
SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, May 12, 2009

10 a.m. to 5 p.m.

Fairfield

Members present: Damita Davis-Howard (president), Sandra Lewis (treasurer), John Morrison (secretary), Karen Bishop, Derrick Boutte, James Bryant, Jackie Carvallo, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski, Marcus Williams

Members excused: Christal Cox (vice president), Larry Bevan, Jim Ellett, Leea Rodriguez

Staff present: Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Bill Steck

Guest: Bob Lawson (Institute for Change).

President Davis Howard called the meeting to order at 10:00 a.m.

Announcements: Courts Industry Chair Lacy Topolewski announced a May 28 rally in San Francisco and June 10 lobby day. John Morrison announced the May 16 Rose Parade in Santa Rosa.

April 13 meeting minutes: It was M/S/C to accept minutes as corrected and amended.

President Davis-Howard called for executive session at 10:07 a.m. At 10:37 a.m. it was reported the local will conduct a national search for candidates for the chief of staff position for 60 days to establish a pool of candidates, then decide if a professional recruiter is necessary.

OLD BUSINESS:

Executive board vacancy: Amanda Booker has submitted her resignation to the board and recommended Solano County Chapter President Michelle Coleman as her replacement. Larry Bevan will resign May 31. There was discussion regarding the process to fill vacancies per area and industry and lack of participation. President Stern appoints members under the provisional bylaws. The current practice is to evaluate vacancies as they occur. It was M/S to ask President Stern to replace those who do not attend meetings upon executive board recommendation. It was moved to amend the motion to include board members with three unexcused absences. The motion died for lack of a second. The main motion carried. The board will continue discussion on standards of participation at a future meeting.

UNITE HERE: UNITE HERE Local 2 President Mike Casey and Workers United General President Edgar Romney addressed the board. Edgar Romney prefaced his remarks with respect and the history of the UNITE HERE merger. UNITE HERE came together quickly, made important worker gains with significant resources but later different organizing philosophies and allocation of resources made their leaders realize the merger wasn't working. At a March 21, 2009 convention, 30% of members decided to leave UNITE HERE to form Workers United which affiliated with SEIU on March 22. There are questions about assets, jurisdictions, and affiliates (litigation is pending). Mike Casey echoed his respect and right to express his perspective and acknowledged Local 2's long history of cooperation with legacy Local 790 and Local 1021 in San Francisco. He stated Local 2 has not agreed to the disaffiliation process by United Workers and demanded SEIU respect

jurisdictions and cease its hostile takeover maneuvers. Mike Casey distributed a number of documents and decertification materials. UNITE HERE and SEIU are both affiliates of Change to Win. CTW Chair Anna Burger is looking into the jurisdictional dispute.

San Francisco members Alysabeth Alexander, Brian Cruz, Maria Guillen, and Jonathan Meade were in attendance and spoke to the issue, citing this dispute during difficult economic times is damaging to the labor movement and bad policy and strategy for SEIU.

It was M/S that the board not take any action on the UNITE HERE issues at this time but revisit the issue in 60 days. No union resources will be used for or against either side in the interim. The motion carried by a vote of 11 to 5. Lewis, Morrison, Boutte, O'Neil, Carvallo, Nebel, Ten, Schardt, Bryant, Sanders, and Williams voted in support of the motion; Frazer-Robinow, Topolewski, Reed, Kinchley, and Bishop voted in opposition.

Executive Board vacancy: Lacy Topolewski suggested there be standards for board participation. It was M/S that three unexcused absences be cause for removal from the Executive Board. It was M/S/C to table the issue to the next board meeting.

Bylaws Content Committee: Jackie Carvallo announced the next BCC meeting will be May 18 in Fairfield. There are four major issues to be discussed and the committee will set criteria for the May 29-30 mediated negotiations among the Member Advisory Committee, the Executive Board, the officers, and members from outlying areas. The ultimate goal is to get bylaws passed.

Change That Works: Political Director Bill Steck reviewed the Change That Works campaign, its implementation, and recommendations from the executive board and MAC on how better to meet the international, local, and industry needs to get the Employee Free Choice Act passed, expand member participation and leadership, and contact more members. 22 of 27 participants have been assigned to fight decerts at ACMC and Laguna Honda. SEIU has requested assistance in the NUHW home care decert campaign in Fresno and ROC members are prepared to participate. NUHW decert efforts in San Francisco put 5,000 health care workers at risk. The options are to commit resources (27 staff and lost timers) to the Employee Free Choice Act and health care reform or to Fresno and defense of our health care jurisdiction in San Francisco. It was M/S/C to amend the Change That Works plan to address concerns about NUHW and reach out to members at our worksites on how build a stronger union. A strike team was established to discuss plans and ideas: Ed Kinchley, Christal Cox, Mary Sanders, Damita Davis-Howard, Derrick Boutte and Larry Bevan.

NEW BUSINESS:

Executive Board meeting construction: President Davis-Howard reported on the meeting behavior norms adopted at the executive board retreat. Bob Lawson of the Institute for Change reviewed agenda efficiencies and led a discussion on how to make board meetings more effective, develop leadership, deal with everyday crises, and set new working standards. The following norms were offered:

- don't say "members think..."
- no one dominates, call on others
- delay switch on impulsive reactions
- comments short and to the point; restricted to the item being discussed; not personalized
- possible time limit on speakers, debate format (e.g., alternate pro and con speakers)

- a speaker's second comment on the same subject is limited to 2 minutes
- if a cell phone call must be taken, the conversation must be conducted outside the meeting room
- check "bad apple" behavior
- no side conversations
- start and end meeting on time
- meet 6 hours (not 7)
- deadline for submission of agenda items is seven days before agenda is to be sent out; agenda will be sent out one week in advance
- agenda items submitted should have a recommended amount of time for discussion
- 10 minutes for agenda review—includes time to discuss and resolve denied agenda items (only emergency or time-sensitive agenda items can be added during the review)
- industry, committee, and staff reports will be circulated seven days in advance of the meeting (reports should be succinct, simple to read)
- agenda will include one hour for round table discussion
- agenda items will be prioritized in order of importance
- agreements will be posted at meetings
- get a handle on these behaviors before adding more

It was M/S/C to extend meeting to 6 p.m.

President's report: President Davis-Howard submitted a written report and reviewed new field director assignments.

UNITE HERE: Local 1021 staff Carl Carr, Liz Perlman, Rachele Savola, Michael Weinberg, and Robert Haaland commented on the UNITE HERE situation and its effect on staff and members. They presented a resolution and petition stating that no SEIU 1021 "dues and/or per caps" be used to raid or interfere with UNITE HERE's industries or membership.

Member Resource Center: President Davis-Howard and Treasurer Lewis met with MRC representatives in Pasadena. There has been no billing for 2009 as costs are not yet finalized but it is anticipated a contract will be available after the June SEIU executive board meeting. The MRC proposes a board composed of the president from each participating local (1021 proposed that treasurers be added) as well as an advisory board of staff and members for oversight. The Shared Services Organization is the body looking at back office merging of duties. 1021 can either be part of the MRC in Pasadena or set up an independent MRC (after SEIU establishes MRC standards). Contracts are proposed to have three-year terms; any enhancements to the MRC would have to be approved by the board. Contract cost is probably \$1,000,000/year. Chapter presidents and stewards will have access and get training. Reports on industries and chapters are available. The MRC will be on the next board agenda and allocated 90 minutes. If a contract is available in advance of the board meeting, it will go to the Budget & Finance Committee for review. If not available, the contract will go directly to the Executive Board.

Funding request: It was M/S/C to donate \$550 to a Sisters Network San Francisco May 17 fundraising event in support of breast cancer survivorship.

Meeting evaluation: Executive Board members gave their opinions and observations about the meeting and the effort to change the way business is done: "good apple" behavior, time could have been used better, meeting started on time, agenda could have been timed better, six board

members were late, meeting ran one hour and 20 minutes over schedule.

It was M/S/C to adjourn at 6:23 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

SUPERIOR COURT INDUSTRY COUNCIL REPORT submitted by Chair Lacy Topolewski

Some good news and some bad.....

With budgets being cut right and left I am having some concerns with Solano Court still being at the table, going on month seven. They have TA's on a number of non-monetary items but are now crunching numbers. They hope to settle by the end of May.

Alameda is looking at over 70 layoffs, more than half are represented positions. Mo Kashmiri is working closely with members and management to minimize that number and other cost saving ideas to save jobs. They are also at the table working on health care plans (bad times in Alameda).

The council is still working on an outreach campaign and slowly making progress. We continue to have struggles getting contacts in some jurisdictions but keep trying.

I am very excited to announce that State Council and California SEIU Locals are teaming up to take on the Judicial Council and Administration of the Courts. They have placed over \$260 million in a "slush fund" this year alone but are telling courts they need to furlough workers. Two courts in particular are in dire need of funds, Alameda and Los Angeles. We will have a rally in San Francisco on May 28 and lobby day June 10. Please mark your calendars.

This is a key time for Courts to stand together for justice.

DIRECTOR REPORT submitted by Bill Steck

POLITICS: SEIU "Change That Works" Campaign: The 10 staff and members working on the first wave completed their assignments on April 28. Work focused on the Employee Free Choice Act, health care reform, and the May 19 special election. In the second wave, 1021 is expected to meet its obligation of a total of 40 staff, meaning 30 staff; however, the majority of staff will be assigned internally. 1021 participation in Employee Free Choice and health care campaign work will need to be handled within our current capacity.

State budget/special election: We have been phone banking 1021 members on the special election three nights/week from six offices, and less regularly from other locations. Staff are also doing special election education at their three weekly worksite meetings. Our member contact goals are 6,000 via phone and 10,000 via the worksite. We are currently in the 10%-20% range relative to the goals.

We have produced three worksite pieces for distribution, the most recent being the slate card with "friends and families" postcards for members to send. The State Council is sending six mail pieces to members who are likely voters. 1021 is sending one.

The latest polling numbers on 1A continue in our favor, part of an across-the-board "vote no" sentiment among voters. The loss of 1C will have the greatest impact on the current deficit as it accounts for \$5 billion of the \$6 billion in funding tied up in the special election. The yes side is much better funded and has moved from a "good government" message to straight our scare tactics, so the election is far from over.

COPE operations manual: County committee officers and staff have completed the draft manual (which was also emailed to all Executive Board members). 1021 COPE will discuss the draft at its May meeting and plans to present a final to the Executive Board for adoption in June.

PAC expenditures: 1021 COPE approved the following expenditures in April: \$5,000, SEIU 1021 share of polling expense for Oakland revenue measures; \$3,500 to support Hayward Measure A (utility users tax); \$5,000 to support San Ramon Valley Unified School District Measure C (parcel tax passed May 5 with 72% of vote); \$2,500 to Maryland AFLCIO for inauguration parade expenses; \$500 to San Joaquin political program fundraiser; \$5,800 to an SEIU-sponsored Sandre Swanson fundraiser.

COMMUNICATIONS: Staff are currently supporting contract campaigns in San Francisco, Sonoma, Oakland, APMC, other jurisdictions as needed, and are providing support to various issue organizing actions. Working on special election campaign materials, weekly production of 1021 Newswire, annual report, and migration of website and e-activism platforms. Working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas.

RESEARCH: Currently providing research support to APMC (bargaining and policy issues), San Francisco budget fight, City of Oakland. Getting research assistance from SEIU on Quality Public Services pilot projects. Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, twice weekly survey of news stories impact 1021 members. Doing analysis on local revenue measures (what's

worked, what hasn't, what it costs to win, money raised) to support member efforts to assist employers in raising revenues/

VISION & BYLAWS PROCESS: Coordinating with Vision/Bylaws Committee co-chairs to find mediator to work with Bylaws Content Committee for next phase of project and schedule meetings.

RETIREES/ORGANIZING: Retirees participated in January blitz for Sacramento County administrative officers and on an organizing campaign Arizona. Other retirees worked on behalf of SEIU and UHW to fight decert efforts by NUHW in Stockton, Fresno, at San Pablo Hospital, and elsewhere in the East Bay. We also joined the campaign in support of the new contract at the Alameda County Medical Center, at the same time fighting a decert attempt by NUHW. Three of our retired members were teaching fellows at the ROC Boot Camp. Lobbied with the California Alliance for Retired Americans in Sacramento on April 15 to support the kickoff of SB 810, the new version of single payer health care. Two of our retired members attended a CARA leadership training program in Burlingame in January: Dolores Gholar and Kay Walker. Retirees Al Haggett and Pat Davis joined the Change That Works project. Retiree Richard Rothman is running for the Health Services System Board in San Francisco (May 19 election). A number of our retirees have been phone banking and attending rallies in opposition to the ballot measures, through our union, central labor councils, and CARA. The West Bay Chapter has been concentrating on several goals, including political education, protecting and increasing our retirement and health benefits, political activism in our communities and networking with other senior organizations to improve the lives of senior citizens and union members. All goals hope to advance social and economic justice locally and internationally. Active recruitment for the chapter is ongoing.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Alameda County: We've lasted longer than most counties but we're not looking at \$178 million deficit for FY 2009-10. Departments have been hording vacant positions so hopefully we won't have layoffs. County also instituted several cost saving measures early on so we're keeping our fingers crossed. We will be in full contract negotiations at the end of 2010 and already know we'll be facing problems with the rising cost of the health plans and salary increases. ACMEA (management union, Operating Engineers Local 3) just completed a three-year agreement with no raises for three years and a 10% pick up on health plan premiums (a first on cost shifting premiums). Departments just submitted their budgets so we'll have all the budget info very soon.

Alameda County Superior Court: In spite of furlough days, we're now facing layoffs. Full number not yet known but we're anticipating around 40. Mo Kashmiri is on top of this and court members are engaging in a number of activities to make sure the layoff process is fair. So far members are participating in "black Mondays" when almost everyone is wearing black. Members are also circulating a petition of "no confidence" in the court administrator and challenging her on the budget at worksite meetings. Members have been meeting on Saturdays to develop their fight back plan and participation is increasing weekly. Nobody is going quietly!

Alameda County Medical Center: We're waiting for a decision from PERB regarding the NUHW decert petitions. The medical center finally submitted their response to PERB and NUHW will have a week or so to respond. Organizing staff have been doing a terrific job of keeping activity going in the field. There have been a number of issues regarding staff and patient safety at John George and Fairmont hospitals. Our goal is twofold; defeat NUHW and organize members to tackle the huge fights and develop a strong 1021 identity. So far there have been rallies, speak-outs at board of trustee meetings and committees, marches on the boss with petitions and demands and this week, fun appreciation days honoring all members with an emphasis on celebrating Nurses' Week. You need to have a good time once in a while.

Additional good news; Susan Stofan has decided to permanently transfer to the vacant staff position at APMC. RN's are extremely happy at finally having a permanent rep but even happier because it's Susan. Susan's move will create a vacancy at Laguna Honda Hospital since Rachele Savola will be finally moving to the local government team. We plan to fill Susan's position as soon as possible. There is still one vacancy at APMC, the worksite organizer position vacated by Sasha Wright.

Contra Costa County: Still bargaining but there's hope for a settlement. Our goal is to have it wrapped by the end of May. Our team is on track but since this is coalition bargaining with two other unions we're moving slower. However, there does appear to be consensus building on the major issues. The 1021 team is doing a terrific job. Many thanks to Joyce Baird for lending us her Contra Costa bargaining expertise.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

The **Sacramento City Unified School District Chapter** has lost a long-time steward and activist, Judy Martin. Judy passed away May 10 and will be missed by many. Our condolences and best wishes are extended to her family. At **SCUSD** the collective bargaining agreement was ratified by an overwhelming 97% yes vote of the membership. The contract has no take-aways. In **Solano County**, the two legacy locals have now combined into a single chapter under an executive board that was voted in. Fifteen new stewards have been recruited in the last month and a monthly stewards' council has been established. Sixty grievances have been settled in the past couple of month. **Sacramento County** has announced that they will lay off 1,000 positions. There are no firm numbers on the impact to our unit yet.

We are in the final phase of the move from open shop to agency shop in this jurisdiction. The **Solano County Superior Court** asked to suspend bargaining. We refused and threatened to file charges if the court failed to bargain in good faith. The court responded that they would provide dates. We have TAs on most issues and the court has agreed to enhanced retirement. We have conceptual agreement on an improvement to the health care plan. We may be able to reach final agreement with one or two more bargaining sessions. The court does not anticipate any layoffs, but is offering a voluntary furlough program at this time. At the **Greater Vallejo Recreation District** the employer is currently faced with a budget shortfall of \$920,000 and has requested the union defer COLAs due in July 2009 to July' 2010. The district is offering two years' service credit to encourage early retirement. Overall, the board has said that the district is committed in preserving jobs and its solvency. They have also said that they do not anticipate layoffs at this time. At **Vacaville Unified School District** a TA has been reached for a one-year agreement. The impact of the schools stimulus money may negate the need for furloughs. We are currently in bargaining with the **Dixon Unified School District**. We believe we will finalize this contract soon with no changes to our current level of benefits and with no further layoffs. There will be no COLA, but we believe there may be some differentials and an increase in longevity pay possible, as well as a signing bonus. Members at the **Butte County Superior Court** marched on the boss over a grievance for one fee payer. This resulted in a change of attitude in the supervisor. Several people in that unit have been given retroactive step increases and the original fee payer is now a member and is requesting steward training. At **Siskiyou Training and Employment Program**, following last month's financial re-opener where we successfully negotiated a 5.8% increase retro to January 1, 2009, we negotiated a change in medical benefits out of cycle. Currently members contribute 20%, but in June it will be 100% employer paid. The **City of Redding** management has announced layoffs. We are in the process of bargaining over concessions with management and are also meeting and conferring over the proposed layoffs. We believe we'll reach agreement on one furlough day per month with the resulting savings going directly to SEIU-represented classifications.

Mendocino County is preparing for upcoming negotiations. We continue to meet and confer with administration over layoffs. Budget action team members are currently analyzing department budgets for final recommendations for the 2009-10 budget deliberations. **Del Norte County** members conducted a series of meet and greets with members of the board of supervisors to acquaint them with issues of concern to SEIU members in the county. We negotiated and ratified an early retirement incentive deal. 1021 is organizing the first meetings of unions in **Del Norte County** to establish some cooperative relationship where there is no central labor council. Two chapter members attended the state Democratic convention. We are currently in negotiations with the recently organized Solid Waste Joint Powers Authority in **Del Norte**. In **Sonoma County** we are returning to negotiations after a thirty-day mediation that regrettably did not produce an agreement in the dispute over retiree health. Our fight continues and evolves as we, along with allies in the community, oppose the county's budget and propose sound alternatives. **Sonoma's** cuts for 2009-10 are deep and damaging to safety net services. In **Sonoma**, we have held meetings and begun to collect cards of a small unit of 20-24 workers. In **Napa County** a one year contract agreement was ratified by the membership. **Marin County** administration is presenting a grim outlook for the 2009-10 budget, with reductions in staff likely to occur. We have begun to survey **Marin** leadership on the consolidation of the three union chapters there. The initial findings show support for this consolidation. There is current bargaining at **Santa Rosa Junior College, Mendocino College** and **Sebastopol**.

The Department of Education expects to release stabilization funds. The funds have more flexibility in terms of being used to avoid lay-offs. The department of Education reports they expect there will be enough money in the stabilization funds to restore school districts to their September 2008 funding levels, including the COLA; however, this is not a guarantee. We are in touch with our State Council lobbyist regarding stabilization funds. At **Oakland Unified** there were 100 SEIU bargaining unit positions eliminated due to lack of funds and lack of work. The union filed a grievance to rescind all layoff notices because of the inaccurate seniority lists. We are also filing grievances demanding the district reinstate the attendance worker positions. We are hoping to resolve the controversial issue around attendance workers by September when the stabilization funds become available. In **Albany Unified**, the members met and came up with recommendations to save workers jobs. The members attended the school board meeting last Wednesday to fight for their jobs. The board agreed to reinstate some of the reductions; however, we were unsuccessful in saving all positions. The biggest issue at **Albany Unified** is the reduction from 181 days to 175 for the food service workers. We have been negotiating over the impact. At **San Francisco Unified School District** we are dealing with food nutrition and funding, the summer time list of workers and seniority, and as-needed workers and the desire to make them permanent. There has been an on-going compensation and class study at **Chabot-Las Positas** and currently there are no layoffs proposed. We are negotiating a wage re-opener.

ORGANIZING REPORT submitted by Lety Salcedo

Reserve Organizing Corps: Mary Sanders will give this report.

City of Napa part-timer/extra help campaign: There are about 100 part-time/extra help employees that work for the City of Napa in departments that include parks and recreation, police, public works and administration. After filing for recognition on March 19, the city delayed in responding to the petition. The main issues that part-timers care

about include hours, at-will status, and scheduling. We were finally able to secure a face to face meeting with the city to move our proposal for the unit. We expect to hammer the unit out before the June 19 city council meeting since the final vote has to be made by the council. Rank and file leader Dave Haight has been very involved and has supported this campaign throughout. Also Jan Schardt has helped the organizer secure information that has been helpful to the organizing. Thanks Jan.

Campaign X- Bay Area: Sorry I can not mention the name of the employer mainly because the workers are not public with their organizing.. An organizing committee has been recruited and is representative of all the work locations; that include San Francisco, San Mateo, and Marin. The organizing committee is doing assessments of their co-workers. Once the assessments are complete. they expect to move authorization cards through the worksites and through a house visit blitz. This should take place in the coming weeks.

Dry Creek Unified School District- Sacramento County: This campaign has been tough. We reached out to the workers but have not been able to build a solid organizing committee. They have a semi-association called ACE that has the right to meet and confer but nothing else. ACE went shopping for unions and kept stalling us. A week and a half ago they finally said they were going with CSEA. Within a week they set a meeting for CSEA and moved cards fast. We are no longer organizing here.

Campaign X: A group of workers reached out to us in April. They have recruited an organizing committee and are moving authorization cards. Some of the issues raised by workers include no voice, lack of communication from management, caseload issues, and favoritism.

Alameda County Medical Center: The rest of the staff is assigned to help with the NUHW decert campaign.

FIELD DIRECTOR REPORT submitted by Ulysses Madison

San Joaquin County budget deficit discussions: The union's budget deficit committee has been meeting with the county for two months in an effort to avert layoffs of San Joaquin County workers. The county identified 92 workers that would be displaced by layoffs due to a \$44 million budget deficit, of which \$20 million was due to increased labor costs in the 2009-10 contract.

The union has proposed the county get rid of a management/confidential cafeteria medical plan that would save the county \$2.65 million, reducing allocated vacant general fund positions commensurate with the number of impacted positions (72 SEIU positions), initiating a 4/10 work week, "smoothing" retiree amortization period from 5 years to 10 or 15 years to save over \$ million, deleting administrative pay for managers to save nearly \$1 million, reducing the number of leased facilities, voluntary furloughs, and other cost-saving concepts. The county has refused to "guarantee" or provide "assurances" of no layoffs for any concessions made by the union and/or implementation of any of the above cost saving concepts.

On May 29, the county reported that the number of impacted positions had been reduced from 92 to 42 based on the union's concept of reducing vacant allocated general fund positions.

On June 9, the San Joaquin County Board of Supervisors will be conducting budget hearings where the union will implore that layoffs of any county positions is not necessary due a combination of factors, including but not limited to, the number of available vacant positions, initiation of a voluntary furlough program, etc.

Members impacted by layoff are all pretty much guaranteed a "soft landing" based on the number of available positions in the human services agency and the availability of stimulus money funded positions in the economic employment development department.

SOCIAL AND ECONOMIC JUSTICE COMMITTEE: The committee did not meet in April.

SEIU Local 1021

SPECIAL EXECUTIVE BOARD MEETING

May 30, 2009

Fairfield

Members present: Damita Davis Howard, Sandra Lewis, Christal Cox, John Morrison, Michelle Coleman, Norm Ten, Derrick Boutte, James Bryant, Ed Kinchley, Kathy O'Neil, Karen Bishop, Larry Bevan, Jan Schardt, and Jackie Carvallo.

President Damita Davis Howard called the meeting to order at 4:10 pm.

Funding request: Karen Bishop requested funding to send 12 women to the Women of Color

Conference in Sacramento: \$50/\$75 registration fee and hotel rooms. The total cost estimate is \$2379.96. It was M/S to approve the expenses. It was asked why this had not been referred to the Social and Economic Justice Committee. The request was to have gone to the Budget and Finance Committee but that meeting was cancelled. Due to the time constraints, the Executive Board is asked for approval. Funds would come out of the community relations line item. It was M/S/C to table further discussion until the next caucus.

Meeting was adjourned to caucus at 4:17 p.m. President Davis Howard-Davis called the meeting to order at 6:04 p.m.

It was M/S/C to take the Women of Color Conference discussion off the table. The question was called and prevailed. The motion to approve expenses for the Women of Color Conference was carried.

Funding request: James Bryant requested \$5,000 as a silver sponsorship for the A. Philip Randolph Institute San Francisco Chapter June 12 event in San Francisco. It was M/S/C to approve the expense. James will forward information on the event to Damita Davis Howard and Sandra Lewis. Sponsorship includes a full page ad in the program and one or two tables. Local people will be honored for their work in the community.

Bylaws process: Additional funds will be needed to complete the process: hotel rooms, food, lost time (June 19-21 meeting and June 13 Member Advisory Committee meeting), and the facilitators' fees. There was a discussion on the costs and expectations and it is anticipated that the additional amount will be around \$150,000. It was M/S/C to hire the facilitators for June 13, 19, 20, and 21 and cover the lost time, hotels and meals. .

San Francisco budget: Ed Kinchley reported that the mayor is to release the budget next week and that the members have no voice in the process.

Meeting was adjourned at 6:15 pm.

Respectfully submitted,
Jan Schardt, Acting Secretary
