

**SEIU 1021 Executive Board Meeting
Monday, March 21, 2016, Oakland, CA
MINUTES**

(Outgoing Board Attendance)

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, 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, Renita Terry, Omar Medina, Valoria Russell-Benson, Eric Stern, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Kimberly Moses, Robert Taylor, Mercedes Riggelman, Evelyn Curiel, Sunny Santiago, Akbar Bibb, Nancy Atwell, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Julie Meyers, Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Jim Wise, Norlissa Cooper, Renato Pena, Nancy Ghanim, Gayle Chadwick, Paul Little

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

Guests: SEIU President Mary Kay Henry

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The meeting was called to order at 10:00 a.m. by President Roxanne Sanchez.

REVIEW AGENDA: The agenda was approved as presented by consensus

MEMBER COMMENTS:

- Health Plan of San Joaquin Members: Marcus Williams introduced members Albert Dorcy, Dena Robinson and Rosaline Woodall from Health Plan of San Joaquin, which is a newly formed chapter that is currently in bargaining. They spoke about recent termination of members and an action on March 30th.
- Al Marshall, City of Oakland Chapter: He spoke about the Chapter ByLaws template; how his chapter is making an effort to abide by it in order to hold chapter elections.
- Marcus Brown, City of Oakland TPT Chapter: He spoke about issues in the TPT chapter and asked for the Board's support in their efforts to help resolve and have successful outcomes in their fights.
- Greg Marro, Retiree: He spoke about politics and the upcoming election.

REVIEW/APPROVAL MINUTES OF THE FEBRUARY 27, 2016 MEETING:

It was M/S/C (Stern/Atwell) to approve the minutes of the February 27, 2016 meeting, with the correction to add under "*Review of January 9th Minutes*" the motion that failed during closed session around supporting protection for Executive Board members; and add that the issue will be forwarded to the Policy Committee to discuss possibly drafting a policy that addresses the concern of expediting

action/assistance for Executive Board members and member leaders, who are targeted because of union activity.

ELECTION COMMITTEE REPORT:

Election Committee Chair Donna Share reported on the Executive Board election. A comprehensive Election Committee Report was distributed. She spoke about challenges or appeals filed with the Committee. The election results were read as certified by the Election Committee. She reported that the *East Bay Area Representative Position(s)* are in the appeal process; and those elected in this position will need to be sworn in at the April meeting.

SEIU INTERNATIONAL CONVENTION:

SEIU President Mary Kay Henry was introduced. She spoke about the upcoming SEIU Convention in Detroit and gave a brief overview of some of the principles that will be examined and discussed by members, such as *Create Next Forms of Worker Power, Build a Wider Movement and Innovate in Our Current Work*. She also briefly spoke about resolutions that will be presented at the Convention.

PRESENTATION:

A certificate of appreciation was presented to exiting Executive Board members.

INSTALLATION of NEW EXECUTIVE BOARD:

The new Executive Board was sworn in by President Mary Kay Henry.

The meeting of the outgoing Board was adjourned at 11:30 a.m.

(New Board Attendance)

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, VP of Representation Theresa Rutherford, Felipe Cuevas, Omar Medina, Karla Faucett, Eric Stern, Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Robert Taylor, Dan Jameyson, Monique Broussard, Mercedes Riggelman, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Akbar Bibb, Cristin Perez, Richard Greenwood, Kathryn Cavness, Tina Diep, Rhea Davis, James Harris, Jr., Peggy LaRossa, Mary Duncan (by teleconference).

Executive Board Members Excused: Jim Wise, Norlissa Cooper, Mary Sandberg
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The meeting was called to order at 1:00 p.m. by President Roxanne Sanchez:

MEMBER COMMENTS :

- Erica Linhart from the Fight for \$15 spoke about the national day of action for fast food workers on April 14th. Veronica Gonzalez, fast food worker, also spoke about the action and asked for the Board's support.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its March 21, 2016 meeting was presented.

The BFC approved the following items:

1. Fremont Office Lease Extension:

The BFC approved to sign a one (1) year lease at \$2,500 per month effective April 1, 2016 through May 31, 2017, with the caveat to first attempt to negotiate a one (1) month extension (through the end of April 2016), instead of 1 year; and in the event the property management agrees to a one (1) month extension, the issue will be brought back to the BFC to further evaluate the need for an office space in Fremont and discuss whether to extend beyond one (1) month. Note: The current rent is \$2,400 per month.

2. April Executive Board Retreat:

The BFC approved to allocate up to \$30k for the April 2016 Executive Board retreat to be held at the suggested location - *Asilomar Conference Grounds* in Pacific Grove, CA.

3. MRC Call Center Platform:

The BFC approved to upgrade the MRC call center software (Cisco unified communications platform) to enhance communication and tracking options for our members contacting the MRC at an approximate cost of \$8,874.42. Note: The 2016 approved budget for the current Cisco software upgrade is \$77,229.10.

4. iPhone Upgrade:

The BFC approved an additional \$12,950.90 to upgrade all users (Board members and staff) to the iPhone 6 model. Note: The 2016 approved budget for the iPhone upgrade was initially \$28,673.90,

5. Sandy Tibbets, Consultant:

The BFC approved to modify Sandy Tibbet's contract with an additional 25 hours of work, with the understanding that the contract max would need to be adjusted, to help close out administrative work around the 2016 Executive Board Election.

6. S.F. RN Bargaining Campaign Proposal

The BFC approved the S.F. RN Contract Campaign budget proposal at a projected total amount of \$49,992.00. The budget includes costs for items such as various actions/rallies, hiring a temporary note taker for bargaining sessions and potential strike related costs.

7. Sonoma County Health Care Task Force:

The BFC approved to earmark up to \$10,000 to be confirmed with the following contingencies:

- 1) the Sonoma County Board of Supervisors passes the Task Force recommendation; and
- 2) other public sector Unions and/or Employers represented on the Sonoma County Task Force also makes a contribution to reach the overall goal of \$50,000;

In addition, if contingencies are met, the \$10k would be released with the understanding that the scope of work would include the consultant working with Task Force members to develop a Kaiser purchasing pool to leverage our purchasing power in an effort to lower rates and to develop the "cash price" bidding of Medicare, plus fee schedules.

8. Berkeley Minimum Wage Petition:

The BFC approved an additional \$3,000 to come out of the Organizing Resource Agreement to gather signatures on a petition for a Minimum Wage ordinance in Berkeley for the November

election, with the caveat of getting confirmation on this additional money from the VP of Politics and Deputy Director of External Campaigns. Note: At the February E-Board meeting, the Board approved up to \$19,400 towards this work.

BFC Recommendations:

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

A. Microsoft Enterprise Agreement:

The BFC recommends to renew the Microsoft Enterprise Agreement for 3 years (2016-2019) at an annual cost of **\$83,414.40**. Note: Current annual cost is \$66,519.30 and is already included in the 2016 budget for this item. The \$83,414.40 amount would be part of the 2017 budget; however the contract with Microsoft needs to be signed in 2016. M/S/C (Medina/Riggleman) to approve the Microsoft enterprise agreement.

B. 2016 Organizing Budget & Resource Agreement:

- The BFC approved to recommend to the Board to adopt the 2016 Organizing Budget and 2016 Resource Agreement, as presented to the BFC. The draft *2016 Organizing Budget* and *2016 Resource Agreement* were presented and reviewed by Kristin Lynch and Ramses Teon-Nichols. It was stated that social justice campaigns has been added to the *Resource Agreement*, as part of the local's *Strategic Campaign* work. M/S (Media/Alexander) to approve the 2016 organizing budget and resource agreement. A friendly amendment was made by Cynthia Landry to add retirement security in the Resource Agreement. The makers of the motion accepted the friendly amendment. The motion was carried with the amendment.
- Process/Administrative Items (CA Public Organizing Project (POP) & Statewide Programs): It was reported that the BFC approved to make a retro payment to the International for the months of January, February and March in one payment; then pay in monthly installments after the month of March for Statewide programs and for POP, as part of the Resource Agreement. There was no action required by the Board on this item.

C. SF Building Project:

The BFC approved to recommend to the Board to move forward with entering lease negotiations for a 10/year lease for 1.5 floors at the property located at 939 Ellis Street at an average yearly occupancy cost of \$1,326,000.00. Seth Shapiro explained the situation with the current San Francisco building and the rent increase will incur. He reviewed costs of the new building, etc. There was a question about what type of occupancy zone the building is in and if we can receive any tax or rental breaks for the local. M/S/C (Medina/ Landry) to move to entering into lease negotiations for a 10/year lease for 1.5 floors at the property located at 939 Ellis Street an average yearly occupancy cost of \$1,326,000, with the caveat that any zoning or tax breaks be negotiated in the lease, if applicable.

D. Steve Somers, Consultant:

M/S/C (Popenuck/Jimenez) to extend Steve Somers' contract to up to the end of June 2016 to help lead the contractual equity study process at City of Oakland, as well as continued case work in Oakland and any necessary follow up in the City of Hayward and Alameda Courts, at his current rate of \$8,000 per month, with the understanding that the contract max would need to be adjusted. His previous contract term was up to the ratification of the Alameda Courts contract. An explanation of the work involved was reviewed in detail.

4th Quarter Financial Review:

The Executive Summary 4th Quarter Financial Review was presented. Rocky Morrison reviewed and explained the report in detail. He explained that the report is for non-organizing.

Community/Allies Requests:

The policy on Financial Contributions to Community Organizations and Allies was shared so that Board members can see how they are determined.

- **Capitol Region Organizing Project (CROP):**
The request was submitted by Crawford Johnson, as a Tier 2 request. The BFC approved to pay the annual dues payment to CROP in the amount of \$5,000 to support the organization's efforts to help build power in the Sacramento region. The organization's work includes working collaboratively with labor and community leaders.
- **NAPA – American Cancer Society Relay for Life:**
The request was submitted by the City of Napa chapter, as a Tier 3 request; and was presented by Jan Schardt, on behalf of the chapter. The BFC approved to match the chapter's donation in the amount of \$250.00 for sponsorship in the *Relay for Life Napa* fundraiser to be held on July 2016.
- **National Alliance for Filipino Concerns:**
The request was presented by Larry Bradshaw, as a Tier 3 request. The BFC approved to donate \$1,000 to the National Alliance for Filipino Concerns to sponsor the organization's efforts to develop a labor history film about labor activist, Philip Vera Cruz. The local will be recognized on the film's credits as a contributor towards the project.
- **2016 Multiple Sclerosis Walk SF:**
The request was submitted by the SF City College chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$250.00 to sponsor SFCCD member Kristine Demafeliz for the 2016 Walk MS Event in San Francisco on April 24th.
- **Statewide Self-Advocacy Conference:**
The request was submitted by Eric Stern on behalf of the Non-Profit Industry and DD Council, as a Tier 2 request. The BFC approved \$3,500 to sponsor the 21st Annual Statewide Self-Advocacy Conference, with the caveat that the liability may come out of the Organizing budget, as per previous years' donations towards this event, with confirmation from the VP of Organizing and Deputy Director of External Campaigns.
- **Sonoma County Rose Parade:**
The request was presented by Tom Popenuck, on behalf of the Sonoma County Chapter, as a Tier 3 request. The BFC approved up to \$3,950 to sponsor members participating in the *Luther Burbank Rose Parade & Festival* event in Santa Rosa on May 21st. The donation will help cover costs for expenses such as float materials, t-shirts, a band and water/snacks.
- **North Bay Jobs with Justice:**
The request was presented by Tom Popenuck, as a Tier 1 request. The BFC approved to pay the annual dues for the North Bay Jobs with Justice in the amount of \$10,000, with the caveat that the liability may come out of the Organizing budget, contingent upon confirmation from the VP of Organizing and Deputy Director of External Campaigns.

- Cesar Chavez Breakfast

The request was presented by Marcus Williams, on behalf of the San Joaquin Chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$125.00 to purchase a table to the Cesar Chavez Breakfast event in Stockton on March 26th.

- Queer Cultural Center:

The request was submitted by Alysabeth Alexander, as a Tier 3 request. The BFC approved to donate \$250.00 to help fund an educational artistic project (*Transgender Endowment 1*) that will premier in the 2016 National Queer Arts Festival event in San Francisco on June 8th.

There was a request to possibly have a budget presentation at the next Board meeting. It was announced that the next 3 BFC meetings have been calendared with locations to be determined. A calendar for the rest of the year will be developed.

2016 EXECUTIVE BOARD CALENDAR:

It was announced that the previous Board approved the calendar for the January to April meetings. A draft calendar for the May to December meetings was presented for the new Board's consideration. M/S/C (Medina/Santiago) to approve the calendar with a modification to move the proposed Sat, 10/22 meeting to Monday, 10/22. It was also announced that in order to be excused from a meeting, Board members must notify Secretary Jan Schardt, with a copy to Joanne Cansicio. The Board was also asked that as a courtesy to those, who may be allergic or sensitive to fragrance, to refrain from wearing/using products that has a fragrance or scent (i.e. perfume, body oil, etc.), at all future meetings.

OFFICERS RELEASE TIME:

The Board was asked to approve release time for Officers. M/S/C (Jimenez/Stern) to approve full-time release for the President, VP Region-A, VP Region-B, VP Region-C, VP Region-D, VP Region-E, VP of Organizing, VP of Politics, VP of Representation; and 2-days per week for the Treasurer.

ANNOUNCEMENTS:

- City of Fairfield Chapter ByLaws: It was announced that the City of Fairfield (FEA Chapter) ByLaws were reviewed and found to be in compliance. There were no objections raised.

EXECUTIVE BOARD MEMBER REPORTS:

- Ramses Teon-Nichols: He reported on items that organizing team are involved in, such as the Fight for \$15 and child care. There will be an organizing drive by USWW and SEIU to work on organizing security workers, child care campaign, etc. He also shared a report on the 1021 Environmental/Climate Justice Organizing committee.
- Cynthia Landry: She reported on the March 12th Retirement Security Committee meeting, where there was discussion on AB2833. She explained what this assembly bill would mean and its impact, should it pass. She also spoke about SB1234. She presented a request, on behalf of the Retirement Security Committee, for the Board's consideration to endorse AB2833 and recommend to the State Council. M/S/C (Albert/Boutte) to approve the request.

- Omar Medina: He reported on working with the State Council on Eligibility Workers. They are also working with the California Eligibility Directors Association to lobby for the eligibility workers.

President's Report:

President Sanchez reported on the upcoming SEIU International Convention, which will be held in Detroit. A summary of the Convention schedule was distributed. She encourages the Board to participate in various pre-convention activities, in order to have the full experience of the Convention. The process for bringing forward resolutions to the International was discussed.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez presented the 2015 Year-End report. He also reported on contracts that are set to expire and will be in bargaining in 2016. It was said that Director reports will be sent by email to the Board. He also spoke about bargaining training for staff and working to utilize the *Bargaining Rules of Engagement* tool, which outlines some of the fundamentals that should be followed by staff engaged in negotiations. Kristin Lynch also spoke about recent first contract agreements for newly organized adjunct professor workers.

WORKER POWER MAGAZINE:

Shum Preston reported on the latest issue of Worker Power, which is a tool that can be used for member engagement for staff and members.

HEAD of OPERATIONS REPORT:

Seth Schapiro gave a brief overview of the Ethics Policy and the Ethics form that all Board members are required to sign. The Ethics Policy was recently modified by SEIU. A power point summarizing key changes was presented. He pointed out that one of the changes is the Board must appoint an Ethics liaison, which can no longer be the Head of Operations. He explained that the various policies and procedures will be further discussed during the Board orientation/training in April.

ANNOUNCEMENTS (continued):

Tina Diep shared information about the April 5th event on the Immigrant Health and Resource Fair.

Pete Albert reported on the single payer committee, who works with the group Campaign for Healthy California. He also spoke about a new movie about this statewide campaign to educate and organize people to bring single payer to California by 2020.

By consensus the Board agreed to adjourn the meeting at 4:30 p.m.

Respectfully submitted,

Jan Schardt
Secretary