

**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
Thursday, November 12, 2009  
San Francisco**

**Members present:** Damita Davis Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Amanda Booker, Derrick Boutte, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Ed Kinchley, Andrea Longoria, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Jan Schardt, Marcus Williams

**Members excused:** James Nebel, Norm Ten, Lacy Topolewski

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

President Damita Davis Howard called the meeting to order at 9:37 a.m.

**Announcements:**

- Treasurer Sandra Lewis announced the upcoming holiday parties for SEIU 1021 members on December 5 at the Sheraton Grand in Sacramento and at the Petaluma Sheraton on December 12 for the Marin, Sonoma, and Mendocino county members. Tickets are \$5 and sold at all offices. Industry chairs are generously sponsoring the events.
- Worksite Organizer Greg Cross asked the board to “pass the hat” for a San Francisco member who was terminated after working 28 years at Laguna Honda and San Francisco General Hospital. The member doesn't have health care and union is trying to get him COBRA but lacks the money. The City Workers Industry donated \$1,000.

**October 13, 2009 minutes:** It was M/S/C to approve the minutes as amended.

**Updates on outstanding/ongoing issues/bylaws:** There was discussion regarding the role of staff in the bylaws election. President Davis Howard stated it was appropriate for staff, as an organizational responsibility, to campaign on the bylaws. There was discussion about the role of staff during bylaws negotiations among the three bylaws bodies. There was to be a follow up discussion but it never took place as alternate meeting dates were suggested but no one responded. Several executive board members expressed the opinion that it was inappropriate for staff to be part of the campaign, the executive board was excluded from the decision-making; staff was asked to do more at the expense of needed representation, and it makes more sense for members to participate. President Davis Howard responded individually to executive board member concerns. Staff had been directed by the president. The robo-calls and “yes vote” campaign were not appreciated by some. Members and staff must be involved. For the record there were phone calls indicating that a deliberate attempt was being made to defeat the bylaws, precipitating trusteeship to the advantage of those who favored more time to organize. Worksite organizers are requested at a minimum to have at least three meetings at worksites per week and integrate work and the campaign.

The board went into executive session at 10:16 a.m. Out of executive session at 12:51 p.m.

The meeting resumed to hear San Francisco members speak regarding the San Francisco Strategic Budget Committee: Six members, on their own personal time, expressed their opinion that unless the organization changes, we won't go far. Members are not serving members. Unions are to

protect the most vulnerable, not waste time fighting one another. San Francisco certified nursing assistants are going to be deskilled and many will lose their jobs on November 15. Chronic infighting and staff attacks, need to be worked on; the battle is with Mayor Gavin Newsom, not our union house. Workers need the union. The six members speaking to the executive board were Ethena Faraka, Larry D. Stephens, Brenda Barros, Evelyn Morales, Debbie Dobson, and Teresa Rutherford.

The board went into executive session at 1:05 p.m. Out of executive session at 3:03 p.m. There was no official report but the secretary was asked to reflect the report out in the minutes.

**Actions from executive session:**

- It was M/S/C by the board to direct president to tell staff to stop campaigning for a yes vote on the bylaws. No staff will be disciplined for not meeting their quota or otherwise working on the campaign.
- It was M/S/C to immediately review the CWA contract to get clarity about staff and elections and review the current bylaws and issues at hand to make a decision on how to proceed with the staff before board adjourns.
- A formal complaint has been filed with the SEIU Local 1021 ethics liaison.
- It was M/S/C to amend existing policy where any amount above \$5,000, unless for day-to-day operational expenses, will be reviewed by the treasurer and Budget & Finance Committee and have the BFC craft any other oversight policies for executive board approval.

**Treasurer's report:** The board determined the executive session need not be sustained during the second half of the treasurer's report. The report, titled "challenges to the 2010 budget," included issues of officers' salary or stipend (\$250, \$450, or \$650) and larger executive board of 41; sufficient number of worksite organizers for program and representation; levels of supervision (cutting staff and efficiencies); layoff and furlough projections needed; Budget & Finance Committee policies for approval as suggested by the board; Member Resource Center funding through the general fund; lost time (for larger board); OPEIU and CWA contract negotiations; six-month or 12-month budget. There were suggestions of funding for worksite organizers, vice presidents take on more duties, fewer supervisors; a full-time economist position. Point of order made that staffing is in bylaws under authority of the president. Other suggestions included review proposed bylaws for future costs, a transition Budget and Finance Committee team for the new board; room for adjustment in the preamble/vision; delegates for the local. The treasurer described the agenda for the November 18-20 BFC retreat.

There was a question about the Election Committee. The proposed bylaws describe a process. There may need to be an emergency meeting of the board for appointees to the committee.

**SEIU Local 1021 union letterhead policy:** It was M/S/C to approve and adopt the proposed policy (attached).

**Letter of support for MTA SEIU 1021 member:** James Bryant requested the executive board's support for a member and MTA station agent who was attacked and wrongly incarcerated for defending himself against assailants while on duty. He is now back to work. It was M/S/C the president will send a letter of support.

**Board vacancies:** There was discussion and comment about an appointment to the board as there are two members from the same chapter. There has been a history of more than one member from

the same legacy. President Stern has appointed Amanda Booker, Andrea Longoria, and Oliver Tarap to the board.

President Davis Howard will investigate the alleged discipline surrounding the bylaws campaign. The board will receive an email about the president's decision.

The meeting was adjourned at 3:37 p.m.

Respectfully submitted by  
John Morrison, SEIU 1021 Secretary

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**SEIU Local 1021 UNION LETTERHEAD POLICY:** Local 1021 letterhead is to be used only for official union business by union staff, local officers, executive board members, chapter officers, and committee and industry chairs. Expressions of personal opinion should not be written on union letterhead nor should a person's union title be used in such a way that would imply the opinion represents that of the organization when such is not the case. When the above-named staff or members use SEIU Local 1021 letterhead, a complete title must be included (e.g., "John Doe, Chapter President," not "John Doe, President").

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**DIRECTOR'S REPORT submitted by Bill Steck**

**POLITICS:**

**Elections:** Our highest priority in local elections was the City of Fairfield, where we were trying to take out two unfriendly incumbents. As of the day after the election, our leading candidate, Pam Bertani, was trailing by 160 votes, with an unknown number of absentee and provisional ballots yet to be counted. Our members from Fairfield really stepped up to work on this campaign, phone banking and walking, as did our staff.

We also won Proposition C in San Francisco, allowing the city/county to sell naming rights to Candlestick Park with some share of the money going to fund recreation and park director positions.

We are in the process of planning for 2010 elections, both locally and at the state level through the State Council.

**SEIU "Change That Works" Campaign:** Health care reform remains the major focus of Change That Works. We continue to participate in earned media events, phone call and letter writing campaigns, and legislative visits. Senator Feinstein, who was our biggest target, has announced her support for the "public option" and the House has passed its health care reform measure.

**COPE operations:** Work continue on implementation of operations manual, with target of full implementation by January.

**COPE:** We are engaged in a COPE drive for the remainder of the year.

**PAC expenditures:** The following expenditures were approved in October: City of Fairfield - \$20,000, in-kind to Pam Bertani and Jamie Johnson for literature mailing; Alameda DCC - \$2,000, slate mailer; City of Oakland - \$10,000 for polling, mayor and city council races; State Assembly - \$200, Ellen Corbett fundraiser; Sonoma County - \$500, Efen Carrillo fundraiser; San Francisco - \$15,000, Yes on Proposition C; San Francisco DCC - \$1,500, fundraiser; San Francisco CLC - \$150, Public Employee breakfast

**MEMBER RESOURCE CENTER:**

**MRC roll-in:** RNs will be next to roll-in, scheduled for early December. To be followed by Oakland, BART, SF non-health and we will be done.

**Quality assurance audits:** we now review selected calls at each MRC Committee meeting and provide feedback to the MRC.

**Updating MRC standard operating procedures:** we continue to do research to identify all areas of MRC utilization that need to be addressed. I will be meeting with MRC staff this week to finalize scope and timeline for new SOP development.

**MRC marketing:** we will sponsor our second MRC contest, this one focused on Industries, from mid-November through January. Our last context resulted in a 30% increase in call volume.

**Unionware access:** We are working on scheduling a training for interested Industry chairs in December. We are planning to expand access for both member leaders and staff in three waves in 2010.

**MEMBER STRENGTH:** Working on completing our first baseline assessment of member engagement in 1021. 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:

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

**COMMUNITY STRENGTH:** We are currently working on the following: Assisting SEJ Committee in reviewing budget and prioritizing programs for remainder of 2009 and for 2010. Developing proposed Community Strength plan and budget for 2010. Coordinating 1021's "One Warm Coat" drive.

**RETIREES:** Retirees continue to work on health care reform and pension issues, in addition to chapter-specific programs and activities.

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

Staffing: We're still fully staffed and plan to keep it that way!

**Alameda County:** The board of supervisors paid tribute to 1021 members who voted overwhelmingly (see October report for details) to give back a 3% December raise to save jobs and services. Each board member spoke and made it clear that they would not forget the sacrifice 1021 members were making. The campaign committee members were given release time to attend and several spoke reiterating their commitment to saving important services. They also reminded board members that they were committed to improving conditions for working families and would be seeking raises and other improvements come contract time.

**Contra Costa County:** We're still keeping our fingers crossed but so far no additional proposed layoffs or service cuts. The county is still in dire financial straits so we know this won't last.

**Alameda County Medical Center:** The layoff Workforce Planning Committee continues to meet and the group is committed to saving everyone. This group has made significant progress since they began to meet several months ago. Actual layoffs continue to be down to seven and nobody has been laid off yet.

Unfortunately there has been no decrease in the number of disciplines and terminations. Right now we have over 150 active cases. Staff often does 8-9 Skelly hearings a week. The representation team of Templeton & Stofan, with assistance from Golden and Team Leader Jet Chapman, are doing an amazing job of staying on top of this. Unfortunately most of the disciplines and terminations are for tardiness and attendance, often difficult cases to win. We'll keep at it until we find the magic bullet that reduces disciplines to a normal number.

**Private Sector/Non-Profit:** More than 40 members representing the geographical diversity of 1021 attended the quarterly PNP conference on 11/7 in San Francisco. The agenda included bylaws training, engaging members, improving communication, training needs, and PNP restructuring. The discussions were thoughtful and focused on finding solutions and not just identifying problems. Training needs identified include new stewards training, how to run an effective meeting and contract negotiations. In addition, a top priority focused on the need to restructure PNP. Because of the number of sites, contracts and the challenging geography, members strongly support looking at other models that would improve representation and build stronger ties between the various employers. Members were concerned that two PNP worksite organizers are on non-PNP teams with different team leaders and directors. There are also PNPs, i.e., Asian Health and La Clinica, that currently are represented by the Alameda County team. This hampers the ability to build a strong and united PNP industry. The group decided to tackle this issue and the PNP Restructuring Committee was formed. This group will have its first meeting via conference call on 11/16 and hope to have a draft plan for the Budget and Finance Committee. After the conference, Head Start members met to discuss the newly formed Head Start Council.

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

**Special Districts:** The Special District team is now at full staffing. Sue Osweski is completing a short term contract to assist with negotiations and impact bargaining at **Union City**. After members rejected management's offer of no improvements and deleting the no contracting out clause, management declared impasse. In Fremont, after a long struggle and hardball negotiations, we settled the contract with assurances that no one was getting increases but no me-too clause.

Following the contract campaign the **BART CAT** team held a recognition dinner as many members stepped up putting in endless hours communicating with other members and the public about the contract. BART management has proposed approximately 100 layoffs and BART members are taking on a serious Health & Safety Pigeon Campaign where management required cleaning of pigeon droppings without health & safety training or equipment. It may sound silly but those birds carry many diseases which are very contagious.

**San Francisco Housing Authority** is fighting back on management's proposed takeaways and reorganization. About 75 members have been participating in regular meetings to plan the fight-back campaign.

**City Workers team:** Currently there is one vacancy on the city team. After two rounds of interviews, Kelly Osmundson was hired to the vacant worksite organizer position and we are reviewing an internal transfer request for the Berkeley North worksite-organizer-focusing-on representation position. Budget fights continue to appear in most every city, with proposals for changes in benefits, furloughs, and work rules. Bargaining for **Fairfield** and **Napa** part-timers is proceeding while court workers in **Marin** and **Napa** are still fighting state proposed cuts.

**San Francisco health team** is at full staffing with assistance from the external organizing department. Over 350 DPH members received layoff notices in mid-September. Since then there have been town hall meetings, worksite meetings, rallies at city hall, hearings at the board of supervisors, actions at the SFGH groundbreaking, actions at events where Mayor Newsom in attendance, and many elements of a fight-back plan. Despite these efforts and meet & confer meetings regarding the impact of and alternative to layoffs, the Internal Job Placement Committee, weekly layoff clinics, mediation with the mayor's office and increasing, escalating legal action and public actions, the first "demotions" take place 11/16 for 289 CNAs. When shown that sufficient savings are possible through a hiring freeze, outside vendor savings, new revenue from the state and work smart proposals, the city is not interested or wants to utilize the savings toward next fiscal year—not stopping these demoralizing cuts. The next wave is postponed to 11/30 for clerical series workers.

**San Francisco RNs:** The team continues with full staffing. The RNs continue to stand shoulder to shoulder with of the DPH employees in their fight-back to save services and jobs. On their own behalf they are meeting to settle the RN staffing grievance and are in the final stages of planning an 11/20 in-service training on truly healthy health care providers.

**Training & Education:** Karega Hart continues out on disability with an anticipated date of return in January. Both new and advanced stewards training continues and on 12/7-11 staff training on collective bargaining and labor management committees is occurring. In the new year, understanding budgets will be the featured course for staff. Training staff continues to work with Member Engagement and Member Resource Center training

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

**San Joaquin General Hospital:** Member leaders have been working with staff on a plan to save San Joaquin General Hospital. The plan includes going to Natividad Hospital in Salinas, California where there was a successful model that the board of supervisors wants to bring to San Joaquin General Hospital.

SEIU Local 1021 has been in communication with SEIU 521 in organizing a visit wherein members involved with the campaign and implementation of the successful plan will be interviewed. The chief administrative officer of Natividad Hospital has agreed to meet with members and staff from San Joaquin County about the plan that saved the hospital in Salinas. Campaign documents will also be reviewed but the importance is the role the union and community played in saving Natividad. Natividad was losing upwards of \$20 million a year until their recent operations model was enacted and now the hospital is a revenue generator for Monterey County. The trip will be scheduled on a date to be determined by the members and worksite organizers working in conjunction with SEIU 521 and their availability.

The board of supervisors have gone on record publicly as wanting to save and maintain San Joaquin General Hospital as a public hospital.

**San Joaquin County budget deficit:** Member leaders and worksite organizers have been continuously watching the budget process at the board of supervisors meetings for any news of layoffs or budget impacts on members, through the chief administrative officer and board of supervisors. An announcement was made by the CAO that in the 11/24 meeting there will be an announcement of layoffs of social workers in San Joaquin County. Notices have gone out to our members, especially in the Human Services Agency, about this important meeting. Members have been asked to attend this meeting and to wear their purple! So far, the response has been great and we anticipate a packed board room.

**Politics in San Joaquin County:** SEIU 1021 and the Calaveras County Central Labor Council have been working feverishly on the National Call for Action Day to call representatives in Washington D.C. on the new national health care bill which was just passed out of Congress and now is in the Senate. Both representatives from San Joaquin County voted in approval of the bill with a "public option". This was a successful attempt to get the national health care bill passed. Now our focus has to shift from Congress to the Senate.

**City and County of San Francisco:** The major activity in San Francisco is the "fight-back" campaign against layoffs and de-skilling (demotions). There have been several rallies, numerous press conferences, numerous "dog the mayor" activities, legal challenges filed, and five mediation sessions with the mayor's office. There is a major civil disobedience planned for 11/12 where we plan on taking over city hall. This will come on the verge of SEIU Local 1021 not receiving the eight votes necessary from the board of supervisors to restore funding to avert layoffs and de-skilling. The legislation was rescinded by the makers of the legislation to the budget committee where there will be further review before the board of supervisors takes a second vote on the legislation in about two weeks.

**Strategic Budget Action Committee:** The Strategic Budget Action Committee has been engaged in the layoff

and de-skilling “fight-back” campaign since August of 2009. However, the committee has been struggling with the structure of the mediation team that met five times with the mayor’s office to avert layoffs and de-skilling and dealing with procedural processes in addressing this particular issue. In the 10/29 meeting of the committee, members made several requests to change the member co-chair person of the committee. This was done amidst controversy centered around a member from Laguna Honda Hospital voted to be on the mediation team by the mediation team being removed by actions of the member co-chair. No motion was accepted and there was no vote taken on the requests of the members on the basis that the Strategic Budget Action Committee was going to be discussed at the next executive board meeting scheduled for 11/5. Member Co-Chair Larry Bevan appeared at the beginning of the 11/5 meeting and resigned from his position.

**Politics:** In this past election, there was one revenue initiative that passed that will help our members in recreation director positions to maintain their jobs over the next couple of years. Proposition “H” which was the renaming of Candlestick Park passed and this is estimated to bring in as much as \$3 million. Also, worksite organizers have worked hard on the National Call for Action Day to call representatives in Washington D.C. on the new national health care bill which was just passed out of Congress and now is in the Senate. Representatives from the City and County San Francisco voted in approval of the bill with a “public option”.

**SEIU bylaws vote:** Member leaders and Worksite Organizers are working well together on the bylaws passage process in covering areas with vote “Yes” literature and member leaders are moving vote “Yes” petitions in the field. Worksite organizers received training in moving the bylaws information, literature, and petitions in the field. Contrary to various interpretations about the process of moving the vote “Yes” petitions in the field, worksite organizers were trained to move them through their worksite leaders.

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

**Staffing:** Due to the resignation of one worksite organizer and the unplanned medical leave of another, we are currently short two positions in Solano County. Greg Carter will transition into the vacant position once someone is hired for his schools route. Interviews are taking place the beginning of December.

**Solano County** announced the deletion of 161 positions, mostly SEIU, to deal with a general fund shortfall. Over 200 members came out for a short-notice general membership meeting and voted to explore possible concessions. We have met twice with the county and are moving to save as many jobs as possible. Our charge is to get a guarantee on the number of jobs saved and the length of time the positions would be “safe” from future layoffs. We continue to search for a viable candidate for the board of supervisors for the June 2010 election.

**Solano County Mosquito Abatement District** members are interested in a one-year contract with some minor concessions and a one-time lump-sum. The district is amenable. There are some legal concerns over a long-standing practice of reporting certain benefits to PERS. None of our members have retired since this language was adopted several years ago, but there is a question over how retirement benefits would be calculated. We are working with the district to correct their processes and to write language that would maximize the PERS contributions.

**Sacramento County** announced a plan to lay off all county employees and hire them back at .908 time. This is essentially a 10% reduction in hours. We, along with several of the other unions, filed grievances. The county withdrew the .908 threat as part of a tentative agreement wherein members were invited to participate in a voluntary work reduction program. Contributions to retiree health savings accounts are suspended for the current year and our members will accept five furlough days with the cost of the furlough days spread over 16 pay periods, with no impact on the retirement benefit. The agreement was overwhelmingly ratified.

At **Sacramento City Unified School District**, instructional assistants had their work hours cut by one hour per day. We have been organizing around this issue and had a wonderful turnout of our members at the 10/15 school board meeting. Last week the hours were restored.

At **Far Northern Regional Center** there’s a tentative agreement on a two-year extension of the current contract, maintaining all current salary & benefit levels.

The city council is exploring a ballot measure for next June or November in the **City of Redding**. The measure would direct the city to force employees to pay 100% of retirement contributions. We are working with a coalition of unions in the area to try to keep the measure from appearing on the ballot.

At **Fremont Unified** we are continuing to have monthly meetings with transportation around ways to increase hours and prevent contracting out. We are preparing to do an issue organizing campaign with maintenance workers seniority and hours of work.

**Acalanes Union High School District** management has requested to re-open the contract to discuss health care and hours of work. We are confident that we will be successful in maintaining benefits due to the parcel tax that was passed last year.

**City College** and **San Francisco Unified School District** members are facing layoffs due to the bumping from the city and county.

At **Chabot College District** we are currently involved in the class and compensation study for the entire bargaining unit. We were successful in reaching the threshold of members who are able to take the SERP

(Supplemental Employee Retirement Program). Under this program members will receive 65% of their annual salary. Members may elect to take compensation over a five-year or ten-year period.

At **Ohlone College District** we reached agreement in concessionary bargaining. Members will take five furlough days from January to June 2010. We also agreed to split the cost of the medical coverage increase which will be borne equally between the union and the district. It will cost \$30.00 for our members. In exchange, the district agreed to no layoff language during the life of the concession. We also reached agreement to implement the SERP. Under this program, members will receive 75% of their annual salary. Members may elect to take compensation over a five-year or ten-year period.

**Peralta College District** members voted down the concessionary bargaining agreement. We are scheduled to do back at the table on 11/12. The district also passed a resolution last week to eliminate certain classified positions. Members are calling the Member Resource Center regarding the layoff notices they are receiving. We are attempting to schedule meet and confer over the impact.