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**SEIU Local 1021**  
**EXECUTIVE BOARD MEETING**  
**Monday, August 10, 2009**  
**Crescent City**

**Members present:** Damita Davis Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Derrick Boutte, Ed Kinchley, James Nebel, Mary Sanders, Norm Ten, Jan Schardt, Lacy Topolewski

**Members excused:** James Bryant, Michelle Coleman, Jim Ellett, Nadia Frazer-Robinow, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Marcus Williams.

**Guest present:** Andrea Wadsworth.

**Staff present:** Valerie McCan-Murrell, Kerry Newkirk, Lety Salcedo, Bill Steck, Pattie Tamura

President Damita Davis Howard called the meeting to order at 9:01 a.m.

**ANNOUNCEMENTS:** Flyers announcing the SEIU Local 1000 endorsement of Cathy Hackett for Cal PERS board were distributed to the board for worksite distribution. Kerry Newkirk reminded board members to respond to inquiries regarding directors/officers insurance as soon as possible.

**MEETING MINUTES:** It was M/S/C to accept the July 14, 2009 minutes as corrected. It was M/S/C to accept July 24, 2009 minutes (conference call) as corrected.

**OLD BUSINESS:**

**Change That Works campaign:** Bill Steck gave an overview of the Change That Works campaign and the current focus on health care reform. While the right has been disrupting town hall meetings, SEIU staff and members have been lobbying legislators like Mike Thompson, Lynn Woolsey, Pete Stark, and Dianne Feinstein. SEIU encourages all board members to visit targeted legislators. The media has been covering the disruptive health care meetings which seem to have been orchestrated to stop debate and discussion. Several town hall meetings are scheduled. Change That Work's original purpose was health care reform and the Employee Free Choice Act, but an agreement was made in May to utilize 1021 CTW staff on internal fights like at Laguna Honda. A campaign goal is to recruit 10,000 member organizers in anticipation of the passage of EFCA. There was discussion regarding the card check provision in EFCA and the option of a seven day election period. Members are asked to attend town hall meetings sponsored by Pete Stark on August 15. Mike Thompson is targeted in Mendocino and Napa counties and all legislators will be hit with phone calls and letters. Our members must tell their stories about inadequate, expensive, or absence of health care. SEIU's message is (1) affordability, (2) public option, (3) employer responsibility, (4) no pre-existing conditions. Bill Steck will email more specifics to the board. It was reported that 300, non-permanent San Francisco temporary workers have no healthcare, as well as workers at San Lorenzo Schools, City of Oakland (part-time workers), Sacramento Unified Schools, Stockton Unified Schools (as-needed employees), and Napa Valley College employees.

Discussion followed about staff assigned to the campaign. No staff is working full time on Change That Works; some 1021 staff are assisting UHW: This ends the second wave and commitment to Change That Works.

It would be appropriate to send Senator Feinstein a strong message about the need for health care reform now and for the senator to support HR 3200. It was M/S/C the executive board

will organize an action in support of health care reform at Senator Dianne Feinstein's house and reach out to community organizations. Each board member will bring at least four members to participate on Tuesday, September 1, 2009 at 5:30 p.m.

**Member Strength campaign:** Bill Steck began a discussion of how the labor movement has resisted changes in strategy and technique in the last 30 years. The goals of the Member Strength campaign are to get more members involved and find new ways to engage members: 5% of members leading the union and 20% of members engaged. Member activities, skills, and interests will be tracked and steward recognition could be part of the program. Maintaining activists is harder. The campaign will focus on building the Communication Action Network, pilot a new member orientation program, improve the website platform, create a mini-grant program to encourage member experimentation and innovation with a focus on building better communities. President Davis Howard reminded the board that SEIU 1021 adopted the Member Strength goals "to increase membership engagement and participation."

**Strategic Budget Campaign:** Pattie Tamura reported on the impact of the current state budget and presented an outline of a Strategic Budget Campaign with timelines and goals: 100 leaders prepared to talk about the state budget, 20% of members engaged in activities, research on each employer/impact on 1021 members, non-partisan COPE drive. The campaign aims to hold politicians accountable, ensure a transparent state budget process, and engage members and the community in town hall meetings. Activities include vigils, media, volunteer days, billboards and member ideas for training and revenue (in September-October), lobby days, town halls, leafleting (in November-December), and "rebuilding California" (in January-February 2010). Board members asked to refine and approve a plan with the necessary funding. The public sector is being demonized and there is a spending problem perception which doesn't address the services that are being cut and the impact on communities and job losses. Educating our members and the public is very important. There was discussion about the severity of cuts to children's health care, schools, cities and counties and diverting revenue to balance the state budget. Board members offered several ideas for the media campaign: services versus jobs, needs of society, accountable government, furlough days cut services for the public and weaken wage earnings and tax revenue, , need sustainable solutions to the shrinking pool of resources,, build a campaign for a simple majority in 2010, need a dual message as some jurisdictions are not facing cuts, education on funding streams, train more members on public speaking. Pensions and benefits are at risk. Novato Sanitation District work was privatized to the corporation Veolia, to eliminate employer health care and pension costs. Members deliver the best message. The board agreed there must be a plan to authorize funding. There is \$526,000 for the media campaign and \$174,000 unallocated. Proportionate spending for education and media was suggested. It was M/S/C unanimously to form a State Budget Campaign Steering Committee composed of executive board and industry representatives to study the plan and report back to the executive board and Budget and Finance Committee. The executive board discussed the general outline and the need to possibly meet between board meetings to refine the plan and expenses. The committee will meet with staff and further strategize vigils, volunteer days, lost time, billboards, etc. Any outside consultants, pollsters need approval by the executive board. It was M/S/C that the board will meet by conference call on August 13 at 8:45 p.m. The agenda will include the State Budget Campaign Steering Committee and refining the draft plan for September-October with media message and specific costs.

The board went into executive session at 1:07 p.m. The meeting was reconvened at 1:47 p.m. It was reported a complaint by San Francisco Hall of Justice and Civic Center members was

investigated and further action will be taken. There will be an update at the next meeting.

**UNITE HERE update:** President Davis Howard referred to a letter distributed to board that included SEIU's call for arbitration to settle the dispute between UNITE HERE and Workers United and backing off on jurisdictional issues. A pledge of support for UNITE HERE (materially and morally) from various union presidents was distributed. The executive board was not in agreement and took no action regarding the pledge of support.

**Bylaws update:** Bill Steck reported it has been difficult to find a qualified mediator to work with the Vision/Bylaws Committee, Member Advisory Committee, and executive board because of conflicts of interest, lack of qualifications, or connections to SEIU or UNITE HERE matters. The board suggested retired congressmen or people with experience in dealing with contentious budget issues and political pressure-cooker situations be contacted. President Davis Howard will communicate to the MAC and report that SEIU President Andy Stern has not yet responded to the declaration of impasse and request for guidance.

## REPORTS:

**President's report:** President Davis Howard reported on the Public Division Leadership Assembly for Quality Services and Innovation in Washington, D.C. Members from the Alameda County Medical Center, Sonoma County, and Alameda Housing Authority participated. They will meet on August 24 to decide on next steps. The focus is how public workers are perceived by the public and what can be done to develop and strengthen community relationships. In Sonoma County, the Orenda Center was saved by the community and an SEIU campaign about valued services. Furloughed members in Sonoma County can visit and serve in a soup kitchen and show that public workers are contributing to the community on their own time. A holiday charity will be adopted at the September meeting.

Aramark workers formerly employed by CINTAS are fighting to get a contract and there is a campaign to encourage local leaders in Santa Rosa, Berkeley, Fremont, Marin County, and other jurisdictions that have contracts with Aramark to write letters of support.

BART workers didn't get full language of the tentative agreement five days in advance of the vote as required under their bylaws so the voting period was extended. It is predicted the vote will be close. Any strike would be affected by negative press covering public sector workers. If any of the five unions goes out on strike, 1021 will honor picket lines.

SEIU President Andy Stern has responded to the board's inquiry about replacement of executive board members who fail to attend meetings. He has authority to remove as well as appoint board members. The board was advised Kim Burke has resigned her position on the board.

It was M/S/C by consensus to change the location of the September 8 board meeting to Sacramento and support a Schools Industry action.

It was M/S/C by consensus to table the meeting evaluation.

**Treasurer's report:** Treasurer Lewis reported on the current status of the Member Resource Center contract. SEIU 1021 has signed a contract with the MRC but there are still relationship challenges. SEIU 1021 is setting the example and pace. There are seven locals in the MRC. SEIU 521 has not signed a contract and is in non-compliance with the original SEIU directive that locals must be part of an MRC or set up their own MRC in compliance with SEIU standards. An October 1 MRC meeting in Pasadena will deal with accountability, standards, and Local 521's non-compliance. SEIU 1021 is advocating for a statewide MRC member advisory committee to get members of locals involved.

Each local could have three members and liaison staff on the committee. There are three steward meetings scheduled (August 13 in Santa Rosa, September 17 at Chabot College, and October in San Francisco). A member incentives program is being planned: members who call the MRC to simply update contact information can be part of a raffle and chance to win \$500, \$250, \$100, or a Starbucks gift card. Staff teams and industries that get the most members to call will also be eligible for raffle tickets. Statistics show not even 25% of our members are using the MRC.

Treasurer Lewis distributed and reviewed the 2<sup>nd</sup> Quarter Budget/Finance Report. She reported all certificates of deposit have matured and are 100% insured. There is \$9 million in reserves. Cash accounts are insured up to \$1 million; \$4.6 million not collecting interest is insured, \$3.3 million uninsured is collecting interest. Cash on hand is \$2.2 million. The board was asked to review and accept the comprehensive report. Treasurer Lewis reported the finance team uses very conservative revenue projections. The impact of layoffs is not yet realized but current data is being monitored. Hope for the best, plan for the worst, the organization needs reserves.

A system is needed to track furloughs. The impact may be felt in the fourth quarter. There have been salary savings in unfilled staff positions for the last six months. There are two support staff vacancies; 4.5 worksite organizer vacancies, 3 research/communication/organizer vacancies. Interviews are being conducted for researchers. Temporary workers are used for other reasons and not full-time positions. It was M/S/C to accept the 2<sup>nd</sup> Quarter Budget/Finance Report.

The board reviewed a report on the closure of legacy Local 949 bank accounts. It was M/S/C to accept the report. Treasurer Lewis recommended the board not accept the report on legacy Local 1280 accounts as the accounts are not yet closed. At dispute are the COPE monies and whether there can be an agreement to close accounts and rebate the COPE monies. It was M/S/C to table until further information is forthcoming.

The board reviewed staff organizational charts, job descriptions, and a list of staff assignments. A new version will be published in the October budget report. Vacancies have been filled for Laguna Honda, San Francisco, and special districts. Interviews are set for August 20.

**Building Committee** has met and will visit potential offices in Oakland in the next two weeks.

It was M/S/C to adjourn at 3:53 p.m. A moment of silence was observed in memory of San Francisco public health nurse Jamie Xelowski.

Respectfully submitted by  
John Morrison, SEIU Local 1021 Secretary

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**DIRECTOR REPORT submitted by Bill Steck**

**State Budget:** Gov. Schwarzenegger signed the state budget into law, but not before chopping another half billion dollars from services for women, children, the sick and the elderly. The governor cut:

- o \$80 million that pays for workers who help abused and neglected children;
- o \$50 million from Healthy Families, which has already frozen enrollment and now will actually disenroll more than half a million children who are currently covered
- o \$50 million from services for developmentally disabled children age 3 and under
- o \$16 million from programs protecting women from domestic violence
- o \$6.3 million from services for the elderly
- o \$6.2 million from parks.

Break down, by industry:

**Education:** Overall, \$5.7 billion was cut from K-14 education. Individual school districts will decide how to make cuts, but few if any will be able to avoid bigger classes, fewer school staff and teachers, cutting class offerings and activities such as sports, art, theater, dance and speech. Higher education was cut by \$2.8 billion, which will result in turning away thousands of qualified students, reducing course offerings, increasing class sizes, increasing fees and furloughing faculty and staff. School hygiene, safety and maintenance will suffer. School transportation was cut by 20%, which will make attending school difficult for many children. Here's how SEIU members helped prevent worse

cuts:

- Secured the repayment of \$11.2 billion;
- Prevented suspending voters' commitment to school funding (Prop. 98);
- Prevented deeper (65%) cuts to school transportation;
- Prevented the removal of standards protecting taxpayers, students and workers from the outsourcing of school work;
- Kept alive the Cal Grants student aid program, which helps 200,000 lower-income students attend college each year.

**Health:** According to the 100% Campaign for Children's Health Care, up to 785,000 children could be denied health care under the new budget. Crucial health programs received deep cuts across the board, including: immunization programs, community-based maternal and child health programs, AIDS/HIV care, aid for distressed hospitals, mental health services and more. The budget sets the stage for moving seniors and people with disabilities into managed care, which has the potential to disrupt access to care and undermine the safety net of county hospital systems and community clinics. Here's how SEIU members helped:

- Saved the Healthy Families program from complete elimination;
- Prevented the elimination of AIDS drug assistance programs;
- Helped create an accountable legislative process for implementing changes to eligibility and Medi-Cal managed care.

**Human Services:** Developmental disabilities cuts of \$334 million on top of the February cuts from DD services will jeopardize many providers' ability to continue offering services, thus increasing wait lists and caseloads at a time of rising need.

Child welfare/child protective services: We prevented deep cuts to child welfare services which would have caused 1,300 social workers to lose their jobs and eliminated any chance of following up on 250,000 reports of child abuse a year.

Eligibility determination privatization: The budget takes the first steps toward privatizing Medi-Cal, CalWORKS, and food stamp eligibility services. Privatization has caused major service problems in other states, including the loss of health care coverage for thousands of Texas children. SEIU members helped set up a system for full accountability, review, and debate prior to any privatization of eligibility determination, including a separate 2/3 vote of the Legislature to implement any such scheme.

**CalWORKS:** With cuts totaling \$528 million, the CalWORKS safety net for struggling families will be seriously shredded. \$375 million in cuts to services will remove critical job training and child care support that families need to get back on their feet. SEIU members helped block a proposal by the governor to completely eliminate CalWORKS that would have thrown hundreds of thousands of families into extreme poverty, homelessness, and hunger.

**Superior Courts:** \$102 million in cuts to trial courts will reduce the public's access to court services and increase caseloads and wait times for all of the vital services courts provide to the public. SEIU members helped to:

- Prevent the much deeper cuts (\$393 million) the governor proposed;
- Increase accountability and transparency for the Administrative Office of the Courts;
- Prioritize spending on maintaining public services over expensive and untested new technology projects;
- Save thousands of jobs among court workers who directly serve the public;
- Prevent the adoption of unreliable electronic recording and the wholesale elimination of court reporters' jobs.

**Local Government:** Taking \$3.7 billion away from local governments and redevelopment agencies in property taxes will force counties and cities to cut vital services and delay redevelopment projects that create jobs. Cuts to safety net services will force more Californians to rely on local services, such as general assistance programs, amounting to a huge shift in costs. SEIU members helped prevent the illegal shift of gas taxes from local governments to the state and stopped the complete elimination of safety net services provided by the state.

**SEIU "Change That Works" Campaign:** Health care reform is the major focus of Change That Works. We are planning August recess visits with targeted members of Congress; Local 1021 is responsible for scheduling Woolsey and Thompson, and will participate in a meeting with Matsui.

**SEIU fundamental principles on health care reform:**

**AFFORDABILITY:** Every man, woman and child in America must be guaranteed access to quality affordable coverage that will cover what they need to keep them healthy, provide adequate coverage for when they need it.

A PUBLIC HEALTH INSURANCE OPTION plan is necessary to ensure adequate coverage, foster choice and competition, bring down costs, and assure consumers have a stable marketplace where they can find quality, affordable coverage.

**EMPLOYER RESPONSIBILITY:** Employers who choose not to provide coverage for their employees are shifting their costs to the public and putting responsible employers and businesses at a competitive disadvantage and increasing costs for everyone.

Ensure that *all* workers, including immigrants, are treated fairly by health care reform. If a person works and pays taxes, s/he should get the benefit of that work. There should not be any discrimination against legal residents for subsidies and public programs. The current 5-year waiting period in Medicaid for *legal* immigrants does not make

sense. Health care must not be a back-door excuse to impose E-Verify or other new requirements on workers.

**COPE Operations:** County COPE chairs have agreed to a timeline to implement the new COPE structure. Between August and November, county committees will make decisions on representation by jurisdiction, recruit county committee delegates, and elect officers. 1021 COPE will begin meeting as a body of elected county leaders in December.

**COPE:** Through June we collected 398 new COPE cards, with an annual value of approximately \$36,000, and transmitted approximately \$143,000 to SEIU COPE. We will be planning COPE drives for the Fall.

**PAC Expenditures:** The following expenditures were approved in July: San Francisco, \$1.00 per member for polling (about \$13,000); \$750, Don Stump, Calaveras Water District Board; \$750, Ed Rich, Calaveras Water District Board; \$750, Bob Dean, Calaveras Water District Board, \$1,000, Scott Haggerty, Alameda County Board of Supervisors; \$2,500 Harvey Milk LGBT PAC.

**Member Strength:** Attended first meeting of SEIU's Innovation Leaders Group along with Katy Nunez-Adler and Damita Davis Howard. About 20 locals from around the country participated. It was a great opportunity to learn what other locals were experimenting with, talk about challenges and opportunities, and learn about successful innovation practices. 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:

- o Build our Member Communication Network
- o 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.
- o 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.
- o Encourage experimentation to learn from what works and what doesn't.
- o Systems and processes to track member participation.
- o Managing the conversion of both our web content and on-line activism platforms

**Retirees:** Met with retiree leaders to discuss staffing, 1021 programs, and organizational goals. Had a good meeting and look forward to better integrating retirees in our work.

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

**Alameda County Medical Center-**The big news of the day, PERB threw out the decertification petitions filed by NUHW! This is exciting news for all of us and will strengthen our fight against NUHW in other areas, especially Laguna Honda. We can now completely focus on the critical issues that face our members at ACMC, layoffs, expansion of rehab services, budget cuts, renewing our commitment to provide quality services, expanding the safety net and continuing to develop strong leaders. Many and sincere thanks to our organizing department. Our organizers worked tirelessly for months to turn the tide. While PERB made the determination, we were prepared for an election and had a super majority of member support. Thanks to the Reserving Organizing Corps. Our fearless members knocked on doors and contacted members nobody else could find. This victory belongs to all of us. Now it's time to rebuild, renew, and move the union forward.

We can't celebrate for long. Right now we're at the table on layoffs. In spite of an excessive use of travelers and registry, ACMC is attempting to lay off approximately 103 members. This isn't just about money, it's also about restructuring and deskilling. ACMC staff and members are working hard to stop as many layoffs as possible. Wayne Templeton and Susan Stofan are at the table.

**Alameda County Superior Courts-** After a long campaign to stop layoffs we're back at the table again. This time the issue is the AOC's order to close the courts one day a month as a cost saving measure. Our members have already had furlough days and layoffs. Now they're getting hit again. Our goal is to fight the additional furlough days by demanding that the court pick up the tab and keep the courts open. Members believe they have given up enough. Margot Reed will be assisting court members while Mo Kashmiri is subbing for Andre Spearman.

**Alameda County-** After closing a \$178 million deficit the county took an additional \$54 million hit in the state budget, \$40 million in property taxes and \$14 million in redevelopment money. There were additional cuts to IHSS, Foster Care, MediCal, CALWorks, HIV education and services, substance abuse, and criminal justice. The dust is still settling but the economic picture is bleak. The adopted budget included 49 layoffs. Not good but not horrible. We're at the layoff table and hope to place many of the 49 in vacant positions. That's the good news. The bad news is the state budget cuts could potentially hit us hard. We're trying to be proactive. There will be a series of worksite meetings next week to have the "concession" discussion with members. It's always hard to give back but we have some options. We can defer the 3% December raise and roll the contract over for two years. Our goal is to keep what we have and protect the health plans. In the discussions so far our members understand that we have an obligation to the community to protect and preserve services and keep our members employed.

**Contra Costa County-**The major battles are over. The contract is settled and there are no additional layoffs on

the immediate horizon. Members got hit with layoffs, furloughs, health plan changes (none good), a wage freeze, and a major change in retiree medical for future hires.

**Private Sector/Non-Profit-**This is a new industry for me and I've been meeting with Team Leader Yvette Jordan-Albert for an immersion course. Apologies Industry Chair Norm Ten for my inability to connect with you. I will be meeting with the PNP team on 8/7 and have been reviewing sites, locations, number of contracts, and employers. The diversity of the work, geography, number of sites all over Northern California and number of contracts expiring at any given time is truly amazing and somewhat daunting. I am excited about working with the PNP staff and members. I've worked closely with the Consortium in Alameda County for many years and Head Start with legacy 616. I have enormous respect for the important work and community service our PNP members provide.

**Old (and young) Dogs Can Learn New Tricks-**We're changing or trying to. We're looking at the work differently with a focus on real member engagement, what it means, what a real leader is. Much of our past work focused on representation and we're good at it. We would find new leaders along the way, hold worksite meetings and engage members but most of the time the engagement was related to a major campaign, usually contract negotiations or big contracting out threats and layoffs. After the campaign the members and we would go back to business as usual and the business we were in was representation. Representation and negotiations are important and we need to be very good in those areas. We also need to get back to our roots, our core values and that means creating more of our own kind. That's what we forgot how to do and that's what we're now trying to re-learn. It isn't easy and we need to help each other. We're trying to look at the work differently, plan ahead and teach members (and each other) how to organize around issues. We're trying to connect in a different way to the community, to expand our tunnel vision to reach out to others. We're gradually building a real vision and a new culture. It isn't easy and sometimes it feels like two steps backwards for every step forward but we think we're not too old (in union years) to learn new tricks.

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#### **ORGANIZING REPORT submitted by Lety Salcedo**

**Alameda County Medical Center:** The NUHW election petition was dismissed by PERB. The dismissal was based on the fact that Local 1021 had a contract in place. This is referred to as a contract bar. Congratulations to all the members who can now focus on fighting back the real issues at hand, like layoffs, bad bosses, discipline and respect issues. This team is holding department meetings and moving issue fights.

**Laguna Honda:** The organizing team has moved quickly at LH. They have held four chapter leader meetings, two shift steward meetings and have talked to hundreds of members in the last month. They have also identified a whole range of issues that are being dealt with through meet and confers, grievances, and issue organizing campaigns. They will also hold the first stewards training this week on 8/5.

**City of Napa part-timers:** On 8/3, a State Mediator counted the cards to show that a majority of part-time workers wanted to be represented by SEIU 1021. 82 part-time workers now have the ability to negotiate with their boss to make improvements. We got official recognition from the City of Napa and will move to elect a bargaining team and negotiate a contract.

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

**Staffing:** There is currently a team lead vacancy. The position has been posted; interviews are anticipated to occur next month.

In **Solano County**, at last report, the total number of Local 1021 members being laid off was 45. This number has been reduced to less than 42. We are waiting for final numbers. Ten members were bumped/displaced into a lower position. We are currently working on a skill-matching program to place employees who are being laid off into open, vacant, funded positions. In the meantime, we have suspended our county-wide meetings regarding the comprehensive classification and compensation study we bargained during the last contract in order to work through the layoff process as well as bargain over an early retirement incentive program. At the **Greater Vallejo Recreation District** negotiations over budgetary issues resulted in the adoption of 10 furlough days, applied across the board. There will be no layoffs of our members. **Sacramento Unified School District** members are energized following a march on the boss. A supervisor was caught charging building supplies to the school district, then using those supplies to complete side construction jobs. Rather than deal with this issue as severely as the district would have dealt with our members, the supervisor allegedly made restitution and was promoted. Fifty of our members marched on the boss to complain about the lack of consistency. Local 1021 membership is growing in Sacramento with the addition of a small unit of professional employees recognized by **SCUSD**. Members at the district are **Building Better Communities** by hosting the first coalition meeting to have a real discussion about what the budget cuts mean for **SCUSD**. The first action from this group will be back to school leafleting on 9/8 to bring attention and awareness to cuts to the district—like after school programs, school closures, cuts to transportation etc.—as the result of the budget. Nine new stewards attended basic steward training in the **Far Northern** area. All have hit the ground running. At the **ARC of Butte County**, the bargaining team proposed an extension of the current agreement. Management responded that they want to bargain. We have a team elected and have exchanged first proposals. Both parties are currently exploring a less costly medical insurance provider. **Far Northern Regional Center** CAT team and bargaining team members are working on

proposals, research, and a campaign plan for bargaining. The **City of Redding** City Council voted to appoint a committee to explore privatizing city services. We are working on an anti-contracting out campaign. The PERB hearing over the city's refusal to release the report of investigation into management abuses at the Redding Electric Utility took place 8/5-6. Several of our members testified. The **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 are organizing an e-mail campaign to get members involved and are actively working to move fee payers into full membership. At **Napa County Office of Education** the finishing touches are being put on an agreement to extend the current contract by two years, maintaining all benefits at the current level. **Napa Valley College** management is abusing the interest-based bargaining process. They asked our bargaining unit for concessions, while concessions from managers would have been made on paper, but would have resulted in no reductions of pay or benefits. The bargaining team met and sent letters to the board of trustees withdrawing all offers to help with the district's budget problem until management takes the lead. The college president, after initially expressing resentment, agreed to a pay cut and has informed us that he expects the management group to agree to a cut also. We are awaiting the documents before deciding our response.

In **Mendocino County** a new MTO agreement was reached with the county and ratified by the membership. Agreement extends the contract term to 9/30/2010 and provides for 15 furlough days which generates over a million dollars in saving to the county. As before, the furlough will be applied in such a way that workers will continue on the 9 hour 4 day 36 hour/wk schedule. A "Black Tuesday" action was held before the board of supervisors meeting where layoffs were discussed to remind the county of SEIU's willingness to pitch-in in order to protect jobs and services. In **Marin County** 15 SEIU member activists told the county to team up with the union to protect jobs and services. SEIU leaders urged the county to consider cost-saving measures such as a VTO program and/or separation incentives. The **Del Norte** CAT is in place and bargaining surveys are currently in the field with the membership. The bad boss campaign in mental health has come to a temporary conclusion with assurances that the "problem" will be addressed. Negotiations with the **Del Norte Solid Waste Authority** continue. In **Sonoma County** after negotiating for a year and a half and working without a contract for more than a year—and after a critical staffing change at the highest level of county administration—we are finally close to agreement. A tentative agreement will soon be presented to the membership for ratification. The agreement, reflecting hard economic times, will bring some relief to members currently paying immense amounts toward family coverage, and will provide a bridge to an eventual global resolution of the retiree health problem. Discipline against SEIU members for their concerted activities during the contract campaign will be expunged. Only some language issues, a PERB charge, and a minor complication over dual coverage keep us from agreement with county. We are also negotiating over the terms of MTO. **Sonoma Courts** are in negotiations over proposed closures. We are currently in a dispute with **Sonoma Courts** over their reluctance to provide basic financial data needed by our negotiators to guide these discussions.

At **San Francisco Unified School District** there is no layoff language in effect but **SFUSD** is in litigation over civil service and "bumping rights". **SFUSD** is fighting to not allow **San Francisco City and County** layoffs to bump into the school district. We are an interested party in this litigation. There is currently bargaining at the **College of Marin** and **Peralta** where furlough days and some layoffs are possible but the problem is the raises given to top management. Bargaining is also continuing at **Chabot/Las Positas** and **Ohlone** where both employers are proposing golden handshakes to avoid layoffs. **San Francisco City Community College** members are happy about no layoffs. The stewards have embraced and endorsed Building Better Communities and have a schedule of actions they will be participating in; they will meet with new board members to partner to protect services and budgets to schools, volunteer for the next PBS (channel 9) drive by answering phones, and participate in a food drive for laid off city and county members. **San Lorenzo Unified School District** has agreed to 4 furlough days for the 2009-10 school year. At **Oakland Unified School District**, we are still bargaining effects, but layoffs have gone down from 44)to about 30. **Cotati-Rohnert Park, Geyserville, Sebastopol Unified School Districts**, and **Mendocino Lake Community College District** will begin bargaining in September. **Sonoma County Office of Education** is currently in bargaining where increases to health care costs are our biggest issue.

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

**San Joaquin County:** Worksite organizers and member leaders have established an "expanded" Budget Deficit Committee in preparation for much-anticipated budget fights. In July 2009, a general membership meeting was held where over 100 members attended. 32 members joined the committee to provide expanded representation related to participation in actions and to ensure information will be disseminated in their areas to keep members informed and updated on state/county budget issues that impact the county.

**Communication Action Network:** Worksite organizers worked last month to expand their CANs by 35 members. This effort shows and demonstrates that this union program is being developed in San Joaquin County and was successfully used to turn out members for the general membership meeting. The development of the CAN is an ongoing program internal to the union that is being monitored on a weekly and monthly basis.

**New team leader:** Tim Gonzales was hired as the new team leader in San Joaquin County in June and up until July was working to transition to San Joaquin from Solano County. The transition has reached a point that allows Tim to

transfer over from Solano, especially when a replacement for him was secured to free him up to take over full duties in San Joaquin. Please welcome Tim!

**San Francisco:** The Strategic Action Budget Committee has been meeting regularly on budgetary issues that impact members and services in San Francisco. The committee meets the second and fourth Thursdays of the month. The committee has been working on major issues that will impact our members in November when an economic initiative is supposed to go on the ballot that would save 1,500 to 1,700 CNA and 1400 series (office support staff) jobs. As a result of the committee's work, a poll was conducted in July that looked at what economic initiative was most likely to pass by a vote of 60% or better of the electorate. In addition, the committee took on issues that monitor and ensure that members who were supposed to be returned to work from a May 22 layoff are being returned to work and that all pink slips that have been issued are rescinded pending the outcome of the November election. Currently, the committee is working on securing funds for identifying researchers who have been successful in the budget fight last fiscal budget year, identifying economic initiatives that would secure enough funding to maintain employment of 1,500 to 1,700 members and who are able to outline the impact of this year's state budget cuts on the budget/services in San Francisco and organizing to establish a meeting with all members who will be impacted by economics in November.

**Interim team leader in San Francisco:** In July, Team Leader Andre Spearman joined us in San Francisco from his assignment in the East Bay to fill in for Team Leader Jet Chapman who is currently on a 10-12 week leave of absence. Please welcome Andre to the city.

**Municipal Transit Authority:** Immediately following the ratification of tentative agreement #3, Worksite Organizer Leah Berlanga initiated negotiations with the MTA bargaining team and MTA representatives. It was recognized that this agreement should mirror, for the most part, terms and conditions negotiated in TA #3 with the exception of specific language that pertained to "service critical" members such as parking control officers. In summary, a June 26, 2009 timeline for this agreement was not met due to "bad faith" bargaining by employer representatives. A meeting was scheduled by the parties for July 2 in "good faith" in order to have an agreement in place before the July 4 holiday which was the first holiday concession that would be deducted from our members. The employer representative, in "bad faith," cancelled the July 2 meeting and deducted eight hours of time from MTA members without a formal agreement in place. Leah Berlanga and other worksite organizers in San Francisco have worked hard to organize around this issue, leading up to an August 4 action at the MTA board meeting in city hall to address this issue. This will prove to be a challenging action because the city noted charter language that would prevent the city from changing the terms and conditions of economics (including concession scheduled) that were formally adopted by the board of supervisors for the 2009-10 fiscal budget year. The union and our members are demanding all July 4 monies taken by the MTA workers be returned as there was no formal agreement in place. There are a number of options that are being explored that would provide/add another concession date but there is no consensus, either by the union or city on how best to address this situation.