

SEIU 1021 Executive Board Meeting
June 25, 2017 9:00 am – 1:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, 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 (by videoconference), VP of Representation Theresa Rutherford, Dan Jameyson, Karla Faucett, Dellfinia Hardy, Eric Stern, Norlissa Cooper, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Mercedes Riggelman, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness (by teleconference), Rhea Davis, Tina Diep (by teleconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: Felipe Cuevas, Jim Wise, Janice Wong, Al Fernandez

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Nely Obligacion, Lisa Maldonado, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Carter-Martinez

President Roxanne Sanchez called the meeting to order at 9:04 a.m.

Review agenda: Tabled Calaveras County Area Representative. Items added: Retirement Security Report by Cynthia Landry, Training Committee by Jan Schardt, Inpartnership report and request, and polls which need to be decided on. Approved by consensus.

Member Comments:

- Sarah Creighton, Solano County came with a request for our opposing the Vallejo Cement Factory the Napa Solano CLC is in favor of this. She requested that we have a presentation from Fresh Air Vallejo to share the information. This has been forwarded to COPE who will work with the Solano members over this issue.
- Jeff Nelson, Chabot College spoke about his case.
- Greg Marro retiree spoke on items in the news that are impacting us as citizens and union members.

Minutes: M/S/C (Alexander/Arantes) to approve the minutes as written.

Update: Transformation Process – Stage 2: Introduced the thinking about the steps taken in Stage 1 and what needs to be taken in Step 2. Roxanne Sanchez and Seth Shapiro introduced and reported that the objective for today is to introduce the process for “Stage Two” of our transformation so that the board can make a decision in July. Amos Eaton spoke on Stage 2 which would be to start discussing the member roles, staff roles and finally to integrate and conclude these steps if the board adopts this at the July meeting. Alysabeth Alexander spoke on the process and what needs to be done such as research, define participants and get their commitments, and design the staff readiness process. A Stage 2

process team needs to be developed. Meetings were defined, first meeting would focus on member roles; 2nd meeting would be to build scenarios to model out the member roles and which ones would be best; 3rd meeting to finish member roles if necessary but staff roles would be the discussion and how do the staff come in and support the member structure that we want to build; 4th meeting would be to complete the staff roles and the 5th meeting would be integration. With the completion of this we would then move into Stage 3. John Arantes suggested that we take the material from the training Held on June 24th and put it into pamphlets to hand out to the members when we have discussions. We need to make sure we work together with members and staff so it is a joint collaboration. We need to reach out to all members by reaching out to 3 people then those 3 people reaching out to 3 more, etc. It was brought up that we need to see what representation is going to look like and what their roles will look like. Send ideas and names to Joanne for the participants of the Green Group. If you have questions reach out to Joanne so that she can match you up with one of the members from the architect group.

BFC REPORT:

The BFC approved the following items:

1. Community at Work:

The BFC approved to recommend to the Board to extend Sam Kaner's (Community at Work) contract through up to July 31, 2017, with no changes to the current contract terms. He is assisting with work around organizational change and implementing the *Vision for Power* document.

2. Bill Fletcher (new contract), Consultant:

The BFC approved to go into contract with Bill Fletcher as the Strategic Advisor to the leadership; the contract is for six (6) months, effective 6/20/2017 at 15 hours per month at the rate of \$150/per hour for any phone consultations. If during the 6 month period, Bill comes for any in-person trainings or all-day events, the daily rate will be \$1,500/per day (plus expenses). Contract cap of \$20,000.

3. Timothy West, Consultant:

The BFC approved to extend Timothy West's contract for 1 month through up to 7/31/2017 at his current contract terms with the understanding that the contract max would need to be adjusted for the additional time. He is currently working on ADA cases with the City of Oakland Chapter.

4. Fred Beal, Consultant:

The consultant tracking sheet currently shows contract cap for Fred Beal at a contract maximum of \$48,000, which is inaccurate. The correct contract max and amount authorized for Fred Beal will be adjusted and reflected on the updated consultant tracking sheet, which will be presented at the next BFC.

Community/Allies Requests:

• Trade Unions for Energy Democracy:

The request was presented by Cynthia Landry, as a Tier 3 request. The BFC approved to pay membership dues to support the Trade Unions for Energy Democracy in the amount of \$500.

• SF Dyke March:

The request was submitted by the Lavendar Solidarity Committee (SEJ), as a Tier 3 request. The BFC approved \$300 to sponsor the 25th Dyke March event on June 24th at the Silver level.

• Trans March SF:

The request was submitted by the Lavendar Solidarity Committee (SEJ), as a Tier 3 request. The BFC approved \$250 to sponsor the 14th Annual Trans March event held on June 23rd at the Silver level.

- Senior & Disability Action (SDA):
The request was presented by Maria Guillen, as a Tier 2 request. The BFC approved to donate \$1,500 to help offset the cost for the 5th Anniversary fundraising event on September 22nd.
- Shalom Free Clinic:
The request was presented by Geneva Haines, as a Tier 3 request. The BFC approved to donate \$500 towards the purchase of medical vouchers for patients who needs assistance with payment for medications.
- Asian Pacific American Labor Alliance (APALA) – SF Chapter:
The request was presented by Evelyn Curiel, as a Tier 1 request. The BFC approved \$1,000 to sponsor the SF Fundraising Dinner event on June 29th at the Table level.
- Asian Health Services:
The request was presented by Tina Diep, as a Tier 1 request. The BFC approved \$5,000 to sponsor the 2017 Annual Gala event on September 23rd at the Gold level. Due to the nature of this request the reason the contribution was made was explained since we normally don't sponsor employer events.
- Little Manila Foundation:
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 to sponsor the 2017 Annual Community Showcase event on June 10th.

The Budget and Finance committee has also reestablished the credit card committee Tom Popenuck, Jan Schardt, Cristin Perez, Tina,Diep Theresa Rutherford and Amos Eaton with Karin Hendrickson have been appointed as committee members.

ACTION ITEMS:

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

- A. Handyman Services:
The BFC approved to recommend to the Board to extend a vendor contract with Emma Velasquez for handyman services through up to December 30, 2017 with a contract max of \$80,000. As needed, payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. M/S/C (Jimenez/Park) to approve the Handyman Services contract.
- B. Pete Castelli, Consultant:
The BFC approved to recommend to the Board to extend Pete Castelli's contract through up to October 1, 2017 at the current contract terms with the understanding that the contract max would need to be adjusted for the additional time. The scope of his work is to help lead negotiations with Alameda Health System – San Leandro hospital. There was a discussion on what is happening with

negotiations with San Leandro Hospital. M/S/C (Jimenez/Correa) to approve the Pete Castelli contract.

Inpartnership Consulting, Inc.:

Dellfinia Hardy reported on what the committee has developed in the survey to be given to staff. There will be a 4th meeting to finalize the survey. Lisa Morowitz spoke on the contract and that we have a contract for \$30,000 with less than half being spent to this point. Interviews need to be conducted and the electronic version needs to be completed. An additional \$23,387 request was made to complete the plan.. M/S/C (Landry/Faucett) to approve the additional \$23,387.00 to complete the project.

Poll Item: Alysabeth Alexander would like to send a letter with our support in having John Avalos being appointed to the Coastal Commission. M/S/C (Stern/Landry) to approve sending a letter supporting John Avalos being appointed to the coastal commission.

REPORTS:

Report Back/Comments from the June 24th Training: Comments were that it was great and thanked everyone for participating and the experience. The next training will be in September and will focus on Right to Work. It was asked how we are to report back; this will be through the industry chairs and Lisa Morowitz. Joanne wil send the link to the video out to the board. It has been asked to not only have the poster boards but in addition to put the poster board materials into handouts and also into PowerPoint. It was also suggested that we put the poster board on the website so that it can be accessed. It was suggested that we put the speeches out on social media as it is important that our members hear them. It was also suggested that we come up with a uniform way to explain what Right to Work is.

June IEB Report: This was a 3 day meeting which Roxanne had the lost time officers attend so that they can see what happens at International board meetings. Joseph Bryant, Alysabeth Alexander, Dellfinia Hardy, Ramses Teon-Nichols, Gary Jimenez, Amos Eaton and Theresa Rutherford reported on their experiences and what they learned from attending the IEB meeting. There was a discussion about the “hollowing out of the states” and how we have to push to support those states that are still purple. It was reported that one of our SEIU members in Ohio is running for governor.

Arbitration Report: Theresa Rutherford reported that the reported handed out reflects all open cases from 2011 through April 2017. We need to review the report and determine what information we want from it. A few ideas were given but in order to have the ideas in full send Theresa Rutherford an email with your ideas for the next report.

Retirement Security Committee: Cynthia Landry reported on the San Diego situation and would like to see it brought up to the State Council. This is the 75th anniversary of Social Security there will be a rally in August in Oakland more information will be sent out.

Training Committee Report: Jan Schardt reported that the 2nd quarterly report is in the packet. Also for those chapters that have recently had elections to email Lisa Morowitz and Jan Schardt so the leadership can be contacted to schedule trainings.

Director Reports:

John Stead-Mendez:

Nely Obligacion addressed the situation with Jeff Nelson at Chabot College. On May 30th there were 2 reps brought in and reports including legal advise were given to Roxanne Sanchez, Theresa Rutherford and Karla Faucett. The field representative is working on having a sit down with legal council, the member, chapter leadership, and Greg Correa to discuss the situation. Roxanne Sanchez reported on how this will be handled and the sensitivity of the issue; if a board member has an issue with a chapter president in their own chapter you need to take it to Theresa Rutherford, Roxanne Sanchez, Nely Obligacion or the industry chair along with advising the board as to what you are working on to develop a protocol.

Director reports have been emailed. The field directors will develop written plans by July 11th to set the goals that was set forward by the Reach Every Member workgroup.

Asian Mental Health Workers- thanked those involved in negotiating new contract for and a review of the results of the contract were shared. They will receive an average of 16% salary increase.

Calavares Decert- count will occur this Tuesday, it is felt that the campaign is moving in our direction. The team working on this was thanked for all of their hard work and building bridges with the workers. The membership is split due to the commercial taxation of marijuana grows because it has given them the financial methods to keep the county out of deficit. It now breaks down to an ethical and moral issues within the county.

Santa Rosa Junior College has gone to PERB over the temporary workers being represented and has recognized the temporary workers. All involved were thanked.

John reported on staffing status and upcoming interviews. Also announced that Kimberly Alveranga has given resigned, she will be working with the Domestic Workers Alliance.

Seth Shapiro :

The building committee needs to meet to focus on the allowance for upgrades in San Francisco. Leases in Fairfield and Sacramento are going to be up and a discussion on what is needed, the cost, size so discussions need to be started. Sunny Santiago brought up that the Northern Region is always giving up offices so we need to look at this. Any decisions will have input from board members from the areas and possible members.

Operations Staff is trying to get the operation ready for what is coming. Hopefully we can do this in a manner that is effective and that everyone can be heard.

There was discussion of subleasing part of the San Francisco office such as we do in Fairfield with subleasing to 2015.

Looking at how we deal with credit cards, payroll, etc. is there a way to streamline the process. Is there a way to do reports without having to ask the Membership Department for a report.

July meeting will be important as we will be discussing plans for a board reterat, 1021 Convention and other items of importance.

Recessed into Executive session at 12:10 pm

By consensus it was approved to extend the meeting until 1:10 pm.

Temporary employee extensions: Personal Staffing Committee recommends to extend Gail Byrdsong, David Mulvey, Catherine Bundy and Nora Belrose through up to 10/1/2017. With policy exemptions for Gail Byrdsong and Catherine Bundy. M/S/C (Alexander/Faucett) to approve the extensions of Gail Byrdson, David Mulvey, Catherine Bundy, and Nora Belrose with policy exemptions for Gail Byrdsong and Catherine Bundy.

Reconvened into open session at 1:05 pm.

Secretary Jan Schardt reported the motion and outcome.

Richard Greenwood, past BFC and board members presented a song that he composed our union called "1021 Strong".

Meeting adjourned at 1:08 p.m.

Respectfully submitted,
Jan Schardt
Secretary