

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, June 23, 2018 – 10:00 am-5:00 pm, Fairfield, California**  
**MINUTES**

**Executive Board Members Participating:** Secretary Jan Schardt, Treasurer Amos Eaton, VP-Politics Gary Jimenez, VP-Representation Theresa Rutherford, VP-Region C Yeon Park, VP-Region D Joseph Bryant, VP-Region E Marcus Williams (by videoconference), Felipe Cuevas, Dan Jameyson (by teleconference), Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong, Pete Albert, Cynthia Landry, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Mercedes Riggelman, Lorraine Bowser, Akbar Bibb, Cristin Perez, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** President Roxanne Sanchez, VP-Organizing Ramses Teon-Nichols, VP-Region A Sunny Santiago, VP- Region B Tom Popenuck, Derrick Boutte, Sandra Wall, Evelyn Curiel, Geneva Haines, Mary Sandberg

**Executive Board Members Absent:** Norlissa Cooper, Monique Broussard, Al Fernandez

**Staff in Attendance:** Robert Li, Nely Obligacion, Lisa Morowitz, Bill Petrone, David Canham, Tim Gonzales, Peter Masiak, Jason Klumb, Kaden Kratzer, Gustavo Arroyo

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**Call to Order:**

It was announced that President Roxanne Sanchez was out ill. Joseph Bryant, San Francisco Regional Vice President, will chair the meeting in her absence. He called the meeting to order at 10:11 a.m. A quorum was reached.

**Review of Agenda:**

Peralta Community College District Election Committee report was moved to action items. The following items were added: Under Executive Board Reports - Retirement Security Report; under Action Items – adopt *Transformation* models and pre-convention delegate workshop schedule; under Director reports – letter to employers regarding *Janus*. The agenda was approved by consensus.

**Member Comments:**

- Martha Hawthorne, Retiree and SEJ Climate Justice Chair: She spoke on the Climate Justice March to be held in September. She also spoke on the coalition that has been built.
- David Williams, Retiree: He spoke on the Workers with Disabilities Committee and a resolution from the SF Labor Council in regards to support of member Cheryl Thornton to bring her back to her position. Spoke on the racism and bullying going on from the City and County of San Francisco towards African Americans. The resolution has been supported by SF COPE and SEJ. They would like to have the board support this.
- Brenda Barros, SFGH Member: She spoke about educating members’ local wide on anti-bullying or discrimination.
- Molly Sealund, Peralta Chapter Member: She spoke about the Peralta Community College District chapter election, and she addressed concerns and disagreement about the process and how it was handled.

- Mark McAllister, Dominica College Chapter: He spoke about the Higher Ed workers. He also spoke about his chapter's negotiations and acknowledged the Board's support.
- Richard Thoele, Peralta Chapter: He spoke about the Peralta Community College District chapter election, and expressed high voter turn-out in this recent chapter election, compared to prior years.
- Terrance Fisher, Peralta Chapter: He spoke about the Peralta Community College District chapter election, and asked for the Board's support to accept the Peralta Chapter's Election Committee report.

### **Peralta Community College District Chapter Officers Election: Chapter Election Committee Report**

It was explained that a formal appeal was made to the Local Executive Board regarding the Peralta Community College District (PCCD) Chapter Election. The chapter election committee - Sylvia Espinosa, Kye Ocasio-Pare and Anna O'Neal presented the committee's final report, with assistance from Lisa Morowitz. The final report outlines the election committee's determination of all of the challenges to the PCCD officer election on May 10, 2018. The report includes key dates and an overview of the election process. It was reported that 61% of the membership voted. M/S/C (Jimenez/Arantes) to accept the election committee's final report and to move to swear-in the new chapter officers immediately.

### **1021 Convention:**

#### Delegate Election Report:

It was reported that the delegate election deadline has passed, which was 6/20. To date, there are 456 certified delegates, 19 certified alternates and 2 honoree delegates. There are chapters that are pending certification.

#### Credentials Committee Report:

The credentials committee would like to propose to the Board to continue to recruit members from chapters that do not have their full complement of delegate seats. Furthermore, if there are non-delegate members who show interest and register for the convention by the registration deadline of Aug. 20<sup>th</sup>, chapters can petition the credentials committee to certify the member as a delegate. M/S/C (Schardt/Jimenez) to accept the credentials committee's proposal.

#### Program Update:

- Tools were distributed to bring members to the convention, as the registration is now open to all members at large. Posters are available for worksites. Board members were reminded to register, and they were notified to contact Larry Bradshaw if they would like posters or flyers.
- Speakers: A new flyer was presented on the keynote speakers that have been confirmed as of today.
- Workshops: A list of draft workshop titles were shared, which includes about 18 workshops, with some being repeated. Saturday morning of the convention will be designated for the transformation process. We will ask delegates to pre-register for workshops in order to determine workshop room assignment at the hotel.

**Announcement:**

It was announced that Alysabeth Alexander has resigned as the VP of Politics due to new employment outside of Local 1021. The Board honored Alysabeth for her work and dedication, and expressed good wishes on her new job.

**The meeting was temporarily suspended at 12:15 p.m. for a lunch break and resumed at 1:45 p.m.**

It was asked to move the transformation process to the next agenda item. By consensus this was agreed to.

**Transformation Process - Stage 2 models:**

Amos Eaton gave the presentation, which will include the pre-convention delegate meetings, the *Covision* request and how the models came about.

- Pre-Convention Delegate Process:

There will be 2 sets of pre-convention delegate meetings. The first set will be held in July and second set in August. The following proposed schedule was presented:

EVOLUTION, 'MODELS APPROACH TO TRANSFORMATION' & TRANSFORMATIONAL ROLES		MODELS & STAFF ANALYSIS		CONVENTION	
"MEETING ONE"		"MEETING TWO"		"MEETING THREE"	
SATURDAY MORNING: LOCATION A 9:30am-2:30pm	7/21	SATURDAY MORNING: LOCATION B 9:30a-2:30p	8/18	SATURDAY MORNING	9/22
SUNDAY MORNING: LOCATION B 9:30am-2:30pm	7/22	SUNDAY MORNING: LOCATION A 9:30a-2:30p	8/19	SUNDAY MORNING	9/23
SATURDAY MORNING: LOCATION ZOOM 9am-12:30pm	8/4	SATURDAY MORNING: ZOOM 9-12:30p	9/8		

- Covision:

*Covision* is an interactive tool with a real-time data capture system. A proposal was presented to introduce this tool at the pre-convention meetings and the Convention. A written proposal was presented. There was a discussion on the benefits of using *Covision* as a tool to get people to participate and a richer way to capture more information from more people. M/S/C (Stern/Duncan) to adopt the Pre-Convention Delegate Meeting schedule and to accept the *Covision* proposal at a cost of up to \$68,000. Amos Eaton will further research the cost difference of the iPads for the pre-convention meetings and the Convention. It was pointed out that the Board should attend the pre-delegate meetings, as well as help with turnout.

- Stage 2 Models:

The Models the Board helped designed are a strong way to have a conversation with our members about the convention. The models are the methods we are going to have concrete discussions over changing our roles as members.

The following four models were presented: *Collective Action – Using Membership, Participation and Solidarity to Win; Reclaiming our Democracy for the 99%; The Ripple Effect of Developing Leadership; and Worker-to-Worker Relationship Building and Communication.*

M/S/C (Taylor/Stern) to adopt the four models, as presented; and to introduce these documents to delegates at the pre-convention meetings to generate conversations. Eric Stern mentioned that we need to develop follow-up meetings with the members to keep them updated after the convention.

**Approval of the May 19, 2018 Minutes:** M/S/C (Correa/Arantes) to approve as presented.

**Budget and Finance Committee Report:**

The BFC approved the following items:

1. CARA Conference:  
Request for \$450.00 to pay for Pauline Brooks to attend this conference. This is not a Community Allies request. It is a travel request to a community ally board event. It will come out of member travel. The BFC approved to cover the cost of expenses for a member to attend the conference.
2. WhoopDeDupe (Poll Results):  
Poll on UnionWare improvement for \$12,000 rush programming to make UW compatible with Whoop DeDupe, which is a productivity tool that formats member information and dues revenue that will simplify what our staff has to manually do. The reason this was done by poll was to get the request into Unionware due to requests that are being received in light of Janus. The poll passed. Robert Li reviewed the benefits of WhoopDeDupe and how it has already started working for us.

The BFC approved the following Community/Allies Requests:

- S.F. Tenants Union Fundraiser:  
Request to support the S.F. Tenants Union to be a sponsor for their annual fundraising event. This is a tier 1 request. The BFC approved the request for \$5,000.00 to come out of the Resource Agreement.
- Oakland Pride (SEJ/Lavender Committee):  
This is an annual event we support through SEJ support the event. This a Tier 3 request for \$1,500. The BFC approved sponsoring this event for \$1,500.
- Napa Relay for Life:  
This is a Tier 3 request to sponsor Shelly Engleman, Napa City member. The BFC approved to support the request for \$250.00.
- S.F. Foster Youth Softball Tournament:  
This is a 2 day event to raise money for foster youth and all SF city departments participate in this event. This is a Tier 3 request in the amount of \$250.00. The BFC approved this request.
- Support Life Institute:  
This is a Tier 3 request for \$500.00 which supports a conference that is put on for DD (part of our nonprofit industry) clients. It was asked that we track this as an industry request. The BFC approved this request for \$500.00.
- EBASE:

This is a Tier 1 request for \$10,000 for their annual event. The BFC approved this request for \$5,000 to come out of the Resource Agreement. They are an ally and have asked how they can help us with Janus. They have helped us with the Fight for \$15 and other actions.

Amos reported that the food committee will be meeting this coming Tuesday (6/27). The industry committee will be meeting again but the date has now been set.

### **Action Items:**

#### **E-Board Appointments Update:**

There had been a temporary shifting of positions when Alysabeth Alexander went on maternity leave last December. M/S/C (Schardt/Stern) to permanently appoint Gary Jimenez as the VP of Politics, Yeon Park as the VP of Region C and Sandra Lewis as the Alameda County Area Representative, for the remainder of this Executive Board term.

### **Executive Board Member/Committee Reports:**

**Training Committee:** Jan Schardt shared the guidelines to be used when requesting training funds. She announced that the next training brochure will be sent out next week. The schedule will go through September 11<sup>th</sup> due to the convention. She advised the board that there is a survey for Stewards Power and that more people need to respond.

**San Francisco County Resolution Request:** David Canham spoke on the treatment of a member that has brought this resolution to the E-Board. He shared research that has been held in promotions, probations, and hiring by race, gender and age. They have asked the City to track the positions and see how they are racially populating specific conditions. They are now meeting once a month to discuss the situation in the Department of Public Health and some improvements have been made. There will be a hearing on July 18<sup>th</sup> with the Board of Supervisors to ask them to pass legislation to report on the demographics, hiring, and promotions of their employees. Joseph Bryant, Theresa Rutherford and David Canham will continue to work on this issue with the members.

**Retirement Security Support:** Cynthia Landry reported that there is a CalPERS trustee seat, which will be voted on beginning this September. The CalPERS retirement committee would like to have their leadership attend chapter meetings to encourage them to vote. Cynthia reported that the field staff will be sent letters asking them to support Priya Mathur, who has been endorsed.

**San Ramon PERB Ruling:** Gary Jimenez reported that in 2011 in the City of San Ramon, a PERB ruling that an employer can ever lawfully impose its LBFO in contract negotiations. This decision makes it very legally risky for an employer to do so.

### **Director Reports:**

- Nely Obligation reported that the field reps have been distributing a member leader guide to get out to our members, which are important to share with the members. Communication staff has been prepped on talking to the press when decision day comes. An email has also been developed to send to members along with a flyer with talking points for members. Peter Masiak reported on issues in Alameda Health Care System and in other agencies. He shared statistics over probation releases, etc.

- Nely Obligacion gave an overview of letters that have been sent to employers on how to operate in a post Janus environment.
- Gustavo Arroyo presented a written political department report, which gave an overview of the June primary election work and results.

**Announcements:**

- Poll Announcement:  
It was announced that the Board passed via poll the extension of temporary employee David Mulvey through up to August 31, 2018, under the same conditions of his current contract. He is currently covering a field representative vacancy in the SF Region.
- Family Day of Action: Gary Jimenez announced an action alert for the Family Day of Action at the West County Detention Center which has the only ICE center in the Bay Area on June 26<sup>th</sup> 7am through 7pm. There are also actions on June 30<sup>th</sup>.

**The meeting adjourned at 4:15 p.m.**

Respectfully submitted,

Jan Schardt  
Secretary