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**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
Tuesday, July 14, 2009  
Chico**

**Members present:** Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (secretary), John Morrison (secretary), Karen Bishop, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski.

**Members excused:** Larry Bevan, Derrick Boutte, Jim Ellett, Derrick Boutte, Marcus Williams.

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

President Damita Davis-Howard called the meeting to order at 11:07 a.m.

**Announcements:** Norm Ten reported APALA had a great convention that involved 80 college students in projects. Three SEIU members were elected to the board, including Norm and Tina Diep.

**June 8, 2009 meeting minutes:** It was M/S/C to approve the June 8, 2009 draft minutes.

**OLD BUSINESS:**

**Committee on Structural Integrity:** It was M/S/C to adopt the committee's recommended amendments to the "Provisional Operational Guidelines for Chapters/Bargaining Units" and a draft "Chapter/Bargaining Unit Bylaws Review/Approval Procedure" (attached).

**Treo phone policy:** It was M/S/C to approve the "Policy on Use of Treo Phones Issued to Rank and File Leaders" (attached).

**San Francisco strategic budget campaign committee:** Health Care Industry Chair Ed Kinchley spoke about the lack of follow-through on committee decisions. A meeting is scheduled with Chief of Staff Gilda Valdez and Director Ulysses Madison, who has replaced Eric Lerner as committee co-chair. The committee needs to expand email and other communication. Elected representatives are not participating (the proper delegates who can vote need to be there to make sure all interests are heard). Industry chairs have appointees but any member can attend. Committee is concerned about resources for lost timers to follow through on actions and staff support. Gilda Valdez, Ulysses Madison, James Bryant, and Ed Kinchley will meet resolve the concerns.

**City of Berkeley protected activity discipline case update:** Sandra Lewis reported the City of Berkeley is disciplining chapter officers for protected union activity. An unfair labor practice charge may be filed as it is illegal to "impose punitive action on union members" for planning and executing union actions. Staff and legal counsel are exploring all options.

**National A. Philip Randolph Institute conference:** It was decided by consensus to send Michelle Coleman and James Bryant to the August 11-16 APRI conference in Phoenix. Per policy, two board members may participate. James Bryant is the APRI western region director and is eligible to have his expenses paid by SEIU.

**Summer Institute for Union Women:** Executive board member Nadia Frazer-Robinow brought a request from the Alameda County Chapter that a member's airfare to the institute be reimbursed. The Women's Solidarity Committee has already taken action to fund participants (all expenses except travel). It was M/S/C to follow established procedures, deny reimbursement, and refer the issue to the Women's Solidarity Committee.

**Bylaws:** President Davis Howard reviewed the history and process of bylaws negotiations, including the parties reaching impasse and the letter to SEIU President Andy Stern asking for his recommendations on next steps as the legal authority over the provisional local. Board members expressed their opinions as to whether an impasse was reached. There was no agreement, though a report from the Bodine Group was clear that the parties had reached impasse. Vicki Reed distributed a letter, signed by 14 members (some members of the executive board, Member Advisory Committee and Vision/Bylaws Committee), requesting further dates to continue to meet to reach consensus and rescind the letter to President Stern. The Bylaws Content Committee, which produced the April 24, 2009 draft bylaws, was a consensus process and built upon surveys from members in various areas.

It was M/S the board recommend the other parties continue the process, identify key issues, set dates to meet, and have meaningful mediation. The bylaws mediation/negotiation process requires consensus of the groups who were in mediation to continue. The provisional bylaws state the officers, executive board, and Member Advisory Committee must reach consensus and the Bylaws Content Committee process includes a fourth group, under-represented members. A roll call vote on the motion was requested. Voting in support of the motion were Bishop, Frazer-Robinow, Kinchley, Nebel, O'Neil, Reed, Rodriguez, Sanders, Schardt, Ten, and Topolewski. Voting against the motion were Coleman, Cox, and Morrison. Bryant and Lewis abstained. The motion to continue the process, identify key issues, set dates to meet, and have meaningful mediation was carried.

It was M/S to recommend to President Stern that if the proposed process isn't accepted, the provisional bylaws be amended to provide for a 50 percent plus one vote of the Member Advisory Committee, officers, and executive board members in attendance at a meeting. It was M/S to amend the motion to include under-represented areas, defined as non-Bay Area, outlying, under-represented jurisdictions. A roll call vote on the amendment was requested. Voting in support was Ten. Voting against were Frazer-Robinow, Kinchley, Morrison, Nebel, O'Neil, Reed, Rodriguez, Schardt, and Topolewski. Bishop, Bryant, Coleman, Cox, Lewis, and Sanders abstained. The amendment to include under-represented areas failed.

The board went into executive session from 1:52 p.m. to 1:58 p.m. There was no report-out from the executive session. It was M/S/C to adjourn at 1:59 p.m. for executive board members to discuss issues. President Davis Howard called the meeting to order at 2:35 p.m. If the suggested process of new negotiations is not accepted or agreed to, the executive board recommends President Andy Stern amend the provisional bylaws to provide for a 50 percent plus one vote of the Member Advisory Committee, officers, and executive board in attendance at a meeting. The board went into executive session from 2:44 p.m. to 3:00 p.m. The main motion carried through a roll call vote. Voting in support were Bishop, Frazer-Robinow, Kinchley, Nebel, O'Neil, Reed, Rodriguez, Sanders, and Topolewski. Voting against were Bryant, Coleman, Cox, Morrison, Schardt, and Ten.

## **REPORTS:**

**President's report:** President Davis Howard reported on the state budget agreement reached in Sacramento. The dire state budget cuts include suspension of Prop. 98 school funding (\$4.26

billion), \$3 billion in cuts for needed services, \$240 million cut from regional centers, threatened centralization of CalWorks application process (25,000 eligibility worker jobs in jeopardy), cuts to MediCal, etc., with no new fees or revenues. President Davis Howard reported on current news:

- The City of Oakland contract is settled.
- Sonoma County members' long bargaining campaign has contributed to the firing of the chief administrative officer.
- BART members will vote Thursday on the latest contract offer from the district (BART management is responsible for disinformation about SEIU 1021 workers going on strike when no strike action had been taken and is opposed to a 60-day cooling off period; the district has raised fares but turned down \$6-10 million in federal stimulus money).
- The "SEIU Policies on Ethics and Standards," approved by the SEIU executive board, was distributed to the executive board.
- Information on the Building Better Communities campaign and support petition was distributed.
- Announcement of a July 21 rally in support of California Federation of Teachers and opposing increases in California State University fees were distributed.
- An update on UNITE HERE and Workers United issues was distributed.

**Treasurer's report:** Treasurer Sandra Lewis reported the first Member Resource Center board meeting will be July 28. She and Seth Schapiro will attend and report back. .

The board went into executive session between 3:15 p.m. and 3:25 p.m. Treasurer Lewis reported random audits of executive board member activity reports and lost time reimbursement claims will be conducted.

Rocky Morrison and Sandra Lewis have been working on cash flow statements that will be the documents to finalize the closure of legacy locals. The board will review and approve the reports. Legacy locals 949, 614, and 1292 have been closed.

**Staffing:** In response to a question regarding 1021 staff assigned to work with UHW, President Davis Howard reported staff working on the Change That Works campaign are assigned to hospital jurisdictions. There have been no major changes in staff assignments.

Gilda Valdez is investigating a complaint about the San Francisco contract ratification vote from Hall of Justice members. She reported on changes in field director assignments: Ulysses Madison has responsibility for San Joaquin County and San Francisco local government. Pattie Tamura has responsibility for cities and health care jurisdictions. Andre Spearman will supervise San Francisco staff during Jet Chapman's leave; Mo Kashmiri will temporarily assume Andre's team leader responsibilities. Lety Salcedo has responsibility for San Francisco hospitals and the Alameda County Medical Center. Tim Gonzales has been promoted to team leader. As it is inevitable there will be staff vacancies from time to time, it would be valuable to have a pool of members able and ready to assume temporary staff positions. The board was asked to think about an internship program and suggest names of stewards interested in filling vacant positions.

It was M/S/C to adjourn at 4:09 p.m.

Respectfully submitted by  
John Morrison, SEIU 1021 Secretary

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### **SEIU Local 1021**

#### **CHAPTER/BARGAINING UNIT BYLAWS REVIEW/APPROVAL PROCEDURE**

The Committee on Structural Integrity was established by the Local 1021 Executive Board. It is comprised of members of the Unite to Win subcommittees that issued reports and recommendations on member representation, local union structures, and member participation. The Executive Board asked the committee to collect and review existing legacy

local chapter and bargaining unit bylaws. The committee was also asked to develop a criteria and standardized language for bylaws (provisional operational guidelines). The committee reviews bylaws submitted by newly formed chapters and bargaining units to ensure they are consistent with the operational guidelines, Local 1012 constitution, and the SEIU constitution. All recommendations of the CSI and forwarded to the Executive Board for approval. The following procedure is proposed by the CSI for the approval of bylaws and amendments:

- (1) For initial approval, chapters/bargaining units shall submit proposed bylaws electronically to the Committee on Structural Integrity c/o the local union headquarters office for review and recommendation prior to a membership vote.
- (2) For approval of amendments, chapters/bargaining units shall submit proposed amendments to the Committee on Structural Integrity c/o the local union headquarters office for review and recommendation prior to a membership vote. The chapter/bargaining unit shall also submit previous bylaws (or the document submitted must indicate additions and deletions in the text).
- (3) All bylaws and amendments must be submitted electronically.
- (4) The Committee on Structural Integrity shall review all bylaws submitted and make recommendations on acceptance, amendment, or rejection to the Local Union Executive Board. Chapters/bargaining units shall be promptly notified of Committee recommendations and Executive Board approvals. Chapter/ bargaining unit bylaws or amendments not accepted by the Committee on Structural Integrity or the Local Union Executive Board shall be promptly returned to the chapter/bargaining unit with an explanation for the rejection and/or description of missing language.
- (5) No chapter/bargaining unit bylaws or amendments to bylaws shall be valid or become effective until approved by the Executive Board of the Local Union.
- (6) All bylaws are to be posted on the Local 1021 website and submitted to the Member Resource Center.
- (7) In the absence of bylaws or until bylaws are adopted by a new chapter/ bargaining unit, the business of a chapter/bargaining unit shall be conducted in accordance with the "operational guidelines for chapters/bargaining units" adopted by the Local 1021 Executive Board.

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## **SEIU Local 1021**

### **POLICY ON USE OF TREO PHONES ISSUED TO RANK AND FILE LEADERS:**

The Treo that has been issued to you is a work phone. You belong to a group that shares minutes. There should be no personal use of union-provided cell phones during the workday except in emergency situations. Personal calls may be made that do not incur expense to the union (e.g., after 7:00 p.m. and on weekends, between AT&T customers). Inappropriate use of email, phone, or text features will result in forfeiture of the device.

You are not allowed to download additional programs or services. If you have questions on how to use features on your phone, please call 611 to get instructions.

You are required, upon termination, resignation, or retirement from SEIU Local 1021, to return all items issued to you, including the Treo and all Treo parts.

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### **SUPERIOR COURT INDUSTRY REPORT submitted by Chair Lacy Topolewski**

I am excited to announce that at the June Court Industry meeting we had representation from two additional courts. Our outreach continues to bring in new members to the council. Out of the 12 represented courts in SEIU 1021 we have eight actively participating in the Industry Council. We have teamed up with Randy Lyman in communications to do web steward training at our July meeting as well as ongoing training on communications and technology to reach out to our court membership

Solano Court has tabled their negotiations until the court budget is clear. The HR director has reassured them they do not foresee a need for layoffs. A slight reassurance for our Solano members.

Alameda has fought an amazing fight but still lost 73 workers to layoffs. They had rallies, petitions, work actions and even met with the AOC. Mo Kashmiri has been a huge asset to the court team. See links below for the press coverage it's HUGE.

TELEVISION COVERAGE FROM CHANNEL 2:

<http://www.ktvu.com/video/19839927/index.html>

OAKLAND TRIBUNE ARTICLE & DAILY REVIEW ARTICLE (Hayward/San Leandro)

[http://www.insidebayarea.com/oaklandtribune/localnews/ci\\_12674287](http://www.insidebayarea.com/oaklandtribune/localnews/ci_12674287)

DAILY JOURNAL ARTICLE

(Click "download now" to get from swoopshare)

<http://tinyurl.com/nxnnhg>

Pictures from WWM, RCD, Hayward, Fremont

<http://www.flickr.com/photos/39809157@N06/sets/72157620321755951/>

YOUTUBE CLIPS OF THE PICKET:

[http://www.youtube.com/profile\\_video\\_blog?user=seiu1021](http://www.youtube.com/profile_video_blog?user=seiu1021)

Other pictures from our Sacramento lobby day & action at the AOC last month

<http://www.flickr.com/photos/39809157@N06/sets/72157620460837722/>

Sonoma, Mendocino and Butte are among courts currently in the meet and confer process about court closures possibly mandated by the legislature in the next few weeks.

Next meetings are scheduled: 7/11 at 100 Oak St., Oakland and 8/8 at 2300 Boynton Ave., Fairfield

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

**State Budget:** As of today's date there is still no budget resolution in sight. Programs such as CalWORKS, IHSS, and local road maintenance are at risk for major cuts, and the governor is now demanding reforms that include privatization of all human services eligibility work and pension reductions for all new state hires. Public employees are once again being targeted and demonized for the state's financial mess.....

1021 members have been actively engaging in the State Council's coordinated budget campaign. We adopted 12 legislators from our jurisdiction and called and visited them, participated in multiple lobby days in Sacramento, participated in local earned media events, including providing communications support, and made 3,917 calls to the governor in a four day period at the end of June, leading all SEIU locals in California. Budget actions will continue until we have an agreement, often with little advance notice.

**SEIU "Change That Works" Campaign:** Twenty-seven staff and members are being assigned to Wave #2 of the Change That Works campaign. The majority of staff will be assigned internally. 1021 participation in Employee Free Choice Act and health care campaign work will be handled within our current capacity.

**COPE Operations:** County COPE chairs will be meeting later in July to discuss implementation of the 1021 COPE operations manual as approved by the executive board in June, including formalizing the selection and seating of representatives and election of officers. The July 1021 COPE meeting is being moved to Wednesday due to the conflict with the 1021 executive board meeting in Chico.

**PAC Expenditures:** 1021 COPE approved the following expenditures in June: \$5,000, Yes on City of Oakland Measure D; \$2,500, Roy Grimes, Sacramento City USD; \$1,500, Donald Terry, Sacramento City USD.

**Member Strength:** Completing transition of Member Resource Center, communications, research. Over the next few months Member Strength work will focus on communications, systems for tracking, and priority member engagement programs, pilots and experiments.

**Communications:** Staff are currently supporting contract campaigns in jurisdictions as needed, and are providing support to various issue organizing actions. Ongoing activities include weekly production of 1021 Newswire, 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.

**Vision & Bylaws process:** Mediated negotiations on 6/20-21 ended in an impasse among the participating stakeholders.

**Retirees:** Several retirees attended chapter and council meetings to publicize the CalPERS Board election in September, including the Schools Industry Council meeting June 6. J.R. Thomas did member organizing in Pennsylvania for three weeks in May-June. Several retirees went to lobby days in Sacramento in June. David Williams attended CARA leadership training in June and is helping with LaborFest, which is holding its events all through the month of July in San Francisco. Pauline Brooks, Dorothy Grate and David Williams participated in the CARA fundraiser in Sacramento May 28, called the Wrinkle Run. Over \$15,000 was raised. Richard Rothman ran for the board of the Health Service System in San Francisco. He and other members and staff worked hard on the campaign, and Richard came in second. Pete Albert attended a training in May by the SEIU Capital Stewardship department on running campaigns for pension trustees. The training was run by the Wellstone Group. Margaret Leong participated in a panel discussion at the recent Women of Color Coalition conference in Sacramento. The Sonoma County retirees association is holding off on their lawsuit against Sonoma County for now. They are prepared to sue over the cuts in the subsidies for the retiree health care. The county administrator was recently forced to resign, and the retirees are waiting for further developments.

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

**Staffing:** We'll be interviewing on 7/21 and hope to fill the vacant Alameda County Medical Center worksite organizer position. Ruben Garcia, a member of the ACMC organizing team, has been filling in. Except for this position, staffing is stable and our goal is to keep it stable.

**Alameda County Medical Center:** Still no word from PERB on the petitions filed by NUHW. In this case no news is good news. The organizing team is doing a terrific job countering NUHW propaganda, involving our members in issue organizing and mentoring new member leaders. At Fairmont and John George (two ACMC hospitals) member engagement paid off big time in the removal of the Fairmont/John George administrator (a really bad boss) and the resignation of the chief nurse exec (another really bad boss). Like everywhere else it's budget time at ACMC and there is a deficit. Right now we're looking at 120 FTEs slated for layoff. Efforts are underway to identify waste, excessive use of high priced registry and contractors and other areas where economic efficiencies could be made to preserve jobs

and protect patient care.

**Alameda County:** Their budget process is completed and they are looking for concessions from the unions. No direct ask has been made yet but we're hearing the rumors. So far there are approx 49 FTEs represented by us on the chopping block, primarily from law enforcement. Our members who work at the Fairmont Animal Shelter and all of our coroner's investigators are on the layoff list. We're in the process of starting the meet & confer process with the county. Alameda County is fascinated with the San Francisco agreement and hinting that unpaid holidays are the way to go. For them it's the perfect concession, offices are closed, hence no staffing problems, and folks just don't get paid while they're already off. Easy concession. We're doing our best to dispel them of that idea. Depending on the outcome of the state budget, we could be in much deeper trouble, especially in social services.

**Alameda County Superior Courts:** In spite of a brilliant field campaign (over 75 of our members were engaged in various actions) and huge political pressure, the courts went ahead with layoffs and we lost 37 members. Members picketed, drafted a petition of no confidence in the court administrator, wore black, engaged judges, called politicians and rallied at the AOC. This was the only superior court in the state to lay off workers. The fight isn't over. The good news is that we have new leaders and members who are already preparing for the next round. An excellent job by Mo Kashmiri with assistance from Gus Feldman.

**Contra Costa County:** We finally settled the contract. It was concession bargaining and our members took a hit. Concessions include furlough days, higher pickup on medical and a wage freeze. Most significant concession will impact future hires on retiree medical. The county will set aside a set amount of money for retiree medical and employees will also contribute monthly. Retiree medical will no longer have "defined benefit" status but rather move into the "defined contribution" category. This is a big, big change.

**Private Sector/Non-Profit:** My new assignment now includes PNP. This is official as of today so there isn't anything to report yet. I look forward to working with Yvette and the entire PNP team.

**La Clinica de La Raza:** Contract expires on 9/30. Blake Huntsman is the worksite organizer (in addition to being a WOFOR for Alameda County). We're putting our plan together to maximize our bargaining position. La Clinica is jumping on the concession bandwagon like every other employer. In their case we don't think it's warranted right now. Depending on the outcome of the state budget, that may change. Our goal is to get in and out as fast as possible and grant no concessions unless it's absolutely necessary.

**Other duties as assigned:** I also assisted Andre Spearman with the City of Oakland contract. Andre and the team did an excellent job of closing. This was an extremely challenging contract. I will also be working with Tom Drumm on the Sonoma County contract. I will be meeting with Tom and the Sonoma bargaining team for the first time on 7/8.

**Summary:** Challenging times ahead. It's clear that concession bargaining is going to hit us everywhere. We need to take a proactive approach or we'll lose more than we need to. We're very good at asking for more but don't know how to strategically ask for less. This is now a very different world than we're used to. What is important is that we take the time to actively engage our members. If they are part of the discussion and solution then we have a much better chance of building for the future. If we don't take the time to have the discussion then the "union" gets the blame. We can't afford to have that happen.

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

**Private Sector/Non-Profit team:** Ron Rhone is out in a medical leave through August and Razu Engen is working as a temporary worksite organizer. John Hurst is no longer working with us as Cristal Java has completely transitioned to the PNP Team. Andrea Zanetti is transferring to the Solano north team and Irene Rosario has been hired to a permanent worksite organizer position.

Decreases in both state and local funding have created a crisis for most non-profits. Additionally, private and corporate donations have been reduced. It is anticipated that some non-profits will not endure the economic downturn. With the opening of each contract come management requests for reductions in benefits, freezes in salaries and changes in work rules.

PNP continues in negotiations and/or impact bargaining at NCO Head Start, Community Support Network, Council on Aging, Mission Housing, Conard, Tenderloin Housing Clinic, Westside, Family Service Agency, Alameda Head Start, Community Action Partnerships, New Leaf, American Friends Service Committee, Institute on Aging, COFAM, Huckleberry, E Center, Timothy Murphy School, Horizons, Blood Centers of the Pacific and Florence Crittenden. We have just completed team elections for Lincoln Child Care, Regional Center of the East Bay and Child Start and have ratified contracts at North Bay Regional Center, Catholic Charities and a first contract at Community Housing Partnerships and another first contract at Spanish Speaking Unity Council. ULPs filed against NCO Head Start and St Vincent's School as management has not met over mandatory subject of bargaining and direct dealing with members respectively. Currently weighing filing at Alameda Head Start for regressive bargaining where the Littler Mendelson attorney wants to introduce new proposals after reaching a tentative agreement.

**Special District team:** Between Ronda Goldsby's transfer to the schools team and the possible BART strike, the Special District team is working above and beyond. Daz Lamparas will continue working San Francisco and Marin special districts but will also begin working with Berkeley, Alameda and Oakland Housing Authorities.

Both Team Leader Stephanie Batey and Iris leBlanc Clay are working full time almost exclusively on BART with possible strike prep. Larry Gerber is leading the bargaining team, utilizing his many years of experience and three prior negotiations with BART. Both management and the union are fighting a public relations war with daily media inquiries. Carlos Rivera has been on top of it all while working with BART officers and member communications leads who are generating daily email blasts to members keeping them informed of actions and developments in negotiations. ATU, AFSCME and SEIU are working together on actions, bargaining and messaging. A very successful strike vote demonstrated clear support for the team and a spirited rally was covered by the press. To date over 900 1021 members are signed up for picket shifts with about 50 picket captains taking responsibility for 26 locations. The extension expires 7/9. Sue Osweski is also working on a short- term contract to assist with negotiations and impact bargaining at City of Hayward and Union City. Management has taken firm positions and other bargaining units have accepted agreements which are problematic for SEIU members. The ABAG contract has been ratified and Housing Authority restructuring continues to be a major focus. Having Daz focus on housing authorities will help the industry return to developing a unifying plan.

**City Workers team:** Norm Ten is temporarily assisting at Berkeley part-time and Duane deJoie has given notice, creating another city team vacancy. Interviews are 7/21 and the position is currently posted internally. City of Oakland workers ratified an agreement after 17 months in negotiations. While this contract has economic concessions, major gains were established with full-time release for union business, union presentations at employee orientations, early retirement program and full participation in budget development.

Novato and San Rafael have also ratified contracts while Santa Rosa Unit 8, Rohnert Park, Fairfax and Port of Oakland. 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.

**Training & Education:** Karega Hart continues out on disability with an anticipated date of return in September. New curriculum is being developed for a union rights and leadership development class while basic and advanced stewards training is continuing. Preparation for fall staff training on collective bargaining and labor management committees is also under way. Training staff continues to work with the Vision/Bylaws process, Member Engagement and Member Resource Center training.

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

**Stockton /San Joaquin County:** Budget deficit concession bargaining - On 6/30, San Joaquin County Board of Supervisors adopted a balanced budget pending the state's final budget impact on the county. San Joaquin County initially presented a budget that included a total of 93 layoffs countywide. The union's Budget Deficit Committee worked to bring that number down to 67 with the total number of 42 impacted members. The breakdown, as recent as 7/2, of the 42 layoffs of members is as follows: five members exercised their right to bump into occupied positions, one member had bumping rights but declined to bump, 17 members were placed in vacant positions, 10 members declined positions that were offered to them because of salary reductions from \$1.00 to \$3.00 per hour, 20 members have been referred for placement, 12 layoff notices were rescinded. The major impacts on services were primarily at San Joaquin General Hospital. The outpatient pharmacy, dental office, and community clinic located in the Human Services Agency were closed. The Community Services Department that was responsible for housing inspections, building permits, etc. suffered layoffs due to a severe reduction in the housing market. Outpatient pharmacy services were relocated to local community- based Walgreens. The dental office was closed due to low volume of patients and high costs. These closures were the primary sources for layoff in San Joaquin County. Officially, the 2009-10 fiscal budget process has been completed. However, the Budget Committee will now re-enter into discussions with the county following the passage of the budget by the state to discuss the impact of the state budget on San Joaquin County. The union will be looking to expand member representation of this committee and expand the union's sphere of influence at the worksite by increasing member participation and representation on this committee.

**New team leader in Stockton/San Joaquin County:** Please welcome Timothy Gonzales at the new team lead in the Stockton/San Joaquin office. Mr. Gonzales is taking my team leader position.

**Member Resource Center:** Since the implementation of the Member Resource Center in Stockton/San Joaquin County, the following are the statistics for the number of calls received by the MRC as of 7/6: San Joaquin County (1066 calls), San Joaquin County Head Start (309 calls), Calaveras County (28 calls), Amador County (26 calls), Calaveras County Water District (6 calls), City of Lone (4 calls), City of Jackson (1 call), River Pines Utility District (1 call).

**San Joaquin County Courts bargaining:** The San Joaquin County Superior Courts voted to concede four hours per month for 24 months as a means to help stop layoffs of court members and to preserve services from being cut to the public. The vote was 205 to 15 in favor of the concessions. Great job Pat Jackson and the member- led budget negotiation team!

**City and County of San Francisco Proposition "J":** Mayor Gavin Newsom introduced a budget to the board of supervisors that included five Proposition "J" contracts to subcontract work of entire classifications of members (museum guards, institutional police officers, sheriff cadets, cooks at juvenile hall, and custodians). Needless to say, all proposed Proposition "J" contracts were defeated! This was a direct result of a tremendous organizing effort by the

Strategic Budget Action Committee, led by co-Chair Larry Bevan coupled with the great work of Political Coordinator Robert Haaland. Many other members deserve credit in this phenomenal victory which occurred at the 11<sup>th</sup> hour of the board of supervisors' budget hearing process.

**San Francisco tentative agreement #3:** As everyone already knows by now, tentative agreement #3 was ratified by the members in the City and County of San Francisco early on 6/5. The primary concession made was for members to voluntarily concede a total of 10 paid holidays beginning 7/4/09 that will end 14 months later on Labor Day 2010. Worksite organizers have met and are preparing to address members' questions related to a number of scenarios in the field and in worksite meetings associated with the first of 10 holidays having just passed.

**November economic initiative:** The Strategic Budget Action Committee comprised of City and County of San Francisco members met on 7/2 to discuss and debrief the tremendous defeat of all five Proposition "J" contracts proposed by Mayor Newsom. Following this discussion, the focus of the meeting went to the November economic initiative that must pass in order to preserve public services and hundreds of SEIU 1021 member jobs in San Francisco. After discussing various economic initiatives, it was decided that the best possible funding initiative that would have a chance of winning would be a "sin tax," a 5, 10, or 15 cent tax per drink served in the city. It is estimated that a 5 cents per drink tax would raise approximately \$30 million in revenue. Currently, a request has been made for funding to help with the cost of a survey of likely voters in San Francisco and, if they would vote for such a tax, how much would they vote to approve. The survey would be in conjunction with the San Francisco Labor Council to help to defray the cost.

**Temporary Team Lead in San Francisco:** Jet Chapman left for a 12 week family medical leave and replacing her will be Andre Spearman from the Oakland office.

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#### **DIRECTOR REPORT submitted by Valerie McCan-Murrell, Field Director**

**Staffing:** Andrea Zanetti will fill the vacancy created by the promotion of Tim Gonzales. Ronda Goldsby is completing her transition from Special Districts.

**Solano County:** As the budget hearings approached it was clear that the number of impacted Local 1021 positions had been reduced to 45. The chapter agreed to meet with the county to explore possible concessions to head off these layoffs. In preparation for the bargaining, almost 90 members turned out for the budget hearings, using their own time. Unfortunately the board voted 3-2 to keep the management incentive bonuses which provide an additional 15% per year for managers and failed to find any other savings in the management areas. Given this failure to lead by example, Local 1021 members are not willing to make concessions either. Chapter members are gearing up for next year's political season and we are looking for a candidate to unseat Supervisor John Vasquez. As well as looking forward, we're working on a media campaign for this summer. **Sacramento County** Chapter elections were completed this month. Congratulations to **Kathy O'Neil** for winning her re-election as chapter president. At the **Greater Vallejo Recreation District** negotiations ended with the adoption of 10 furlough days, applied across the board. There will be no layoffs to our members. **Sacramento City Unified** bargaining over layoffs is almost completed. The district initially projected up to 200 layoffs among our members. Due to retirements, school closings, and other cost-savings, we successfully prevented any layoffs. The district did, however, eliminate discretionary summer school programs which negatively impacts some of our members. The district maintains that it had the right to make this change without notifying us in advance. We are reviewing our options. In the **City of Redding**, Shasta Voices, a pro-business, anti-tax group is working with the city manager to explore "the pros and cons of privatization." We are working on identifying failed privatization attempts in the nearby areas and will work to mobilize our members in **Redding** around the issue. **City of Chico** members at the city's water treatment plant, tired of being blamed for management's inefficiencies, mounted their first-ever march on the boss which was successful. Members are re-energized and prepared to take more actions. Our longtime chief steward, Melanie Sanders, has stepped down preparatory to retirement and Casey Chapot has been elected as the new chief steward for Unit A. At the **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. Management is abusing the interest-based bargaining process at **Napa Valley College** by asking our bargaining unit for concessions, while concessions from managers would be made on paper, but would result in no reductions of pay or benefits.

Despite the schools budget crisis, **Acalanes Union High School** is doing well so far. The district is restoring layoffs of two custodians, five campus supervisors and four instructional assistants. In **Albany Union High School**, our leaders and members participated in an action to save jobs. The district finally agreed to only layoff 1.80 custodians and 1 HVAC. We also had a major action on 7/2 at the board meeting where they agreed to delay layoffs of kitchen worker positions. The **Fremont Unified School District Chapter** agreed to a concession to save eight transportation workers. The concession was ratified by the membership. Beginning 7/1, workers will take seven furlough days. Members at **San Francisco City College** agreed to a concession to freeze steps 1 through 8 for one year. In return, the district agreed to create steps 9 and 10. There was agreement, which was ratified by the membership, to take four furlough days at **San Lorenzo Unified**. We are at the table with **Peralta College District**, where the district is proposing 12 furlough days. **Fremont Unified** has agreed to seven furlough days and **San Lorenzo Unified** has agreed to four furlough days. **Oakland Unified** is still at the table where we are working on an extension of the agreement. There is

full bargaining at **Santa Rosa Junior College** and at **Sonoma County Office of Education**.

In **Del Norte County** we continue negotiations on the first MOU for the Solid Waste JPA. In addition, we continue to build coalition with other labor organizations in the county. We've recently kicked off an issue driven mini-campaign over dignity and respect in mental health with a department-wide button-up. Also, we've entered into discussions with the county on layoffs and cost savings in the 2009-10 budget. We have reached agreement with **Mendocino County** on cost savings and MTO. Under the new agreement our members will contribute 13-18 furlough days in 2009-10, the county will agree to extend the term of the existing MOU by one year and absorb health premium increases. There was worksite action in support of MTO negotiations in the form of "Black Tuesday" where members assembled at the courthouse steps wearing black to show their solidarity. In **Sonoma County** the CAO's employment with the county was terminated amid controversy surrounding massive contracts for labor consultants, frayed labor relations, and the wisdom of the imposed health care scheme. Negotiations are progressing at a much faster pace and all of the elements are in place to reach a deal soon. Multiple actions in support of bargaining include unity breaks attended by over 100 members opposing the subcontracting of the Orenda drug and alcohol rehab center. There are community events and outreach along with board actions to confront the PNP community that has lobbied the board of supervisors aggressively to assume county services. Actions surrounding the pending discipline cases include a petition to the board signed by 800 workers. **Sonoma County** and **Courts** have rolled-in and are using the MRC.

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

The organizing department is mostly supporting internal organizing campaigns. The following are the campaigns where we have organizing staff assigned.

**Alameda County Medical Center:** We continue to have a team of organizers to help with the NUHW threat at ACMC. In addition to 1021 organizing staff we have four International apprentices assigned to the ACMC campaign.

**Laguna Honda:** We recently assigned organizing staff to help rebuild at Laguna Honda. We are working on a several issues that affect multiple classifications and departments.

**Golden Gate Regional Center:** We are in the final week before the scheduled election which is 7/15.

**City of Napa part-timers:** The City of Napa overwhelming voted to create a part time bargaining unit. Part-time workers along side full-time workers visited a majority of the city council members to gain their support and the results showed when the final vote took place. The next step is to actually count the cards to show that a majority of part-time workers want to be represented by 1021. We expect that count to happen in the month of July. The employer will then sign the recognition agreement and then workers have a chance to bargain a contract.