefits in 2007 was an unfair labor practice and ordered the restoration of the benefits. The county's response has been to file suit in the Third District, asking the court to overturn PERB.

**Sacramento City Unified School District** members are working on a budget/Building Better Communities action for the first day of school. The action will kick off a campaign to bring attention to the state budget's impact on education in the Capitol. So far two meetings have been led by SEIU with participants from such community groups as the Elks, Urban League, CSEA, Teamsters. and others.

At the **ARC of Butte County**, the director has rejected all 1021 proposals and is pushing for health care takeaways. We are working on building a public campaign.

The CAT team and bargaining team at **Far Northern Regional Center** are working on proposals, research, and a campaign plan for bargaining. Members are interested in a possible extension of the current agreement; management has notified us they want to bargain.

At the **City of Redding** the city council voted to appoint a committee to explore privatizing city services. Our PERB hearing on 8/5-6 appeared to go well. It will be several months before we hear from the judge, but communications staff is working on a press release once the transcript of the proceedings is received. Of interest are statements by various high ranking city personnel who admit labor law is not checked before denying union requests, that there's nothing private in the documents the union has requested, it's just city policy not to provide them; and statements that working conditions in Redding have been changed without notifying the union. The **City of Redding** followed SEIU's advice and borrowed from the risk management contingency fund to close \$2 million of the budget gap using the state's promise to repay local taxes as collateral. Our members have offered a one year deferral of COLAs, beginning 1/1/10, a one-year contract extension, and a voluntary time off program to prevent further layoffs.

**Superior Court of Butte County** has agreed that our members will report to work and be paid as usual on court closure days. Two newly-trained stewards have hit the ground running with an e-mail campaign to get members involved and are actively working to move fee payers into full membership. First-ever COPE cards have been received during this campaign and the court has requested a meet and confer over COPE.

At **Los Rios Community College District** there will be no layoffs for this year. Members received bonus checks and will receive their step increases.

**Vacaville Unified School District** announced layoffs of 50 SEIU members prior to the summer break. That number has been successfully reduced to 12.

In **Sonoma County**, after over a year at the table, the bargaining team and management finally reached agreement. The agreement, which includes equity adjustments for 23 classifications, temporary relief for families who stay with Pacific Care or the county health plan, agreement to pursue other options regarding retiree health, and opens the door for resolution to our health care next year, was overwhelmingly ratified by 90% of the vote.

At **Sonoma County Superior Court** the union was close to agreement on furloughs when the courts imposed a 16<sup>th</sup> furlough day which will lock our members out with no work and no pay for an additional day—not agreed on with the union. Members are engaging in a field and legal campaign to fight the court closure.

In **Del Norte County** the bargaining team is working on language for a salary survey, flex schedule, and other items in preparation for bargaining. Members are also working on a Building Better Communities Project to refurbish and develop a community park at the south end of Crescent City. This park is located in a working class neighborhood with hundreds of children and only one public park. It has a steel swing set and a baseball backstop. Other than that, the park is not developed. It is the goal of **Del Norte County** members to work in coalition with community, non-profit, and labor partners to build a full playground at this park. Members are preparing outreach materials and presentations to bring to community organizations and foundations in preparation for a door to door campaign in the neighborhood and also fundraising for major donors.

In **Mendocino County**, management has really gone overboard with an in your face attitude in addition to an increase in the severity of disciplines. Many members are signing on to group grievances as a result. Members are currently planning actions that include media coverage, and skillful ways of drawing attention to the CEO's office who has been going on the radio and saying he has a "good working" relationship with the union.

Members in **Mendocino County** have expressed concern for their clients and the impact the economic recession is having on their communities. They wish to give what they can to help others who are less fortunate. Many non-profit organizations are being impacted by reduced revenues while experiencing an increased need for services. From now until the end of the year the **Mendocino County Chapter** will be "adopting" agencies and accepting donations and delivering all proceeds to the selected charity. For the month of August, Project Sanctuary, an organization that helps domestic violence victims, will pioneer what we hope to be a beneficial program, not only for those we are helping, but provide workers an opportunity to give back to their communities. All non-profit organizations and ideas

are being urged and accepted from the membership as well as the general community. Members will be contacting the selected non-profit to verify what donations are needed and to gather any literature or other materials that will help educate the community and members. The lobby in the 1021 Ukiah office will be serving as the collection site, in addition to some county worksites. Every time someone submits a donation they will be added to a list of names for a monthly drawing. The drawing will determine a "Citizen of the Month" who will be awarded a prize. The Citizen of the Month, along with any worker or community member who would like to participate, will deliver the collected items on a furlough day.

The **Peralta Chapter** is currently in concessionary bargaining. Management has proposed six furlough days. If members do not approve the furlough days, Peralta management will proceed with layoffs. Meetings are being scheduled with Peralta board members regarding layoffs.

At **Fremont Unified School District** the district and the union reached a tentative agreement to take six furlough days. Members will vote on the TA.

In **Oakland Unified School District**, there is a tentative agreement on a full contract for three years. A ratification vote will take place in October.

**Hayward Unified School District** members are enjoying victory after the district voted down the proposal to reduce food service workers and reduce hours for paraprofessionals and transportation. It was a good fight!

Contract negotiations are beginning at the **College of Marin, Santa Rosa Junior College, Geyserville, Sebastopol and Cotati Rohnert Park**.

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#### **DIRECTOR REPORT submitted by Ulysses Madison**

**City and County of San Francisco:** Worksite organizers and member leaders have been planning and strategizing for a major action scheduled for 9/16—one day after "pink slips" are scheduled to be handed out to members in the city. This action will be the initiation of a layoff fight-back campaign against layoffs scheduled for 11/15. There will be a Candlestick Park naming rights initiative on November ballot which would bring in \$3 million. Also, the board of supervisors has begun to study in preparation for an alcohol fee vote that would establish a 5, 10, or 15 cents per drink tax that would bring in \$30 million every 5 cents assessed per drink. This would be done to raise revenue and prevent layoffs.

Worksite organizers have been engaged in Member Strength training for the month of August. They are being trained in member leader engagement, identification, and development, and are developing a Member Strength plan.

Members in the **Municipal Transit Authority** are fighting deductions in their wages for asserting that they did not have an effective concession agreement with MTA. Union actions have escalated to the point that we have filed for an injunction to prevent MTA from taking any further concessions until the dispute is settled between the parties. The MTA Commission has sought counsel from BART attorneys on how to force a concession agreement. Worksite Organizer Leah Berlanga is working with the MTA bargaining team and other worksite organizers as a team in planning the next action which will coincide with the 9/16 "pink sp" action.

Please welcome Ms. Sequonite Buggs who was hired as a worksite organizer in the San Francisco office. She joins us out of retirement from the City of Oakland.

**San Joaquin County:** Worksite organizers have been engaged in Member Strength training for the month of August. They are being trained in member leader engagement, identification, and development and are developing a Member Strength plan. The San Joaquin County Budget Deficit Committee and worksite organizers are in a process of member education in Stockton. Worksite meetings have been a regular order of business in educating members. Additionally, budget presentations at worksites have included SEIU State Council lobbyists and SEIU 1021 Political Coordinator Andrea Colavita–Pinkham. Budget Deficit Committee member Dale Naasz recently was interviewed in the Stockton office by Patrick Fitzgerald, columnist with the Stockton Record concerning wasteful spending on management cafeteria plan benefits. The article drew rave attention in Stockton from members but it also caught the attention of the employer, in particular his immediate supervisors. Three days after the article came out. Dale's bosses began to harass him and, of course, Chapter President Marcus Williams and Worksite Organizer Mark Hall appeared at a meeting with the supervisors to put a halt to the games.

The Stockton office is currently planning on holding a Texas Hold'em Poker COPE fundraiser in the very near future. Everyone will be apprised of the date, time, and location.

The **Sutter Creek** bargaining team, with the assistance of Worksite Organizer Mike Fouch, put the employer on strike notice for walking away from the concession bargaining table with the intent to impose concessions on the members. The team noticed the employer of their intent to strike and appeared at the city council meeting and the employer was ordered back to the table and an agreement was reached between the parties. This was great show of unity and strength by the members in Sutter Creek.

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#### **DIRECTOR REPORT submitted by Pattie Tamura**

The **Special District Team** is at full staffing with Arlene Taylor joining the team. Iris LeBlanc Clay is taking on representation responsibilities for Special Districts/Cities (Oakland south and west). Sue Osweski is completing a short

term contract to assist with negotiations and impact bargaining at City of Fremont and Union City. In Fremont we are fighting back as management has taken firm positions on a reduction in health insurance premiums and refuses a meet-to clause. To shake things up, this quiet jurisdiction is holding a rally prior to the city council meeting. (Sue began these contracts as Iris was involved in BART negotiations/CAT work.). Hayward Area Recreation District ratified their agreement on a new contract with 50% of the workforce participating in actions and more in the vote. New leadership and committees are working together to enforce the contract. Bay Area Rapid Transit ratified all contracts with unions. Taking it to the wire, BART members overwhelmingly voted to authorize the team to call a strike and reject a management offer before ratifying the agreement. A very active contract action team led actions and communications while preparing for a possible strike. The bargaining team focused on new concepts and the impact of work rules.

**City Workers Team-** Currently there are two vacancies on the city team. Norm Ten is temporarily assisting at Berkeley part-time and all worksite organizers are assisting with representation in Cities and Special Districts in Berkeley north and west. Additionally, Mo Kashmiri and I are assisting with Berkeley issues. Interviews are scheduled for 9/14 and the positions are currently posted internally. Dwight McElroy takes on the work of facilitating all City of Oakland committees for the union with Mylka Rodriguez as Angela Osayende moves to work with South Bay cities. Oakland joins the other cities in the Member Resource Center at the end of the month. Fairfax, Rohnert Park, and San Rafael Child Care also continue in contract negotiations and budget discussions. Budget fights continue to appear in most every city, with proposals for changes in benefits. Bargaining to begin for Fairfield and Napa part-timers while court workers in Marin and Napa are fighting mostly state proposed cuts.

**San Francisco Health Team-** New Worksite Organizer Holly Witherington joins the team working with Laguna Honda Hospital's various classifications. She joins the team with experience in health care/SEIU and representation. The team is focused on dealing with Mayor Newsom's attempt to get around pay equity with reclassifications for unit clerks, CNAs and clerical workers resulting in reductions in pay. Some have gone into effect already and other changes are proposed for 11/15. This impacts all San Francisco health and civil service system areas. In August and early September over 500 members participated in town hall meetings with community leaders, members of the Board of Supervisors and initial designers of pay equity to oppose the mayor's plan and outline next steps of campaign.

The **San Francisco RN** team continues with full staffing. CPH RNs prepare for Member Resource Center introduction and process. Co-chair issues appear resolved. Workplace issues with manager at Tom Wadell Health Clinic. About 77 attended Laguna Honda RN meetings on all shifts in August to discuss shift bid and MRC. RNs supporting other LHH classifications through turnout at rallies, wearing of colors, etc.

**Training & Education-** Karega Hart continues out on disability with an anticipated date of return in October. New curriculum is being developed for a Union Rights and Leadership Development class while Basic and Advanced Stewards Training is continuing. 12/7-11 staff training on Collective Bargaining and Labor Management Committees is also under way. Training staff continues to work with Member Engagement and Member Resource Center training