

**SEIU 1021 Executive Board Meeting**  
**May 20, 2017 10:00 am – 5:00 pm, Fairfield, California**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Karla Faucett, Dellfinia Hardy, Norlissa Cooper (by videoconference), Janice Wong (by videoconference), Cynthia Landry, Derrick Boutte (by teleconference), John Arantes, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Al Fernandez (by videoconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Akbar Bibb, Mary Sandberg (by teleconference), Cristin Perez, Kathryn Cavness, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP Region-A Sunny Santiago, Dan Jameyson, Eric Stern, Pete Albert, Monique Broussard, Mercedes Riggelman, Geneva Haines, Rhea Davis

**Staff in Attendance:** John Stead-Mendez, Seth Schapiro, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Tim Gonzales, Dana MacPherson, Karin Hendrickson, Robert Li

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**President Roxanne Sanchez called the meeting to order at 10:00 a.m.**

**Introduction of New Staff:**

Seth Shapiro introduced Karin Hendrickson the new Finance Director. John Stead-Mendez introduced Robert Li the new Strategic Coordinator to the Executive Director.

**Review Agenda:**

Under action items - tabled Calaveras County Area Representative position. Add under Executive Board Reports - Santa Rosa Junior College work (Mary Sandberg), BART Foreworkers Unit Report; Secure Retirement Committee report (Cynthia Landry). Added under announcements - Mills College Chapter Bylaws.

**Member Comments:**

- Jeff Nelson, Chabot/Los Positas College District chief steward: He spoke about a situation at the college.
- David Williams, President of the West Bay Retirees Chapter: He spoke about the San Francisco Retirement Board and divestments in fossil fuel. He thanked the Union for working on the minimum wage for non-profits.
- Greg Marro, Retiree: He spoke on chapter funds and suggested that each chapter should have their own funds be audited annually.

**Approval of the April 22, 2017 Minutes:**

M/S/C (Eaton/Cuevas) to approve the minutes as presented.

## **Budget & Finance Committee Report:**

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee.

### Quarterly Review:

The January - March 2017 Quarterly Financial Review was presented.

### The BFC approved the following items:

1. Timothy West, Consultant:

The BFC approved to extend Timothy West's contract through up to 6/30/2017, subject to any potential modifications as determined by the Executive Director, at the same contract terms with the understanding that the contract max would need to be adjusted for the additional time. His current contract is through 5/31/2017 at \$65.00 per hour at up to 100 hours of work per month, plus expenses. He is currently assisting with coverage in the City of Oakland chapter.

2. Dues Analysis:

The BFC approved a sub-committee to analyze the cost and bring a proposal to the May E-Board meeting to possibly hire a consulting firm (Beacon Economics) that will assist the local with dues analysis and help build a model on revenue impacts. The sub-committee will include Roxanne Sanchez (President), Amos Eaton (Treasurer), Seth Schapiro (Head of Operations), Karin Hendrickson (Finance Director) and possibly Caitlin Prendiville (Researcher).

3. Capital and Main:

The BFC approved to renew the *Capital and Main* agreement from July 30, 2017 to August 1, 2018 at a total cost of \$40,000 to come out of the *Resource Agreement*. The Board previously approved to form a partnership with this organization in 2014. The partnership includes a seat on their editorial board.

4. Finance Accounts:

The BFC approved to move the financial administrative responsibility around the local's various business accounts, such as the CDARS and ICS accounts, to Karin Hendrickson (Finance Director).

5. S.F. Housing Authority Contract Campaign:

The BFC approved the S.F. Housing Authority Contract campaign budget proposal at up to \$34,340.00. The budget includes costs for various worksite activities, actions, media needs and up to four (4) lost-timers.

6. S.F. Superior Court Contract Campaign:

The BFC approved the S.F. Superior Court Contract campaign budget proposal at up to \$36,425.00. The budget includes costs for various worksite activities, actions, media needs and up to four (4) lost-timers.

### Community/Allies Requests:

The BFC approved the following community/allies requests:

- Wealth & Disparities in the Black Community Justice 4 Mario Woods:

The BFC approved the following two (2) requests (tier 1) from the *Wealth and Disparities in the Black Community Justice 4 Mario Woods*, pending verification of payee information:

- a) \$500.00 towards transportation costs to the “Caravan for Justice” press conference event on May 22, 2017 at the State Capital.
- b) \$1,500.00 towards the “Mario Woods Remembrance Day” event on July 22, 2017 to help cover costs for food.

- 1021 Men’s Committee:

The BFC approved a donation in the amount of \$500.00 to the *1021 Men’s Committee* (tier 3) to help co-host the “Heritage of the Mission” event to be held in June 2017, pending verification of payee information.

- Oakland Rising:

The BFC approved to sponsor the *Oakland Rising* fundraiser dinner on June 15<sup>th</sup> in the amount of \$5,000 (tier 1).

- Supported Life Institute:

The BFC approved to donate \$500.00 to the *Supported Life Institute* (tier 3), as recommended by the SEIU DD Council, to support the group’s work for self-advocacy for the developmentally disabled population served by DD workers.

- American Cancer Society Napa Relay for Life:

The BFC approved a matching donation from the Napa City chapter in the amount of \$250.00 (tier 3) to sponsor member Shelly Engleman for the American Cancer Society Napa Relay for Life fundraiser.

- Council of Community Housing Organization:

The BFC approved to donate \$500.00 to the *Council of Community Housing Organization* (tier 3) to support the group’s annual fundraiser.

- Chinese for Affirmative Action:

The BFC approved to sponsor the Chinese for Affirmative Action 48<sup>th</sup> Anniversary celebration dinner in the amount of \$1,200.00 (tier 1) to be held on June 8<sup>th</sup>.

- Sonoma County Conservation Action:

The BFC approved to sponsor the Sonoma County Conservation Action fundraiser on June 10<sup>th</sup> in the amount of \$2,500 (tier 2).

- May 1<sup>st</sup> Coalition:

The BFC approved a donation in the amount of \$1,000 to the *May 1<sup>st</sup> Coalition* (Santa Rosa) to support the group’s work on the People’s March event on 4/29/2017 for Jobs, Justice and Climate (tier 2).

- Stockton Cinco de Mayo Parade:

The BFC approved a matching donation from the San Joaquin County chapter in the amount of \$250.00 (tier 3) to the City of Stockton Cinco de Mayo Parade on May 7<sup>th</sup>.

- Marin May Day March:  
The BFC approved to help defray outstanding costs incurred from the *Marin May Day March* in the amount of \$500.00 (tier 3), pending verification of payee information and/or proper paperwork, such as receipts.
- Martin Luther King, Jr. Freedom Center (Merritt College Oakland):  
The BFC approved a contribution in the amount of \$500.00 to send 40 middle and high school youth on a civic engagement pilgrimage and to include a letter from the Union requesting that the organizers of the event include “labor” training as part of their program (tier 3).
- North Bay Jobs w/ Justice Awards Night:  
A request was made sponsor this event in the amount of \$3,000. The request was tabled, pending further discussion to be brought to the E-Board around multiple contributions to an organization.

**Action Items:**

BFC recommendations:

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

A. Legacy Local 616 Employee Benefit Association:

The BFC approved to recommend to the Board to change the administrator of the *Employee Benefit Association (EBA)* account from Lisa Bui to Karin Hendrickson. M/S/C (Park/Correa) to approve this recommendation.

B. SEIU IEB Stipend:

The BFC recommends to the Board to pass all of the stipend paid by SEIU International for the President’s time on the International Executive Board (IEB) through to the president, and any future president, that is sitting on the International Executive Board with the Local paying the employer payroll taxes and that this President, Roxanne Sanchez, be made whole for past stipends. M/S/C (Jimenez/Bryant) to approve the BFC recommendation.

C. Community/Allies Requests:

The BFC recommends to the Board that when considering requests from allies, the local should make only one (1) contribution per year to the organization for either organizational dues or for a sponsorship/fundraiser, but not contribute to both. There was a discussion on this recommendation which is not program based it is general fund based for the organization. M/S/C (Jimenez/Park) that When considering requests from community allies that have dues structures, the local should make only one (1) contribution per year to the organization for either its dues or for a sponsorship/fundraiser event; this is exclusive of program and will take effect August 1, 2017.

The BFC also approved to adhere to the current protocol that community/allies requests must be submitted at least one (1) week prior to the date of each BFC meeting, with the caveat to allow the Treasurer the discretion to make exceptions to the protocol, if needed.

North Bay Jobs with Justice:

The North Bay Jobs with Justice is requesting for financial support to sponsor their *Justice Awards Night* event. It was said that the Local pays annual dues to this organization in the amount of \$10,000. It was M/S/C (Park/Wise) to sponsor the event in the amount of \$500.00, which includes 20 seats.

D. Contra Costa County, More Public Services, Not Jail Cells campaign:

The BFC recommends to the Board to move the previously approved funding, in the amount of \$100k, of the *Contra Costa County More Public Services, Not Jail Cells* campaign from the negotiations line to the Resource Agreement budget. M/S/C (Wise/Correa) to approve the recommendation of the BFC.

**Executive Board Member/Committee Reports:**

• Update - BART Foreworkers Unit Request:

President Roxanne Sanchez gave an update on an issue regarding the BART Foreworkers Unit request to move from the *BART Chapter (Maintenance/Clerical)* to the *BART Professional Chapter*. It was reported that the sub-committee, which was approved by the Board to act on its behalf, held meetings with leaders from both chapters, in an attempt to find a resolution in this matter. John Arantes added that the Foreworkers (FW) unit recently elected a new chief steward, who has been involved in the BART Chief Steward Council meetings; and has been working to get the Foreworkers unit more engaged in the BART Chapter work.

At the December Executive Board meeting, the Board approved a list of recommendations presented by sub-committee, which included a six-month progress report, as well as an item that the sub-committee would work with the FW Chief Steward and Area Stewards to reestablish the FW Subchapter, as outlined in the BART Chapter bylaws. This work is now moving forward. In recognizing the progress in the last several months, the initial request to transfer to the *Professional* chapter will not be moved for action; therefore, the status of the Foreworkers unit will remain status quo, which means the unit will remain in the BART Chapter. This issue will be recorded as resolved.

• Training Committee Report:

Joseph Bryant and Jan Schardt reported on the work of the committee. It was asked that the committee add to the training to identify the skills of the new leaders and provide any training needed. Give the new officers ongoing support via mentors and/or a buddy system. It was asked that we conduct the training at industry meetings.

**Lunch Break from 11:45am to 12:05pm.**

**Executive Board Member/Committee Reports (continued):**

• Training Committee Report (continued):

An invitation was extended from the training committee to do the new leader training at the June 24<sup>th</sup> board meeting. If the industry is interested, they need to let Jan Schardt know so the team can prepare.

- Ethics Liaison Report:  
Larry Bradshaw and Yeon Park gave an overview of Ethics policy that Board members must adhere to. A change has been made that each board member must sign the ethics renewal annually. There are 4 Ethics Liaison Key Responsibilities which were reviewed by Yeon Park.
- Right to Work Preparation:  
There was a discussion on the transformation work in Stage 1 that we need to do to prepare us for the imminent threat of right to work. Seth Shapiro and John Stead-Mendez reported on the work that is being done towards right to work. New and other proposed tracking goals were developed by *Reach Every Member* workgroup and the Blue group. A list of proposed goals was also presented. M/S/C (Taylor/Landry) to accept the following tracking goals:
  1. COPE sign-ups – 10% increase by 2018
  2. Fee Payer to Member – 50% of current
  3. Cell phones – 60% of members
  4. Email – 60% of the members
  5. Mobilization – 3% of 1021 leaders
- Transformation Process:  
Pink Group:  
Joseph Bryant reported on the task assigned for the group. They have been meeting with the staff to engage in dialogue about the transformation process. The group hopes to have met with all staff by the middle of June.  
  
DEI Workgroup:  
Jan Schardt reported on the first meeting of the committee. A survey is being developed and announced that a random selection of 30 employees will be surveyed via phone and the rest will be sent out via an online survey.
- Santa Rosa Junior College:  
Mary Sandberg reported that the organizing campaign to organize the short term employees has been successful and they filed with PERB. The chapter is continuing to make the community aware that there is a sub-culture of employees at the college. Their college president has sent out a letter stating that there is no money and that they are going to freeze hiring of classified staff.
- Retirement Security Committee:  
Cynthia Landry reported that Kathryn Cavness has been elected to the State Association of County Retirement System. There was a report from the City of San Diego on decision vs. PERB and how this can impact retirement.

### **Announcements:**

- California College of Arts Chapter Bylaws and Mills College Chapter Bylaws: It was announced these bylaws were reviewed and found to be in compliance with the Local's Chapter Bylaws template. There were no objections raised.

**Director's Report:**

Written director reports were emailed to the Board. John Stead-Mendez reported that Del Norte has ratified their agreement. Bar O Boys Ranch was slated for closure but the community stepped up and helped save the Ranch. Napa County has reached agreement related to economics; they are still working on other items. Mendocino has reached an agreement on their contract. E-BART, which is the diesel workers and is a sub-group of BART has reached their first contract. Calaveras decert effort has taken a turn for the better; Bill Petrone reviewed what they are doing in this campaign. Staffing – have filled the East Bay and Central areas; and will be interviewing for the Education positions. Dana McPherson has been working with the MTC/ABAG merger. Sacramento County Sups has reached agreement which will come to vote next week. REST Care has been approved for organizing. E-Center has been a big fight but with help from the Local they are able to go back to the table. Asian Mental Health will be going to the table and their relationship with Asian Health Services. Felipe Cuevas discussed some of the changes with PEPR.

Seth Shapiro reported that Lisa Bui will be moving from the Finance team to become the Membership Department Supervisor. Karin Hendrickson will be reviewing reorganization of the finance department. Staff at 29<sup>th</sup> Street has formed a committee about staying green; they are starting a pilot and will expand out to the rest of the local. The building committee has asked to meet over the accessibility of the SF office. Oak street the painting and carpet has been completed. The one item that needs to be done is replacing the flooring in the main meeting room, it was also suggested that the room dividers be removed and maybe some of the walls can be straightened out and the vending machines to be buffered due to the noise they create.

**Meeting went into executive session at 2:07 pm.****Moved into open session at 2:20 pm.**

It was announced that there was nothing to report out from the Executive Session it was informational only.

Meeting adjourned at 2:21 pm.

Respectfully submitted,  
Jan Schardt  
Secretary