

**SEIU Local 1021 Executive Board Meeting
East Bay Community Foundation
James Irvine Conference Center (Daziel Building)
353 Frank Ogawa Plaza, Oakland
Sunday, May 31, 2015
9:00am – 1:00pm**

Executive Board Members Participating: President Roxanne Sanchez, Secretary Pamela Holmes-Morton, VP of Politics Alysabeth Alexander, VP of Organizing Rames 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, VP Region-E Marcus Williams, Renita Terry, Jim Wise, Eric Stern, Karla Faucett, Cynthia Landry, Derrick Boutte, Gregory Correa, Rosa Lutrario, Robert Taylor, Jan Schardt, Gina Castillan, Sunny Santiago, Akbar Bibb, Nancy Atwell, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa, Mercedes Riggleman

Executive Board Members Excused: Treasurer Paul Camarillo, Renato Pena, Erika Watkins, Gayle Chadwick, Rhea Davis, Nancy Ghanim, Pricilla Agbunag, Valoria Russell-Benson

Staff in Attendance: Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Krystin Lynch, Lisa Morowitz

The meeting was called to order at 9:11am by President Roxanne Sanchez

Review Agenda:

- **Additions to agenda include under action items #7 Chapter Dues-Doug Marr reporting**
- **President and Leaders Reports: Cynthia Landry, Jan Schardt, & Alysabeth Alexander**
- **S.F Industry donation request/discussion (funeral costs)**
- **Nepal Trade Union Federation Emergency Earthquake Relief**

Member Comments:

- John Meade requested for financial support for a National Day of Action celebrating the 50th anniversary of Medicare on July 30th. Single Payer/Medicare handout was distributed.
- Pamela Moore member of the Alameda Social Services Agency Bargaining unit addressed the Executive Board concerning Chapter processes.
- Bridget Childs member of San Joaquin County Courts Chapter addressed the Executive Board with the distinction of trial courts.
- Sandra Lee addressing the Executive Board concerning the Solano County Chapter and the resources the Local is providing. Sandra is a member of the bargaining team and a Steward. Akbar Bibb and Nadeen Roach reported on the positive movement and support from the Executive Board moving forward with the Solano rebuild.
- Gregg Marro, Retiree, addressed the Executive Board concerning all Chapters to update their Bylaws prior to the upcoming Member Convention.

Review Minutes:

M/S Stern/Joubert, Adoption of November 22, 2014 minutes with corrections. Motion carried

M/S Popenuck/Faucett, Adoption of April 25, 2014 minutes with corrections. Motion carried.

Convention Election Committee Report: Tom P, Karen J, & Mercedes R. Handout and status update provided. Election Committee Email address: 1021.convention.election.committeecseiu1021.org

Budget & Finance Committee Report:

Marcus Williams VP Region E, reporting on behalf of Treasurer Paul Camarillo.

Summary of Motions Approved at the May 13, 2015 Meeting (submitted at the May 31, 2015 Executive Board Meeting).

The BFC approved the following items:

1. Veolia Transportation Negotiations (Bargaining Resource):

The BFC approved to authorize the Local's law firm (Weinberg, Roger & Rosenfeld) to assign an attorney to negotiate on behalf of the Union the Veolia Transportation negotiations at the rate of \$175/per hour, with an anticipated cost of approximately \$14k; and with the understanding the amount could be less or more. Note: Negotiations with Veolia Transportation has recently commenced; and there are currently 8 bargaining dates scheduled through June 30. Note: The law firm will invoice the local for the hours; and the cost will come **out of the** negotiation budget **line**.

2. Retro E-Board Member Stipend:

The BFC approved to make a retro stipend payment to a Board member for a period of 13 months at a total amount of \$2,800, as requested by the member. Note: the required paperwork to process stipends was recently received by the Local.

3. Nepal Earthquake:

The BFC approved to make a \$5,000 donation towards the Nepal Earthquake Relief Efforts, with the caveat to use the same contribution process that SEIU has passed on to Locals.

The BFC approved to recommend to the Executive Board to approve the following proposals:

A) Michael Allen, Consultant:

The BFC approved to recommend to the Board to go into a contract with Michael Allen to work as the chief negotiator in Sonoma County at a rate of \$100 per hour for up to 480 hours, plus expenses, for the period of May 2015 through the end of October 2015. He will work collaboratively with the Sonoma County membership, bargaining team, 1021 officers/Board members and staff. His work will include helping to develop and advance bargaining proposals, as well as lobby elected public officials to win a fair contract.

It was M/S (Atwell/Amos) to approve the request up to the ratification of the contract. Motion carried.

B) Capital & Main Renewal:

The BFC approved to recommend to the Board to renew the Capital & Main agreement from July 30, 2015 to **August 1**, 2016 at a cost of \$30k. Note: the Board previously approved to form a partnership with Capital & Main in July 2014. The partnership includes a seat on their editorial board and a joint responsibility to work together on developing news stories.

It was M/S (Landry/Medina) to approve the request, as recommended by the BFC. Motion carried.

C) Nato Green, Consultant:

The BFC approved to recommend to the Board to modify Nato Green's contract at \$9,100 per month at approximately 130 hours of work per month, effective the month of May 2015, at up to the ratification of the City of Oakland and Port of Oakland contracts, with the understanding that the contract max would need to be adjusted. Note: His current contract is at \$7k per month at 100 hours of work each month and is due to expire on 6/30/2015.

It was M/S (Jimenez/Landry) to approve the request, as recommended by the BFC. Motion carried.

D) Steve Wilensky, Consultant:

The BFC approved to recommend to the Board to go into a contract with Steve Wilensky at a total flat rate of \$9,000 for up to the end of 2015. His scope of work will include participating in developing proposals (not as a lead negotiator), bargaining strategy; and advising the Field Director and Regional Vice-President regarding the Calaveras County negotiations. His work will also include advising the local's Political Director and Vice-President of Politics on developing a strategy to win majorities in represented jurisdictions.

There was no action taken in open session. Discussion ensued to move to Executive Session.

E) Joe Brenner, Consultant:

The BFC approved to modify Joe Brenner's contract to \$100 per hour at 60 hours of work for the period May 17th-June 16th with the necessary contract max adjustments, and is recommending to the Board consideration of an additional two months through August 16th with the caveat to renegotiate the number of hours of work to be tapered for the last 2 months of his contract understanding there may be a further adjustment of the hourly rate as part of that tapering off of hours as well as adjustment of contract max which is currently at approximately \$49,000. He is currently assisting with work around preventing contracting-out bargaining unit work through the Personal Services Contracts (PSC) in the City & County of S.F.

It was M/S (Landry/Stern) to approve the request, as recommended by the BFC. Motion carried.

F) Solano County Negotiations (Bargaining Resource):

The BFC approved to recommend to the Board to authorize the Local's law firm (Weinberg, Roger & Rosenfeld) to assign an attorney to negotiate on behalf of the Union for the Solano County negotiations at a rate between \$175/per hour to \$250/per hour, with the understanding that if the work is needed before the May 31st E-Board meeting, the BFC has given authorization to begin the work. It is projected that the cost will go over \$50k. Note: The law firm will invoice the local for the hours; and the cost will come of the negotiations budget line.

It was M/S (Schardt/Joubert) to approve the request, as recommended by the BFC. Motion carried.

G) Double Dues Deduction:

The BFC approved to recommend to the Board that for members, who work at multiple represented 1021 classifications, and pays a percentage dues at one job and a flat dues rate at the other, the percentage dues deduction would be applied to both jobs; and in addition, the member would be reimbursed anything owed going back to 6 months from when the member raised the issue with proper documentation.

It was M/S (Stern/Faucett) to approve the request, as recommended by the BFC. Motion carried.

H) Chapter Rebates:

The BFC approved to recommend to the Board to adopt the concept that Chapters may formally request in writing to the Treasurer, to opt out of receiving chapter rebates, with the understanding that the Chapter cannot opt back in.

It was M/S (Greenwood/Johnson) to approve the request as presented, with the modification to add in the motion that in order to opt out, the Chapter Board must take a voting action and the action must be supported by chapter minutes. Motion carried.

Action Items:

- Mileage Reimbursement Request (Tim Glasper, City of Oakland): The member provided written supporting documentation to request mileage reimbursement (waving 25 mile policy). The motion includes reimbursement of future mileage accrual with proper documentation, as the member continues to serve on the bargaining team. M/S Joubert/Johnson, Motion carried.
- Single Payer Committee Request: It was M/S (Schardt/Faucett) to approve a contribution of \$5,000 to the National Day of Action celebrating the 50th anniversary of Medicare, with the understanding that a report back to be provided on which budget line the funds will be applied to. Motion Carried.
- SLUSD Chapter Dues: A motion was made by Doug Marr, seconded by Crawford Johnson, that there be an exemption to the \$10.00 minimum dues rule for the San Lorenzo USD chapter part-time unit, and that they would only pay the chapters current percent rate of the local's dues. The motion was carried. It was said this is motion applies to the SLUSD chapter only; however, the issue will be reviewed more comprehensively.

Recommendation:

- Larry Bradshaw will forward to the International Union a request from the Nepal Trade Union Federation for emergency earthquake relief for the International to consider.
- President Sanchez noted that the President & Leaders Report is to be reflected as Executive Board Reports on future agendas.

Executive Board Meeting was temporarily suspended at 11:00AM for a short break and resumed at 11:16AM.

President Leaders Report:

- Derrick Boutte: Howard Zinn Book Fair endorsement. SEJ Chair Boutte requested that the Executive Board endorse and support the Howard Zinn Book Fair in November, 2015. M/S Bradshaw/Landry, to support SEJ Howard Zinn Book Fair endorsement. Motion carried.
- Rames Teon-Nichols reported that ROC outreach continues for an SEIU CA Childcare event scheduled for June 3, 2015 in Sacramento to mobilize around Senate Bill 548 Childcare mobilization. Requesting the Executive Board support the action. Bus transportation is available.
- Jan Schardt: Requesting that Local 1021 support the bargaining efforts of Napa College. Several actions are planned
- Cynthia Landry: Reporting on the City of Richmond CALPERS pension. Cynthia attended a city council meeting on 4/26/2015. Power point and literature will be made available. She also reported on retiree health care.

- Alysabeth Alexander: Reporting on discussion ensuing about pre-funding pension systems at the City of Richmond model. Governor has started a fight with Retiree healthcare and pensions. Currently developing tools to help educate our members on public and elected officials. Reporting on the Special Election in Castro Valley. She thanked 1021 members for stepping up and getting out the vote in support of Susan Bonilla.
- Larry Bradshaw reported that a financial donation collection of \$370.00 on behalf of a member, who lost a family member, was collected on behalf of the SF Industry.
- Karen Joubert reported and provided the email address for the upcoming Member Convention.

Head of Operations Report: Seth Schapiro:

Building Report

- SF Lease space expires Jan 1, 2017. A decision must be made by the end of the year. Currently we pay \$500K per year and we can expect that amount to increase to more than 1million. Seth is soliciting Executive Board participation to join Paul Camarillo in addressing this important matter. Board members should let Roxanne know if there is an interest in the Committee. There is also a possibility to decrease the office space.
- Other ideas are to keep Oak Street, and possibly sell 29th Street and buy or Lease a facility near the Oakland Airport.

Executive Director Report: Interim Executive Director John Stead-Mendez reporting:

- Bill Petrone Director: Reporting on Lisa Morowitz presenting a training hosted by the University of Cornell entitled, Managing on Labor values, it was a two day event. The recent training will result in more accountability from staff along with other Member Leaders and Stewards resulting in a cohesive partnership.
- Written Director Reports were emailed to the Board.

Announcements:

- The Napa Valley College Chapter Bylaws were reviewed and found to be in compliance with the Chapter ByLaws template. There were no objections raised.
- Central Marin Sanitation Agency Chapter Bylaws were reviewed and found to be in compliance with the Chapter ByLaws template. There were no objections raised.
- Akbar Bibb introduced workers asking for support to show solidarity with the Farmworkers in San Quintin (Mexico) and Skagit County (Washington State). A written resolution was presented, which will be sent by poll to the Board for consideration to allow time to review the document.
- Pete Albert reported that Cynthia Landry was appointed to an Energy Commission Board

It was M/S Myers/Atwell to extend the Executive Board Meeting until 2:00PM.

**The Executive Board Meeting suspended as 12:37PM for a short break and resumed at 12:50PM.
The Board moved to closed session at 12:51PM.**

Executive Session:

The following actions were taken during closed session:

Temporary Employees Extension requests:

- Sandra Barreiro: Extended to up to 9/30/2015 - M/S/C (Stern/Atwell)
- Ed Kinchley: Extended to up to 6/30/2015 – M/S/C (Atwell/Williams)
- Jose Martinez: Extended to up to August 1, 2015 – M/S/C (Stern/Atwell)

- Celeste Peterson: Extend up to August 30, 2015, with the understanding to make an exception around the 365 days limit on the temp policy – M/S/C (Joubert/Atwell)
- Tom Vitale: Extend up to the August 30, 2015 – M/S/C (Atwell/Diep)
- Colette Washington: Extend up to July 31, 2015 – M/S/C (Atwell/Alexander)
- Catherine Bundy: Extend up to August 1, 2015 – M/S/C (Stern/Landry)
- Ron Marsh: Extend up to August 1, 2015 – M/S/C (Atwell/Alexander)
- Sally Covington: Extend up to August 1, 2015 – M/S/C (Landry/Atwell)
- Michael “Shum” Preston: Extend up to August 1, 2015, with the understanding to make an exception around the 365 days limit. – M/S/C (Gary/Cynthia)

Vacation Cash out:

M/S (Stern/ Holmes-Morton) to approve an emergency vacation cash-out request, whereby this Board action is not to be interpreted as precedence setting. 1 abstention. Motion carried.

Steve Wilensky, Consultant:

It was M/S (Williams/Schardt) to go into a contract with Steve Wilensky at a total flat rate of \$9,750, which includes retro payment for up to the end of 2015. His scope of work will include participating in developing proposals (not as a lead negotiator), bargaining strategy; and advising the Field Director and Regional Vice-President regarding the Calaveras County negotiations. 2 oppositions. Motion carried.

M/S Joubert/Holmes-Morton Motion to extend Executive Session to 2:44PM. Motion carried.

Executive Director Position:

It was M/S (Schardt/Riggelman) to offer John Stead-Mendez the Executive Director position, with the understanding the normal hiring policy will be waived in order to move expeditiously and move to stability. Motion carried.

Executive Session ended and the Board moved to open session at 2:35pm.

Secretary Pamela Holmes-Morton announced the actions taken during closed session.

The meeting adjourned at 2:38PM.

Respectfully submitted by,

**Pamela Holmes-Morton
SEIU Local 1021 Secretary**