

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, February 10, 2018 – 10am-5pm, Fairfield, California
MINUTES

Executive Board Members Participating: Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols (by videoconference SF), VP of Politics Gary Jimenez, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference Stockton), VP of Representation Theresa Rutherford, Felipe Cuevas, Dan Jameyson, Jim Wise, Karla Faucett (by videoconference Stockton), Dellfinia Hardy, Eric Stern, Pete Albert, Cynthia Landry, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Michael Magana, Sandra Wall, Al Fernandez (by videoconference SF), Evelyn Curiel (by videoconference SF), Lorraine Bowser, Geneva Haines, Akbar Bibb (by teleconference), Cristin Perez, Rhea Davis, Tina Diep (by videoconference SF), Julie Meyers (by videoconference SF), Mary Duncan, Peggy LaRossa (by videoconference Stockton)

Executive Board Members Excused: President Roxanne Sanchez, VP Region-C Yeon Park (temp coverage as of Jan. 2018), Derrick Boutte, Mary Sandberg

Executive Board Members Absent: Norlissa Cooper, Janice Wong, Monique Broussard, Mercedes Riggleman

Staff in Attendance: Lisa Morowitz, Joanne Cansicio, Bill Petrone, Jason Klumb, Tim Gonzales, Gustavo Arroyo

Call to Order:

Vice President of Region B Tom Popenuck chaired the meeting on behalf of President Roxanne Sanchez, who was out ill. He called the meeting to order at 10:04 a.m. It was announced that a quorum was reached.

Review Agenda:

The following modifications were made: add under Reports - Dellfinia Hardy - ASW action in Sacramento, Cynthia Landry – Secure Retirement, Joseph Bryant - San Francisco City County, Dan Jameyson - Counties Industry, Amos Eaton – announcement of a poll to the BFC, Ramses Teon-Nichols – Child Care Campaign and Gregory Correa – Chabot- Los Positas College Chapter. The agenda was approved by consensus.

Reports:

- **Arbitration Report:**

Theresa Rutherford and Kerianne Steele gave a report on arbitrations along with indicating trends, issues and the areas that have frequency. An arbitration report summarizing various cases from 2017 was presented. They also spoke about the work of the Local's Appeals Committee, which has done productive work.

- **ACERA Pension Lawsuit Update:**

Ann Yen reported on the Alameda County Employees Retirement Association pension plan lawsuit. This lawsuit is for the counties that are not under the Public Employees Retirement System (PERS). The decision for the Alameda and Contra Costa Counties were in our favor. The Marin County case was not in our favor, but had been put on hold until the Alameda and Contra Costa case were decided.

Member Comments:

- Kristen Edwards, Member - Notre Dame De Namur University: She spoke about being a new member. SEIU higher education faculty members are interested in learning more about the work of the 1021 Executive Board.
- Greg Marro, Retiree: He about his previous arbitration case, the upcoming court decision on the *JANUS* case, and on scrap the cap on Social Security and the wealthy.

Transformation: Stage 2 Process:

Larry Bradshaw and Amos Eaton presented Stage 2 of the Transformation process. They gave an overview of the prior Board approval of the overall Stage 1 through Stage 4 plan, along with *Vision for Power* document, which was adopted at the September 2015 convention. The Stage 2 process is to create a model for member and staff roles to wield power for working families in a voluntary organization. There are 7 buckets of work for members to be involved in: membership, organizing, bargaining, representation, communication, leadership development and politics & community. The process for both members and staff has been designed as suggestions for the Board to consider with comparison steps for cost and impact. At pre-convention meetings, members will be able to start the debate process to determine what items will go forward to the convention. Given the hard deadline, it's recognized that there may be some obstacles, such as the *Janus* case that may delay the process, which could result in adjustments to the overall plan. There was a suggestion to reach out to Retirees to help with the work.

The Board broke out into small groups to discuss: How do you help prepare Delegates for the debate/discussion at the Convention?

Group report backs:

Group 1-

- Have pre-convention regional meetings with only delegates or all members
- Video presentations on right to work from people from right to work states
- Zoom conferences with the people from right to work states
- Why we value unions, in common
- Why these models were picked Summary of each model
- Have conversations about non-profits and how it affects them.

Group 2-

- Create a packet to use as a guide to inform us how to train them informing and training of delegates that we can pass out to the attendees. Why the transformation process? Why did the union embark on the transformation process? What is the final goal of the transformation and what is the process that we took
- Put on a training and information about the transformation using zoom and/or a phone conversation with our members.
- Connect the transformation process with the defense against the Janus attack, membership retention and the union's survival in this new world.

Group 3-

- Give a background summary as to why we are doing the transformation process
- Discuss creating scripts for messages for those talking to the delegates and members over what the transformation is and why

- Making sure we have prep meetings for the delegates and members so their chapters can have part of the decision making process

Group 4-

- Link to existing members currently engaged such as the Chapter Leadership Academy to serve as leaders to inform delegates about the transformation.
- Identify key members or “influencers” at the local level to educate them about transformation and help to promote the message
- Develop and disseminate, simple, easy to read materials/information
 - a. Outreach through social media
 - b. Educational campaign with materials

Group 5-

- Create a basic tool kit with talking points to members and non-members
- Member buy-in to accept the ideas and to listen to them, establishing and trust, get out there as leaders along with the chapter leaders to talk to the members.
- Start with chapter leaders - ask them something by creating a communication campaign such as talking to 2 people and getting them to talk to 2 more, etc. to spread the news

Group 6-

- Need to get the members engaged
- Need to get the delegates elected right away and start sharing the information at the chapter meetings

The meeting was temporarily suspended at 12:30 pm. for a lunch break and resumed at 1:00 p.m.

Transformation: Stage 2 Process (continued):

Joseph Bryant spoke on the transformation work on the basis of the organization and the work we maintain to do. Lisa Morowitz reported on the Stage 2 design. A quick preview of the buckets of work and role of members in a transformed union was given. This will be discussed in detail at the March meeting. The role of staff in a transformed union has also been discussed. Staff engagement meetings will be held so that they can share their perspective on how this would impact them as well.

Approval of the January 29, 2018 Minutes:

One correction was the spelling of Lorraine Bowser’s last name. M/S/C (Stern/Wise) to approve the minutes with the correction.

Local 1021 Convention:

Lisa Morowitz reported on the notification of the convention, which can also be found on the main page of the website. Email and text blasts were also sent to members. The convention website, 1021convention.org, will have delegate information and will be regularly updated as new information becomes available. There was a request to have flyers posted on union bulletin boards.

- E-board members running for a Delegate position:
This issue was tabled from the January meeting. It was reported that our law-firm looked into the issue around whether the Local’s Bylaws permit Board members to serve as delegates outside of the chapter-elected delegates. It’s the attorney’s opinion that the Local Bylaws does not allow for this. This is covered under Article 6. Meetings, under Section E. and there is no

reason that the bylaws should not be followed. M/S/C (Jameyson/Valdez) to adopt the same policy from the 2015 convention for the 2018 convention, which reads:

In order to maximize member-at-large participation in the 2015 2018 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.

- **Convention Delegate Election:**
At the January meeting, the Board established a start date to hold convention delegate elections. However, the cut-off date was not yet determined. The recommendation from the convention planning committee is to establish June 20, 2018 as the deadline to conclude convention delegate elections. This would allow for delegate meetings to be scheduled during the summer. M/S/C (Stern/Taylor) to set June 20, 2018 as the cut-off date for convention delegate elections.
- **Convention – Delegate Election Credentials Committee:**
President Sanchez has recommended that the committee be composed of Michael Magana, Mary Duncan, and Theresa Rutherford, with the alternate to be Tom Popenuck. M/S/C (Stern/Correa) to approve the delegate credentials committee. 5 Board members joining the meeting by videoconference from the San Francisco office asked it to be noted in the minutes that they are all not in favor of holding a Local wide convention. They were asked to send correspondence to President Sanchez with their reasoning.

Executive Board Member/Committee Reports:

- **Training Committee Report:**
Jan Schardt reported on the Leadership Academy trainings that have been held as per last month's board request.
- **ASW:**
Dellfinia Hardy reported on a requirement for a law and ethics exam that must be passed to retain positions due to licensing and their participation in the Board of Behavioral Science meeting to discuss with them the legislation. Gustavo Arroyo reported that these are the boards that the governor appoints so this is an item to be aware of. Local 721 was also contacted due to their members having issues as well.
- **Secure Retirement:**
Cynthia Landry reported that the West Bay Retirees have asked to sign on to the Amicus brief which has been vetted by the law firm and Local 1021 has signed on to the brief.
- **San Francisco Region:**
Joseph Bryant reported on the usage on as needed workers which have been a fight that has been going on for years. In 2012 contract language was developed which moved 500 positions into permanent positions. The City is continuing to abuse this and through the grievance process and arbitration the City was forced to convert over 100 people to permanent, which included a monetary settlement costing the City over \$1 million to the affected employees. In the 2nd phase with the Together We Rise work in San Francisco that has brought out over 100 leaders in the region. They have now met with an additional 200 leaders to build a chapter structure to build a fight back; on February 26th there will be a rally when they begin the hearings.

- County Industry:
Dan Jameyson reported that they have found a project for the industry which is a change in the foster care policy and how it is impacting members in their jobs.
- Budget and Finance Committee:
Amos Eaton reported that on Sunday, a poll will be sent out to BFC members as a Community Ally request from AFRAM and SEJ for a time sensitive event happening within the week.
- Child Care Campaign:
Ramses Teon-Nichols reported on a rally that happened in Alameda to have their board of supervisors discuss child care.
- Chabot-Los Positas College:
He spoke about a recall at Chabot-Los Positas College taking place next month.

M/S/C (Jimenez/Rutherford) to close the meeting in memory of Geneva Haine's father, who recently passed. The meeting adjourned at 2:32 p.m.

Respectfully submitted,

Jan Schardt
Secretary