

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, June 27, 2015, Fairfield
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander, Ramses Teon-Nichols (by teleconference), Region A VP Crawford Johnson, Region B VP Tom Popenuck, VP Region D Larry Bradshaw, Region E VP Marcus Williams, Renita Terry, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Jan Schardt, Mercedes Riggelman, Evelyn Curiel, David Fleming, Gina Castellano, Akbar Bibb (by teleconference), Nancy Atwell (by teleconference), Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by teleconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Karen Joubert, Gary Jimenez, Norlissa Cooper, Renato Pena, Karla Faucett, Rosa Lutrario, Robert Taylor, Jesse Hampton, Erika Watkins, Gayle Chadwick, Priscilla Agbunag, Sunny Santiago

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Nely Obligacion, Tim Gonzales, Amy Hall, David Canham, Bill Petrone, Kimberly Alvarenga, Lisa Morowitz, Rocky Morrison

President Roxanne Sanchez called the meeting to order at 10:00 am.

REVIEW AGENDA: The following items were added: a) Region B VP lost-time. The Head of Operations report will be moved to the morning session. The agenda was approved by consensus.

MEMBERS COMMENTS:

- Alameda County Chapter: Members Lorraine Lilley (BHCS Chapter President) and Tina Tapia (General Chapter President spoke about upcoming negotiations in Alameda County.
- Desiree Clifton, Valley Mountain Regional Center: The member spoke about needing legal support in their chapter in regards to an outstanding issue.
- Greg Marro, Retiree: He spoke about ROC members participation in a campaign with SEIU-USWW

REVIEW MINUTES OF MAY 31, 2015:

It was M/S/C (Stern/Johnson) to approve the minutes of the May 31, 2015 meeting with corrections stated on grammatical errors, as well as to add dates of extensions for the temporary employees.

SECRETARY POSITON:

It was announced that Pamela Holmes-Morton has retired. The Executive Board honored Mrs. Holmes-Morton her service on the board as the Local Secretary and wished her well in her retirement.

President Sanchez is recommending to the Board to appoint Jan Schardt to the Secretary position on the Board. It was M/S/C (Stern/Correa) to appoint Jan Schardt as Secretary.

EXECUTIVE SESSION:

The Board moved to Executive Session at 10:26am; and moved to open session at 12:09pm.

There were no actions taken during closed session.

The meeting was temporarily suspended at 12:09pm for a lunch break and reconvened at 12:35pm.

BUDGET AND FINANCE REPORT:

Quarterly Review:

Rocky Morrison presented the January-March 2015 Quarterly review. He reported that we are in the black at the end of the first quarter with expenses being 2% below estimated projections; and organizing is under budget by 8.43%.

Marcus Williams reported on behalf of the Budget & Finance Committee. A written summary of action items approved by the BFC at its June meeting was presented.

- Joe Brenner, Consultant:

At the BFC May meeting, it was agreed to renegotiate the number of hours of work to be tapered for the last 2 months of Joe Brenner's contract. At the June meeting, a request was made to hold off on tapering, as there will be intensive work/knowledge to be transferred to staff in SF, around preventing contracting-out bargaining unit work through Personal Services Contracts (PSC) in the City & County of S.F. His current contract is due to expire on 8/16/2015. The BFC is recommending to the Board to not reduce Joe Brenner's hours and to have his contract remain at 60 hours of work per month. It was M/S/C (Bradshaw/Curiel) to approve the request as recommended by the BFC.

- Employee Benefit Association (EBA):

The BFC is recommending to the Board to name Peter Albert and Pamela Holmes-Morton as Trustees of the Employee Benefit Association (EBA), with Rocky Morrison as the administrator of the account. The EBA is a legacy Local 616 investment fund. It was M/S/C (Terry/Johnson) to approve the request as recommended by the BFC.

- Alameda County Contract Campaign Budget Proposal:

The BFC approved to recommend to the Board to accept the Alameda County Contract Campaign budget proposal at a projected cost of up to \$120k. A written budget that includes costs for various events/actions as well as communications needs was provided. It was M/S/C (Fleming/Roach) to accept the Alameda County Contract Campaign Budget proposal at up to \$120,000, with the caveat to remove "Fall/Halloween" referenced in the written document provided.

- Deborah Edgerly, Consultant:

The BFC approved to recommend to the Board to extend Deborah Edgerly's contract up to the end of July 2015 or upon ratification of the City of Oakland contract, with the stipulation that if the contract is completed sooner, the amount will be prorated. Her current contract rate is \$8,200 per month and is due to expire at the end of June 2015. It was M/S/C (Stern/Russell-Benson) to approve the request as recommended by the BFC.

- Tim Redmond, Consultant:

The BFC approved to recommend to the Board to extend Tim Redmond's contract through Dec. 8, 2015 at his current contract rate and terms. He is currently assisting with work on the Worker Power Magazine, as well as helping with editing the *Vision/Plan* document for the Convention. His current contract rate is \$4k per month and is due to expire on July 8, 2015. It was M/S/C (Alexander/Landry) to approve the request as recommended by the BFC.

- Steve Somers, Consultant:

The BFC approved to recommend to the Board to extend Steve Somers contract up to the end of August 2015 at his current contract rate of \$8k per month to finalize any loose ends in the City of Hayward and potentially assist with work on Alameda Courts, BART (grievances); and possibly other new bargaining tables. His current contract is due to expire up to the City of Hayward contract ratification. A TA was

recently reached with the City of Hayward. It was M/S/C (Stern/Medina) to approve the request as recommended by the BFC.

- **Lost-Time Issue:**

The BFC approved to recommend to the Board to adopt the following interim arrangement around dealing with members on lost-time in an unpaid status for an extended period of time (2 weeks or more); and/or when a holiday occurs:

- *If a member is scheduled to be off on lost-time in unpaid status (i.e. not using vacation or comp time) for two (2) weeks or more, the following may be approved by the Local President, Treasurer, Executive Director or Head of Operations/Labor Relations, while the current Lost-Time policy is under review:*
- *If a holiday falls during the lost-time period, payment may be authorized (may be paid starting retroactively to the 2015 Memorial Day holiday).*
- *Up to one (1) day of sick leave pay may be granted, but no more than one (1) day per consecutive work month of lost-time.*

It was M/S/C (Medina/Alexander) to approve the request as recommended by the BFC.

HEAD OF OPERATIONS REPORT: Seth Shapiro gave a building update. The 29th Street renovation should be completed towards the end of July. Once complete, the work will be started on the rest of the building. The Oak Street Building Committee will be looking at sites to move forward on consolidating offices within the Alameda County area. The San Francisco Building Committee will be meeting in July to discuss variables.

EXECUTIVE DIRECTOR REPORT: John Stead-Mendez reported:

- City of Hayward has settled their contract. They were able to shift health care costs with the result that the employer is paying 100% of the costs. Employer will pay the employees share of PERS and they were able to turn back some of the other cuts imposed on them.
- Port of Oakland has settled their contract. They are receiving an 8% salary increase. They also took on temporary workers from the City of Oakland and were able to include them in the settlement. President Sanchez announced that Alameda County Area Representative Rosa Lutrario has resigned from the Board, as she has taken a position in San Francisco, yet will remain a member. Port of Oakland chapter leader Kim Moses has sent her bio in for the board to consider her as Rosa's replacement at the July meeting.
- Santa Rosa Junior College has settled their contract with an increase in salaries.
- Mendocino County still continues to negotiate. The members are holding unity breaks John has met with the chapter leaders and have had substantial discussions.
- Sonoma County is holding a kickoff event in preparation to going to the table in order to build momentum for negotiations
- Sonoma Transportation members expect to have a closed contract next Tuesday.
- Berkeley and Oakland are in negotiations and may be heading towards strikes.
- San Francisco Courts are in bargaining.
- Valley Mountain Medical Center is in a fight on the issue of power. They are headed towards a strike and will be holding a strike school.
- Staff Development- more has been done in this year than ever before. Some of the trainings have been on Excel, 1:1's, E-join, ECOPE, and supervisor training.
- We should hear by this coming Monday if the Fredericks Case goes up before the Supreme Court.
- Local 521 in Santa Clara is planning on a strike next week. We are sending a few people to assist them.

The Board moved to closed session at 1:40 pm.

EXECUTIVE SESSION:

Personnel/Staffing Committee Report:

It was M/S/C (Landry/Medina) that the current Executive Director's salary be paid at \$140k retroactive to May 31, 2015, when the position was officially offered.

The Board moved to open session at 2:10 pm.

Secretary Jan Schardt announced the motions passed during closed session.

ACTION ITEMS:

- The City of Berkeley and City of Oakland chapters is seeking the Board's approval to authorize a strike sanction. It was said the strike vote is pending. It was M/S/C (Alexander/Williams) to pre-authorize a strike sanction for the City of Berkeley and City of Oakland, pending a strike vote/authorization by the chapter's membership.
- The Transdev Chapter (formerly known as Veolia Transportation) is seeking the Board's approval to authorize a strike sanction. It was explained that the North Bay Labor Council has authorized the strike sanction. It was M/S/C (Alexander/Williams) to authorize a strike sanction for the Transdev Chapter.
- **DD Council Requests:** Eric Stern presented two written requests on behalf of the DD Council.
 - A) **State Council:** The request is to direct Local 1021 delegates to the SEIU State Council to hold the State Council in their 2015 agreement to add increasing funding to the DD Community Services System by 10% (approximately \$250 million general funds) to the SEIU State Council agenda for the legislative budget year 2016-2017. It was M/S/C (Stern/Boutte) to approve the request as presented.
 - B) **Staffing Request:** The request is to renew the annual contract for David Mulvey for the DD Council staffing support. There was discussion that the request should have been first considered by the BFC, prior to the Board, since the request includes a financial consideration. The BFC can then review the request in advance, and then decide whether to make the recommendation to the Board. Eric Stern explained there was not an immediate need for approval and would accept to first move the request to the BFC at its July meeting. It was M/S/C (Greenwood/Curiel) to table the motion so it can go through the proper procedure.
- **Lost-Time Request – Tom Popenuck, Region-B VP:** Tom Popenuck presented a request for additional lost-time hours to support his work in Region B. This would be a change from 16 hours per week to 40 hours per week. It M/S/C (Stern/Media) to approve Tom Popenuck being on 40 hours per week on lost time. It was noted that full release time cost is \$85,000 which includes all the employer costs.

PRESENTATIONS:

Pension Reform: Cynthia Landry reported on the possibility of eliminating all existing pensions for public employees hired after 1/1/2019. There is a need to discuss Pension Truth Squads and have help from the retirees and ROC to make people aware of this. Kathryn Cavness will assist with this. In addition Alysabeth Alexander reported that she and Pete Albert sit on Californians for Retirement Security (CRS). A joint meeting will be held with the Retiree Council, ROC and Retirement Security committee. All of these groups need to be plugged in and on the same page. Building truth squads is the first step along with identifying funding sources and developing strategies. If you have any information or see any propaganda these need to be sent to Alysabeth Alexander.

Proposed Ballot Measures: Alysabeth Alexander reported on some of the proposed ballot measures which are: Reform Prop 13, Extensions of Prop 30, Minimum Wage to \$15, Tobacco Tax increase to \$2 per pack and the Reed Pension Initiative. These are things that move without SEIU input. A list of all the proposed propositions will be developed.

CONVENTION PLANNING:

- The Board reviewed the outcomes' from the member survey.

- Vision Plan Document: The Board discussed whether the current draft is “good enough” to go out to the delegates and to share at chapter meetings. There was a discussion on the wording on the single summary sheet that states “Our Vision For Power” and that 1,000 strong might be misleading. It was suggested to take that statement out, make it 1021 or 54,000. The message needs to show the structure of our Union not just the representation. M/S/C (Eaton/Williams) to put the draft vision plan forward for the delegate trainings.
- Leaders in each region will work on the matrix in their areas.

The Board provided feedback on the following:

Program and Workshops-

- The draft schedule for both days was distributed and reviewed. It was suggested that we hand out lunch on Sunday and have a working lunch while Mark Kay Henry speaks.
- Suggestion that we do a stewards training
- Have committees do workshops
- Show our successes and highlights that we have had since the last convention
- The Retiree Council expressed that they would like to participate and help

Delegate election Process-

- Tracking form – the summary as of June 23rd was presented.
- Elections have to be done by the membership. The chapter leadership has to notice the membership.
- The 1st meeting is planned for 7/11 for the North Coast delegates in Santa Rosa. A draft for the delegate workshops was shared.
- Dates for delegate meetings are as follows with those committing to assist:
 - 7/11 – Santa Rosa (Tom Popenuck, Kathryn Cavannas, Evelyn Curiel, Amos Eaton & Omar Medina)
 - 7/18 – in Fairfield (Jan Schardt, Richard Greenwood, Nadeen Roach, Mercedes Riggleman, Akbar Bibb and Crawford Johnson)
 - San Joaquin – (Marchs Williams, Mercedes Riggleman, Akbar Bibb)
 - San Francisco and Oakland – (Valoria Russell-Benson)
- Delegate elections are over on July 20th. If an election has not been done then seats will not be filled.
- Alternates – contact the election committee for questions.

Entertainment- there was a discussion on the type of entertainment we would want for Saturday night. Blue Voodoo, the band that Gregory Correa is in, was mentioned. If anyone has any ideas they need to email Joanne Cansicio as soon as possible.

TRAINING COMMITTEE REPORT: Jan Schardt reported on the types and numbers of workshops that were held during the first quarter and announced the next quarter’s workshops. Larry Bradshaw reported what other functions the committee is responsible for. At this time we have had more people trained and more trainings than ever before. There was a discussion on the importance of staff development. When time allows in the fall there will be a train-the-trainer workshop as this was well received.

LEADER REPORTS:

- Napa Area reminder by Jan Schardt that SEIU is in the 4th of July parade.
- Rent Control in Richmond – the information was shared by Alysebeth Alexander.

ANNOUNCEMENTS:

- The Dixon Unified School District and Asian Community Mental Health Services bylaws were submitted for review and found to be in compliance with the Local 1021 chapter bylaws template.
- Medicare for all rally will be held July 11th
- Announcement to sign the petition on Social Security in the Newswire.

- August 1st is the Education Industry A's game - to purchase tickets contact Jan Schardt

The meeting adjourned at 4:45 by consensus.

Respectfully submitted,

Jan Schardt
Secretary