

**SEIU 1021 Executive Board Meeting**  
**Sunday, April 24, 2016**  
**Hilton Airport Hotel, Oakland, California**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Theresa Rutherford, 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, Felipe Cueva, Omar Medina, Jim Wise, Norlissa Cooper, Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Gregory Correa, Angel Valdez, Robert Taylor, Dan Jameyson, Mercedes Riggleman, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Mary Sandberg, Cristin Perez, Richard Greenwood, Kathryn Cavness, Tina Diep, Rhea Davis, James Harris, Peggy LaRossa, Mary Duncan

**Executive Board Members Excused:** Karla Faucett, Eric Stern, Yeon Park, Monique Broussard, Akbar Bibb

**Staff in Attendance:** John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Nely Obligation, David Canham, Bill Petrone, Tim Gonzales, Lisa Maldonado

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**The meeting was called to order by President Roxanne Sanchez at 9:01 a.m.**

**REVIEW AGENDA:**

The following items were added: Hayward PERB case, Election Committee Final Report, Poll Items announcement, Swearing-in of New Board members.

Executive Board members, who were not in attendance at the March 21<sup>st</sup> meeting where the installation of the new Board was conducted, were sworn-in.

**MEMBER COMMENTS:**

- David Williams, President of the West Bay Retirement Chapter: He spoke about a request from the West Bay Retiree Chapter to send retirees to the International Convention.
- Monique Chaney-Williams, Alameda County General Chapter: She spoke about staffing issues at her chapter and funding for Union gear.
- Tina Tapia, Alameda County General Chapter: She spoke about their chapter bylaws.
- Lorraine Lilley, Alameda County BHCS Chapter: She spoke about staffing issues at her chapter.
- Steve Gilbert, Retiree: He spoke about a resolution for the Board's support to show solidarity with UC Berkeley students. He introduced UC Berkeley student John Penilla, who is a student leader with the *Student Labor Committee* (SLC), which is an organization composed of UC Berkeley undergraduate students. Mr. Penilla spoke about the work his committee have been involved with to have the University insource workers, instead of outsourcing. The group held various actions, fought and won

insourcing jobs for nearly 100 custodians and parking attendants. Two students involved in this struggle were arrested and are facing charges, including possible suspension from school. It was said that a written resolution will be provided later in the meeting for the Board's consideration.

**REVIEW/APPROVE MINUTES of the MONDAY, MARCH 21, 2016 MEETING:**

It was M/S/C (Alexander/Jimenez) to approve the minutes of the March 21, 2016 meeting.

**BUDGET & FINANCE COMMITTEE REPORT:**

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee Meeting. A written summary of motions approved by the BFC at its April 15, 2016 meeting was presented.

**The BFC approved the following items:**

1. Role of Budget & Finance Committee Policy:

The BFC approved to form a sub-committee, through the Treasurer's selection, that will address areas to review in the *Role of the Budget & Finance Committee* policy, as discussed by the BFC, such as contracts for services, purple merchandise expenditures and reporting of vendor or legal expenses.

2. Patrick Waters, Consultant:

The BFC approved to extend Patrick Waters' contract through up to 6/30/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours, to continue providing IT Help Desk support. His current rate is \$50.00 per hour at up to 100 hours per month.

**Recommendations:**

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

A) MRC Call Center Platform:

M/S/C (Popenuck/Riggleman) to approve additional costs, for shipping and sales tax expenses, at up to \$4,439.31 for the MRC Call Center software upgrade. Note: At the March meeting, the BFC previously approved costs to upgrade the software at an approximate cost of \$8,874.42. The 2016 approved budget for the current Cisco software is \$77,229.10. The upgrade is to enhance communication and tracking options for our members contacting the MRC.

B) COPE Unders:

It was M/S/C (Santiago/Jiménez) to pay the *COPE Unders* to the International for 2014 and 2015 in the amount of \$89,390, with the caveat to devise a plan on how to avoid penalty in the future.

Note: Each year, the International sets COPE obligations for each Local. When goals are not met, the Local is obligated to pay a percentage of the amount that is under, per the Constitution of the International. There was a discussion on COPE and how it has been handled and how it is going to be promoted in the future.

C) Member Strategic Advisor:

M/S/C (Landry/Cuevas) to bring Larry Bradshaw on as a temporary employee for up to one (1) year, at up to 30 hours per week, to assist with work that includes continuing the growth and

development of the training program, implementation of the *Vision for Power* plan, as well as mentor/advise new Board members, at a cost of up to \$68,100 (salary, auto allowance, plus taxes).

D) Nato Green, Consultant:

M/S/C (Santiago/Jiménez) extending Nato Green's contract through up to 6/30/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours. His current contract is at \$70.00 per hour at up to 120 hours of work per month. He is currently assisting with negotiations at Dominican University and St. Mary's College.

E) Sam Kaner (Community At Work) Consultant:

M/S/C (Popenuck/Santiago) to extend Sam Kaner's (Community at Work) contract through up to 7/31/2016, with no modifications on the current contract terms. His current contract is through 4/30/2016 at a contract max of up to \$80,000. He is assisting with work around potential organizational changes, as well as implementing the *Vision for Power* plan.

F) Tim Redmond, Consultant: M/S/C (Landry/Jiménez) to extend Tim Redmond's contract through up to 9/8/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours, to continue assisting with work on the *Worker Power* magazine. His current rate is at \$4,000 per month.

G) SF Building Project:

M/S/C (Schardt/Alexander) to authorize paying upfront cost expenditures to begin the process of building the SF office space at 939 *Ellis St.*, over the next six (6) to nine (9) months, in the amount of up to \$1,483,174. Note: At the March meeting, the Board authorized to move forward with entering lease negotiations for a 10/year lease of 1 ½ floors at an average yearly occupancy cost of \$1,326,000.00.

M/S/C (Taylor/Riggleman) to hire *WLC Architects, Inc.*, as recommended by the Local's realtors, at an approximate cost of \$130,662.00 for design services at the 939 *Ellis Street* building. Note: This cost is included in the *upfront cost* amount.

**Community/Allies Requests:**

The BFC approved the following community/allies requests:

- Women's Economic Agenda Project (WEAP):

The request was presented by member Kimberly Moses on behalf of WEAP. The BFC approved to donate \$3,000 to support organizing costs towards WEAP's 2016 *Teach-In Series*, which will focus on Poverty & Racism and their impact on Affordable Housing, Austerity, Silicon Bay & the Fight for Economic Democracy in the Bay Area.

- Community Housing Partnership (CHP) Fundraiser:

The request was submitted by Ramses Teon-Nichols. The BFC approved to purchase seven (7) tickets, at a total cost of \$490.00, to the CHP fundraiser event on April 27<sup>th</sup>, to help the homeless secure housing and become self-sufficient. Note: CHP is a non-profit union shop, based in the San Francisco region.

- Asian Advisory Committee on Crime (AACC) & Asian Youth Services Committee (AYSC):  
The request was presented by Tina Diep, as a Tier 2 request. The BFC approved to contribute \$2,000 to the AACC & AYSC annual scholarship and fundraising banquet on May 6<sup>th</sup>.
- 48 Hills Anniversary Gala:  
The request was presented by Alysabeth Alexander, as a Tier 1 request. The BFC approved to contribute \$3,000 to the *48 Hills Anniversary Gala* and fundraiser on April 21<sup>st</sup> to support the group's efforts on providing independent news and journalism.
- Filipino Advocate for Justice (FAJ):  
The request was recommended by the SEJ Committee, on behalf of member Blesilda Ocampo. The BFC approved to purchase ten (10) tickets at a total cost of \$650.00 to the *Filipino Advocates for Justice* fundraiser on April 30<sup>th</sup>.
- Coalition of Mexican American Organization:  
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 \$300.00 to sponsor the organization's *Cinco de Mayo Parade* on May 1<sup>st</sup>.
- National Alliance of Mental Illness (NAMI), San Joaquin:  
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 \$250.00 to sponsor member Jennie Montoya's participation in the *NAMI San Joaquin County Walk* on May 7<sup>th</sup>.
- Eritrean Exodus Film:  
The request was presented by member Nidia Abaunza. The BFC approved to purchase ten (10) tickets, at a total of \$130.00, to the screening of the *Refugee: The Eritrean Exodus* film on April 28<sup>th</sup> in Emeryville. The film is a depiction of the Eritrean refugee crisis.

There were no requests presented at the April 15<sup>th</sup> meeting that were not passed by the BFC.

#### San Francisco Rebuild Campaign:

It was explained there was an additional item that did not go before the BFC, as it emerged after the BFC meeting. As the International is preparing for the Convention, they are reviewing outstanding bills each local owes. The local was invoiced for the *San Francisco Rebuild Campaign* in 2012 in the amount of \$58,034.85. However, through an audit by our accounting department it was determined the outstanding amount owed was decreased to \$13,668.33. It was M/S/C (Alexander/Landry) to pay the outstanding bill for the San Francisco Rebuild Campaign.

#### **ACTION ITEMS:**

- Resolution – Gender Neutral Bathrooms:  
A written resolution was presented. Alysabeth Alexander gave an overview of the reasons behind how the resolution was developed. The resolution would support making all single bathrooms gender neutral, which is also being based on a new bill going before the State. It was M/S/C (Alexander/Jameyson) to support the resolution as presented.

- Resolution – In Support of 1021 Local Work on Climate Change:  
A written resolution was presented. Derrick Boutte gave an overview of the resolution. He explained that SEIU has a workgroup participating in this work and would like to get as many people as possible involved. It was M/S/C (Teon-Nichols/Correa) to support the resolution, with the caveat to add “community choice aggregation” as an area where this work will be incorporated.
  
- Ethic Liaison:  
It was explained that due to recent changes adopted by the International on the *SEIU Code of Ethics and Conflict of Interest Policy*, the Board will need to adopt a new Ethics Liaison. The Head of Operations/Labor Relations formerly held this role; however, staff are no longer eligible to serve as the liaison. President Sanchez is recommending that Larry Bradshaw be appointed as the Local’s *Ethics Liaison* and is asking for the Board’s approval. It was M/S/C (Schardt/Jimenez) to accept recommendation.
  
- Committee Appointments:  
President Sanchez gave an overview of committee appointments she is recommending to the Board for approval. She explained that if accepted, committee members can determine who will serve as the *Chair* of their particular Committee.
  - Appeals Committee:  
M/S/C (Jiménez/Alexander) to appoint Al Fernandez, Omar Medina, Teresa Rutherford, Yeon Park and Janice Wong on the Appeals Committee.
  - Building Committee:  
M/S/ C (Santiago/Arantes) to appoint Amos Eaton, Cynthia Landry, Joseph Bryant, Rhea Davis, Tina Diep and John Arantes.
  - Policy Committee:  
M/S/C (Jiménez/Schardt) to appoint Akbar Bibb, Eric Stern, Felipe Cuevas, Monique Broussard, Pete Albert, Tom Popenuck, Cynthia Landry and Richard Greenwood.
  - Training Committee:  
M/S/C (Santiago/ Correa) to appoint Derrick Boutte, Jan Schardt, Joseph Bryant, Lorraine Bowser, Norlissa Cooper, Theresa Rutherford, Mercedes Riggleman and Ramses Teon-Nichols.
  - Personnel/Staffing Committee:  
M/S/C (Alexander/Boutte) Angel Valdez, Gary Jiménez, Joseph Bryant, Marcus Williams, Mary Sandberg, Sunny Santiago, Theresa Rutherford, Tom Popenuck, Dan Jameyson.

Hayward PERB Case:

It was M/S/C (Cuevas/Correa) to approve an expense of \$8,000 to be paid to the law firm to answer the exceptions in the lawsuit that supports our members.

May Board Meeting:

President Sanchez explained that with the SEIU Convention fast approaching, she is recommending that the main focus of the May 14<sup>th</sup> Board meeting be dedicated to preparing for the Convention. Delegates

need to discuss many items, such as who will be the “WHIP”, voting process and review resolutions. M/S/C (Sandberg/Landry) to accept the recommendation.

There was a question raised regarding the issue David Williams addressed during member comments. President Sanchez stated that she would inquire with the International as to who the point person is to contact for Caucus chairs/members to be invited to the Convention. She added that due to the timeline being compressed, there was not enough time to set a criteria, including setting a budget, for guests at the Convention.

#### Lost-Time Form Change:

Seth Schapiro gave a brief overview of the need to modify the current lost-time form. He explained that there is not a good system in place authorizing dues deduction from lost-time checks. It was said that the modified form will be developed, and may possibly be sent to the Board for approval via poll; or brought forward at its next regular meeting.

#### Fremont Office:

Seth Schapiro reported that at the last meeting there was a discussion on continuing to retain the Fremont office location. It is recommended that we do a one (1) year renewal so that outreach to the members can be conducted. M/S/C (Albert/Diep) to extend the lease, as presented.

#### Resolution - Solidarity for John Penilla:

As discussed earlier by Steve Gilbert and John Penilla during member comments, a written resolution was presented. M/S/C (Medina/Eaton) to accept the resolution, with the caveat that in addition to John Penilla, add Kristian Kim; and change the word prosecution to *persecution*. It was asked to have this sent to other area unions, so they can add their support.

#### **ANNOUNCEMENTS:**

It was announced that the Oakland Housing Authority Chapter ByLaws (Maintenance & APA/HAR Units) were reviewed and found to be in compliance. There were no objections raised.

#### Poll Announcements:

A written report of poll actions conducted since the March 21<sup>st</sup> meeting was announced. The Board approved to submit the following Resolutions to the Convention: **Resolution on Retiree Health Care;** and **Resolution on Presidential Endorsement.**

#### Policy Committee Report:

A first reading of the proposed *Policy on Protecting Union Members and Leaders* was presented by Richard Greenwood, on behalf of the Policy Committee. It was said that the 2<sup>nd</sup> reading will be on the agenda at the June meeting. Any questions or suggested changes should be sent to Eric Stern.

**The Board moved to closed session at 11:35 a.m.**

**EXECUTIVE SESSION:**

Temporary Employees Extension:

It was M/S/C (Cuevas/Sandberg) to extend temporary employees, Dana MacPherson, Kim Carter-Martinez, Catherine Bundy and Gail Byrdsong through up to June 30, 2016.

Unrepresented Staff Salaries:

There was discussion on a recommendation from the BFC around Unrepresented Staff Salaries. It was agreed to table this item to the May meeting.

**The Board moved to open session at 11:55 a.m.**

Secretary Jan Schardt announced the motions passed during closed session on temporary employee extensions.

**GOOD & WELFARE:**

Richard Greenwood announced that he is retiring from his employment with the North Bay Regional Center, and as a result will have to resign from his position on the Executive Board.

**The meeting was adjourned at 12:10 p.m.**

Respectfully submitted by,

Jan Schardt  
SEIU 1021 Secretary