

SEIU Local 1021 Executive Board Meeting Minutes
Sunday, February 28, 2017
San Francisco, California

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Karla Faucett, Dellfinia Hardy, Eric Stern, Norlissa Cooper, Pete Albert , Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Gregory Correa, Yeon Park, Angel Valdez, Robert Taylor, Dan Jameyson, Mercedes Riggleman, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness (by teleconference), Tina Diep (by teleconference), Rhea Davis, Julie Meyers, Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Omar Medina, Theresa Breakfield

Executive Board Members Absent: Monique Broussard, Al Fernandez

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, David Canham, Nely Obligacion, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Carter-Martinez, Boyan Biandov, Dana MacPherson

President Roxanne Sanchez called the meeting order at 9:00 am.

Roxanne Sanchez thanked the industry and committee chairs for the sessions on Saturday afternoon.

Review Agenda: Added to agenda a presentation by CWA bargaining team members. Move executive session bargaining update to after CWA presentation. Approved by consensus.

Member Comments:

- Brenda Barros, San Francisco County is in support of staff. On February 28th she will be honored by the SF Board of Supervisors.
- Karen Joubert, Laguna Honda Hospital thanked the executive board and staff in support of the loss of her son. Spoke on the termination of Daz Lamparas and how he should have been supported.
- Belinda Calvin, Oakland City Chapter has had complaints that have not been addressed that have been brought forward to prior meetings.
- Kristin Loomis, retiree from Solano County. Spoke on CWA and how she hopes it will be resolved. SB562 single payer and how she hopes that SEIU will support this. Suggested that everyone watch the movie "Fixit".
- Darla Brown, Highland Hospital wanted to let us know that she won her arbitration 100%. She also spoke in support of CWA but does not support those who sell out our members.
- Mike Donaldson, retiree from Peralta Community College District spoke for SB562.
- Augusto Guerra, San Francisco Mental Health Chapter member spoke about supporting the Latino members with worker rights, Cesar Chavez Day and in the general community. Also concerned about the ratio of staff to members and their long probation period. We need to get

more information out such as the “Day without an Immigrant” so that we can lend more support.

- Greg Marro, retiree from Peralta Community College District. We also need to convince our employers to support single payer. Thanked us for a great training session. Feels the vision plan does not formulate a think tank.
- Jonathan Mead retired from San Francisco City Fire Department. Spoke about single payer health insurance SB562. Spoke about the health care system and what needs to happen.

Approval of December 10, 2016 and January 7, 2017 Minutes: M/S/C (Stern/Correa) to approve the December 10, 2016 and January 7, 2017 minutes as written.

Discussed Single Payer Medical Care and how we need to hold a campaign and support. This needs to be addressed at the State Council.

CWA Update: Oumar Fall, director in San Francisco spoke for CWA and what is occurring with their negotiations their working conditions and what is occurring in the nation. Millie Cleveland one of the field reps spoke about job security, layoff language, term of contract and cost of living. They want to be a part of developing support in the attacks that we all are facing. They ask us to stand in support of our union staff.

The board moved to closed session at 9:40 am.

Reconvened into open session at 11:00 am.

Lunch 11:00 – 11:20 am

BFC Report:

Treasurer Amos Eaton reported on action items that the BFC approved on the January 23rd and February 11th meetings.

1. E-Board Members Retro Stipend (January meeting):

The following requests were approved:

- The BFC approved a retro E-Board stipend for a total of eight (8) months to a current Board member at a total amount of \$2,400 (\$300.00/per month). Note: The Board member recently completed the necessary paperwork that is required to process E-Board stipends.
- The BFC approved a retro payment to Gary Jimenez at a total amount of \$7,600 (about two years’ worth of stipends). Note: Gary Jimenez’s E-Board stipend was previously put on hold while he held a temporary position as *staff* with the Union. Due to an oversight, his stipend was not automatically restored, once he resumed his position on the Executive Board.

2. Timothy West, Consultant (February meeting):

The BFC approved to extend Timothy West’s contract through up to 4/30/2017 at the same contract terms with the understanding the contract max would need to be adjusted for the additional time.

His current contract is through 2/28/2017 at \$65.00 per hour at up to 100 hour of work per month, plus expenses. He is currently assisting with representation issues in the City of Oakland chapter.

3. Michael Bell, Consultant (February meeting):

The BFC approved a new consultant contract with Michael Bell – InPartnership Consulting, Inc. to assist with work around diversity, inclusion and equity issues around our organization. His work will include helping the local design how the Union will approach this work (i.e. training, assessments). The initial contract is at \$2,500 per day or \$312.50/per hour (if work is under 8 hours per day), at a contract max of up to \$30,000.

4. Mendocino Unity Event (February meeting):

The BFC approved an additional \$500.00 towards the Mendocino Unity event on Feb. 16th. Note: The initial amount allocated was \$2,000. However, due to an increase of interest/RSVP's for the event, additional funding was requested.

Community/Allies Requests:

- California Alliance of Retired Americans (January meeting):

The BFC approved a donation in the amount of \$500.00 to the California Alliance of Retired Americans (CARA) to help cover transportation (bus) costs for the CARA Day of Action event on January 27th.

- SF Youth Guidance Center (YGC) Charity Event (January meeting):

The BFC approved to match the chapter's donation in the amount of \$262.50 for the YGC softball fundraiser event held in June 2016.

Action Items:

BFC Recommendations:

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

A. PAC Account Transfers, Consultant (January meeting):

The BFC recommends to the Board to set the PAC Account transfers based on the following formula:

- Transfer \$400,000 into the Candidate PAC account, in payments of \$.89 cents per member, per month, spread over ten-months, starting in March 2017.
- Transfer \$200,000 into the Issues PAC account, in payments of \$.45 cents per member, per month, spread over ten-months, starting in March 2017.

Note: The BFC also agreed to poll this recommendation to the Executive Board by the end of January, in order for payments to begin in March.

B. 2017 Organizing Budget and Resource Agreement (February Meeting):

M/S/C (Jameson/Jimenez) to accept the 2017 Organizing Budget and Resource Agreement (RA), as presented to the BFC.

C. David Mulvey, Consultant (February Meeting):

M/S/C (Schardt/Landry) the BFC recommends to the Board to renew David Mulvey's contract through up to 12/31/2017 at the same contract terms to come out the Organizing budget. His work

includes continued support for the Developmental Disabilities Council. His current contract is \$50.00 per hour with a contract max of \$10,000.

D. Nato Green, Consultant:

M/S/C (Jameson/Popenuck) extend Nato Green's contract through up to 9/30/2017 at the same contract terms with the understanding the contract max would need to be adjusted for the additional time. His current contract is through 12/31/2016 at \$70.00 per hour at up to 120 hours of work per month. His work will include helping lead "Faculty Forward" campaigns (aka. Adjunct Professors' first contract campaigns).

Note: The BFC also approved to pay any hours worked after 12/31/2016 (January invoice) for Nato Green.

E. Fred Beal, Consultant (February meeting):

M/S/C (Valdez/Park) to extend Fred Beal's contract through 9/30/2017 at the same contract terms, with the understanding the contract max would need to be adjusted for the additional time. His current contract is through 3/10/2017 at \$80.00 per hour at up to 100 hours of work per month. He is currently assisting with work in the Alameda County chapters, and also advising on state mandates impacting Alameda County.

F. LL616 Employee Benefits Associations (February meeting):

M/S/C (Schardt/Landry) to change the administrator of the Employee Benefit Association (EBA) account (legacy Local 616 investment fund) from Rocky Morrison to Lisa Bui.

Amos Eaton reported that he and Seth Shapiro are discuss our needs with the insurance broker.

- Napa Valley College Strike Sanction: Jan Schardt reported on what is happening at Napa Valley College and how negotiations have been going along with 4 or 5 ULP's which will be filed next week. M/S/C (Eaton/Stern) to approve pending membership vote.
- Political Work Priorities: Alysabeth Alexander reported on what has been occurring in politics, the State Council program and other buckets of work. Health Care – fight back on the ACA at the national and State level; Immigration and Civil Rights; electoral work; fight against privatization and public services; and education. M/S/C (Stern/Landry) to authorize the political department to take these components forward. The first 3 items on the list are State Council commitments. The other 2 items are our Local's items due to comments from our COPE committees and individual members.

Al Rojas from Labor Council for Latin American Advancement AFL-CIO came to thank us for our support and to ask for our support in their action on March 5th.

Reports:

- Report Back from February 25th: Derrick Boutte (SEJ) reported that the membership does not know what SEJ represents and how they represent what are being supported. We need to put out more information in our workplaces so they have a better understanding of what we do and why.

- Yeon Park (County and City) the concerns and comments were the same as what SEJ reported in addition privatization is a large concern.
- Cynthia Landry (Retirement Security) reported that the Law Firm came and gave a presentation to them; they also discussed Medicare and SB1234.
- Theresa Rutherford reported on discussions over race relations and immigration. How this impacts health care both for staff and patients.
- Alysabeth Alexander shared an idea of creating a flash card system to reinforce what was heard and learned, need to make it fun.
- Larry Bradshaw reported on the morning session and how well it went, now that we have had the first one under our belt we will be able to make the afternoon session better. Worker Power newsletter is being redesigned to a 4 page document to generate discussions among members. The board needs to have a discussion on how to distribute this, which our target audience is and what is it to be used for.
- Roxanne Sanchez thanked everyone who worked on the logistics, training, etc. for the success of the day.
- Training Committee: Jan Schardt reported on the task that the training committee is undertaking to update the president and steward list for all chapters. Also reported was a revised training from the “Virtual Water Cooler” to “Know Your Digital Rights” parts 1 and 2 which will begin next quarter. Also a reminder to share the training brochure with all members and to recruit for trainings.
- May 1st General Strike: Ramses Teon-Nichols reported on what is happening with May Day. There was a discussion on what this would mean to our membership and if there is enough time to do this as it would not be a strong strike. We should do creative actions to support this and call it a day of action which could lead into a general strike. Roxanne reported that we can’t speak to this as a strike due to our contractual agreements and call it something such as labor uprising or day of action. Rameses Teon-Nichols asked that we bring this back to the board next month

Director Reports:

John Stead-Mendez: The 2016 year-end report has been sent out and the February reports. He previously reported that the SF miscellaneous unit approved their contract. Converted 289 members during the contract campaign. Have an agreement at the College of the Arts with a 17% raise and other provisions. They are in hopes to settle SFFI.

Seth Shapiro: reported on Operations, Rocky Morrison and Pat Morones have retired and Pattie Tamura is out on medical leave. Staff has been coming up the plate and they are working on staffing needs.

Announcements:

- Poll announcements:
 - PAC Account transfer had passed by poll.
 - CA Values Act Endorsement also passed by poll.
- A revised meeting calendar was distributed.
- St. Mary’s College Chapter Bylaws are in compliance

The board moved to closed session at 1:35 pm.

M/S/C (Stern/Perez) to approve an exemption of the temporary hire policy and to approve the extension of Gail Byrdsong, Maria G. Rosas and Catherine Bundy to extend their temporary status up to June 30, 2017.

M/S/C (Jameson/Jimenez) to approve offering CWA 9410 to offer initial discussions around their expiring contract.

Consensus to adjourn.

Respectfully submitted,

Jan Schardt
Secretary