

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, March 24, 2018 – 10am-5pm, Fairfield, California**  
**MINUTES**

**Executive Board Members in Attendance:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols (by teleconference), VP of Politics Gary Jimenez, VP of Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Yeon Park (by teleconference), VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas (by teleconference), Dan Jameyson, Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes (by teleconference), Angel Valdez, Sandra Lewis, Robert Taylor (by teleconference), Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin Perez, Rhea Davis, Tina Diep, Julie Meyers (by teleconference), Mary Duncan, Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** Gregory Correa

**Executive Board Members Absent:** Norlissa Cooper, Janice Wong, Monique Broussard, Al Fernandez

**Staff in Attendance:** John Stead-Mendez, Kristin Lynch, Robert Li, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, David Canham, Tim Gonzales, Kaden Kratzer, Peter Masiak, Gustavo Arroyo, Jason Klumb

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**Call to Order:** President Roxanne Sanchez called the meeting to order at 10:00 am. A quorum was reached.

**Review Agenda:**

It was requested to close the meeting in memory of Cleveland Etter, Terry Lewkowitz and David Kramer. It was asked that we keep those in mind that are participating in the *March for Our Lives* today. The following items were added: Del Norte Area Representative and Credentials Committee member. The agenda was approved by consensus.

**Member Comments:**

- Dwayne Jusino, Amaka Watson and Eddie Simlin - City of Oakland Chapter members:  
The members presented a petition to form a new chapter which would be civilian employees within the Oakland police department. It was explained that the Union's membership team will first need to verify signatures, per policy. Once this step is completed, a workgroup appointed by President Sanchez will be created to review the chapter's request, which includes meeting with chapter leaders. The workgroup will then bring a recommendation Board within the next 2-3 months.

**1021 Convention:**

- **Convention Logo/Theme:**  
The communications department presented the proposed convention logo, which is: "*Sparking the Change – Igniting Our Power*"; and tagline: "*For ourselves, our co-workers, our families, and our community*". M/S/C (Jimenez/Diep) to approve the logo presented. M/S/C (Landry/Sandberg) to approve this as the Convention theme, as well. Board members were encouraged to add this logo in their email signature, along with a link to the convention site.



**Sparking The Change  
Igniting Our Power**  
For ourselves, our co-workers, our families, and our community.

- Credentials Committee Report:

Mary Duncan reported on behalf of the committee. The committee is recommending the following, which is also consistent with the 2015 convention eligibility recommendation:

*All newly organized chapters, without a ratified contract, are eligible as honorary delegates. Any "suspended" chapters are eligible for delegates if we determine the employer is responsible for delaying the dues payment.*

M/S/C (Stern/Riggleman) to approve the recommendation of the credentials committee.

- Policies (Lodging, Registration Deposit, Lost-time for Delegates, Alternate Delegate deadline):

Larry Bradshaw reviewed the various draft convention policies for the Board's consideration:

1. Lodging for Delegates:

- *Lodging will be provided for Delegates<sup>1</sup> and Guests<sup>2</sup>. The room and tax fees will be paid for by the Union. Delegates and Guests are responsible for incidental costs and will be required to present a credit card to the hotel, upon check-in. 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 Kathryn Ballard. Single room requests will be reviewed, but it cannot be guaranteed.*
- *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).*

<sup>1</sup>*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 22-23, 2018 convention.*

<sup>2</sup>*Guests: Guests such as speakers or other special guests may attend by invitation only.*

M/S/C (Popenuck/Stern) to approve the language as presented.

2. Lost-time for Delegates:

*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. 22<sup>nd</sup> to 12:00am on ~~Sunday~~, Monday, Sept. 23<sup>rd</sup> 24<sup>th</sup> with the understanding that flexibility beyond the stipulated dates and times will be considered due to hardship.*

M/S/C (Stern/Duncan) to approve the language, with the modification to change Sunday, Sept 23<sup>rd</sup>. to Monday, Sept. 24<sup>th</sup>.

3. Convention Delegate Alternates:

*Convention Delegates who become ineligible, or unable to attend, shall notify the 1021 Convention Election Credentials Committee in writing **no later than August 20, 2018**. Any requests for exceptions to this policy must be submitted to and approved by the Credentials Committee.*

M/S/C (Popenuck/Wall) to approve the language with the modification to add the sentence: *any exceptions to this policy must be submitted and approved by the credentials committee.*

4. Non-Delegates/Members-at-Large Requirements:

- Registration Deposit for Non-Delegates/Members-at-Large

<sup>3</sup>*Non-delegate SEIU Local 1021 members at large may attend the Convention. They will be required to pay a \$50.00 refundable registration fee deposit to attend the Convention. Online registration must be paid by credit card. Credit card payments will be pre-authorized. Paper registration must be mailed, along with the registration deposit check in the amount of \$50.00. A check deposit payment will be held (it will not be cashed), then returned to the member at the Convention during registration. 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 3:00 p.m. on Monday, September 17, 2018. No refunds (checks or credit card) will be issued to registrants, who do not show up or cancel their registration by the designated deadline. (The registration fee will not apply to Delegates.)*

○ Lodging for Non-Delegates/Members-at-Large:

*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. Room availability will be on a first come first serve basis and cannot be guaranteed.*

<sup>3</sup>*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.*

M/S/C (Riggleman/Wall) to approve the language, as written.

● Delegate Elections:

Board members were asked to inform their chapter leadership about the convention and do an outreach to get members engaged and encourage members to be a delegate.

**Action Items:**

● Del Norte County Area Representative:

President Sanchez presented a recommendation to appoint Zak Congler, Del Norte County member, to the Del Norte County Area Representative seat on the Board. M/S/C (Popenuck/Stern) to approve the recommendation.

● Convention Credentials Committee:

It was announced that Michael Magana was recently promoted out of the bargaining unit. His former seat on the Executive Board as the Calaveras County Area Representative is now vacant. He also served on the Convention Credentials Committee, which will need to be filled. M/S/C (Jimenez/Sandberg) to approve Sandra Wall as a member on the convention credentials committee.

**Transformation: Stage 2 Process/Together We Rise:**

Robert Li reported that the directors and line staff have been preparing for the *Janus* decision. He spoke about the various on-going work and what has been accomplished to date.

Amos Eaton and Larry Bradshaw reported on the Transformation Stage 2 work. They reviewed the 7 buckets of work, which are Membership, Leadership Development, Bargaining, Communication, Representation, Organizing, and Politics and Community.

It was announced that the East Bay leadership will do a presentation on the work they have been doing at next month's meeting.

**The meeting was temporarily suspended at 12:45 pm. for a lunch break and resumed at 1:15 p.m.**

**Transformation: Stage 2 Process/Together We Rise (continued):**

Breakout session to review membership roles in regards to key transformational role and radical change in members' role.

John Stead-Mendez reported on the staff Transformation process. An all field and program staff meeting was held in March to bring staff into the Transformational Roles Process, to enable staff to understand the members' thinking about the their new *Member Roles* and to tap specialized knowledge, skills and experience of union staff to help members rise up and organize and win. He reported that a second meeting will be held on May 14<sup>th</sup>, where information will be brought back to the Board in May.

**Approval of the Feb 10th and March 10th, 2018 Minutes:**

M/S/C (Lewis/Wise) to approve the minutes of the February 10, 2018 meeting and the March 10, 2018 Special meeting.

**Budget & Finance Committee Report:**

A summary of motions approved and recommendations by the BFC at their February 21<sup>st</sup> and March 17<sup>th</sup> meetings was presented by Treasurer Amos Eaton.

1. Staff Engagement Meeting – 3/5 and 5/14 Food Order:

At the February meeting, the BFC approved to fund a lunch order for the March 5<sup>th</sup> field and program staff engagement meeting at \$7.50 per person for 100 people.

At the March meeting, the BFC approved to fund up to \$1,580 to cover food costs (at \$7.50 per person) for the May 14<sup>th</sup> field and program staff engagement meeting, as well as any overage costs from the March 5<sup>th</sup> meeting. Note: At the 3/5 meeting, approximately 105 people were in attendance.

2. Access Invoice:

The BFC approved to pay an invoice to Access at up to \$21,000 to close out box storage accounts. Note: The boxes will be removed from storage and delivered to our SF and Oak St. offices. The files in storage are mostly files that date back to legacy Local 790.

3. City of Hayward Contract Campaign (March meeting):

The BFC approved the City of Hayward contract campaign budget at \$39,525 to go towards costs for items such as various actions, community events and media public materials. The budget includes an escalation plan, which could lead to a potential strike campaign.

4. Education Industry Summit (March meeting):

The BFC approved funding in the amount of \$23,675 towards the Education Industry Summit to be held in May 2018. The budget will go towards costs for items such as venue rental, buses, t-shirts, program book, post card mailing and other supplies.

5. East Bay Leadership Team:

The BFC approved the East Bay Leadership Team (EBLT) member engagement budget in the amount of up to \$15,000. The budget will go towards costs for items such as various chapter leadership meetings, meeting space rentals, postcard mailings and food expenses. One of the goals of the EBLT includes a plan to reach, engage and inoculate all Eastbay chapter leaders and members to strengthen power at the worksites, build political power in communities and build the Union by securing a contract.

6. Labor Notes Conference:

The BFC approved to fund up to a total of \$6,000 to send 3 members to give presentations at the Labor Notes Conference on April 6-8<sup>th</sup> in Chicago. Labor Notes reached out to our Local to present on three topics: Effective use of Strikes; Bargaining for the Common Good and Berkeley United Against Hate.

7. DD Council Conference – Sacramento:

The BFC approved to fund up to \$1,900 to cover travel expenses for members attending the SEIU CA DD Conference and Lobby Day on April 15-16<sup>th</sup> in Sacramento.

The BFC approved the following Community/Allies Requests:

- AFRAM/SEJ Black History Month (BFC poll):  
The BFC approved to fund up to \$1,500 towards the AFRAM/SEJ Black history month event on Feb. 16<sup>th</sup> at the SF Union hall.
- Lunar New Year –SF (BFC poll):  
The BFC approved to fund up to \$1,000 towards a Lunar New Year event on Feb. 21<sup>st</sup> at the SF Union hall.  
Note: Although funding was approved, the event was subsequently cancelled.
- Stockton Firefighters Local 456 (Feb. meeting):  
The BFC approved a matching donation of \$250.00 for the San Joaquin Chapter towards one table for the Stockton Firefighters Local 456 dinner on Feb. 2<sup>nd</sup>.
- Monument Impact (Feb. meeting):  
The BFC approved to donate \$1,000 to pay for costs for a fundraiser dinner held on Jan. 11, 2018.
- Labor Council for Latin American Advancement (Feb. meeting):  
The BFC approved to contribute \$500.00 to support the organization's 18<sup>th</sup> annual Cesar Chavez march on March 31, 2018.
- Coalition of Asian American Government Employees (Feb. meeting):  
The BFC approved to purchase 10 tickets at 35.00 each towards the annual Lunar New Year luncheon on Feb. 23<sup>rd</sup> at S.F. City Hall.
- APALA (Alameda chapter) Lunar New Year Dinner (Feb. meeting):  
The BFC approved to sponsor the APALA AFL-CIO (Alameda chapter) Lunar New Year event on March 14<sup>th</sup> in the amount of \$2,500.
- Aleman Farm (March meeting):  
The BFC approved a contribution of \$200.00 to support the organization's Earth Day celebration on April 21<sup>st</sup>.
- RYSE Center (March meeting):  
The BFC approved a contribution of \$5,000 to support the RYSE annual fundraiser on April 27<sup>th</sup> in Richmond.

Recommendations:

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

- A. 2018 Organizing Budget and Resource Agreement (Feb. meeting):  
The BFC recommends to the Board to adopt the 2018 Organizing Budget and 2018 Resource Agreement. M/S/C (Stern/Jameyson) to approve the 2018 Organizing Budget and Resource Agreement.
- B. Fred Beal, Consultant (Mar. meeting):

The BFC recommends to the Board to extend Fred Beal's contract through up to April 30, 2018 under the same contract terms. He is currently assisting with work around negotiations in the Alameda County chapter. M/S/C (Stern/Albert) to approve the Fred Beal extension up to April 30, 2018.

C. Credit Card Agreement (Mar. meeting):

The BFC recommends to the Board to adopt the following Resolution around our credit card agreement with City National Bank, with the understanding to have our law firm review the resolution before proceeding:

*City National Bank requests a Resolution from the Executive Board, certified by its Secretary, (i) approving the commercial credit card account to be issued by City National Bank to the union on such terms and amounts as the President and Treasurer in their judgment agree upon, (ii) specifically indicating that the President and Treasurer (and providing their names) are authorized to obtain the commercial credit card account and execute on behalf of the Union all documents, including without limitation an application for credit, and all amendments, modifications, renewals and substitution of such documents, in connection with the commercial credit card account, and (iii) ratifying all actions previously taken by the President and Treasurer with respect to such commercial credit card account from City National Bank, including the completion, signing and submission of the Business Lending Application to City National Bank for the commercial credit card account.*

M/S/C (Sandberg/Rutherford) to approve the credit card agreement.

Amos Eaton reported that he is working on forming 2 workgroups - one on food and the other is on how to work with industry requests.

**Action Items (continued):**

Executive Board Election Committee:

Roxanne Sanchez reported that a poll will need to be sent to the Board to approve appointing an Election Committee for the Executive Board election.

West Virginia Resolution:

A video presentation was shown on how low wages impact the teachers in West Virginia and the fight they held to finally win. In Oklahoma, the teachers have not had a raise in 11 years and have called for a state wide strike on April 2<sup>nd</sup> for all public workers. We are asking our members to do something to show support the Oklahoma workers. The following Resolution was presented for the Board's approval:

*Whereas, Working families in the U.S. have experienced a 40 year assault on our standard of living. This steady erosion of wages, benefits, working conditions and respect on the job are connected to weakening of our unions, a reduction in public services, and a crumbling infrastructure; and*

*Whereas, President Trump has accelerated this process and is now waging an all out war on working people and the planet; and*

*Whereas, the looming Janus v. AFSCME Supreme Court ruling is intended to weaken public unions, starve SEIU 1021 of financial resources and undermine the ability of SEIU 1021 Members to bargain strong contracts; and*

*Whereas, some 33,000 members of the West Virginia Education Association, the American Federation of Teachers - West Virginia and the West Virginia School Personnel Association, representing teachers, cafeteria workers, clerical staff and bus drivers, staged a 9-day strike that ended in an amazing victory and showed that when we stand together and fight - we can win; and*

*Whereas, West Virginia is a so called 'right to work' state, where state workers do not have collective bargaining rights, where strikes by public workers are 'illegal', where West Virginia teachers rank 48<sup>th</sup> in pay among the 50 states and District of Columbia and is the state where Donald Trump won by the highest margin of any state*

*Whereas, despite these obstacles, West Virginia teachers and classified employees, 75% of whom were women, struck all 55 counties, filled the capital rotunda with their chants of “We are worthy, we are worthy”, winning a 5% pay raise for all state workers, rolling back anti-union legislation that would have gutted seniority, prohibited dues deduction and further weakened unions; and*

*Whereas, in doing so, the courageous and tenacious public employees of West Virginia took a decisive stand for their communities, their families and the children in the public school system of West Virginia; and*

*Whereas, the victorious public worker strike in West Virginia struck a chord throughout the country with teachers and classified employees in Arizona, Kentucky, Pennsylvania and Jersey City being inspired to take action. The Oklahoma Education Association has set April 2<sup>nd</sup> for a state wide strike. Oklahoma teachers are the lowest paid teachers in the country and the workers are demanding a \$10,000 raise and a stop to privatizing public schools. The Oklahoma public employees union announced it will joining in the strike; and*

*Whereas, a victory for the union movement in Oklahoma, coming on the heels of a victory for the union movement in West Virginia, would be a victory for the entire union movement across the United States; and*

*Whereas, West Virginia and Oklahoma teachers and classified school employees are showing the entire country what can happen when we stand together in solidarity; Therefore*

*Be it resolved, that SEIU Local 1021 stands in solidarity with the public employees in Oklahoma who may strike on April 2nd. If Oklahoma workers strike, the Executive Board of SEIU Local 1021 encourages Local 1021 Members to participate in a ‘day of action’ on April 2<sup>nd</sup> to support the Oklahoma workers. “Day of Action” solidarity can take the form of a unity break, purpling up, wearing stickers or armbands, passing the hat among your co-workers, buying a few pizzas for the strike line or any other action your Chapter deems appropriate. Be creative! Whatever you do, take a selfie and send it to our communications team ([mike.richardson@seiu1021.org](mailto:mike.richardson@seiu1021.org)) so we can forward them to the strike lines in Oklahoma. Any funds that you raise can be sent to workers in either West Virginia or Oklahoma*

*<https://www.gofundme.com/oklahoma-teachers-united>  
<https://www.gofundme.com/wv-teachers-strike-fund> or*

*forwarded to your field rep so they can be sent to our Brothers and Sisters in Oklahoma.*

M/S/C (Sandberg/Schardt) to approve the resolution.

**Executive Board Member/Committee Reports:** None

**Director Reports:**

John Stead-Mendez reported on membership, how we are doing and what needs to be done to reach over 90% membership in each chapter.

**Announcements:**

**Poll Announcement:**

OS3 Position- Date of Poll: February 27, 2018

- As recommended by the BFC, the request was to fund an OS III clerical admin position through the end of 2018 to prepare and conduct two high priority union events. The first event is our Local Convention and the second event is our Local E-board election.
- The cost will be funded from the existing convention line to ensure that this does not have an impact to the E-Board approved 2018 fiscal budget. Poll Result: The poll was approved (26 = Yes; 1 = No; zero = Abstentions)

**City of Novato Chapter ByLaws:**

It was announced that the City of Novato Chapter Bylaws were reviewed and found to be in compliance with the Local’s chapter bylaws template. There were no objections raised.

**Executive Session:**

**The Board moved into Executive Session at 3:40 pm and resumed open session at 4:25 p.m.**

David Mulvey, Temp. Employee:

M/S/C (Curiel/Stern) to extend David Mulvey up to 5/31/2018.

OS-2 MRC Position:

M/S/C (Stern/Riggleman) to extend one (1) OS-2 MRC position through December 31, 2018. Amos Eaton asked that a friendly amendment be made stating with costs to be offset by moving \$50,000 from the temporary staff budget line to the staff budget line.

Clerical/Facilities Director Position:

M/S/C (Schardt/Albert) to extend the position of Clerical and Facilities Director through December 31, 2018 , with costs to be offset by leaving the Clerical Supervisor position vacant when the incumbent retires this Spring.

**Announcements - Executive Session Actions:**

Secretary Jan Schardt reported out the motions made from Executive session.

**Adjourn:**

The meeting was adjourned in memory of Cleveland Etter, Terry Lewkowitz, David Kramer and Shirley Breyer-Black.

Respectfully submitted,

Jan Schardt  
Secretary