

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, February 23, 2019, 10:00 AM – 5:00 PM, Fairfield, California**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP Region-Politics Gary Jimenez, VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas, Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Sandra Wall, Mercedes Riggelman, Evelyn Curiel (by videoconference), Lorraine Bowser, Akbar Bibb, Mary Sandberg, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference).

**Executive Board Members Excused:** VP Region-B Tom Popenuck, VP Region-C Yeon Park, John Arantes, Geneva Haines, Cristin Perez, Rhea Davis

**Executive Board Members Absent:** Dan Jameyson, Norlissa Cooper, Pete Albert, Monique Broussard, Al Fernandez

**Staff in Attendance:** John Stead-Mendez, Robert Li, Nely Obligacion, Joanne Cansicio, David Canham, Bill Petrone, Jason Klumb

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**Call to Order:**

President Roxanne Sanchez called the meeting to order at 10:00 AM. A quorum was established.

**Review of Agenda:**

Added to Executive Board Member/Committee Reports - Karla Faucett and Cynthia Laundry. Remove from Announcements - Notre Dame de Namur chapter bylaws amendment. Added to Action Item – La Raza Central Legal SF chapter strike sanction.

**Member Comments:**

- Nicole Christian and Alyssa Jones-Garner, SF MTA Chapter:  
The members reported on a conference Alyssa Jones-Garner attended in Cuba with a variety of other Unions to build relations with Cuban Labor. She served as a representative of the SF Labor Council and as an SEIU 1021 member. She would like to see if the Local would sponsor five (5) members to attend another upcoming conference from April 28 – May 8, 2019. It was said that this request would be referred to the BFC for consideration.
  
- Jesse Stanton, SF HSA:  
He spoke about the work on going in San Francisco, which is great, but there is a lack of administrative support, which is causing issues.

**Approval of the January 26, 2019 Minutes:**

M/S/C (Stern/Correa) to approve the minutes of the January 26, 2019 meeting.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary of motions approved by the BFC at their February meeting.

The BFC approved the following items:

1. SFUSD Contract Translation Costs:

The BFC approved the Union's portion of the cost to translate the SF Unified School District contract into Spanish and Chinese in the amount of \$8,154.96. Note: per the agreement between the Union and the Employer, both parties agreed to pay for translation costs equally.

2. Field and Program Staff Meeting Food Costs:

The BFC approved food costs of up to \$1,000.00 for the March 1<sup>st</sup> all field and program staff meeting. The meeting is to engage with staff in a dialogue around implementation of the core strategies (Collective Action and Worker-to-Worker Communication) adopted at the 1021 Member Convention.

3. SF Lunar New Year Parade:

The BFC approved to fund up to \$2,000.00 to support costs related to SEIU 1021's Member participation in the SF Lunar New Year parade on 2/23/2019.

The BFC approved the following Community/Allies Requests:

• Shasta Mud Run (Youth Options/Youth Violence):

The BFC approved a sponsorship of \$500.00 to the 7<sup>th</sup> Annual Shasta Mud Run on 5/11/2019 (tier 3).

• Oscar Grant Foundation:

The BFC approved to purchase 4 tickets to the Oscar Grant Foundation event on 3/23/2019 for a total of \$500.00 (tier 3).

• APALA Alameda Chapter:

The BFC approved a sponsorship of \$2,500.00 to the APALA Alameda Chapter Lunar New Year Dinner on 3/28/2019 (tier 1).

• Cleveland School Remembers Event:

The BFC approved a matching contribution of \$250.00 with the San Joaquin chapter to the 30<sup>th</sup> Anniversary of the Cleveland School Shooting event on 1/17/2019 (tier 3).

• Ministers and Community United:

The BFC approved a matching contribution of \$250.00 with the San Joaquin chapter to the Ministers and Community MLK, Jr. event on Jan. 20-21, 2019 (tier 3).

• Supported Life Institute:

The BFC approved a contribution of \$500.00 to the Statewide Self-Advocacy Conference on May 3-4, 2019 (tier 3).

- Coalition of Asian American Government Employment (CAAGE):  
The BFC approved to purchase 1 table in the amount of \$500.00 to the Coalition of Asian-American Government Employment Lunar New Year Luncheon on 2/22/2019 (tier 3).
- SF AFRAM Caucus:  
The BFC approved a contribution of \$2,000.00 to support the SF AFRAM Black History Celebration on 2/22/2019 (tier 1).

**Action Items:**

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

- A. City of Oakland Contract Campaign Budget:  
The BFC recommends to the Board to approve a budget of up to \$178,500 for the City of Oakland contract campaign. The budget includes costs for resources such as a negotiator from our law firm, communication/media needs, “purple stuff” and food costs for various rallies, worksite meetings and bargaining. M/S/C (Stern/Sandberg) to approve request of up to \$178,500 for the City of Oakland contract campaign.
- B. Alameda County Contract Extension Campaign Budget:  
The BFC recommends to the Board to approve a budget of up to \$53,000 for the County of Alameda Contract Extension campaign. The budget includes costs for “purple stuff” and food costs for worksite meetings. M/S/C (Landry/Stern) to approve a budget of up to \$53,000 for the County of Alameda Contract Extension campaign.
- C. Political Action Committee (PAC) Funds:  
The BFC recommends to the Board to adopt the following PAC transfers formula:
  - i. Candidate PAC Account: \$0.84 cents per member, per month – spread over 8 months starting in March 2019 through October 2019.
  - ii. Issues PAC Account: \$0.69 cents per member, per month – spread over 8 months starting in March 2019 through October 2019.

M/S/C (Schardt/Stern) to adopt the formula and move funds from the general fund to the PAC Fund.

La Raza Centro Legal SF:

David Canham presented on the issues concerning the contract bargaining. The request is for a strike sanction from the Local. The SF Labor Council has also been asked to support this. M/S/C (Stern/Sandberg) to authorize a strike sanction.

**1<sup>st</sup> Reading: Policy on Executive Board Members on Full-Time Release:**

Eric Stern and Robert Li presented a first reading of the draft *Executive Board Members on Full-Time Union Compensated Leave Policy*. The Board reviewed the draft policy line by line. Board members were asked to submit any questions, concerns or suggested changes in writing via email to Eric Stern, Roxanne Sanchez and Robert Li. Some comments and concerns were discussed. There will be a follow-up meeting scheduled via *Zoom* to discuss any questions or concerns that were received. Board

members who submit any questions or concerns will be invited to join the follow-up meeting, as well as those who request to participate. This policy will be placed on the consent calendar in March.

#### **Executive Board Members/Committee Reports:**

##### Election Committee Report:

Robert Li gave a brief report on behalf of the 1021 Election Committee. The ballot count was held on Feb. 13<sup>th</sup>. There were no logistical or other technical issues on the day of the count. Per the election rules that were adopted, any election challenges or appeals must be received in the designated POB address by 5:00pm on 2/25/2019 in order for the election committee to consider any appeals. There were questions about why some candidate names were not listed on the printed ballot. It was explained that in order to save on print costs and other interests for efficiency, the election committee decided to list candidates elected by acclamation in the booklet rather than on the ballot. This clarification was also posted on an Election Committee Clarification Notice dated Dec. 19, 2018 on our website. There was a suggestion that for future elections that an "insert" or "card" be included with the ballots listing all candidates that were elected by acclamation. It was also suggested to do an analysis in areas where ballots were returned due to an insufficient address.

##### Training Committee Report:

Jan Schardt reported on the 2018 Training Committee Report statistics and participation of both members and staff.

##### Karla Faucett:

She spoke about the OUSD chapter sympathy strike with the Oakland Teachers. The instructors are going back to negotiations and the classified staff is going out on day 3. It was asked if there was funding for those going on strike?

#### **Action Items (continued):**

##### CALPERS Member Engagement:

Cynthia Landry reported on a change of leadership on the CalPERS Board. She announced that there will be an SEIU CA member engagement event with Henry Jones, new Cal PERS President, on March 7<sup>th</sup> at the Oak St. union hall. M/S/C (Stern/Wall) that the 1021 Executive Board requests that 1 of the 2 questions allowed at this event will be to state that the we would support divestment in fossil fuel and ask CalPERS to acknowledge this. Cynthia Landry would like to have a representative from the law firm attend the next board meeting to update us on pension reform.

**The meeting was temporarily suspended for lunch break at 12:10 p.m. and reconvened at 12:30 p.m.**

#### **Director Reports:**

##### Robert Li, Head of Operations & Labor Relations:

He will cover his report in closed session.

##### John Stead-Mendez, Executive Director:

He reported that we have had a slight dip in density. Nely Obligacion gave a report on the Oakland strike and member participation. Workers, who discovered that they were not members have converted. David Canham reported on the S.F. Contract Campaign Kickoff Rally. The attendance shows that worker-to-worker communication works, as they were the ones to engage with each other. Jason Klumb

reported on the Sonoma County contract. Staff Development report continuing with the dialogue following the convention strategies with the field staff.

Staff announcements: Nely Obligation is expected to retire on April 1<sup>st</sup>. David Canham was awarded the promotion to take over as the Deputy Director of Advocacy & Internal Organizing position, when Nely retires. Del Mallory and Johnathan Nunez-Babb are serving as temporary field supervisors in the East Bay region. There are currently field rep vacancies in the East Bay, North Coast and the Education team. There are member leaders, who may come out on lost-time to help cover as a field representative in some of the vacancies.

**Announcements:**

Cynthia Landry:

She reported that on April 13<sup>th</sup>, there will be a climate justice training that the Local has assisted with sponsoring.

**The Board moved to closed session at 1:10 p.m.**

**Executive Session:**

Marin RN Chapter:

M/S/C (Stern/Sandberg) to support the direction pertaining to the Marin RN Chapter, as presented by Executive Director John Stead-Mendez.

Executive Director and Head of Operations & Labor Relations Compensation:

M/S/C (Stern/Rutherford) to satisfy the process set forth in Paragraph 5 of the Executive Compensation Agreement of Robert Li (for the time period of January 1, 2019 to December 31, 2020), SEIU Local 1021 shall add five percent (5%) to Robert Li's existing salary; however, at the request of Robert Li, that five percent (5%) salary increase shall not take effect until January 1, 2020.

M/S/C (Stern/Sandberg) to satisfy the process set forth in Paragraph 5 of the Executive Compensation Agreement of John Stead-Mendez, SEIU Local 1021 shall pay to John Stead-Mendez as a lump sum the annualized amount SEIU Local 1021 would expend (i.e., a salary increase plus roll-ups) if it were to grant John Stead-Mendez a five percent (5%) salary increase from January 1, 2019 to December 31, 2019. Due to John Stead-Mendez receiving only a lump sum for the period of January 1, 2019 to December 31, 2019, the process set forth in Paragraph 5 of the Executive Compensation Agreement will occur again in December 2019.

**The board went into open session at 2:40 p.m.**

Secretary Jan Schardt reported out the motions from executive session.

**Meeting adjourned at 2:41 pm.**

Respectfully submitted,

Jan Schardt  
Secretary