

SEIU 1021 EXECUTIVE BOARD MEETING
Saturday, July 25, 2015, Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander, Ramses Teon-Nichols, Crawford Johnson, Tom Popenuck, Gary Jimenez, Larry Bradshaw, Marcus Williams, Jim Wise, Eric Stern, Norlissa Cooper, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa (by teleconference), Nancy Ghanim (by videoconference), Robert Taylor, Jesse Hampton (by videoconference), David Fleming (by teleconference), Gina Castellano, Sunny Santiago, Akbar Bibb, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP of Representation Karen Joubert, Renita Terry, Omar Medina, Valoria Russell-Benson, Renato Pena, Erika Watkins, Gayle Chadwick, Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, Nancy Atwell

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Kristin Lynch, Lisa Morowitz, Amy Hall, Bill Petrone

Guests: Kimberly Moses

The meeting was called to order by President Roxanne Sanchez at 10:02 am.

REVIEW AGENDA:

The following modifications were made: Move community/allies requests under BFC report. The agenda was approved by consensus.

ACTION ITEM:

- East Bay Area Representative Position: President Sanchez introduced Kimberly Moses, member at Port of Oakland. The Board was asked to consider President Sanchez's recommendation to appoint Kimberly Moses to the vacant seat as an *East Bay Area Representative* position on the Executive Board. A brief bio was also presented to the Board at the June meeting. By consensus, the Board approved the appointment, as recommended by President Sanchez. Kimberly Moses took the oath of office and was sworn-in by President Sanchez.

MEMBER COMMENTS:

- Josh Davidson, SFUSD Member: He spoke about a recent change of field representative assignment in his Chapter. Due to the confidential nature of the discussion, the Board moved to closed session. By consensus, the Board agreed to allow Josh Davidson to take part in the discussion during closed session.

The Board moved to closed session at 10:27am.

EXECUTIVE SESSION:

The Board took the following action during Executive Session:

It was M/S/C (Boutte/Johnson) to refer to the Policy Committee to draft a policy to develop a process and transition plan around staffing changes, and to bring to the next Board meeting as a first reading.

The Board moved to open session at 10:55am.

Secretary Jan Schardt announced the action taken during closed session.

MEMBER COMMENTS (continued):

- Steve Gilbert, Retiree: He spoke about the Statewide minimum wage campaign.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its July meeting was presented.

The following items were approved by the BFC:

1. David Mulvey, Consultant:

The BFC approved to renew the annual contract for David Mulvey to provide staffing support for the Developmental Disabilities Council for 2016, at up to a cost of \$10k to come out of Organizing.

2. Jobs with Justice San Francisco:

The BFC approved to pay the *Jobs with Justice San Francisco* annual dues at a cost of \$10k to come out of the Organizing budget, as part of the Resource Agreement, with the caveat that the BFC will have a comprehensive review of the funds available and expenses applied towards the Resource Agreement; as well as revisit the contribution amount at the August meeting.

The BFC approved to recommend the following to the Board:

- A. The BFC is recommending to the Board to approve an additional \$120k to the overall 2015 Convention budget. The 2015 budget that was approved is \$208,000. If the additional amount is accepted, the total budget amount would increase to \$328,000. It was M/S/C (Jimenez/Williams) to approve the request as recommended by the BFC.

Community/Allies Requests:

The community/allies budget line has approximately \$2,700. left for the fiscal year; however, requests for donations/contributions from various community organizations will likely continue to come in for the remainder of the year. It was explained that the BFC will need to review the budget to discuss and determine how or if the local can support such requests. The Board discussed the following requests for consideration:

- Asian Health Services: The request is to make a contribution of \$3,500. to sponsor the organization's 40th Anniversary celebration. It was M/S/C (Jiménez/Popenuck) to approve as a Tier 2 request for \$3,500.
- Pride Alliance Network: The request is to make a donation to the Pride Alliance Network to help defray costs of the 2nd annual MendoPride March held on Sunday, July 19, 2015. It was M/S/C (Boutte/Johnson) to make a donation in the amount of \$500 donation. A friendly amendment was made by Tom Popenuck to donate \$1,500. The makers of the motion accepted the amendment. It was M/S/C to make a donation of \$1,500 to Pride Alliance Network.

- Advancing Justice-Asian Law Caucus (ASPIRE event): The request is to make a contribution in the amount of \$1,000 to sponsor the *ASPIRE – Define Undocumented: Flip the Script* event on August 26, 2015. It was M/S/C (Jiménez/Landry) to support the request of \$1,000.

It was explained that the BFC will need to discuss how to fund Community Allies requests at its next meeting and will have a recommendation to bring back to the Board. It was also said that when a group is requesting funds, they need to go through 1 source, not through multiple resources. Industries and Committees should submit any community/allies requests for recommendation to Joanne Cansicio; Board members should also notify her if they have a request from an organization. The Board had a lengthy discussion on the need to improve the process of community/allies requests. Given the potential impact of the outcome of the *Friedrichs* case will have, it was suggested that we need to live within our means. Suggested changes on the current process was provided such as, define what is an ally versus a charity; the process of considering requests is often rushed (allow more time for discussion/question); develop donation ranges for each tier.

The meeting was temporarily suspended at 11:45am for a lunch break; and reconvened at 12:20pm.

REVIEW MINUTES of the June 27, 2015 MEETING:

It was M/S/C (Stern/Bradshaw) to approve the minutes of the June 27, 2015 meeting as presented.

LOCAL 1021 CONVENTION UPDATES:

- Debrief of Delegate Orientation meetings: Larry Bradshaw reported on the 2 delegate orientations workshops that have been held so far. North Central was reported on by Crawford Johnson, it was well received and useful information was gathered. Jan Schardt, Gary Jiménez, Rameses Teon-Nichols and Seth Schapiro also spoke on their observations of how this workshop went. San Joaquin was reported on by Larry that they found that the delegates had not read the document in advance so the discussion was difficult on the draft vision plan. Marcus Williams and Bill Petrone discussed their observations.
- Turn out for upcoming delegate meetings: August 6th – Foothills; August 8th - East Bay; August 15th - San Francisco; and August 19th - North Coast. The members stated that the vision document is too long but they had a laundry list of things they wanted us to do. They didn't quite understand that this is the vision and that there will be a plan which members need to make sure that we develop and follow. Broadcast the names of the delegates in the workplace so they have the image of doing work for the Local.
- Delegate Elections: A list of chapters that do not have delegate seats filled was distributed. Board members were asked to review the list and volunteer to take on a chapter in their region to recruit interest in those chapters. There was discussion on developing a plan to extend the election for those chapters. It was M/S/ C (Ghanim/Faucett) to give the election committee the authority to allow extensions based on chapter need that has a plan in place.
- Convention Program: Four separate videos of potential entertainment options were shown. The Board was asked to list their entertainment choices, by ranking their choices.

- A roles signup sheet was passed around for those Board members, who would like to sign up to assist at the convention.

MEMBER COMMENTS (continued):

- Yvonne Johnson-Miller and Marina Des Flores, SFUSD members: The members spoke about a recent change of field representative assignment in their Chapter.

EXECUTIVE SESSION:

The Board moved to closed session at 1:30pm.

The following actions were taken during closed session:

- The Personnel/Staffing Committee recommends to extend the following temporary employees:
 - Ed Kinchley and Sally Covington extend up to August 31, 2015
 - Elisabeth Fiekowsky, Jose Martinez, Catherine Bundy, Ron Marsh and Michael “Shum” Preston extend up to September 30, 2015.

It was M/S/ C (Stern/Fleming) to extend the temporary employees requests as recommended by the Personnel Staffing Committee.

The Board moved to open session at 2:10pm. Secretary Jan Schardt announced the motions passed during Executive Session.

ACTION ITEM (continued):

- DD Council Request: Erich Stern presented a written request on behalf of the SEIU CA DD Council. The request is for \$2,500 to share the cost for the Lanterman Coalition Communications Campaign with the funding to come out of the organizing budget. It was M/S/C (Johnson/Landry) to approve the \$2,500 financial request to support the Lanterman Coalition Communications Campaign to out of the organizing budget. There was a discussion on the impact that we have on this community and the need to continue to organize them.

FRIEDRICHS SUPREME COURT CASE:

Lisa Morowitz and Seth Shapiro spoke about the Friedrichs Supreme Court case and the potential impact. A decision is expected on this case by June 2016. A review over what the decision might mean to the local was discussed, including the impact on the budget. There was discussion on the membership campaign; and on how to get member leaders, including Board members, to assist in the campaign. Next month, the Board will review a report from each chapter to see where we are at with fee payers vs. members. Seth Schapiro announced that any glitches should be sent to him on membership sign-ups, etc.

TRAINING COMMITTEE REPORT:

Larry Bradshaw reported on the new Worker Power magazine that has just come in for distribution. An insert will be included to give a brief overview of the convention. A summary of trainings was handed out for the dates of April 8th – July 8th. A summary of staff trainings was also provided. The Board was asked to help recruit for the workshops. It was said that there are fewer trainings being cancelled; but there still needs to be an effort for recruitment to ensure trainings are not cancelled. It was suggested that we make a handout specific to the region. The training committee members are: Norlissa Cooper, Jan Schardt, Larry Bradshaw, Karen Joubert and Roxanne Sanchez.

Lisa Morowitz reviewed the Basic Shop Steward Training manual for members and the trainer's manual. She explained there are 4 modules for Stewards Training: Basic, Intermediate, Advanced 1 and Advanced 2. The goal is to have members trained so that they can do the trainings also.

BUILDING COMMITTEE REPORT:

Seth Shapiro reported on behalf of the building committee. He explained that there has been a San Francisco Committee and an Oakland Committee; however both groups decided to combine the committees. The Committee discussed various issues/options, such as combining Oakland offices into 1 building, sell one of the Oakland offices or downsize office space. The local is working with a realtor to assist with weighing out the options to consider.

EXECUTIVE BOARD MEMBER REPORTS:

President Roxanne Sanchez: She announced that Gina Castellano's position as a San Joaquin Area Representative will be vacant due to being laid-off. She explained that the County (San Joaquin) decided to not continue services in Gina's chapter, Head Start, which resulted in lay-offs of all workers. The bylaws do not have protection for board members that have been laid-off.

She also reported on a chapter meeting at the Valley Mountain Regional Center that she attended, along with Theresa Breakfield and Marcus Williams. There is blatant retaliation against union members and it is making it tough to deal with the center. Marcus Williams added that they continue to have meetings with Matt Gauger (legal counsel) to see what can be done. It was said this is a priority campaign and it will take all of the Board to assist in this fight.

Cynthia Landry: She reported on a conference that she, Pete Albert and Nancy Atwell attended in Southern California; and the potential impacts it could have on the Union in the form of retirement.

Jim Wise: He reported on the Supervisors Unit in Chico Courts, where 6 workers, who are not union members, have decided to not be members. The 1 worker that was, went back to being a court reporter, and therefore remained as a member.

Pete Albert: He reminded the Board that July 30th is the anniversary of Medicare, and a rally will be held in Oakland.

It was M/S/C (Robert/Wise) to extend the meeting to 5:15.

HEAD OF OPERATIONS REPORT:

Seth Schapiro reported that the construction work at the dentist office at 29th St. has been completed; and ready to move in the organizing staff. He also gave a brief report about on-going membership work and convention planning.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez gave a brief report on various items:

- Recent interviews for several positions and will be interviewing for others.
- Rent control was approved in Richmond with the work of our political department.
- Mendocino County closed and ratified their contract with 5% ongoing COLAS for 2 years, plus a \$1200 bonus to be spread out plus another bonus for next year of \$1000.

- TransDev in Sonoma County has settled and it is going out to vote.
- Berkeley is close to a settlement. The CSU unit is still in negotiations and we hope to be completed in the month.
- Oakland bargaining is escalating. The local gave the employer a comprehensive package last evening.
- Rohnert Park, Hyde Street, and Napa Valley College all have settled their contracts.

ANNOUNCEMENTS:

The meeting was adjourned in memory of Leroy King, a leader in the union movement and the father of one of our recently retired members. The Carousel in Golden Gate Park was named in memory of him.

The meeting was adjourned at 5:10 pm.

Respectfully submitted,

Jan Schardt
Secretary