

SEIU Local 1021 Executive Board
Saturday, February 27, 2016 – Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams (by videoconference); Renita Terry, Jim Wise, Eric Stern, Norlissa Cooper, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Robert Taylor, Gayle Chadwick (by videoconference), Mercedes Riggelman, Sunny Santiago, Akbar Bibb, Nancy Atwell, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: Alysabeth Alexander, Omar Medina, Valoria Russell-Benson, Renato Pena, Nancy Ghanim, Kimberly Moses, Evelyn Curiel (by videoconference), Richard Greenwood

Executive Board Members Absent: Erika Watkins, Priscilla Agbunag, David Fleming

President Roxanne Sanchez called the meeting to order at 10:03 AM.

REVIEW AGENDA:

The following items were added: Driscoll Boycott - Cesar Chavez March (action item); leader reports from Jim Wise, Amos Eaton, Julie Meyers, Retirement Security Council Report and Kathryn Cavness. The agenda was approved by consensus.

MEMBER COMMENTS:

- Fatima Garcia and Al Rojas, representatives with Labor Council for Latin American Advancement: They spoke about the Driscoll Boycott and the Cesar Chavez March which will be from San Quintin to the Mexican border. Would like to have a monetary contribution for both efforts.
- Tim Glasper, Oakland Chapter Vice-President: He spoke about the bylaws template and the timing of it. They are having difficulty with the way the template is worded and the date constraint. The chapter did not know about it so have a lot of questions about it. He also spoke about issues around the temporary employee's piece and staffing.
- Belinda Calvin, City of Oakland Chapter: She spoke about the temporary part time workers and how this has affected their chapter.
- Steve Gilbert, Retiree: He spoke about the the state-wide minimum wage campaign.

REVIEW MINUTES OF THE JANUARY 9, 2016 MEETING:

It was M/S/C (Landry/Wise) to approve the minutes of the January 9, 2016 meeting with the correction to add in the minutes the motion failed during Executive Session in regards to expediting action/assistance for Executive Board members and member leaders who are targeted because of union activity. This will be forwarded to the policy committee. It is affirmed that the policy committee will address this concern and make it a priority.

PRESENTATION:

- Justice 4 Mario Woods: Local 1021 Member Phelicia Jones spoke about some of the work the Mario Woods Coalition has been working on. She also spoke about the support SEIU 1021 has provided. A short video was shown of various actions held. It was announced that a resolution to support this coalition will be considered by the Board later in the meeting.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee Meeting. A written summary of motions approved by the BFC at its January 22nd and February 23rd meetings was presented.

The BFC approved the following items:

1. 29th Street Office – Sewer Project (January Meeting):
The BFC approved up to \$30k for the repairs needed on the sewer pipes at the Oakland 29th St. office. Note: As required by the City of Oakland, certain permits are needed and inspections were performed in order to wrap up the remodeling project on the Organizing department space. During the inspection, it was determined that the sewer pipes would need to be repaired.
2. SEIU Member Benefits Program (January Meeting):
The BFC approved to move the discussion to the Board to determine a decision on whether the local should join the *SEIU Member Benefits* program. Note: At the January E-Board meeting, it was agreed that the BFC would review the services being offered and would discuss a recommendation to bring back to the Board.
3. SF Building Design (January Meeting):
The BFC approved to authorize Seth Schapiro to hire an architect within his authorization, per policy, to work on the SF office space design and to present an education piece to the Board on the overall anticipated costs of the SF building project.
4. David Mulvey, Consultant (January Meeting):
The BFC approved to renew David Mulvey's contract for 2016 at up to \$10,000 a year to come out of the Organizing budget to provide staffing support for the Developmental Disabilities Council. His current contract is through 12/31/2015 at \$50.00 per hour with a contract max of \$10,000.
5. Sandy Tibbets, Consultant (January Meeting):
The BFC approved to modify Sandy Tibbet's contract with an additional 50 hours of work, with the understanding the contract max would need to be adjusted to continue providing administrative support, such as offering advice, consultation or review of various documents, as needed for the 2016 Executive Board Election. Her current contract is through the completion of the Executive Board election at \$60.00 per hour, plus expenses, at 150 hours of work.
6. Patrick Waters, Consultant (January & February Meetings):
At the January meeting, the BFC approved to go into a contract with Patrick Waters (former 1021 IT staff) to provide IT Help Desk support at a rate of \$50.00 per hour, plus expenses, at up to 100 hours of work per month with a contract max of \$10,000 for up to two (2) months, effective February 1, 2016.
At the February meeting, the BFC approved to extend Patrick Waters' contract through up to April 30, 2016 (previous contract expiration was up to March 31, 2016), with the understanding the contract max would need to be adjusted.
7. Timothy West, Consultant (Poll & January Meeting):
The BFC approved via poll (conducted on 1/19/16) to extend Timothy West's contract through up to February 13, 2016 at his current rate of \$60.00 per hour at up to 100 hours of work to continue

assisting with field representative duties in the SF Region (previous contract expiration was 1/13/2016).

At the January meeting, the BFC also agreed, if needed, to modify his contract with an additional 20 hours of work, as needed, to orient new staff for his current work, presuming the hiring takes place after his contract expires.

8. S.F. Housing Authority Contract Campaign Budget (January Meeting):

The BFC approved the S.F. Housing Authority Contract Campaign budget proposal at an approximate total of \$22,070. The budget includes costs for items such as membership meetings, actions, unity events, media needs and potential strike related costs.

9. Insurance Renewal Matters (January Meeting):

The BFC approved to give the local President and the Treasurer the authority to proceed with funding on insurance renewal matters, as needed on behalf of the Union. Note: The Union is required to complete paperwork for all insurance matters, which usually has a short turn-around time to get the proper document(s) signed or to make necessary payments.

10. City of Hayward Salary Survey (February Meeting):

The BFC approved up to \$15,000 to help cover costs to hire a consulting firm to conduct a compensation analysis of SEIU 1021 City of Hayward members. Note: During bargaining, the Union and Employer agreed to evenly split the cost to hire a consultant to perform the compensation study. The bid from the consultant is estimated at a total cost of \$30,000. It is the local's belief that completing the survey could result in financial gains for many City of Hayward members.

There were questions to clarify this request as Alameda Courts supposedly requested this but were told that we would not do this. The regional centers had also requested a comparison and this had been turned down.

11. Advanced Bargaining Training (February Meeting):

The BFC approved up to \$20,000 to send up to five (5) senior staff to an advanced bargaining training, *Bonnie Ladin Union Skills Training Program*, to be held in Washington, DC on April 17th through April 22nd, with the caveat that Executive Director John Stead-Mendez will approve the list of participants.

Other BFC Actions Conducted by Poll:

- The BFC approved via poll (conducted 2/2/2016) to extend Sally Covington's contract to up to March 31, 2016, at up to 40 hours for the period covering Feb. 14th to March 13th; and at up to 20 hours for the period covering March 14th to March 31st. She is currently assisting with work on the *Sonoma County Task Force*. There was a question on the rate of pay, etc. This was clarified by Seth Shapiro.

Community/Allies Requests:

January Meeting:

○ Bay Area American Indian Two Spirits (BAAITS):

The BFC approved to donate \$250.00 to the Bay Area American Indian Two Spirits (BAAITS) 5th Annual event on Feb. 20, 2016.

○ Ministers and Community United – MLK, Jr. Celebration:

The BFC approved \$250.00 to match the San Joaquin County's ad purchase for the *MLK, Jr. Celebration* event held by the Minister's and Community United organization in Stockton.

○ League of United Latin American Citizens (LULAC):

The BFC approved \$250.00 to match the San Joaquin County chapter donation to purchase a table for 10 to the LULAC annual crab feed.

○ Ron Dellums Celebration Event:

The BFC approved to purchase ten (10) tickets at a total cost of \$500.00 for an event honoring former Oakland Mayor Ron Dellums held on Jan. 29, 2016 at Impact Hub Oakland.

February Meeting:

- Homeless Prenatal Program:
The BFC approved to donate \$1,000 to the Homeless Prenatal Program (HPP) benefit concert on Feb. 27, 2016.
- 2016 Stockton Firefighters Crab Feed:
The BFC approved \$250.00 to match the San Joaquin Chapter donation to purchase a table for the annual *Stockton Professional Firefighters* crab feed event on Feb. 26, 2016.
- Women's Center-Youth & Family Services – San Joaquin County:
The BFC approved \$250.00 to match the San Joaquin Chapter donation to purchase a table for the Women's Center Youth & Family Services 36th Annual Luncheon on March 23, 2016.
- Reach for the Stars Foundation:
The BFC approved \$125.00 to match the San Joaquin Chapter donation to the *Jose M. Hernandez Reach for the Stars Foundation* to support a boxing program for at risk youth.
- Alameda APALA Chapter – Lunar New Year event:
The BFC approved \$1,150.00 to sponsor the Alameda APALA Chapter Lunar New Year Celebration event on March 9, 2016 that includes one table and an ad in the program.

There were questions on how the consultants are vetted, this is through the BFC. There was an additional question as to if the consultants do come through the personnel committee. There needs to be clarification between consultants and temporary employees. It was asked if we could show what chapters had requested the funds and the dates of the events.

SEIU National Member Benefits Program (SEIU MB):

It was reported that at the January meeting, the BFC agreed to move the discussion at the Board meeting to make a decision on whether the local should join the *SEIUMB* program. David Ward from the International presented via phone on the vision for this program, how it will work and the benefits available. The program will be finalized in March and the date will be announced once the credit card is in place. Marketing will be through direct mail or email. He explained that data will be collected from members for product development and items of interest per member. There will be a website and call center for SEIUMB in both English and Spanish. The benefits and services are customized for our members. The program will be exclusive for SEIU members and verification will be made utilizing membership lists that are provided monthly. It was M/S/C (Stern/Cavness) to join the benefits program. There was a discussion on the marketing of this program; and the benefits that this program has over Union Plus and competitive interest rates. It was brought out that this is an additional perk for member conversion. The terms for participation is that we can opt in or out at any time.

Recommendations:

The BFC recommends to the Executive Board to approve the following proposals:

- A) 2016 Issues PAC Transfer (January Meeting)
M/S/C (Jiménez/Eaton) to set \$1.69 per member, per month, effective March 2016 for the Issues PAC for the next six (6) months, as recommended by the BFC.
- B) Tim Redmond, Consultant (January Meeting):
M/S/C (Stern/Popenuck) to extend Tim Redmond's contract through up to June 8, 2016 at his current rate of \$4,000 per month, as recommended by the BFC, with the understanding that the

contract max would need to be adjusted. He is currently assisting with work on the Worker Power Magazine.

There was a discussion on the Worker Power magazine, News Wire and Stewards newsletters and they manner in which they are sent out.

C) Dues Payment Reduction - SFCC lowest paid classifications (January Meeting):

M/S/C (Bradshaw/Landry) to add classification 2654-As Needed Cook to the list of lowest paid classifications in the City & County of San Francisco (SFCC), who qualify for a reduced dues payment, with the understanding that any refund requests, with proper documentation, would be retroactive to 2013.

Background: In February 2014, the Board approved to reduce dues payments for the lowest paid classifications in SFCC (#2583-Home Healthcare; #2604-Food Service Worker; #2606-Sr. Food Service Worker; #2650-Assistant Cook; #2706-Housekeeper/Food Service Cleaner; #2736-Porter), who work ½ time or less, to \$15.17 bi-weekly; and for those who work 10 hours or less would pay \$10 per month; and in addition, requests for refunds from the affected workers will be paid retro to January, 2013, with proper documentation.

D) Nato Green, Consultant (February Meeting):

M/S/C (Stern/Boutte) to extend Nato Green's contract through up to April, 30, 2016 at the same contract terms, as recommended by the BFC, with the understanding that the contract max would need to be adjusted. His current contract is at \$70.00 per hour at up to 120 hours of work per month. He is currently assisting with first contract negotiations at Dominican University and St. Mary's College.

The meeting was temporarily suspended at 12:12 p.m. for a lunch break and reconvened at 12:41 p.m.

ACTION ITEMS:

- Justice 4 Mario Woods Resolution:

A written resolution to support the *Justice 4 Mario Woods Coalition* was read. A question was raised around how the local plans to assist to accomplish some of the work outlined in the resolution. It was explained that as of now, the local supports the coalition in ways such as providing a meeting space or use of office supplies. As part of supporting the coalition, expense related requests or a budget for resources can be brought before the BFC for consideration. It was M/S/C (Bibb/Correa) to approve the resolution with corrections discussed.

Resolution to Support the Justice 4 Mario Woods Coalition

On December 2, 2015 another young black man's life was executed at the hands of the San Francisco police. We in SEIU 1021 stand with the family of Mario Woods and with the community of conscience in protest against this injustice and all the other victims in police brutality. We stand against the bigotry that brought it about, and against the deep cultural and economic racism behind that. He was killed the night before he was to start employment with UPS. Instead of moving forward into a new promise, the life of this twenty-six-year-old was ended with over twenty bullets fired from police weapons.

SEIU 1021 joins the Justice 4 Mario Woods Coalition in mourning; in deploring the needless, heartless, racist, and all-too-routine police violence of the San Francisco police; and in demanding justice and expiation as follows:

1. *There shall be an independent investigation into Mario Woods' murder.*
2. *All officers who fired their weapons during the execution of Mario Woods be charged with murder.*
3. *Police Chief Gregory Suhr resign or be fired.*

SEIU 1021 is dedicated to the principle that #Black Lives Matter.

- Berkeley Minimum Wage:
Pete Albert and Steve Gilbert presented a written proposal to give added support to the Berkeley Minimum Wage Campaign. In order to get the initiative on board, it will require needed funding support. It was M/S/C (Stern/Albert) to approve up to \$19,400 for signature gathering to come out of the Organizing Resource Agreement budget.
- Labor Council for Latin American Advancement - Cesar Chavez March and Driscoll Boycott Request:
Akbar Bibb and Crawford Johnson presented a request of behalf of the group for a monetary donation in the amount of \$8,000 to help cover costs to support the Cesar Chavez march in both Mexico and United States. The funds would help with expenses such as gas, water and vehicle rentals. The total anticipated cost is \$22,000. They will be asking support from other unions, as well. It was M/S (Santiago/Popenuck) to fund \$8,000 to out of community/allies. There was discussion in the process in which this request was brought forward. Per procedure, the request should have first gone before the BFC, since it is a community/allies request. There was also discussion on how much other unions or organizations are contributing. The question was called by Theresa Breakfield. The Board objected to calling the question. Discussion continued. After a lengthy discussion, the Board moved to a vote on the motion. The motion was carried.

The board moved to closed session at 2:04 p.m.

EXECUTIVE SESSION:

Temporary Employees Extension Requests:

- It was M/S/C (Atwell/Popenuck) to extend temporary employees Catherine Bundy and Ron Marsh to up to April 30, 2016.
- It was M/S/C (Stern/Correa) to extend temporary employees Dana MacPherson, Michael “Shum” Preston and Kimberly Carter-Martinez to up to April 30, 2016.
- It was M/S/C (Joubert/Stern) to extend temporary employee Gail Byrdsong to up to April 30, 2016.

The board moved to open session at 3:26 pm.

Secretary Jan Schardt announced the motions passed in Executive Session.

Akbar Bibb reported on the loss of Desiree Forde-Silver an active member who passed away of cancer. The meeting will be closed in her memory and honor.

CHAPTER BYLAWS TEMPLATE DISCUSSION:

Tom Popenuck will work with the chapters over questions on the template such as the election schedule, the title of the document, which may be misleading and needs to be made clearer. He reported that he is in the process of reviewing which chapters have or don't have bylaws. It was suggested that we gather the names of the chapter officers and their structures. There was also a suggestion to hold a training session for chapters, who do not currently have bylaws.

TRAINING COMMITTEE REPORT:

Larry Bradshaw reported on the 2016 evaluations and attendance reports showing which trainings have been well attended or cancelled due to lack of registrations. Jan Schardt reported that six new trainings

have been rolled out: Contract Enforcement, Fixing the Broken Economy, Understanding Grievances, Healthcare Justice, Contract Campaign, and Steward's Role in ADA Process. A new officer training manual is being rewritten.

EXECUTIVE BOARD POLL ACTIONS:

A written report of Executive Board poll actions between meetings was presented. The Board approved an additional 225 hours for Michael Allen's contract at up to an additional \$22,500.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez reported on the membership conversion report and that currently we have a temporary reprieve on the Freidrichs case due to the recent death of Justice Scalia. He spoke about continuing the membership conversion campaign. He also gave brief bargaining updates on Sonoma County, Alameda Courts and Calaveras County. He gave a brief overview of the 2016 bargaining outlook. There are about 53 shops with contracts expiring in 2016 with over 14,000 members affected. It was asked to start receiving director reports again as this is valuable information.

HEAD of OPERATIONS REPORT:

Seth Schapiro also spoke about the temporary reprieve on the Freidrichs case. He spoke about the importance of new hire orientations; and a new tool that the local is working on to provide to field staff to be able to view a worker's information while out in the field.

He spoke about an insurance renewal proposal, which needs approval. An item was raised that most agencies have cyber coverage. A proposed policy that is being recommended is Lloyds of London to cover our databases. A written outline of the proposed coverage was presented. It was M/S/C (Taylor/Atwell) to approve up to \$5,200 to move forward with the proposed cyber insurance coverage.

He also reported that the Building committee will be meeting on March 10th; and the decision will have to be made as to the lease, signing on buildouts, etc. An architect has looked to see how to fit the operation on one floor. It meets the vision that we have had.

EXECUTIVE BOARD MEMBER REPORTS:

- Jim Wise: He reported that Alameda, Amador have ratified their contracts. Marin and Solano are going into negotiations. He thanked the research team on their work in helping with having similar language in courts contracts.
- Amos Eaton: He reported that Sonoma County has reached a tentative agreement. They entered into a dollar for dollar pension swap; and started with 76 items on the table and settled on 54 of them. He stated that the collective aggressive work with members, officers and staff, as well as social media work, during negotiations helped with the fight.
- Retirement Security Committee, Cynthia Landry: She reported that it is time for the Secure Choice Board to decide on the retirement plan and make their recommendation to the State Legislature. There will be 2 hearings with testimonies from the members at the public comment session. There will be retirement security training on March 17th in San Francisco.
- Kathryn Cavness: She reported on what is happening in Mendocino around the retirement fund and how this may cause a "silent bankruptcy"; yet they are not showing that this is due to

investments. She spoke about a power point to take around to the membership to educate members on how the retirement system works, which she will share with the Board.

- Julie Meyers: She asked for clarification around questions that came up in her chapter on field representatives giving input into the grievance process. Larry Bradshaw offered his help to go to the next chapter meeting and clarify any questions.
- Nancy Atwell: She spoke about books and articles, which she recommends to the Board to read. She also spoke about the need to offer trainings for members, directors and staff. She also shared her thoughts and experiences during her time as a Board member.

The meeting was adjourned at 5:13 pm in honor of Desiree Forde-Silver.

Respectfully submitted,

Jan Schardt
1021 Secretary



Roxanne Sanchez
President

Crawford Johnson
Region A

Tom Popenuck
Region B

Gary Jimenez
Region C

Larry Bradshaw
Region D

Marcus Williams
Region E

Pamela Holmes-Morton
Secretary

Paul Camarillo
Treasurer

Karen Joubert
Vice President of Representation

Alysabeth Alexander
Vice President of Politics

Ramses Teon-Nichols
Vice President of Organizing

Executive Board

Priscilla Agbunag
Pete Albert
Nancy Atwell
Akbar Bibb
Derrick Boutté
Gina Castillano
Gayle Chadwick
Gregory Correa
Evelyn Curiel
Rhea Davis
Karla Faucett
David Fleming
Nancy Ghanim
Cynthia Landry
Andrea Longoria
Renato Pena
Patricia Reynolds
Mercedes Riggelman
Valoria Russell-Benson
Eric Stern
Renita Terry
Denis Villanueva
Erika Watkins
Jim Wise

Resolution to Support the Justice 4 Mario Woods Coalition

(Submitted to the 1021 Executive Board on Feb. 27, 2016)

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Adopted by the SEIU Local 1021 Executive Board on
February 27, 2016

Executive Board Budget & Finance Committee

Theresa Breakfield Kathryn Cavness Tina Diep Richard Greenwood
Doug Marr Julie Meyers Peggy La Rossa Paul Little Nadeen Roach

