

SEIU Local 1021 Executive Board Meeting Minutes
Saturday, March 25, 2017 - Fairfield, California

Executive Board Members Participating:

President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP-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, Omar Medina, Jim Wise, Karla Faucett, Dellfinia Hardy, Eric Stern, Norlissa Cooper (by videoconference), Pete Albert, Cynthia Landry, Janice Wong (by videoconference), Derrick Boutte (by teleconference), John Arantes, Gregory Correa (by teleconference), Yeon Park, Angel Valdez, Robert Taylor, Dan Jameyson, Theresa Breakfield, Al Fernandez (by videoconference), Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep (by videoconference), Rhea Davis, Julie Meyers (by videoconference), Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Mercedes Riggelman, Evelyn Curiel, Lorraine Bowser, Geneva Haines

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Nely Obligation, Bill Petrone, David Canham, Lisa Morowitz, Lisa Maldonado, Tim Gonzales, Kim Carter-Martinez, Kim Alvarenga (by videoconference), Dana MacPherson

President Roxanne Sanchez called the meeting to order at 10:00 a.m.

Agenda Review:

Approval of the draft minutes of the February meeting was tabled to April. The following items were added: Dakota Access Pipeline (under action items); Retirement Security report. By consensus, the agenda was accepted with modifications.

Member Comments: There were no speakers during member comments.

Review/Approve Minutes of the February 26, 2017 Meeting:

It was M/S/C (Taylor/Alexander) to table approval of the minutes to the April meeting.

Inclusion and Equity Discussion:

President Sanchez introduced Michael Bell (consultant) with *In Partnership*. As previously reported to the Board, a consultant was hired to help plan and design the work that is integrated with the *Transformation* goals around *Diversity, Equity and Inclusion* (DEI). Michael Bell gave a brief background about his firm. There was discussion on where this work should fall under and how it will be assessed. It was M/S/C (Jimenez/Bibb) to create a small workgroup of Board members, with a representative from each region, if possible, including at least one (1) member from the *Blue Group* (architects), to work with Michael Bell to build/design the “assessment plan”, as a first step of this work; the workgroup will first bring the “assessment plan” to the *Blue Group* for coordination and alignment with the *Transformation*

process; then bring the “assessment plan” back to the full Board for discussion and approval. Board members were asked to email Joanne Cansicio, if they are interested in being part of the workgroup.

The Board took a lunch break at 12:00 p.m. and reconvened at 12:45 p.m.

Budget and Finance Committee Report:

The Quarterly review for January – December 2016 was presented.

Treasurer Amos Eaton reported on motions approved by the BFC from its March 20, 2017 meeting.

The BFC approved the following items:

1. Certificate of Deposit Account Registry Service (CDARS) and Insure Cash Sweep (ICS) accounts:
The BFC approved to authorize Treasurer Amos Eaton and Seth Schapiro to determine the allocation into our CDARS and ICS accounts; and to give Lisa Bui the authority to move the funds, as needed.
2. SF Non-Profit Campaign:
The BFC approved the 2017 SF Non-Profit Campaign Budget at a total cost of \$38,630.00 to go towards costs for various actions, media needs and up to 3 lost-timers. The campaign will focus on winning a COLA for Non-Profit (NP) Workers and work towards a permanent fix for NP workers. The campaign will also include a lost-time member program that will include work that will be in line with the Local’s goals, such as the *Vision for Power* goals, build organization at the worksite and engage members through the political process. _
3. Handyman Services:
The BFC approved to extend a vendor contract for handyman services through up to June 30, 2017 and to authorize an additional \$30,000 for a total contract max of \$40,000. As needed, payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. Note: An initial contract was approved under Seth Schapiro’s authority, per policy, at a contract amount of \$10k.
4. Stockton Building Fence:
The BFC approved up to \$23,000 to expand the fencing surrounding the Stockton Office.
Note: The previous work done surrounded the front and side of the building. The expansion will cover the back and side of the parking area.
5. Strategic Ally Requests:
The BFC agreed that funding for organizations with which the Union has a specific partnership with be allocated from the *Resource Agreement*. Such organizations include the following: East Bay Alliance for Sustainable Economy; North Bay Jobs with Justice; North Bay Organizing Project; Richmond Progressive Alliance; San Francisco Jobs with Justice; San Francisco Tenant’s Union

The BFC also approved the following funding requests to come out of the *Resource Agreement*:

- SF Jobs with Justice: annual dues in the amount of \$20,000

- North Bay Jobs with Justice: annual dues in the amount of \$10,000
- North Bay Organizing Project: annual dues in the amount of \$6,000
- Richmond Progressive Alliance: contribution in the amount of \$5,000 to support the operations of this strategic ally.

The BFC approved the following Community/Allies requests:

- People’s Climate March Bay Area:
The BFC approved a donation in the amount of \$500.00 (Tier 2) to support the April 29th Climate Action to be held in Oakland at the Lake Merritt Amphitheatre.
- Youth Violence Prevention Council:
The BFC approved a donation in the amount of \$500.00 (Tier 3) for the organization’s annual *Shasta Mud Run*, which will benefit the programs and services for youth and families in Shasta County.
- 48Hills.org
The BFC approved to sponsor the *48Hills* 4th anniversary gala event on May 2nd in the amount of \$3,000 (Tier 1).
- Asian Pacific American Labor Alliance (APALA) Alameda Chapter:
The BFC approved to sponsor the APALA Alameda Chapter Lunar New Year event in Oakland on March 29th in the amount of \$1,000 (Tier 1).

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

- A. Tim Redmond, Consultant:
M/S/C (Stern/Jimenez) to approve extending Tim Redmond’s contract through up to 8/8/2017 at the same contract terms. His current contract rate is \$4,000 per month. He is currently assisting with work on the *Worker Power* magazine.
- B. Financial Contributions to Community Organizations and Allies Policy:
There was a discussion over the changes and the impact. M/S/C (Schardt/Sandberg) to adopt the following modification to the *Tier 3* language in the *Financial Contributions to Community Organizations and Allies* policy:
- Current Language:
Tier 3 – Groups or organizations with which we wish to build good will and develop stronger relationships based on member involvement. Participation in these groups or organizations should include:
- *Allocate annual budget for modest contributions for events and activities that arise as the year goes on; e.g., sponsoring a baseball team, support a local group that is taking on a special project, etc. Primary purpose of this fund would be to demonstrate support for*

community groups that members are active in and give members an avenue to connect their community work and their union.

Proposed Change:

Tier 3 – Groups or organizations whose service and mission we admire with which we wish to support; where our relationship is one of support and good will towards the community. Participation in these groups or organizations should include:

- *Modest contributions for events and activities that arise as the year goes on.*

We recognize that situations may arise such as a tsunami, hurricane, or Standing Rock, and the BFC may recommend a different approach to the board that goes beyond this policy.

Funding guidelines for Tier 3 will range from \$250.00 to \$500.00.

The BFC received the annual audit and the Hudson audit and it was found to be acceptable, which will be discussed at the next board meeting.

Action Items:

- **Housing Now! Campaign:**

Alysabeth Alexander reported on issues that the local has been active in around making housing affordable. Housing has been one of the issues that continue to rise to the top. There has to be a state-wide campaign on housing and 1021 has been invited to join this group named *Housing Now* out of Sacramento. This will be a revenue campaign. M/S/C (Jimenez/Arantes) to endorse the campaign and to participate in the campaign planning committee.

- **CalPERS Divestment:**

Pete Albert reported on a CalPERS divestment proposal to divest any company that is supporting the Dakota pipeline. He recommends that the Union support the position of demanding CalPERS divest from holdings in companies that are building or financing the Dakota Access Pipeline. The 1021 COPE Committee and Retirement Security Committee have voted to support this position. M/S/C (Arantes/Santiago) to support sending CalPERS a request to immediately divest from holdings in companies that are building or financing the Dakota Access Pipeline.

- **Treasurer's Release Time:**

President Sanchez is seeking to extend full-time release for Treasurer Amos Eaton, until January 2, 2018. M/S/C (Jameyson/Santiago) to approve this extension.

Executive Board Member Reports/Announcements:

- COPE retreat report: Alysabeth Alexander reported on the retreat and the 5 bucket areas that COPE will be addressing. Discussed actions that will be occurring over health care May 19 – 21 in Sacramento. Immigration is being worked on and the steps that we are taking. United We Stand our Local's website for this information has the trainings, etc. posted. There is a strand on what

to do if ICE comes to your worksite and the other strand is for those that ICE maybe coming for and what they need to do.

- May Day Presentation by Ramses Teon-Nichols: Strategy and education over mobilization was discussed. Discussion on how we can support this in various ways. The presentation that was done at the last board meeting by Catlin Prendiville (Research Coordinator) will be available and can be used in April to bring into the worksites in order to get the members involved in May Day.
- Retirement Security Committee report: Cynthia Landry reported on the SACERS elections that are going to be held. M/S/C (Albert/ Medina) to support Kathryn Cavness as the SACRS secretary.
- Tina Diep asked if we can do a partnership with the local for day of immigration. This will go to Kristin Lynch and Alysabeth Alexander.
- Eric Stern announced a non-profit conference on April 8th.
- Gary Jimenez reported that on April 8th there is a Climate Justice Forum in Alameda that we are invited to attend.
- Ramses Teon-Nichols spoke about an organizing blitz for a company, which is a drive all across the country. The blitz starts on Friday, April 7th through Sunday, April 9th.
- Mary Sandberg announced that there is an organizing blitz in Santa Rosa Junior College on March 27th and 28th.

Director Reports:

- Kristin Lynch reported on organizing and the different projects and blitz's that are happening. As events are happening they need to be sent to Peter Masiak (Strategic Coordinator) and Kimberly Alvarenga (Political Director).
- Lisa Morowitz reported on membership campaign and obtaining a "dashboard" for all Board members.
- John Stead-Mendez announced that written field director reports were emailed to the Board. He reported on staffing. Dana McPherson has been awarded the director position in the East Bay working with cities and special districts. Kim Carter-Martinez had been awarded the other East Bay director position. Nely Obligation has been awarded the position of Deputy Director

and Internal Organizing. Char Clark and Amelia Bunch have both been hired for the East Bay. North Coast has added a field rep for Ukiah and Mendocino. Three (3) new communicators have been hired. CCA has closed their contract with a 17% raise and key protections with job safety. Sonoma Courts have ratified their contract. The SF Housing Authority is escalating and the Alameda Health System, as well.

- Seth Shapiro reported that interviews for finance director position will be held on Monday.

Meeting recessed to Executive Session at 3:25 p.m.

M/S/C (Taylor/Alexander) to approve the contract proposal with CWA 9410, which is a one year roll over with a 3% increase effective April 3, 2017.

Meeting reconvened into open session at 4:10 p.m.

Secretary Jan Schardt announced the motion passed during closed session.

Meeting adjourned at 4:11 p.m.

Respectfully submitted,
Jan Schardt
Secretary