

**SEIU Local 1021 Executive Board**  
**Saturday, April 25, 2015 – Fairfield, CA**

**Executive Board Members Participating:** Secretary Pamela Holmes-Morton (by videoconference), Treasurer Paul Camarillo (by videoconference), VP of Politics Alysabeth Alexander (by videoconference), 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, Marcus Williams (by videoconference), Renita Terry, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper (by teleconference), Karla Faucett, Rhea Davis, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Rosa Lutrario, Robert Taylor, Jesse Hampton, Jan Schardt, Priscilla Agbunag (by videoconference), Evelyn Curiel (by videoconference), David Fleming, Gina Castellano (by teleconference), Sunny Santiago, Akbar Bibb, Nancy Atwell (by teleconference), Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference).

**Executive Board Members Excused:** President Roxanne Sanchez, Omar Medina, Renato Pena, Pete Albert, Erika Watkins, Gayle Chadwick, Mercedes Riggleman

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Amy Hall, David Canham, Kristin Lynch, Tim Gonzales, Lisa Morowitz, Nely Obligacion, Karen Ridley, Jennie Smith-Camejo, Shum Preston

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**The meeting was called to order at 10:08 a.m. by VP of Representation Karen Joubert.** It was announced that President Sanchez has a conflict due to an International 3-day conference; and she appointed Karen Joubert to chair the meeting.

**AGENDA REVIEW:**

The following items were added: announcements under Leaders reports from Nancy Ghanim and Karla Faucett; and reports in closed session from Robert Taylor and Akbar Bibb.

**It was announced that a quorum was reached.**

**MEMBER COMMENTS:**

- David Williams, Retiree: He spoke about an upcoming US Social Forum event on June 24<sup>th</sup> to June 28<sup>th</sup>, and is asking for the Board to endorse the event. He stated that SEJ Committee has endorsed support of the US Social Forum, and asked the Board to consider purchasing tickets to the event.
  
- City of Fairfield (action item):  
Tim Gonzales introduced chapter officers Teri Luchini, Tawny Kara and Jane Kibbey from City of Fairfield. The members spoke about the progress of the City of Fairfield negotiations. The chapter is seeking the Board's approval to authorize a strike sanction. The current contract

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expires on June 30, 2015. It was M/S/C (Bradshaw/Correa) to pre-authorize a Strike sanction for the City of Fairfield (FEA) chapter, pending a strike vote/authorization by the chapter's membership.

- Greg Marro, Retiree: He spoke about a campaign in San Bernadino County, where several ROC members assisted in.

**PRESENTATIONS:**

- Fight for \$15 National Day of Action:  
Kristin Lynch and Shum Preston gave a presentation on the Fight for \$15 action on April 15<sup>th</sup>, where hundreds on SEIU members took part in from the bay area, north central and San Joaquin regions. They also acknowledge the key role that Local 1021 played in planning for the action. A short video of the action's highlights was presented.

**APPROVAL of MINUTES from the NOV. 2014, FEB. 2015 and MAR. 2015 MEETINGS:**

It was explained that approval of the November 22, 2014 meeting will be tabled, as some Board members have not had a chance to review the minutes. There were no objections raised to table approval of the November 2014 minutes.

It was M/S (Stern/Little) to approve the minutes of the February 21, 2015 and March 30, 2015 meetings. The motion was carried.

**LOCAL 1021 CONVENTION UPDATE:**

Tom Popenuck, Gary Jimenez and Larry Bradshaw gave an overview and update on various aspects on preparing for the Convention. A short video "teaser" to generate enthusiasm around the convention was shown.

- "Vision" sub-committee: The sub-committee is working on developing an overall plan or projects of the work of the Local to present at the Convention. A report of raw data collected based on member input from the various Regional Mobilizations was presented. Tom Popenuck gave a synopsis of the "buckets" of work the sub-committee is working to develop, which includes: Building a Movement to Address Economic Inequality; Making the Union Stronger; Reclaiming Democracy; and Expanding Public Resources. Board members were encouraged to take part in the discussion on developing the "buckets" of work.
- Delegate Election process: Karen Ridley gave a summary of the Delegate election process. She reported that various trainings with field staff were held. A packet of sample materials provided at the trainings was presented, which includes tools on chapter building and identifying leaders. The Board divided into small groups for a brief training exercise on chapter building.

**The meeting was temporarily suspended at 12:02 p.m. for a lunch break and reconvened at 12:25 p.m.**

**LOCAL 1021 CONVENTION UPDATE** (continued):

The presentation on the Convention resumed.

- Communications: Jennie Smith-Camejo presented various materials that were developed, such as flyers and information on the website about the convention. She also spoke about the Member Survey. There was a request to translate surveys in other languages, such as Spanish and Chinese.
- Program sub-committee:  
Larry Bradshaw reported on the work of the program sub-committee. The committee is working on acquiring key note speakers or workshop facilitators; and working to develop workshop ideas. A suggestions form was distributed. Board members were encouraged to provide any feedback or suggestions on the program.
- Convention Action Item:  
Seth Schapiro gave an overview of the request to consider. During the various staff delegate election trainings, a question was raised around chapters that might be unintentionally disenfranchised because of the way eligibility guidelines were set up. The convention committee is recommending to the Board that the Local 1021 Convention Election Committee be empowered to make exceptions as necessary in situations where members might be unintentionally disenfranchised in the convention delegate election process due to the way in which eligibility guidelines were set up. It was M/S (Stern/Johnson) to accept the recommendation of the convention committee. The motion was carried.

**Budget & Finance Committee Report:**

Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its April meeting was presented.

The following item was approved by the BFC:

1. Satish Prasad, Consultant:  
His current contract is at \$55/per hour at up to 150 hours. The BFC approved to amend Satish Prasad's contract for an additional 150 hours, plus expenses, with the understanding that the contract max would need to be adjusted. He is assisting with various database projects and is working under the direction of the IT Director and Membership/MRC Director.

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

- A) North Coast Campaigns:  
The BFC approved to recommend to the Board to accept the following North Coast campaigns budget proposals:
  - Marin County Contract Campaign at up to a cost of \$14,285.00.
  - Sonoma Together Access to Care Campaign at up to a cost of \$15,300.00.

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- Sonoma County Contract Campaign at up to a cost of \$96,778.00, with a caveat that the *Veolia Transportation* campaign will be added to overall budget.

The budget for the various campaigns includes costs for items such as publication needs and costs for numerous actions/activities.

B) 2015 Convention Guests:

The BFC agreed to recommend to the Board to approve up to \$25k to be used as seed money, including expenses, for potential guests, such as key note speakers and/or workshop facilitators for the 2015 SEIU Local 1021 Convention.

It was M/S (Landry/Stern) to approve items A (North Coast Campaigns) and B (2015 Convention Guests) as recommended by the BFC. The motion carried. There was 1 abstention.

Treasurer Camarillo announced that other BFC recommendations to the Board will be discussed in Executive Session.

**The Board moved to closed session at 1:52 p.m.**

**EXECUTIVE SESSION:**

The following actions were taken during closed session:

- **It was M/S - Holmes-Morton/Ghanim** –to table the adoption of the following new managerial positions to allow for further discussion: Collective Bargaining Coordinator & Deputy Director of External Campaigns. **The Motion was defeated.**
- It was M/S (Jimenez/Schardt) to accept the creation of the **Collective Bargaining Coordinator** and **Deputy Director of External Campaigns** positions as recommended by the Personnel/Staffing Committee and BFC, with the caveat to add the modifications in the job descriptions as discussed by the Board. The Board voted by show of hands. Yes = 25; No = 8; Abstain = 5. The motion was carried.
- It was M/S (Wise/Eaton) that upon filling the new **Deputy Director of External Campaigns** position, the Organizing Director position will be defunded. The motion was carried.
- It was M/S (Stern/Boutte) to accept the salary adjustments based on evaluations for the Finance Director, Membership/Database Director and Human Resources Manager positions, within the salary range for these positions, as recommended by the Personnel Committee and BFC, with the understanding that the adjustment would go into effect in the next pay period after approval; and with the caveat to make the numerical correction on the salary chart presented. The motion was carried. There were 4 abstentions and 1 opposed.

- It was M/S/C (Bradshaw/Fleming) to form a sub-committee to include Nadeen Roach, Akbar Bibb, Pete Castelli, John Stead-Mendez, Crawford Johnson, Karen Joubert and other staff as assigned by the Executive Director or Deputy Director to address the issues related to the Solano County chapter; and to bring an action plan to the May E-Board meeting.

**Executive Session concluded and the Board moved to open session at 4:40 p.m.**

Secretary Holmes-Morton announced the action items that were approved during closed session.

**ACTION ITEMS:**

1. **M/S Jimenez/Schardt** – To adopt the creation of the following new managerial positions as recommended by the Personnel/Staffing Committee: Collective Bargaining Coordinator & Deputy Director of External Campaigns. **The Motion was carried.**
2. **M/S Wise/Easton** – to defund the managerial Organizing Director position. **The Motion was carried.**
3. **M/S/ Stern Boutte** – Salary adjustments approval based on evaluations for the Finance Director, Membership/Database Director and Human Resources Manager positions, with the salary range for these positions as recommended by the Personnel Staffing Committee. **The Motion was carried.**
4. **M/S/ Bradshaw/Fleming** – Special Committee established to address the Solano bargaining and worksite Committee concerns. **The Motion was carried.**

- US Social Forum:

The Board discussed the request that retiree David Williams presented during member comments. It was M/S (Johnson/Landry) to approve the request to endorse the US Social Forum event on June 24<sup>th</sup>-June 28<sup>th</sup>. The motion was carried.

- UNITE HERE Local 5:

Larry Bradshaw gave an overview of the request. UNITE HERE Local 5 is currently in a contract fight for the past several years with the Kaiser Corporation. Local 5 is asking for support to write a letter to the CEO of Kaiser, stating our support for Local 5 members in their effort to achieve a contract with nothing short of a defined benefit pension plan for all employees. A copy of the draft letter was distributed. It was M/S/C (Taylor/Alexander) to approve the request.

**LEADERS REPORT:**

- Jim Wise: He gave an update on the Amador Courts negotiations. At the March meeting, the Board approved a ULP strike sanction, as requested by the chapter. He reported that the chapter recently reached a Tentative Agreement with the employer; and therefore will not be going on strike.
- Karla Faucett: She gave a brief report on the Education Council conference. The event was a success and well attended. There were members who signed up for COPE, as well as fee payer conversions.

- Eric Stern: He announced that a video on the recent Non-Profit conference will be circulated through Newswire.

**It was M/S/C (Schardt/Taylor) to extend the meeting until 5:30 p.m.**

**LEADERS REPORT (continued):**

- Cynthia Landry: She gave a presentation on the 100<sup>th</sup> Anniversary of the Armenian Genocide.
- Training Committee: Jan Schardt reported on the behalf of the Training Committee. She spoke about trainings held in the first quarter, as well as the latest training brochure. The Board was encouraged to take out the latest brochures to worksites.
- Tina Diep: She gave a presentation on a recent Asian Pacific Islander Caucus event.
- Ramses Teon-Nichols: He spoke about an upcoming Member Organizing Training and distributed a flyer about the training.
- Nancy Ghanim: She announced that the Alameda County SSA chapter submitted a petition regarding the conditions at the Oak St. building. She also announced that the SSA chapters has five (5) new stewards.

**HEAD of OPERATIONS REPORT:**

Seth Schapiro gave a brief report on behalf of the Building Committee. He reported that there has been movement in addressing the issues raised around the conditions at the Oak St office. He also reported that field and operations are putting in work to have tools in place around the fee payer conversion campaign.

**EXECUTIVE DIRECTOR REPORT:**

Pete Castelli announced that written Director Reports were sent by email. He also spoke about various “May Day” actions.

**It was M/S/C (Taylor/Schardt) to adjourn the meeting at 5:22 p.m.** It was announced that community/allies requests will be sent by poll.

Respectfully submitted by,

Secretary Pamela L. Holmes-Morton