

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Monday, January 29, 2018 – 10am-5pm, Fairfield, California
MINUTES

Executive Board Members in Attendance: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols (by videoconference), VP-Politics Gary Jimenez, VP Region-C Yeon Park, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas (by videoconference), Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong (by videoconference), Cynthia Landry, Derrick Boutte (by videoconference), John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor (by videoconference), Michael Magana (by videoconference), Sandra Wall, Mercedes Riggelman (by teleconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan (by teleconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP-Region B Tom Popenuck, Dan Jameyson, Al Fernandez, Cristin Perez

Executive Board Members Absent: Norlissa Cooper, Pete Albert, Monique Broussard

Staff in Attendance: John Stead-Mendez, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Kaden Kratzer, Peter Masiak, Tim Gonzales, Gustavo Arroyo, Robert Li, Dana MacPherson (by videoconference), Jason Klumb (by videoconference), David Canham (by videoconference), Karen Ridley, Cecille Isidro

Call to Order:

President Roxane Sanchez called the meeting to order at 10:02 a.m.

At the December E-Board meeting, Sandra Lewis was appointed as an Alameda County Area Representative. She was sworn into office.

Review Agenda:

Add on action items: Repeal the Costa-Hawkins Ballot Measure and Bylaws Question on Contract Ratification Tie Vote for the City of Piedmont; add to executive session: bargaining update on OPEIU. The agenda was approved by consensus.

Member Comments:

- Anne Almendral, Alameda Health System: She thanked the Board for their support; and she also spoke about being more involved with the Union's work.
- Greg Marro, Retiree: He spoke about the *#metoo* movement.
- Kristin Loomis, Retiree: She gave a report back on the Bayard Rustin event, which the Union supported.
- Carolyn Duffy, SFAI: She spoke about their chapter's first contract, which was completed in the Spring of 2017. She also spoke about being involved in a metro group of faculty and would like to attend the next meeting to discuss issues that impact adjunct faculty.

Approval of the December 16, 2017 Minutes: M/S/C (Stern/Wise) to approve the minutes as presented.

LOCAL 1021 Convention:

President Sanchez reported that an initial logistics committee (Roxanne Sanchez, Larry Bradshaw, Lisa Morowitz, Karen Ridley, Joanne Cansicio, Cecille Isidro, Kathryn Ballard) was formed to review/discuss potential venues for the September 22-23 convention. It was reported that the location/venue selected is the Hilton Hotel in Concord, CA.

Delegate Election Process:

Karen Ridley and Larry Bradshaw presented a draft power point, which gave an overview of the process and materials that will be given to field staff. The goals are to elect delegates, engage members, inform members and to participate. A list of the ***Convention Delegate Allocations*** count by chapter (as of 1/24/2018), was also provide. There was a review of the eligibility criteria that was adopted for the 2015 Convention. A proposal for eligibility for the 2018 convention was presented. M/S/C (Stern/Bibb) to adopt the following:

Eligibility (Delegates and Officers)

In order to run for and serve as 1021 Convention delegate, candidates shall be employed within a bargaining unit represented by the Chapter AND:

- (1) Be members in good standing and membership dues are current as reported by the most recent payment submitted by the employer;*
- (2) **Any** member is eligible to vote (including those who complete a membership app at the time of the vote).*

NOTE: Some chapter bylaws may specify that elected chapter officers shall serve as automatic delegates to the convention (in this case, no election is necessary). All other eligibility issues refer to delegate election committee.

E-Board Members Running for a Delegate position:

The Board reviewed the prior motion that was approved for the 2015 Convention, which read: *In order to maximize the member-at-large participation in the 2015 Member Convention, 1021 Executive Board Members are encouraged not to run for chapter delegates; and where appointed by chapter bylaws, 1021 Executive Board Members are encouraged to step down in favor of a member-at-large.*

The Board discussed whether or not a similar motion should be adopted for the 2018 Convention. M/S/C (Landry/Stern) to table the discussion to the February meeting.

Convention Suggestions:

The Board provided suggestions for potential speakers. A suggestion form was also provided. Board members were asked to submit any ideas they have on items such as workshops topics, key note speakers or volunteer opportunities.

Ethics Chair/Co-Chair Report:

- **2017 Ethics Scorecard:** Larry Bradshaw and Yeon Park gave an overview of the Local 1021's 2017 *Ethics Scorecard*. The International recently created a new database/system for 2018. There is information, which may not have carried over, that may have resulted some inaccuracies on the scorecard, which we will work to rectify. Our overall report is strong. We hope to showcase positive examples that Board members/staff have demonstrated.

- 2018 Ethics Compliance Work: A draft outline for the 2018 Ethics compliance work was presented.

The meeting was temporarily suspended at 11:55 a.m. for a lunch break and resumed at 12:30 p.m.

Budget & Finance Committee Report:

2016 Audit Report:

The Auditors' Report to the Executive Board for 2016, as well as the Independent Auditors' Report and Financial Statements for 2015 and 2016 were distributed. Karin Hendrickson gave an overview of both reports. Board members were reminded that the Auditors' report is intended solely for the use of the BFC, Executive Board and management and should not be shared with others.

BFC Summary Report:

A summary report of motions approved by the BFC at their Jan. 19th meeting was reviewed by Treasurer Amos Eaton.

1. City of Berkeley Contract Campaign:

The BFC approved the City of Berkeley (Berkeley Maintenance/Clerical Chapters) contract campaign budget proposal in the amount of \$43,000. The budget includes costs for various actions, media needs and 1 lost-timer for 1/day per week. The lost-time program will focus on member engagement, including gathering COPE and membership cards.

2. Oak St. Office Security Guard:

The BFC approved to hire a Security Guard for the Oak Street office for up to \$31,000, to work Tuesdays through Thursdays from 5pm-8pm at \$37.00/per hour during the winter season (approximately 9 weeks).

3. United Farm Workers Pledge:

The BFC approved to donate \$5,000 to the United Farm Workers (UFW) to help with legal fees pertaining to a lawsuit filed against UFW. Note: The request was made by the State Council to all SEIU Locals. The International has committed to make a matching donation.

4. DD Council – Jan. 20th Meeting (LA):

The BFC approved via poll on Jan. 5, 2018 to fund up to \$5,500 for twelve (12) members to attend the DD Council's Jan. 20th meeting in Los Angeles.

Community/Allies Requests:

- Vallejo Naval and Historical Museum:

The BFC approved to contribute \$100.00 (tier 3) to the Vallejo Naval and Historical Museum to go towards a screening on the Life of Bayard Rustin event.

- Ministers and Community United, MLK Jr. Event:

The BFC approved a matching donation to the San Joaquin County Chapter in a total amount of \$286.00 (tier 3) towards 4 tickets and a program Ad for the 2018 Martin Luther King Jr. community event hosted by Ministers and Community United in Stockton.

- Wealth and Disparities in the Black Community:
The BFC approved to contribute \$4,000 (tier 1) to Wealth and Disparities in the Black Community to support the group's 3 events in 2018 in San Francisco (Town Hall w/ AG Becerra in the Bayview in February; Mario Woods Remembrance Day in July; 3rd Annual Execution of Mario Woods in December)

Action Items:

- BFC Recommendations:
 - A. RBC Wealth Management:
The BFC recommends to the Board to authorize reallocating \$2 million from cash liquid reserves into long term assets, as recommended by the RBC Wealth Management. M/S/C (Stern/Landry) to approve reallocating \$2 million from cash liquid reserves into long term assets.

The BFC also recommends to reallocate the large cap and emerging market funds, as recommended by RBC Wealth Management. M/S/C (Schardt/Bryant) to approve reallocating the large cap and emerging market funds.
 - B. Pete Castelli, Consultant:
The BFC approved to recommend to the Board to extend Pete Castelli's contract through up to March 31, 2018 at the same contract terms. His scope of work is to help lead the Port of Oakland negotiations. M/S/C (Stern/Sandberg) to approve extending Pete Castelli's contract, as recommended.
 - C. Fred Beal, Consultant:
The BFC recommends to the Board to extend Fred Beal's contract through up to March 31, 2018 at the same contract terms. He is currently assisting with meet & confers work with the Alameda County chapter. M/S/C (Sandberg/Park) to approve extending Fred Beal's contract, as recommended.
- Local 1021 Retirement Plan Investment Committee:
Due to Seth Schapiro's (former Head of Operations/Labor Relations) recent retirement, it was explained that a replacement would need to be appointed to take his place on the 401k Retirement Committee. The recommendation is to appoint Karin Hendrickson to serve on this Committee. M/S/C (Stern/Correa) to approve the recommendation to appoint Karin Hendrickson to serve on the 401k Retirement Committee.
- 2018 Executive Board Meeting Schedule:
A draft meeting schedule was presented. M/S/C (Bryant/Park) to approve the 2018 meeting schedule.
- Repeal Costa-Hawkins Ballot Measure (Affordable Housing Act):
Gary Jimenez gave an overview of a request around a proposed ballot measure known as the Affordable Housing Act. The proposed ballot measure would give cities and counties the power to adopt rent control necessary to address the State's housing affordability crisis by repealing the Costa-Hawkins Rental Housing Act. M/S/C (Arantes/Stern) to support the state ballot measure to repeal Costa-Hawkins.

- City of Piedmont Chapter – Contract Ratification Vote:
John Stead-Mendez and Dana MacPherson gave an overview of a contract ratification vote in the City of Piedmont Chapter, which resulted in tie vote. The language in the current chapter bylaws template does not address the issue of a tie vote. Per the Local 1021 Bylaws, the body that would be empowered to act in this situation would be the Executive Board. It was explained that the chapter membership were informed that the tie-breaker would need to go to the Board. A summary report of the Tentative Agreement that was provided to the members was presented. M/S/C (Landry/Correa) to break the tie in favor of ratifying the Tentative Agreement.

Executive Board Member/Committee Reports:

- Training Committee Report:
Jan Schardt reviewed the annual 2017 Training Committee report. Joseph Bryant reported on the Leadership Academy training that has happened up to this point in 2018.
- Retirement Security Report:
Cynthia Landry reported on the SF Retirees group and supplemental COLA from the Amicus Brief, and she spoke about a request for the Local to sign onto the Amicus Brief. The SF Retirees also have discussed divesting in fossil fuels as the Retirement Security Board has not proceeded, since they determined they would in 2015. They are starting a work plan to see what they want to divest from. Roxanne announced that a board poll will be sent out over this item, pending information from our attorney.

Director Reports:

John Stead-Mendez reported that the 2017 Year-End director reports were sent by email to the Board. He also spoke about the Unionware *dashboard report* that is sent to the Board monthly. John also shared a letter from the Asian Health Services CEO, asking for the Local's support to publicly speak out against a policy change that attacks health and other services for immigrants.

Announcements:

- E-Board Poll Item: It was announced that the Board passed a motion via poll on 1/12/2018 to extend the Community At Work (Sam Kaner) contract date until approximately 20 hours of unused time, per the contract, has been consumed. There was not an additional financial ask for this request.
- #WeRise Spokesperson Training: Kristin Lynch announced that spokesperson training will be held on Feb. 11th in preparation for the *Janus* hearing on Feb. 26th. A sign-up form was distributed. Those interested were asked to complete the form and return to Cecille Isidro.
- Black History Month: Joseph Bryant spoke on activities and responses over comments about African Nations. A poll will be sent out in regards to participation.

The Board moved to closed session at 2:32 p.m. into Executive Session; and moved to open session at 3:25 p.m.

Announcement - Executive Session Actions:

Secretary Jan Schardt reported out the following motions taken during closed session:

- M/S/C (Stern/Park) to ratify the CWA 9410 severance package negotiated, via impact bargaining.
- M/S/C (Arantes/Park) to modify the previous Board action April 1, 2018 layoff date to two (2) weeks after the Supreme Court decision.
- M/S/C (Sandberg/Landry) to notice affected employees on Feb. 22nd that layoffs will be effective April 13th or two (2) weeks after the Supreme Court decision.
- M/S/C (Stern/Sandberg) to extend the following temporary employees through up to March 31, 2018: Catherine Bundy, Jason Klumb and David Mulvey
- M/S/C (Schardt/Arantes) to award Robert Li the Head of Operations and Labor Relations position, with the understanding that the normal external hiring process will be waived.

The meeting adjourned at 3:30 p.m.

Respectfully submitted,

Jan Schardt
Secretary