

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, May 18, 2019 – 10:00am-5:00pm, Fairfield, CA
MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, Sandra Lewis, Akbar Bibb, Mary Sandberg, Yeon Park, Theresa Rutherford, Marcus Williams, Jim Wise, Karla Faucett (by teleconference), Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, Monique Chaney-Williams, Felipe Cuevas (via videoconference), Richard Thoele, Robert Taylor, Evelyn Curiel (by teleconference), Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sunny Santiago (by teleconference), Tom Popenuck, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Jessica Nila

Executive Board Members Excused: Ramses Teon-Nichols, Gary Jimenez, Nathan Dahl, John Arantes, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Elizabeth Harrison

Staff in Attendance: Robert Li, Kristin Lynch, David Canham, Lisa Morowitz, Kaden Kratzer, Bill Petrone, Peter Masiak, Cecille Isidro, Ana Wangeline

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The meeting was called to order at 10:03 a.m. A quorum was reached.

Review of Agenda:

The following modifications were made: Add poll announcement, Board reports; move member recruitment after regional reports.

Member Comments:

There were no member comments.

Approval of the March 16 and April 28, 2019 Minutes:

M/S/C (Eaton/Popenuck) to approve the March 16 and April 28, 2019 minutes, as presented.

Regional Reports:

A draft *Local Purpose* document was read. Cynthia Landry recommended adding Retirement Security. There was a request to provide the document to the Board. Discussion that this document can be a good tool to share with member leaders. Draft strategic next steps were also presented, which includes regional program plans, resource member leaders, use of the MRC, expand E-Board visibility, transform role of organization and holding ourselves responsible.

Regional Vice-Presidents reported on the various *Meet & Greet* events that have been held or being planned.

Region A, Akbar Bibb: Members appreciated the visit by E-Board members at the worksites, including remote areas. There was interest in actions and for the NEO video.

Region B, Mary Sandberg: Enthusiastic turn out from the Meet & Greets. The team is strategizing on how to deal with geographical distance when trying to bring the region together. Regular monthly regional board meetings are held where other leaders are invited. Some of the region's targets include; developing COPE, identifying low-density chapters and strategizing member outreach. The team is also working on expanding meetings to smaller chapters and also plan to have dialogue about contract issues and developing support especially with cities as contracts are expiring.

Region C, Yeon Park: Regional officers plan to meet bi-monthly to continue to plan together. Plan to have Meet & Greets in multiple areas to reach more members. The team is also planning to work with chapters to build chapter structures and develop leadership teams. They also plan to provide contract negotiation support where needed.

Region D, Theresa Rutherford: Several large contracts have been in negotiations in the Region and as a result there have not been any regional or leadership meetings held. The leadership team has set recurring meetings starting in June to beginning planning.

Regional E, Marcus Williams: Members expressed appreciation for Board members who attended the Meet & Greet in Stockton. The regional team also had its first meeting and plan to invite other chapter leaders to participate in planning meetings. The team is working on mapping to do outreach at worksites.

It was also reported that there has been some discussion about possibly developing an intern program to help with internal campaigns and also develop a program to provide training and mentorship for members. There is also interest in tapping into the youth who have become activists or led various actions/campaigns to encourage them to continue their work and possibly provide a platform for further development.

Presentation – Member Recruitment:

Sandra Lewis presented a video of the *Dos and Don'ts* reaching out to new members. Some examples of when this tool can be used are at steward council meetings, new member leaders being developed or at regional meetings.

The meeting was temporarily suspended for a lunch break at 11:39 a.m. and recovered at 12:16 p.m.

Budget & Finance Committee Report:

Treasurer Amos Eaton presented a summary report of motions approved by the BFC at its May meeting.

The BFC approved the following items:

1. Consultant, Margolies & Potterton:

The BFC approved to authorized Robert Li to enter into a consultant contract with Margolies & Potterton for up to \$35k to recruit Field Director level positions, if necessary.

2. Sr. Staff Event:
The BFC approved up to \$750.00 for food related costs for the senior staff Racial Justice engagement/meeting on June 27-28.
3. Asian Pacific American Labor Alliance (APALA) Convention:
The BFC approved to fund up to \$6,575 for registration and travel related costs for six (6) members to the APALA 15th Biennial Convention on Aug. 8-9 in Las Vegas.
4. LaClinica Contract Campaign:
The BFC approved funding of up to \$28,150 for the LaClinica Contract Campaign. The current contract is due to expire on 8/30/2019. The budget includes costs for items such as “purple items”, t-shirts, media needs, food costs for various worksite meetings/rallies and lost-time for two (2) members from June-August.
5. Oakland Housing Authority Contract Campaign:
The BFC approved funding of up to \$3,762.50 for the Oakland Housing Authority Contract Campaign. The current contract is due to expire on 6/30/2019. The budget includes costs for items such as “purple items” and food costs for various meetings and actions.
6. East Bay Leadership Team:
The BFC approved funding of up to \$1,000 for the work of the East Bay Leadership Team through June 2019. The budget will go towards costs for items such as food for chapter leadership/worksite meetings and other logistical costs.

The BFC approved the following Community/Allies Requests:

- East Bay Alliance for a Sustainable Economy (EBASE):
The BFC approved to sponsor the EBASE 20th Anniversary event on Dec. 5, 2019 in the amount of \$10,000 (tier 1). Note: funding for this expense may potentially come out of the Resource Agreement.

Recommend/Presented by: Yeon Park

EBASE has been strategic partner with SEIU 1021 in the past. EBASE is building a just economy in the East Bay and continue to fight for our people, our communities, and our future together. EBASE has been also partner with SEIU 1021 in raising a minimum wages, enforcement, and housing justice work in Eastbay.

- Mission Hiring Hall:
The BFC approved a donation of \$500.00 to the Mission Hiring Hall fundraiser on May 13th in San Francisco (tier 3).

Recommended/Presented by: Joseph Bryant

Mission Hiring Hall is a non-profit community-based organization that has been providing job readiness and job placements services since 1971.

- LaborFest
The BFC approved \$500.00 for a half page Ad in the 2019 LaborFest program (tier 3).

Recommended/Presented by: Pete Albert

This year is the 26th anniversary of LaborFest. LaborFest is the month-long festival, every year in July, to commemorate the historic San Francisco General Strike and coast wide maritime strike in 1934. It celebrates working people and the contributions they make to our society.

- United Seniors of Oakland and Alameda County:

The BFC approved a contribution of \$500.00 to the United Seniors of Oakland and Alameda County's 28th annual convention on June 7th in Oakland (tier 3).

Recommended/Presented by: Peter Albert

The USOAC is a grassroots, multi-ethnic, intergenerational nonprofit organization focused on issues of concern to Alameda County seniors and their allies. For more than 25 years USOAC has helped to empower older adults throughout Alameda County by serving as a catalyst for a positive change and contributing to the betterment of senior citizens and the broader community. USOAC collaborates with the disabled communities, youth, senior service providers and others.

- Dyke March:

The BFC approved a sponsorship of \$300.00 to the 2019 Dyke March on June 29th in San Francisco (tier 3).

Recommended by: Lavender Solidarity Committee (Eileen Berken):

Continuing the tradition of celebrating in Dolores Park, the Dyke March will hold a rally that will be occupied by Dykes, Queers and allies on Pride Saturday. By claiming Dolores Park, we are taking a stand against the forces that are dividing our communities.

- Trans March:

The BFC approved a sponsorship of \$400.00 to the 2019 Trans March on June 28th in San Francisco (tier 3).

Recommended by: Lavender Solidarity Committee (Eileen Berken):

The SF TransMarch is San Francisco's largest transgender Pride event and one of the largest trans events in the county.

Action Items:

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

A. Lost-Time Officer Payment:

The BFC recommends to make an exception to the current Lost-Time Policy around the twenty-one (21) days rule to pay an Officer's lost-time. Per policy, lost-time reimbursement forms must be submitted within 21 days of the completion of the lost time assignment. There was discussion to reexamine the policy and refer to the Policy Committee, as the current policy may be too restrictive. Board members spoke in favor or against the recommendation. M/S/C (Sandberg/Valdez) to approve the recommendation to make an exception to the current policy on Lost-Time reimbursement.

B. North State Labor Federation, CLC:

The BFC recommends to the Board to affiliate with the North State Labor Federation CLC at a per cap of \$0.25 per member/per month at approximately \$750.00 for the year. The North State Labor Federation represents Butte/Glenn counties where about 250 Local 1021 members work. M/S/C (Williams/Wise) to approve the request, as recommended by the BFC.

C. PAC Transfers:

The BFC recommends to the Board to transfer funds into the Candidate and Issues PAC accounts in preparation for the March 2020 election, with the understanding that the formula (per member/per month calculation) will be presented at the May E-Board meeting. The current calculation is \$.84/per month for Candidate PAC and \$.69 for Issues PAC. M/S/C (Landry/Taylor) to increase the payments to \$2.01 per member, per month for the Candidate PAC, and \$1.62 per member, per month for the Issues PAC beginning the month of June 2019 through October 2019.

D. Resource Agreement:

The BFC recommends to the Board to adopt the Resource Agreement with the International, as presented to the BFC. M/S/C (Popenuck/Valdez) to adopt the 2019 Resource Agreement, as presented.

Policy Committee Appointment:

M/S/C (Landry/Eaton) to add Pete Albert to the Policy Committee.

Announcement:

Executive Board Action via Poll:

Secretary Mary Duncan announced the Board passed via poll to extend temporary employee Nato Green through up to November 4, 2019. He is temporarily serving as extra help leading and coordinating various bargaining tables, including *SF Registered Nurses, Mills College Faculty, Dominican University Faculty and Saint Mary's College Faculty*.

Executive Board Reports:

Cynthia Landry, Retirement Security Chair:

She reported that the SFERS program was making changes in allocations of funds/products that were not meeting benchmarks. Benchmark is for investments to make 7.4%. The AFLCIO HIT has consistently made returns of over 6%, but not at the benchmark and is in danger of being dropped. She would also like to see Uber & Lyft Drivers be organized as their jobs are not livable.

Jim Wise, Courts Industry Chair:

He reported on the Courts lobby day where 56 members and staff from SEIU met with 17 members of legislature personally and also completed 56 office meetings. There was a successful impact on the senate budget committee.

Sasha Cuttler, RN Industry Chair:

He reported on the Nurse Alliance lobby day. Some of the target issues are staffing in hospitals. Hospitals face no penalties for violating the state mandated staffing ratios. There is movement in legislature to add penalties for violation.

Sasha Cuttler also reported on a press conference he had with Nancy Pelosi on a petition to reverse final regulations which was established by Health & Human Services (HHS) to prioritize religious beliefs over the care of patients. The House of Representatives passed Equality Act into Civil Rights Act. He would like SEIU to do a friendly endorsement to support the lawsuit filed by the City & County of San Francisco against the Federal Department of Health & Human Services regarding allowing denial of services based on religious beliefs. M/S/C (Meyers/Landry) to approve the endorsement.

Joseph Bryant, President:

President Bryant reported that the September Board meeting will be a 2-day training/meeting (9/28-9/29). Bernard Moore with the SEIU International will be attending to help facilitate a workshop/training with the Board.

Break from 1:58 p.m. to 2:09 p.m.

Field & Program Director Reports:

Written director reports were sent to the Board.

Peter Masiak:

He gave an update on the City of Oakland bargaining. He also reported on the Contra Costa County chapter elections.

Bill Petrone:

He reported on the San Joaquin bargaining. The team is working to incorporate two core strategies into the negotiation work by integrating the bargaining team into CAT teams. There are also three races for Board of Supervisors that are coming up.

Kaden Kratzer:

There are various contracts that are up in Schools. He reported on chapters that preparing to start negotiations. He also reported on recent contract ratifications, such as the Oakland USD, which was ratified in tandem with the Teachers contract. Karla Faucett, Schools Industry Chair, added that there are member blitz being orchestrated in Sacramento USD around layoff hearings.

Cecille Isidro:

She reported that the communications team has stepped up their skill set. The team has been able to complete work in-house instead of engaging outside PR & marketing for placement in local and national media. The team has been able to lift up member voices to a national level. They are leveraging digital tools to increase member engagement and online targeting regarding contract issues, including use of texts.

Lisa Morowitz:

She has been working with communication and field staff to put together a member census. We are looking for members to weigh in on issues important to them, and also looking to

capture information about members (i.e. own/rent, commute time, etc). There is a plan to engage stewards and provide a link to the census.

Kristin Lynch:

She highlighted the work of recent newly organized members. She also spoke about lots of upcoming political work and improving member engagement.

Operations Report:

Robert Li reported on the progress of the following:

- a. MRC: progress on key component; Digital Learning Platform. Arrange for 4 consultants to help with online architecture.
- b. Database redesign: have test modeled 65% of membership headcount. Successful
- c. Performance: finished 1st quarter performance reviews regarding meeting goals
- d. Talent management: new finance manager will be coming onboard permanently (previously temp). Have been able to shrink workload of remaining staff
- e. Resource management: How well do we get revenues in? Audit: 10-20% increase in COPE and membership contributions coming in.
- f. Time for Vision for Power work: statistical random sampling for LM2s. Previous years it took 60 business days to complete forms to report to government. Plan to implement random sample in July which should reduce to 5 days.

Personnel/Staffing Committee:

Mary Sandberg, PSC Chair, reported on the various staff open positions in the field and program, as well as operations. She reported on positions that have completed the screening and interview process, or have interviews pending/scheduled. She stated that one of the goals of the PSC is to bring regular reports to the Board.

The Board moved to Executive Session at 2:54 p.m.

There were no actions taken during closed session.

The Board moved to open session at 3:29 p.m.

The meeting adjourned at 3:34 p.m. in a moment of silence to honor member leaders, who passed recently – Rebecca King-Morrow and Lisa Tabega.

Respectfully submitted by,

Mary Duncan
Secretary