

SEIU Local 1021 Executive Board
Monday, March 30, 2015 (video conference)
MINUTES

Executive Board Members Participating: Treasurer Paul Camarillo (SF), VP of Politics Alysabeth Alexander (SF), VP of Organizing Ramses Teon-Nichols (SF), VP of Representation Karen Joubert (Fairfield), VP Region A Crawford Johnson (Fairfield), VP Region B Tom Popenuck (Fairfield), VP Region C Gary Jimenez (Oakland), VP Region D Larry Bradshaw (Oakland), VP Region E Marcus Williams (Stockton), Renita Terry (Oakland), Omar Medina (Santa Rosa), Jim Wise (Fairfield), Eric Stern (Oakland), Norlissa Cooper (Fairfield), Rhea Davis (Oakland), Cynthia Landry (Oakland), Derrick Boutte (Oakland), Gregory Correa (Oakland), Rosa Lutrario (Oakland), Robert Taylor (Jackson), Jesse Hampton (Jackson), Gayle Chadwick (Del Norte), Jan Schardt (Fairfield), Mercedes Riggelman (Fairfield), Priscilla Agbunag (SF), Evelyn Curiel (SF), Sunny Santiago (by teleconference), Akbar Bibb (Fairfield), Nancy Atwell (Oakland), Nadeen Roach (Fairfield), Amos Eaton (Santa Rosa), Tina Diep (Oakland), Doug Marr (Oakland), Paul Little (Fairfield), Julie Meyers (SF), Theresa Breakfield (Stockton), Peggy LaRossa (by teleconference).

Executive Board Members Excused: President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Valoria Russell-Benson, Renato Pena, Karla Faucett, Pete Albert, Nancy Ghanim, Erika Watkins, David Fleming, Gina Castellano, Richard Greenwood, Kathryn Cavness

Staff Members Participating (Oakland): Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Tim Gonzales, Dana MacPherson, Bill Petrone (Stockton).

The meeting was called to order at 10:05 a.m. by Region D Vice-President Larry Bradshaw. It was announced that President Roxanne Sanchez is out ill, and appointed VP Bradshaw to chair the meeting.

AGENDA REVIEW:

The following items were added: reports/announcements from Jim Wise, Cynthia Landry, Ramses Teon-Nichols and Doug Marr.

APPROVAL of MINUTES from the NOV. 2014 and FEB. 2014 meetings:

It was announced that the minutes of the November 22, 2014 and February 21, 2015 meetings are not yet available. It was M/S/C (Correa/Johnson) to table the approval of the minutes.

REGIONAL MOBILIZATION DEBRIEF:

Larry Bradshaw reported that we are in the process of compiling input from the regional mobilizations. Information will be forthcoming, which will be presented to the Board for further discussion. The Board provided feedback and comments on their impressions of the various mobilizations. Overall, there was general consensus the mobilizations were successful; and to build on keeping the members engaged, who attended.

SEIU LOCAL 1021 CONVENTION:

Larry Bradshaw, with assistance from Seth Schapiro, presented various recommended proposals and updates on the member convention.

Election Committee:

President Sanchez is recommending to the Board to appoint Karen Joubert, Tom Popenuck and Mercedes Riggelman to the Local 1021 Convention Election Committee. The main function of the committee is to certify convention delegates and to review/discuss any disputes or challenges. It was M/S/C (Stern/Diep) to accept the President's recommendation to appoint Karen Joubert, Tom Popenuck and Mercedes Riggelman as the 2015 Convention Election Committee.

Attendance, Travel & Lodging Policies – 2nd Reading:

A second draft of proposed attendance, travel and lodging policies for the 2015 Local 1021 Membership convention was presented. The second draft includes feedback as discussed by the Board at its February meeting. The Board reviewed and discussed the revised Attendance, Travel & Lodging policies for the Convention section by section:

- Page 1, footnote #2:
It was M/S/C (Stern/Boutte) to strike out the words ***non-delegate Executive Board members***.
- Executive Board Status at Convention (page 2):
It was M/S/C (Stern Boutte) to modify *Executive Board* to **SEIU Local 1021 Executive Board** in this section and throughout the entire document.
- Registration Deposit (page 1):
It was M/S (Meyers/Taylor) to accept the *Registration Deposit* policy. The motion was carried. There was 1 abstention.
- Non-Delegate Members at Large (page 1):
It was M/S/C (Eaton/Correa) to change *Non-Delegate Members* to ***Non-Delegate SEIU Local 1021 Members*** in this section and throughout the document.

After review of the document section by section, the Board agreed to accept the following policies, with the understanding that the communications team will work to clean up the language to make the policy clear on all convention materials, such as flyers and the website:

Lodging for Delegates and Guests:

- *Lodging will be provided for Delegates¹ and Guests². All rooms will be double occupancy. For Delegates and Guests that want their own room, they will need to pay for half of the room cost. Requests for single occupancy should be sent to Jenny Vattuone.*
- *Delegates and Guests who travel 75 miles or more (one way) are qualified for Friday night lodging. All Delegates and Guests are entitled to Saturday night lodging (there is no required miles to qualify).*
- **SEIU Local 1021's** usual travel requirement for hotel stay will be waived for Delegates & **SEIU Local 1021** Executive Board members.

(footnote)¹ Delegates: Delegates represent their chapter at the convention, communicate convention decisions to chapter members, and provide leadership in enacting the major plans and projects of the Union, as approved at the convention. Delegates must be available and committed to attending the September 26-27, 2015 convention.

(footnote)² Guests: Guests such as speakers, ~~non-delegate Executive Board members~~ or other special guests may attend by invitation only.

Registration Deposit for **Non-Delegate SEIU Local 1021 member-at-large**:

- A \$50 refundable registration fee will be required for **Non-Delegate SEIU Local 1021** members at large.

A check deposit payment will be held (it will not be cashed), then returned to the member at registration. Credit card payments will be pre-authorized. Deposits will be refunded to members, who attend the Convention or cancel their registration at least five (5) days prior to the Convention. The deadline for cancellation must be received by 4:00 p.m. on Monday, September 21, 2015. No refunds (checks or credit card) will be issued to registrants, who do not show up or cancel their registration by the designated deadline.

Online registration must be paid by credit card. Paper registration must be mailed, along with the registration deposit check in the amount of \$50.00.

- The registration fee will not apply to Delegates.

Non-Delegate **SEIU Local 1021** Members at Large:

Policy for Non-Delegate **SEIU Local 1021** members at large to attend:

- Non-delegate **SEIU Local 1021** members at large may attend.
- Non-delegate **SEIU Local 1021** members will be required to pay the \$50 refundable registration deposit.
- Non-Delegate **SEIU Local 1021** members at large may book and pay for their own hotel room at a discounted group rate, if they choose to stay overnight.
- Non-delegate **SEIU Local 1021** members at large attending may participate in all aspects of Convention except voting, if there should be voting on the agenda.
- Non-delegate **SEIU Local 1021** members at large may receive mileage reimbursement according to the normal policy of the Local.

SEIU Local 1021 Executive Board Status at Convention:

SEIU Local 1021 Executive Board members will have "special guest status" at the convention. They will be able to attend all convention activities and be eligible for overnight accommodations at the convention hotel in accordance with local policy.

Guests Policy:

- Guests such as speakers/**training facilitators**, ~~non-delegate Executive Board members~~ or other special guests may attend by invitation only.
- All guest invitations must be approved by the Convention Planning Committee & **SEIU Local 1021** Executive Board.
- Guests must register, but will not be required to pay the pre-registration deposit.

Newly-Organized Members:

Policy for newly-organized members to attend:

- Same general attendance policy as other non-delegate **SEIU Local 1021** members at large.
- Newly-organized chapters may choose to elect Honorary Delegates.
- Honorary Delegates will be recognized at the Convention, but will not be able to vote.

Press/Media Policy:

- No press or reporters of any kind will be allowed to attend the Convention.

Delegate Election Process:

A synopsis of the delegate election process was presented, which includes the convention delegate election timeline. Chapter delegate elections will commence on 4/20 and conclude on 7/20. The Convention Election Committee will certify the final list of all elected delegates by the July 2015 Board meeting.

Convention Delegate Eligibility Proposal:

Seth Schapiro read the proposal as follows:

Eligibility to run for delegate is a member who has -

Paid dues in Jan. or Feb. 2015 AND paid dues for at least four (4) months during 2014. The four (4) months in 2014 need not be consecutive.

Or in new dues paying chapters paying dues for less than four months in 2014:

Paid dues in Jan. or Feb. 2015 AND also paid dues for as many months as they could in their chapter, if their chapter was in existence for fewer than four (4) months in 2014.

It was M/S (Atwell/Landry) to modify the proposal for eligibility to be paid dues for a total of 6 months, such as: *paid dues in Jan. 2015 and paid dues for five (5) months in 2014; or paid dues in Jan. or Feb. 2015 and paid dues for at least five (4) months in 2014.* The motion to modify the proposal was **not** carried. There was 1 abstention.

The Board moved to a vote on the original proposal, as read by Seth Schapiro. It was M/S (Terry/Jimenez) to adopt the proposal as presented, with the understanding that the *Eligibility* section in the chapter bylaws template would be modified for purposes of running for a delegate for the 2015 SEIU 1021 member convention. The motion was carried. There were 2 abstentions.

Alternate Delegate Process Proposal:

Seth Schapiro read the proposal as follows:

All Chapters are encouraged to select at least two (2) alternates. Alternates need to be ranked by votes received (e.g. the highest vote total becomes Alternate #1, second highest voted becomes Alternate #2, etc.)

In Chapters with "white ballots" (where there are more or an equal number of delegate slots as there are candidates, thus making an election unnecessary), Chapters are still encouraged to select up to two (2) alternates and designate these as Alternate #1 & #2.

Convention Delegates, who become ineligible or unable to attend, shall notify the 1021 Convention Election Committee in writing no later than 8/20/15. An Alternate or Alternates will then be credentialed and seated. Delegates who notify the 1021 Convention Election Committee after 8/20/15 will not be replaced by an alternate.

It was M/S (Schardt/Landry) to approve the Alternate Delegate process proposal as presented. There was discussion on the motion.

A substitute motion was made by Gary Jimenez, and seconded by Rosa Lutrario, to amend the words "white ballots" to "uncontested ballots" in the 2nd paragraph, first sentence of the proposal. The Board moved to a vote to adopt the proposal with the amendments discussed. The motion was carried.

Chapter Delegate Allocations and Delegate Scale:

A list of Chapter Convention Delegate Allocations and Convention Delegate Scale as of 3-30-2015 was distributed. It was explained that the scale is based on the ByLaws language; and that the delegate

allocation per chapter is based on the scale. It was M/S (Landry/Atwell) to approve the Chapter Convention Delegate Allocations and Convention Delegate Scale as presented. The motion was carried.

Lost-Time for Convention Delegates:

Seth Schapiro gave an overview of an issue of paying lost-time for convention delegates, whose regular work days falls on a Saturday and/or Sunday. It was explained in the 2012 Convention, delegates were paid lost-time if their regular work day fell on the same dates of the convention. For the 2015 Convention, the recommendation is to pay lost-time for Delegates whose work regular work day is on Saturday, Sept. 26th, and or/ Sunday, Sept. 27th. There was discussion to allow flexibility for any hardship for those delegates who normally work swing/grave yard shifts or have to travel a long distance.

It was M/S (Landry/Stern) that lost-time will be covered under the Local's lost-time policy for convention delegates whose regular work day falls between 12:01am on Saturday, Sept. 26th to 12:00am on Sunday, Sept. 27th, with the understanding that flexibility beyond the stipulated dates and times will be considered due to hardship. The motion was carried.

The meeting was temporarily suspended at 12:08pm for a lunch break and reconvened at 12:35pm.

The Board moved to closed session at 12:3pm.

EXECUTIVE SESSION:

The following actions were taken in closed session:

- It was M/S/C (Jimenez/Taylor) to extend up to June 1, 2015 the following temporary employees: Sandra Barreiro, Amanda Booker, Catherine Bundy, Michael Israel, Ed Kinchley, Celeste Peterson and Colette Washington.
- It was M/S/C (Landry/Stern) to extend up to June 1, 2015 and to make an exception to the current policy around the 365 days rule for the following temporary employees: Sally Covington and Michael "Shum" Preston.

The Board moved to open session at 1:15pm

SEIU LOCAL 1021 CONVENTION (continued):

Communications Plan:

An outline of the 2015 Convention communications plan was distributed. The summary includes an outline of "working draft" goals, components of the plan and the draft convention logo. The Board was asked to adopt the logo as presented. It was M/S (Medina/Johnson) to adopt the 2015 convention logo, as presented. The motion was carried. There were 3 opposed and 3 abstentions. It was said that any further feedback or suggested changes on the logo or communications plan should be sent to John Stead-Mendez.

Board Members as Delegates:

The Board discussed the issue of Local 1021 Executive Board members running for a convention delegate seat in their chapter. There was a suggestion to adopt a policy that Local 1021 Executive Board members may not run as delegates, but are permitted to have voting privileges at the convention. It was explained that the motion may not be legal, due to Local's ByLaws and other policies where it would be a conflict. The Board had a lengthy discussion on this issue.

It was M/S (Atwell/Breakfield) that in order to maximize 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 voted by show of hands: Yes = 15; No = 13; Abstentions = 6. The motion was carried.

Budget & Finance Committee Report:

Julie Meyers reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its March meeting was presented.

The following items were approved by the BFC:

1. Single Payer Committee Request:

The BFC approved up to \$1,000 to fund an all-day Local 1021 *Medicare for All* training. The cost will cover airfare expenses for two (2) trainers from *Labor United for Universal Healthcare* (based in Los Angeles); as well as food expenses. The training will focus on the facts and history essential to understanding the system of health care delivery in the U.S; and the essentials of a single payer system that could be implemented in the U.S. The training will be held in Oakland and invitation will be extended to Board members and other activists from *AllCare Alliance* and *Single Payer Now*.

2. Deborah Edgerly, Consultant:

The BFC approved to go into a contract with Deborah Edgerly to assist with work on the City of Oakland bargaining and other East Bay bargaining, such as City of Berkeley, at the following cost: for the period of 3/21/2015 to 3/31/2015 to be paid at the amount of \$2,870; for the months of April, May and June to be paid at \$8,200 per month; the total cost of the contract shall not exceed \$27,470 (plus expenses).

The work to be performed includes: labor-management services, including but not limited to analyzing the collective bargaining agreement, providing advice and recommendation on City/Union proposals, issue monitoring during collective bargaining sessions and other required meetings; plus budget analysis work, prepare proposals around budget matters and other agreed to research/projects around City of Oakland bargaining and other East Bay bargaining. Deborah Edgerly will work under the direction of Executive Director, Pete Castelli.

3. Additional Resource for Convention Planning:

The BFC agreed to approve an additional resource of funding temporary employee, Vanessa Rhodes, to provide additional support around the Convention at an approximate cost of \$50k, plus benefit costs. She will initially be brought on as half-time for March to June, with the anticipation that July to August will be at full-time.

The work to be performed includes support on the convention delegate election process, work with the Member Engagement/Staff Development Director to develop the convention program; and help facilitate, project manage various pieces of the Convention planning.

4. Minimum Wage polling:

The BFC approved up to \$30k to do a comprehensive statewide poll on the \$15.00 per hour minimum wage campaign, with the caveat to fund out of the Resource Agreement.

5. S.F. Campaigns Budget:

The BFC approved the 2015 San Francisco Campaigns budget at up to a total cost of \$46,490.00 for various campaigns that includes the Bio-Metric Time Clock fight, COFAM contract bargaining, S.F. Superior Court bargaining, fee payer/cope payer campaigns, Non-profit justice campaign and numerous non-profit contract fights. The budget includes costs for items such as lost-timers, publication needs and costs for various actions/events.

6. Worker Power Magazine (BFC poll):

The BFC approved via poll to print the latest issue of the Worker Power Magazine and to mail the new issue to members at up to a cost of \$20k. Note: the new issue includes an announcement of the Convention, including dates of when chapter elections of convention delegates will begin and conclude.

The BFC approve to recommend the following items to the Board:

A) David Kersten, Consultant:

The BFC approved to recommend to the Board to extend David Kersten's contract at his current contract rate up to the end of April 2015. He is currently assisting with various research work in San Francisco. It was M/S/C (Stern/Curiel) to approve the request as recommended by the BFC.

B) East Bay Campaigns Budget:

The BFC agreed to recommend to the Board to approve the East Bay Bargaining/Campaigns budget for the City of Berkeley, City of Oakland, Port of Oakland and Alameda County at a projected total cost of \$172,530 to run from April 1, 2015 to July 1, 2015. The budget includes costs for items such as publications, printing, social media, lost-time, support for community partners and costs for various mobilizations, actions and events. It was M/S/C (Stern/Landry) to approve the request as recommended by the BFC.

C) Oakland Building Project:

The BFC approved to recommend to the Board to increase the cap of the Oakland Building project (29th St. office) to up to a cap of \$325k, including furniture costs, recognizing that a portion of the costs to come out of the Organizing budget. Note: the Board previously approved a cap of up to \$275k. It was M/S/C (Stern/Jimenez) to approve the request as recommended by the BFC.

Stockton Office Fence:

Seth Schapiro explained that a request regarding installation of the Stockton fence is being presented to the Board, since it was not presented in time to the BFC. The BFC previously approved up to \$25k to install fencing around the Stockton building and upgrades to the Sonitrol Security services. However, given the motion the BFC passed for good quality (i.e. 8 ft. fence) and tighter mesh fencing, the estimated cost is slightly more than initially expected. The request is to approve an additional \$2,500, for a total of up to \$27,500, to install high quality fencing for the Stockton office. It was M/S/C (Stern/Marr) to approve the request.

President and Leaders Report:

o IGNITE Conference:

Rosa Lutrario and Jesse Hampton gave a brief report on the SEIU IGNITE conference in St. Louis, where about 13 member activists and 4 staff attended. There was a request to circulate the conference materials to the Board.

- Amador Courts:
(action item request)
Jim Wise, Courts Industry Chair, presented a request on behalf of the Superior Court of Amador County chapter. He reported that the members voted and authorized a 1-day strike. The chapter is seeking the Board's approval to authorize an "unfair labor practice" strike sanction. It was M/S/C (Schardt/Agbunag) to authorize a strike sanction for the Superior Court of Amador County chapter.
- Cynthia Landry: She spoke about an article in the Oakland tribune regarding retirement debt large-scale sacrifices.
- Education Summit: Doug Marr and Jan Schardt announced that the Education Summit will be held on April 11th in Sacramento. The Board members were encouraged to attend.
- SB1234: Nancy Atwell and Cynthia Landry gave a brief report on lobby work on SB1234. She also spoke about a summit that was recently held.
- Ramses Teon-Nichols: He spoke about various campaigns that ROC members have been involved in.
- Renita Terry
(Action item request)
She spoke about the upcoming Alameda Labor Council Unionist of the Year dinner on May 8th, where President Sanchez is being honored. Alysabeth Alexander stated that 1021 COPE has approved 4 tables (10 per table) to come out of the Issues PAC account. Pete Albert is maintaining a list of RSVP's. It is not known at this time, if all slots have been taken. A straw poll of the Board was taken to see who is interested in attending; and to determine if additional tables are needed. It was M/S/C (Joubert/Curiel) to approve up to two (2) tables at \$2,000 per table to come out of the local's general fund, if needed.
- Gary Jimenez: He spoke about the Fight for \$15 national day of action on Wed, 4/15. He encouraged the Board to attend the various actions happening in the bay area, Sacramento and Stockton.

Head of Operations Report:

Seth Schapiro gave a brief update on the 29th Street and Oak Street office projects.

Director Reports:

Written director reports were sent by email to the Board. He announced that Dana MacPherson has been hired temporarily as the interim East Bay Field Director.

It was M/S/C (Taylor/Jimenez) to adjourn the meeting at 3:17 p.m. in honor of Kitty Cone, Disability Rights Leaders, who recently passed.

Respectfully Submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton