

SEIU 1021 Executive Board Meeting
July 22, 2017 10:00 am – 5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasure Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck; VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, Felipe Cuevas, Dan Jameyson, Jim Wise, Dellfinia Hardy, Eric Stern, Norlissa Cooper (by videoconference), Pete Albert, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Mercedes Riggleman, Evelyn Curiel (by videoconference), Mary Sandberg, Cristin Perez, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP-Politics Alysabeth Alexander, VP Region-E Marcus Williams, Karla Faucett, John Arantes, Monique Broussard, Lorrain Bowser, Geneva Haines, Akbar Bibb, Kathryn Cavness

Executive Board Members Absent: Janice Wong, Al Fernandez

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Lisa Maldonado, Tim Gonzales, Dana MacPherson, David Canham

President Roxanne Sanchez called the meeting to order at 10:09 a.m.

Review Agenda:

The following items were added: under Action Items – City of Oakland strike sanction, Calaveras County and Contra Cost County Area Rep. Positions; under Announcements – SF Mental Health Chapter Bylaws; under Executive Board reports – Robert Taylor, Cynthia Landry, Dan Jameyson, Jan Schardt. The agenda with modifications was approved by consensus.

Action Items:

- **Executive Board Vacancies:**
President Sanchez introduced members Michael Magana (Calaveras County Chapter) and Sandra Wall (Contra Costa County Chapter). She asked the Board to consider her recommendation to appoint Michael Magana as the *Calaveras County Area Representative*; and Sandra Wall as the *Contra Costa County Area Representative*. A brief bio was also presented for both. It was M/S/C (Schardt/Jimenez) to approve the appointment of Michael Magana and Sandra Wall, as recommended by President Sanchez. The Oath of Office was given.

Member Comments:

- Nadeen Roach, Solano County: she reported on the Solano County bargaining.
- Greg Marro, Retiree: he spoke on the need to be vocal and have the face of labor in the community.

Approval of the June 25, 2017 Minutes:

M/S/C (Correa/Riggleman) to approve the June 25, 2017 minutes, as written.

Together We Rise Presentation/Discussion:

Robert Li, Strategic Coordinator to the Executive Director, presented the *Together We Rise* campaign plan. A written plan was presented, which includes a summary of the campaign goals, timelines and field strategy and tactics. A discussion was held on how we can do outreach to our members and how we can do a good job as leaders.

The meeting recessed at 11:45 a.m. and reconvened at 12:00 p.m.

Together We Rise Presentation/Discussion (continued):

There was a discussion on social media and the best way to do outreach to our members via Facebook, Twitter and possibly a phone app. One-on-ones are going to be done with the lost time officers to see how things are working and what can be done better. Once they have completed this step, then all other officers will be interviewed. Lisa Morowitz and Gary Jimenez reported on member engagement, including what is to come and how to address these issues. Other tools are available, such as a video for new hire orientations, leader guide when talking to new hires, new chapter officer training, and digital sign-ups. A Member recruitment video was shown.

Transformation Process:

Seth Shapiro gave an overview of the *Transformation* work up to this point in time. The Stage 1 concept is the *Understanding* phase, which has now been completed, that includes the work of the *Purple Group* and the *Pink Group*.

- Purple Group report:
Tom Popenuck, Ramses Teon-Nichols, Dellfinia Hardy and Larry Bradshaw reported on the work of the purple group, which was to engage members in discussion of the *Transformation Goals*. A written report was presented.
- Pink Team report:
Joseph Bryant, Theresa Rutherford and David Canham reported on the work of the pink group, which was to engage in *Staff Dialogue*. A power-point was presented.
- Stage 2 Process:
The current Stage 2 planning group members are Roxanne Sanchez, Alysabeth Alexander, Amos Eaton, Seth Schapiro, Kristin Lynch and Oumar Fall. An overview of the Stage 2 goals, desired outcomes and process was presented. M/S/C (Stern/Santiago) to approve the Stage 2 goals and to authorize the Stage 2 planning group to move forward with implementation.

The Board moved to closed session at 2:40 p.m.

Executive Session:

- CWA 9404 Tentative Agreement:
M/S/C (Jameyson/Jimenez) to accept the tentative CWA 9404 Tentative Agreement, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.
- Education Team Field Supervisor Position:
M/S/C (Stern/Santiago) to approve adding an Education Team Field Supervisor FTE Position, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.

- Human Resources Team:
M/S/C (Jameyson/Stern) to approve the following changes in the *Human Resources* team, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee:
 - a. Modify the *Human Resources Manager* title/job description to *Benefits Coordinator*.
 - b. Freeze the vacant *Accounting Team Leader* (Finance Supervisor) position.
 - c. Add an FTE Personnel Director position.

- Merit Increases for Sr. Staff:
As recommended by the Personnel/Staffing Committee and Budget & Finance Committee, it was M/S/C (Stern/Santiago) to approve merit increases for Sr. Staff, based on evaluations consistent with Union policy, to be effective the first full pay period after approval by the Executive Board.

The Board moved to open session at 4:05 p.m.

Secretary Jan Schardt reported on motions and approvals from Executive Session.

Budget & Finance Committee Report:

Summary of motions approved by the BFC at their July 14, 2017 meeting was presented.

The BFC approved the following items:

1. Sue Angeli, Consultant:
The BFC approved to amend Sue Angeli's contract through up to 12/31/2017, at \$90 an hour for up to 40 hours of work per month, plus expenses, with a contract max of \$25,200. She will continue to work with the BART Professional Chapter President, which will include work around preparing files (backlog of 100 grievances) for resolution ; assist in weekly meetings with District Labor Relations Analyst; assist in worksite discussion with Shop Schedulers, Shop Senior Planners, Accounting Department workers to seek possible sign-offs of grievances; and to continue transition historical understanding of the BART Professional Chapter files and issues to the Chapter President.

2. Bill Fletcher, Consultant:
The BFC approved a correction on Bill Fletcher's contract to amend his hourly rate to \$180.00 an hour. Note: At the June meeting, the BFC approved a new contract with Bill Fletcher to work as a Strategic Advisor to the leadership; however, the incorrect hourly rate (\$150.00/per hour) was reported. His contract is for six months, effective 6/20/2017, at a flat rate of 15 hours per month, plus \$1,500/per day for when he travels for an all-day in-person event or training. The contract cap is currently at \$20,000.

3. Deborah Edgerly, Consultant:
The BFC approved to extend Deborah Edgerly's contract through up to 8/31/2017 at the same contract terms; and the contract cap to be increased to \$22,500. She is currently working with the research staff around budget analysis and strategic advice related to the City of Oakland negotiations.

4. Oakland Pride Event:

The BFC approved to sponsor the *Oakland Pride* event on September 10th in the amount of \$1,500 to come out of the SEJ budget, with the caveat that if it is determined that SEJ does not have sufficient funds; the expense will come out of the General Fund. The sponsorship includes contingent in the parade, an exhibit booth, plus ads.

5. East Bay Alliance for a Sustainable Economy (EBASE):

The BFC approved to sponsor the *East Bay Alliance for a Sustainable Economy (EBASE) Anniversary Dinner* on September 13th in the amount of \$5,000 to come out of the Resource Agreement budget.

The BFC approved the following Community/Allies Requests:

• Tenants Together:

The BFC approved a contribution to *Tenants Together* in the amount of \$1,000 (tier 1) to support the organization's statewide work around tenant protection.

• Marin Organizing Committee:

The BFC approved membership dues with the *Marin Organizing Committee* in the amount of \$3,500 per year (tier 1).

• North Bay Organizing Project:

The BFC approved to purchase two (2) tables to the *North Bay Organizing Project* fundraiser event on July 18th in the total amount of \$1,000 (tier 1).

• Kappa Alpha Psi Fraternity:

The BFC approved to donate \$500.00 (tier 3) to the *Kappa Alpha Psi Fraternity Ninth Annual Golf Tournament* event on July 26th to benefit the group's scholarship program.

• Bay Area Black Worker Center:

The BFC approved to donate \$500.00 (tier 3) to the *Bay Area Black Worker Center* to support the organization's program around promoting economic and racial justice, peace and prosperity.

• Causa Justa/Just Cause:

The BFC approved to sponsor the *Causa Justa/Just Cause Anniversary Dinner* on August 30th in the amount of \$3,000 (tier 1)

Action Items (continued):

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

A. Community At Work (Sam Kaner), Consultant:

The BFC recommends to extend the *Community At Work* (Sam Kaner) contract through up to 12/31/2017 and to add an additional \$100,000 to the contract max. He is currently assisting with work around the *Transformation* project. His current contract is through 7/31/2017 with a contract max of \$300,000. There was a discussion on the process and when do we expect to be completed. M/S/C (Stern/Jameson) to approve the Community at Work extension.

B. Tim Redmond, Consultant:

The BFC recommends extending Tim Redmond's contract through up to 12/31/2017, with the understanding that the contract cap would need to be adjusted based on the extension, and modify the contract to reflect that Cecille Isidro (Communications Coordinator) would oversee the contract. He is currently assisting with work around the Worker Power Magazine. M/S/C (Jimenez/Bryant) to approve the contract extension for Tim Redmond.

• Policy Committee Recommendations:

a. Personnel/Staffing Committee Policy:

The first reading of the draft Personnel/Staffing Committee policy was presented at the June E-Board meeting. M/S/C (Jimenez/Jameyson) to approve the policy, as written.

b. Amendments to the Arbitration/Legal Action Approval and Appeal Policy:

M/S/C (Sternberg/Santiago) to approve the amendments to current policy as presented, which will now be titled: *Arbitration/Civil Service Disciplinary Hearing Appeal Policy*

c. Legal Action Appeal Policy:

M/S/C (Jimenez/Jameson) to approve the *Legal Action Appeal Policy*, with the modification to change the last sentence in the last paragraph to read: "The decision in accordance with the BFC spending authority limits final."

• August E-Board Meeting:

The Board discussed to possibly not hold an E-Board meeting in August. M/S/C (Taylor/Riggleman) to have a dark hall in August.

• Strike Authorization from the City of Oakland:

M/S/C (Jimenez/Landry) to approve a strike sanction for the City of Oakland chapter, with the caveat that the chapter membership has authorized the strike.

• Strike Authorization for Calaveras County:

The membership has expressed the possibility of a strike. M/S/C (Stern/Taylor) to approve a strike sanction for the Calaveras County chapter, with the caveat that the chapter membership has authorized the strike.

• Strike Authorization for La Clinica:

M/S/C (Stern/Cuevas) to approve strike sanction for the La Clinica chapter, with the caveat that the chapter membership has authorized the strike.

Executive Board Member Reports/Committee Reports:

- DEI Report: Dellfinia Hardy reported that a survey has been sent out to the staff, which is due back by July 31st. A report on the survey will be made by Michael Bell in September.
- Calaveras County: Robert Taylor thanked Roxanne Sanchez for support and the Training Department for their education. Robert had been disciplined for being a steward; this is going to PERB for a hearing and more than likely a trial.

- Retirement Security Report: Cynthia Landry reported on the fiscal financial status of the San Francisco City retirement funding. There was a discussion on how this affects retirees in San Francisco. This is happening in other areas and we need to do at the State Council level via research. SSERS trust meeting is being held August 9th and we need members to come out. CalPERS rate of return is 11.2%, the highest increase since 2014.

M/S/C (Eaton/Jimenez) to extend the meeting until 5:15 p.m.

Executive Board Member Reports/Committee Reports (continued):

- Contra Costa County: Dan Jameyson reported on those who were being laid off from Covered California and what they had to do with filing PERB charges, where the members should be transferred to. Sandra Wall reported on issues with black women workers and the investigation that has been held.

Director Reports:

Written director reports have been sent via email.

John Stead-Mendez: Reported that in San Francisco they are working possibly piloting maintenance of check-off.

Announcements:

- Chapter Bylaws:
It was announced that the *Notre Dame College Faculty Union Chapter ByLaws* and the *Amador County Chapter ByLaws* were reviewed and found to be in compliance with the Local's Bylaws template. There were no objections raised.

The meeting adjourned at 5:15 pm.

Respectfully Submitted by,

Jan Schardt
Secretary