

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 Riggelman, 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 21st 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/Riggelman) 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 27th, 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 6th.
- 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 21st 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 30th.
- 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 1st.
- 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 7th.
- 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 28th in Emeryville. The film is a depiction of the Eritrean refugee crisis.

There were no requests presented at the April 15th 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 SEJ 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 14th 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 21st 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 2nd 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

Propose Resolution – Gender Neutral Bathrooms

Background:

CA Assemblymember Phil Ting recently introduced CA AB 1732 that would do the following:

Existing law requires a public agency, as defined, that serves the public or is open to the public and maintains toilet facilities to make those facilities available to the public free of charge. Existing law requires publicly and privately owned facilities where the public congregates, as defined, to maintain a sufficient number of temporary or permanent toilet facilities to meet the needs of the public at peak hours. Existing law also requires each business establishment to provide, within reasonable access, a sufficient number of toilet facilities for the use of the employees.

This bill would require any business or place of public accommodation to identify a toilet facility that has only one water closet as an all gender toilet facility. The bill would authorize health officers or inspectors to inspect for compliance with these provisions during any inspection.

This bill has been referred to committee and is championed by the LGBT community as a move towards recognition and respect for the Transgender community and fairness for bathroom access for all without facing questions or comments about why one is using the bathroom.

"Restrooms are a necessity of life. Access to them influences our ability to participate in public life," Ting **said in a statement** announcing the bill's introduction. "Signs restricting single-use restroom access by gender create problems of convenience, fairness, and safety. They defy common sense, which is why many of us ignore them. 'All gender' signs will end these problems and ensure everyone's rights are protected."

Resolution:

SEIU 1021 is committed to inclusionary practices for all of our members. We recognize that bathroom access and ease is important for good health and an opportunity to break down barriers that cause anxiety or long waiting times for our members. Transgender and cis female gendered members regularly report that bathroom access is a source of anxiety and can lead to uncomfortable and inappropriate questions from colleagues. Our members have reported being asked if they used the "correct bathroom" which is never a question anybody should face. Our union should be on the leading edge of inclusion and eliminate this barrier by declaring all single stall/water closet bathrooms "All Gender" bathrooms and by adopting one of the signs or a similar sign as included below (please excuse formatting, these are copied and pasted from the internet and are different sizes):



Proposed Resolution In Support of 1021 Local Work on Climate Change

- I. Climate Change is real. It is here. It is advancing. The only question is how bad things will become. We in Local 1021, our neighbors, and communities are already experiencing the effects of Climate Change in our work and lives. In California, headlines have focused on the drought caused by climate change, but the real effects will be far deeper and more severe than even that.
- II. The world's scientists are almost unanimous in reporting that our environment is about to cross a point of no return that could endanger human life itself. This past year, SEIU leaders and members were in Paris for the COP21 meeting where the United States and 158 other countries established the ambitious goal of limiting the world's temperature rise to between 1.5 and 2 degrees Celsius, in order to avoid the worst effects of climate change.
- III. Climate Change is largely fueled by carbon energy sources whose emissions are overwhelming our earth's ability to absorb that carbon. The buildup of carbon in our atmosphere is trapping heat and cooking our planet.
- IV. Our economic system depends on extracting and depleting resources and creating waste at unsustainable levels. The environment is treated as an unlimited resource and waste dumping ground. Products are designed to be disposable to spur new sales and waste.
- V. The same economic system that treats our environment as disposable also treats workers as disposable—leading to our country's extreme economic inequality. When corporations search the globe for ever lower wages and working conditions to produce the same product, it means wealth for a few but reductions in standard of living for the rest of us.
- VI. SEIU's 21st Century Blueprint Committee report identified Climate Change and Income Inequality as major trends that are inherently linked, and that pose major challenges to all of us. The committee report states that: "...it is poor and working people who typically bear the greatest impact of pollution and extreme weather. In

this respect, climate change is not only a global threat, but also major expressions of inequality.”

- VII.** The combination of Economic Injustice and Environmental Injustice dumps a double dose of hurt on poor people, communities of color and other marginalized people that have historically borne the brunt of pollution and environmental hazards in their neighborhoods, resulting in severe and chronic health problems as we see in lower income communities from Richmond to Fresno to South LA.
- VIII.** For too long, our government at all levels and our public employees have been subjected to unprincipled attacks that undermine the value of our democracy and the services our communities rely upon. As Climate Change deepens, only public institutions will be able to develop the plans and marshal the resources needed to mitigate its worsening impact.
- IX.** As Public Employees and Members of SEIU Local 1021 we are in a unique and strategic position to prove that government and our Unions defend the “Common Good” and are a force for good in our community. As Union Members and Working People, we have the ability to fight for solutions to climate change that specifically prevent disproportionate impacts on our communities and are “dedicated to improving the lives of workers and their families and creating a more just and humane society.”
- X.** As public sector workers, we are responsible to education and create good environmental programs, policies, and solutions. We must demand the resources, training and capacity to do so; and must also fight to capture savings from innovations and efficiency so they are equitably shared with workers.
- XI.** We know that Winning for Working People requires building strong organizations and Alliances with Allies to fight for both Economic and Environmental Justice; and both SEIU and Local 1021 have begun to build these alliances through local and national fights for economic and environmental justice.

Therefore be it resolved:

- SEIU Local 1021 Leaders recognize Climate Change as a challenge and threat to the welfare of our Union’s Members, workers, and communities everywhere;

- SEIU Local 1021 Leaders recognize that while our Union’s program of Organizing works to build power for members to win greater economic, social and racial justice, our efforts alone are not enough to win the “more humane society,” all workers deserve; and we must partner with Allies in all progressive movements, and particularly Climate Change and Environmental Justice movement if we are to protect the healthy planet that all workers deserve;
- SEIU Local 1021 Leaders also recognize that we must work with our Allies to recognize and fight for Climate Change solutions that recognize the legitimate rights of workers to organize, their demands for economic justice and security, and the need for a Just Transition for workers in industries impacted by the move away from carbon to renewable energy sources.
- To Accomplish these Goals SEIU Local 1021 Leaders commit to making Climate Justice a part of our Union’s Program. Some of these goals may include:
 - Educating Members, Officers and Staff about climate change and the need for climate justice. To include illustrating the interconnectedness and impact on, working people and our larger fights for economic and racial justice.
 - Developing a program of Action on Climate Change that puts to use our skills and expertise as Union Members and Public Employees to promote solutions that contribute to mitigating and adapting to the Climate Crisis and that protect and advance the rights and interests of all workers and our communities as a part of our Union Work, including areas such as but not limited to:
 - Common Good Campaigns
 - Bargaining Demands
 - Labor Management Partnerships
 - Political, Policy and Budgeting Work
 - Participation in State, County, Local “tables,” where mitigation and adaptation policies are being developed
 - Movement Coalition Building with Allies
 - Mobilizing Members to Action



Roxanne Sanchez
President

Crawford Johnson
Region A

Tom Popenuck
Region B

Gary Jimenez
Region C

Larry Bradshaw
Region D

Marcus Williams
Region E

Pamela Holmes-Morton
Secretary

Paul Camarillo
Treasurer

Karen Joubert
Vice President of Representation

Alysabeth Alexander
Vice President of Politics

Ramses Teon-Nichols
Vice President of Organizing

Executive Board

Priscilla Agbunag
Pete Albert
Nancy Atwell
Akbar Bibb
Derrick Boutté
Gina Castillano
Gayle Chadwick
Gregory Correa
Evelyn Curiel
Rhea Davis
Karla Faucett
David Fleming
Nancy Ghanim
Cynthia Landry
Andrea Longoria
Renato Pena
Patricia Reynolds
Mercedes Riggelman
Valoria Russell-Benson
Eric Stern
Renita Terry
Denis Villanueva
Erika Watkins
Jim Wise

Resolution of Solidarity with John Penilla and Kim Kristian

(Submitted to the 1021 Executive Board on April 24, 2016)

Whereas: The Student Labor Committee (SLC), composed of UC Berkeley undergraduate students, AFSCME 3299, and outsourced workers on this campus, fought and won insourcing for nearly 100 custodians and parking attendants during the Justice4UCWorkers Campaign (subcontracted workers were previously making half the wage, receiving little or no benefits, and did not have the same rights as UC workers who were performing the same jobs), and

Whereas: Prior to the victory on March 18th 2016, the organizers of the campaign led an eight-month long struggle against the exploitative labor practices of University management, which included delegations to administrators, rallies, marches, forums, sit-ins, and finally a speakers' boycott, and

Whereas: This victory, which has an impact on all unionized workers on campus as it sets an important precedent against outsourcing came at a price, which is the political persecution of two undergraduate students, and

Whereas: One of these students, John Penilla, a member of the SLC, is facing unjustified charges of trespassing and battery after an action on March 2nd 2016, and

Whereas: One of these student, Kim Kristian, a member of the SLC, is facing unjustified charges by the University of California Berkeley,

Whereas: We understand that the targeting of these students is intended to suppress students' First Amendment activities, regardless of the DA decision, and to discourage students from further organizing and in particular from any student-labor solidarity on campus,

Let it be resolved that: The SEIU 1021 stands in solidarity with John Penilla and Kim Kristian, and asks the DA and the UC Berkeley administration to drop the charges and put an immediate end to this persecution.

Adopted by SEIU Local 1021 Executive Board on
April 24, 2016

Executive Board Budget & Finance Committee

Theresa Breakfield Kathryn Cavness Tina Diep Richard Greenwood
Doug Marr Julie Meyers Peggy La Rossa Paul Little Nadeen Roach

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