

**SEIU Local 1021 Executive Board Meeting  
Saturday, July 23, 2016 - San Francisco Office  
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, Felipe Cuevas, Omar Medina, Jim Wise (by videoconference), Karla Faucett, Eric Stern, Norlissa Cooper, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Yeon Park, Angel Valdez, Robert Taylor, Dan Jameyson, Mercedes Riggelman, Theresa Breakfield (by videoconference), Evelyn Curiel, Al Fernandez, Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep, Rhea Davis, James Harris, Julie Meyers (by teleconference), Peggy LaRossa (by videoconference), Mary Duncan (by teleconference)

**Executive Board Members Excused:** John Arantes, Lorraine Bowser

**Executive Board Members Absent:** Janice Wong, Monique Broussard

**Staff in Attendance:** John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Maldonado, Tim Gonzales, Kimberly Alvarenga, Dana MacPherson, David Canham

**Guests:** Sam Kaner

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**The meeting was called to order by President Roxanne Sanchez at 10:02 a.m.**

**REVIEW AGENDA:**

The following items were added under Action Items: Release time for Amos Eaton, August meeting “dark hall”, San Joaquin strike fund; under reports added: Retirement Security and September Board meeting. The agenda was approved by consensus.

**EXECUTIVE BOARD VACANCIES:**

President Sanchez introduced members Geneva Haines and Dellfinia Hardy. She asked the Board to consider her recommendation to appoint Geneva Haines as the *Shasta County Area Representative*; and Dellfinia Hardy as the *Healthcare Industry Chair*. A brief bio was also presented for both. It was M/S/C (Jimenez/Taylor) to approve the appointment, as recommended by President Sanchez. Both members were sworn into office.

**MEMBER COMMENTS:**

- Darla Brown (Highland Hospital): She spoke about FMLA and a termination from her job.
- Sally Buchman (Retiree): She spoke the Oakland Pride parade on Sept. 11<sup>th</sup>, where the Lavender Caucus will have a booth.

**IMPLEMENTATION of VISION for POWER DOCUMENT:**

At the June meeting, the Board agreed to engage in the transformation process to *Implement the Vision for Power* document; and to authorize the concept of an “architect group” to work on a blueprint to

bring back to the Board. Sam Kaner gave an overview of the work that has been done, since the June Board meeting. The next phase of this process was introduced. The Board participated in a breakout session.

The basic *Titles* of the transformation goals that the Board brainstormed at the June meeting were: Leadership is Connected to the Field; Resilience; New Forms of Worker Organization; Transformed Worksite Power; Raised Consciousness; Innovation; Democratic Union; and Wider Movement.

M/S/C (Stern Boutte) to adopt the following and move forward with sending to Tim Redmond to the re-draft/wordsmith and bring back to the Board: Democratic Union; Resilience; Transformed Worksite Power; and Raise Consciousness.

The Board further discussed whether or not to move forward with these items: Leadership is Connected to the Field, New Forms of Worksite Organization, Innovation and Wider Movement.

Leadership is Connected to the Field: There was a discussion on the wording and how it was difficult to understand and that we have internal work to do to reach these goals. Others felt that the language needed to be edited down so that it is easily understood by all the membership of the local. M/S/C (Taylor/Stern) to move this forward to be edited by Tim Redmond and brought back to the Board.

New Forms of Worker Organization: Some feel that the image is not coming across like the words used for the fast food worker campaign. We get lost in the language and with social justice we are getting lost in words that are being used instead of language that everyone can understand. The language should be more condensed. Eric Stern recommended that we ask for a copy of the motion that was passed at the International convention. M/S/C (Teon-Nichols/Sandberg) to look at the resolution that was passed at the International convention and make an initial rewrite to make it more understandable and bring it to the Board. There was further discussion about the section on collective bargaining and how it does not fit into the sentence and creates confusion. It was suggested that we include definitions for the terms.

Innovation: There was a suggestion to make sure that communication also includes the public at large. Suggested that we include the words implement and interactive. Add creative and utilize technology to connect with our members and the community at large. Add improve member engagement. Change *test and develop* to *create or initiate*. M/S/C (Stern/Correa) to send this to Tim Redmond for a final rewrite. Discussion is that this should read as creating new methods in using the existing technology.

Wider Movement: This language is reflective of the commitments made by the International. It is missing LGBT, an economic piece, put in a different order to make the connections more clear. Would like to see structural racism be dismantled and the subjects grouped together. A bit wordy and the flow need to be changed so the issues are framed and flows; this goes with the current social movement and consciousness and needs to be married back together. Supporting issues is not giving full commitment and we need to consider this, as an organization we need to state our commitment. Would like to see “connect our Fights for economic justice” to overcome other structures of oppression. Change the title to better understand what it means. M/S/C (Teon-Nichols/Correa) to send this to Tim Redmond for editing and rewriting and bring it to the Board. It was asked if we could use these terms and the language to move the transformation forward. It was said that this language will be shared with the directors and staff.

M/S/C (Jameson/Curiel) to accept all the *Titles* that were presented and to move forward with sending to Tim Redmond to wordsmith

**The meeting recessed for lunch at 12:20 p.m. and reconvened at 12:56 p.m.**

Implementation of Vision for Power Document (continued):

The Personnel/Staffing Committee held its first meeting to drive the first part of the transformation process. There is an assumption that the architect group will continue meeting as they have not set the clear stage of work, which will be presented in the fall. The directors and supervisors will be meeting in August to bring them up to date. As this rolls out, more Board members will be added to the groups. Currently, there are 2 groups: the “Architects” (blue group) and the Personnel Staffing Committee (green group).

Charge of the Personnel Staffing Committee:

Part 1 - Think through how we will approach our work, in light of the goals for transformation.

Part 2 - Drive the transformation by:

- Developing relationships with committees (such as Development & Training, Finance, etc.), with industries and with chapter leadership
- Engage in the work with all groups, etc.

The Board was asked to consider allowing the Personnel Staffing Committee the authority to work broader than the scope of the committee that we originally had charged them.

M/S/C (Schardt/Riggleman) that the Personnel Staffing Committee be authorized to work broader and to include the goals for transformation into the committee scope of operations. The maker of the motion accepted a friendly amendment from Dan Jameyson to adopt the PSC charge as presented. There was a discussion on the concept and how this will impact the committee and the local.

**REVIEW/APPROVE MINUTES of the JUNE 23, 2016 MEETING:**

M/S/C (Popenuck/Faucett) to approve the June 23<sup>rd</sup> minutes as presented.

**BUDGET & FINANCE COMMITTEE REPORT:**

**The BFC approved the following items:**

**Capital & Main:**

Is a strategic partner does news and policy reporting on issues important to our members and the working class. We have been partners for the past 2 years and the request is to renew our agreement from July 30, 2016 through August 1, 2017 at the current funding level of \$30,000. This group reports on issues that influence policy, politics and works with legislators; they have an email list and a website. They also get republished in other news media (e.g. Huffington Post). M/S/C (Jimenez/Williams) to approve the expenditure of \$30,000 to come out of the resource agreement.

**BFC Recommendations:**

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

A. Lodging Policy Discussion:

There was a discussion to recommend that if trips for the Executive Board last longer than 2 nights; Board members should have their own rooms.

M/S/C (Cavness/Sanchez) moved that this is a recommendation to go to the Executive Board. M/S (Sandberg/Taylor) to approve the change in policy. This motion was not approved due to a substitute motion passing. M/S/C (Richmond/Harris) Substitute motion to allow the Executive Board to have single rooms anytime there is an overnight stay. Sunny Santiago made a friendly motion that this be sent back to the BFC. There was a discussion both pro and con on the effects this would have on the budget and Executive Board. Omar Medina called the question; it was approved by consensus to call the question. Amos Eaton will have the finance department cost this out. It will be sent to the policy committee to review and adjust the policy. Dan Jameyson would like to do a study on giving each person a \$10 alcohol stipend; this will be assigned to the BFC to cost out and then move to the policy committee. There was a discussion on those who had to pay the cost of their own room at the International convention; if the policy is approved, those who paid for a single room at the convention will be reimbursed for their cost.

B. LL616 Employee Benefit Association Account:

There is a trust for this legacy local that needs oversight. M/S/C (Williams/Jimenez) to appoint Yeon Park, Pete Albert and Rocky Morrison to oversee this trust. M/S/C (Jimenez/Medina) to approve the trust oversight as recommended from the BFC.

C. Sam Kaner (Community at Work):

Specializing in collaborative organizational change, Community at Work has been providing us with the tools needed to make an organizational change and implementing the Vision for Power Document. M/S/C (Popenuck/Jimenez) to recommend to the Executive Board to extend the contract through the end of December with additional funding of \$120,000. M/S/C (Popenuck/Jimenez) to approve this expenditure. M/S/C (Popenuck/Medina) to purchase the book that Sam Kaner wrote and give each Board member a copy. It was pointed out that the books are approximately \$36.00 each. There was a discussion on the cost of this consultant; Seth Shapiro gave an overview and how this is working for us.

**Community/Allies Requests:**

- Fairfield Indian Baseball Club:  
Tier 3 request in the amount of \$500.00 to sponsor this group, which helps develop young people for their future.
- SCCLO Sonoma County Coalition of Labor Organizations:  
Tier 1 request in the amount of \$250.00. This is a coalition of labor organizations that has helped move the Health Care Task Force in Sonoma County.
- Asian Health Services Annual Gala Benefit:  
Tier 2 request in the amount of \$3,500.00 to support their annual fundraising endeavor. This gala supports their dental campaign in an effort to build a 10 room clinic to address the unmet oral health needs of low-income children and families.
- Oakland Pride:  
Tier 2 request in the amount of \$1,500.00 for the Oakland Pride organization that is part of SEJ Lavender Caucus and their work. This is to cover a booth and advertisements for the Pride event on September 11<sup>th</sup>.

- AFRAM BBQ:  
Tier 3 request in the amount of \$250.00 to support a BBQ for a community based organization on July 30<sup>th</sup>.

NOTE: There were no requests presented at the July meeting that were not passed by the BFC.

#### **ACTION ITEMS:**

- Contra Costa Strike Sanction:  
Dan Jameyson asked for a strike sanction with member support. The county is offering a 3 year contract of 4/3/3 but retention is a major factor and the difficulty in providing services. The county general fund impact is small as most of the funds are from the State and Federal government. They are also tying this into political campaigns. M/S/C (Stern/Diep) to approve the strike sanction.
- San Joaquin Strike Fund:  
Marcus Williams reported that the chapter has a strike fund of \$35,000 and has requested that the Local match these funds per the Local's policy on union strike funds. Marcus clarified that there are 2 parts to the policy and this is M/S/C (Stern/Santiago) to approve the expenditure.
- Amos Eaton Release Time:  
The Board was asked to authorize full release time for Treasurer Amos Eaton through March 2017. It was explained that there is a heavy workload ahead that requires the Treasurer's time, such as dues structure and traveling to chapter meetings for budget presentations. M/S/C (Bryant/Santiago) to approve the full release time.
- August EBoard – "Dark Hall":  
M/S/C (Taylor/Santiago) to have a dark hall in August. It was noted that requests may be sent via poll, if there are important or time sensitive items.

#### **REPORTS:**

- Communications team:  
Joseph Bryant presented a written report on the first meeting that was held by this group. Shum Preston, communications coordinator, has recently put in his resignation. The communication department will continue to work on the website, as the sites are "canned" based on sharing the International platform, which is at no cost and can only be customized with a limitation of options based on how the template has been set up. They are discussing better utilization of Facebook; the trends show that this is the method that people are using to communicate. Pete Albert, Cynthia Landry and Omar Medina asked to be included in this team. Kristin Lynch reported that most members are getting involved with having regional pages, emails and text blasts. The purpose of this group is to give John Stead-Mendez feedback; this group is not a committee, it is a workgroup.
- Chabot-Las Positas Community College District Chapter Bylaws:  
Gregory Correa reported that the bylaws are important due to a pending election.

- Draft Policy on Protecting Union Members and Leaders:  
Eric Stern presented the first reading of the policy. Question for the Board is, “Should this be sent to all our employers and posted on union bulletin boards at the worksites?” There was a discussion on how this policy applies to all of our employers. It was suggested in item 2 that it should include chapter leadership. There was discussion of both pros and cons on posting this and sending it to our employers.
- Retirement Security Report:  
Cynthia Landry reported that there is a retirement security lobby day on Thursday, August 11<sup>th</sup> in Sacramento to promote the passing of SB1234 and explained what the bill would provide. She also reported on the Sonoma County pension fund and would like to have a truth squad go out to Sonoma County. She has asked Sarah Zimmerman to support this and to be out in the media. Pete Albert reported that the Sonoma County Board of Supervisors has appointed a tax payer group to study this.
- September EBoard meeting:  
It was announced that there will be a 2-day meeting in September. Location and agenda has not been established. M/S/C (Alexander/Jameyson) to make an exception for single occupancy lodging for Board members who request overnight stay for the September meeting.

**Consent Calendar:**

- Draft Chapter Bylaws approval policy and COPE disbursement policy:  
M/S/C (Stern/Jameyson) to approve these policies, as presented.

**ANNOUNCEMENTS:**

- Poll Announcements: The following requests were approved by the Board, via poll:
  1. Resolution on Climate Change
  2. “Google Bus” Appeal: The request was to authorize Seth Schapiro to enter into a retainer agreement for costs of up to \$20,000 to appeal the case.
- Chabot-Las Positas Community College Bylaws: It was announced that the Chabot-Las Positas Community College Chapter Bylaws was reviewed and found to be in compliance. There were no objections raised by the Board.
- Those Angels Foundation: Theresa Rutherford announced that Claude Joseph, field staff, has been instrumental in starting a school in Haiti and is hosting a fundraising event on July 30<sup>th</sup>, 5:30 at the San Francisco Office. The goal is to raise \$10,000 at the fundraiser. It was asked that a flyer be emailed to the Board.

**The meeting was adjourned at 4:00 p.m.**

Respectfully submitted,

Jan Schardt  
Secretary