

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, July 27, 2019 – 10:00am-5:00pm, Fairfield, CA
MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Gary Jimenez, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C, Yeon Park, VP Region-D Theresa Rutherford, VP Region-E (by video), Nathan Dahl, Dellfinia Hardy, Harold Powell, Pete Albert, Cynthia Landry, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Robert Taylor, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Sunny Santiago, Elizabeth Harrison, Tom Popenuck, Rhea Davis, Tina Diep (by phone), Julie Meyers (by zoom)

Executive Board Members Excused: VP of Politics Gary Jimenez, Jim Wise, Karla Faucett, Angel Valdez, Derrick Boutte, Richard Thoele, Geneva Haines

Executive Board Members Absent: Jessica Nila

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President Joseph Bryant called the meeting to order at 10:02am. Quorum was established at 10:09am.

Review of Agenda:

The following change was made: move proposals for new BFC members after Schools & Communities initiative. The agenda was adopted by consensus.

Member Comments:

- Greg Marro, Retiree: He spoke about the need to start the work now to engage members on the 2020 election.

- Faith Wallace: She spoke about her case pertaining to wrongful termination.

Schools and Community First Presentation:

Andrea Mullarkey, Alameda County COPE Chair, gave an overview on the Schools & Community First campaign. She reviewed how we got here: Prop 13 large corporations were biggest winners as their property taxes have remained low. Estimated communities are losing \$11b every year because of this loophole, which has resulted in declining city & county revenue. Spending on schools in California has fallen from 7th to 41st behind Texas & Oklahoma. Schools & Communities First will assess Commercial & Industrial properties at fair market value. There is a provision to help Small Business, if property is worth less than \$2million, and eliminates business & personal property tax. Funding to be distributed 45% to schools and 55% to local governments. Will not change Prop 13 for any residential property.

The Board was asked to join the campaign by texting “Our Future” to 97779 or email Andrea Mullarkey. Beginning in October, will be gathering signatures to get this on the ballot in November 2020. Board members were asked to pick a date in the months ahead to take a stack of signature papers. There is also an effort to work with the City Councils to get endorsements. Volunteers to help lobby City Councils is also needed.

Action Items

BFC Region B and Region E Vacant Positions:

Travis Balzarini (Sonoma County Chapter member) and Cheryl Hicks (San Joaquin County Chapter

member) were introduced. The Board was asked to consider appointing Travis Balzarini to the *BFC Region B* vacant seat and Cheryl Hicks to the *BFC Region E* vacant seat. Regional Vice Presidents Mary Sandberg (region B) and Marcus Williams (region E) spoke in favor of the appointments of the members from their respective regions. M/S/C (Taylor/Curiel) to approve the request. Travis and Cheryl were sworn into office.

Together We Rise Presentation:

President Bryant gave an overview of the *Together We Rise* (TWR) work. He gave a recap of the Union's TWR pre-Janus work, including goals that were previously adopted by the Board and our lessons learned. He also spoke about the next steps moving forward to continue the TWR work and applying our learning lessons from the past.

A draft document was provided that outlined the proposed TWR Union-Wide organizational goals and conceptual framework on strategies moving forward, which include the following buckets of work:

- Grow Our Labor Movement
- Build Our Worksite Power
- Reclaim Democracy
- Unite with our Communities
- Leadership and Activism

The Board was asked to consider adopting the goals and framework outlined in the written document. M/S/C (Rutherford/Lewis) to adopt the goals and framework, as presented.

The meeting was temporarily suspended for a lunch break at 12:36pm and reconvened at 1:12pm.

Action Items (continued):

Proposed Resolutions – 2nd Reading

A second reading of the following proposed Resolutions were presented:

- a. Oppose DCC Rule Blacklisting Organizations that Support Democrats Running Against Incumbents:

Resolution from SEIU 1021 San Francisco COPE, recommending to SEIU 1021 Local COPE, to Oppose DCCC's rule Blacklisting Organizations that Supports Dems running against Incumbents For consideration at May 2, 2019 SF COPE meeting

*Whereas the Democratic Congressional Campaign Committee (DCCC) codified in ~~written~~ **writing** in March of this year, the Committee's current practice that prohibits the DCCC from doing business with consultants or vendors working for a primary challenger to a sitting Democratic Party incumbent;*

Whereas the DCCC, in implementing this new rule, is using tens of millions of dollars collected from Democratic contributors to seriously discourage support for new voices within the Democratic Party in Congress;

*Whereas this new policy means effectively '~~blackballing~~' **blacklisting**' talented consultants who violate the new written rule, and making it less likely for more left-wing and progressive Democratic Party women and people of color to win elections against more centrist and conservative Party incumbents;*

Whereas progressive, new members of Congress such as Reps. Alexandria Ocasio-Cortez of New York and Ayanna Pressley of Massachusetts would likely not have been elected without the support of such independent organizations;

Whereas the Democratic Party leadership has acclaimed the 2018 election of the most diverse Congress in the history of the United States;

Whereas current Congressional Representatives such as Reps. Alexandria Ocasio-Cortez of New York, Ayanna Pressley of Massachusetts and Ro Khanna of California who beat Democratic incumbents oppose this anti-democratic rule, and are now championing important campaigns such as criminal justice reform, the Green New Deal, protections against workplace violence, and opposition to President Trump's anti-immigrant agenda;

And Whereas SEIU Local 1021 members believe that a more diverse Congress, and a more progressive Congress is in the best interests of working families, and that a democratic process with a level playing field for all candidates to compete is at the very core of our nation's democracy;

Therefore be it Resolved that SEIU Local 1021 opposes this anti-democratic rule, and urges the DCCC to cease implementation immediately; and

It is further resolved that SEIU Local 1021 will urge our International Union and the SEIU California State Council, to oppose this rule, and financially support organizations and political consultants who assist Democrats running against Congressional Democrat incumbents when our members determine that new candidates would better serve the interests of working families; and

*It is further resolved that SEIU Local 1021 will inform our Congressional representatives of this opposition in writing, and ask them to join the campaign against this anti-democratic rule; and
It is further resolved that SEIU Local 1021 will ask affiliated Labor Councils to also oppose this rule and urge the AFL-CIO to also stand up for a democratic process and oppose this rule.*

M/S/C (Eaton/Landry) to adopt the Resolution with corrections.

b. Member Engagement for 2020 Presidential Candidate Endorsement Process:

WHEREAS, SEIU represents 2 million workers in the United States, Canada and Puerto Rico through 150 local union affiliates and 15 state councils; and

WHEREAS, SEIU's mission statement as codified in the SEIU 2016 Constitution and Bylaws underscores our shared vision where "workers have a meaningful voice in decisions that affect them..." and "where the collective voice and power of workers is realized in democratic, equitable and progressive unions;" and

WHEREAS, SEIU's mission statement further states that "To achieve this vision ... we must provide meaningful paths for member involvement and participation in strong, democratic unions" and that "we believe our power and effectiveness depend upon the active participation and commitment of our members, the development of inclusive SEIU leaders, and solidarity with each other and our allies;" and

WHEREAS, under the SEIU Member Bill of Rights and Responsibilities in the Union all members have "the right to have opinions heard and respected, to be informed of union activity..." and the responsibility to "help build a political voice for working people;" and

WHEREAS, SEIU's International Executive Board is committed to working with all Locals to: (1) see members and workers at the center of the 2020 presidential election, (2) engage members in an issue-driven political campaign, and (3) have Local-designated members participate in candidate forums like the National Forum on Wages and Working People, (co-sponsored by the Center for American Progress), held on April 27, 2019 in Las Vegas, Nevada); and

THEREFORE, BE IT RESOLVED, that SEIU 1021 at the request of SEIU International Executive Board shall develop a Local wide membership political-engagement plan. SEIU Local 1021 will publish a formal membership engagement plan through which all SEIU Local 1021 members will have the opportunity to make an impact in the 2020 presidential election by participating in the political discussions throughout Local 1021 regarding the issues at stake in the 2020 Presidential Campaign.

BE IT FURTHER RESOLVED, that SEIU Local 1021 will provide (1) a selection criteria/process for those members who would represent Local 1021 at candidate forums that SEIU and SEIU State Councils throughout the country will be organizing, and (2) a meaningful mechanism for all its members to provide feedback to our SEIU International Executive Board about candidates for President of the United States and,

BE IT FURTHER RESOLVED, that SEIU 1021 requests of SEIU International Union that all future events hosted by SEIU International Union where candidates for President of the United States are engaged in debate or discussion will be held at union venues and produced with union labor.

M/S/C (Landry/Lewis) to adopt the Resolution.

Approval of the June 22, 2019 Minutes:

M/S/C (Eaton/Nosanow) to approve the June 22, 2019 minutes, as presented.

Executive Board Reports:

- MRC: Sandra Lewis reported
 - Updates: She spoke about how work was previously spent that included 25% Administrative tasks, 50% Inbound calls and 25% New member packets sent monthly. The work now to revamp the MRC includes 10% New Member Experience, 8% UW Weekly Dash Board, New Member packets sent weekly, 20% New Hire/Non-Member sign up. There's a plan to do outbound calls to try to sign up new members, 10% Field Support outbound calls for events & process dues checks, 10% Training registration support, 25% All Call that include verifying member info and COPE ask, 5% Zoom reservations.
 - Member Internship Program Overview: A powerpoint was presented that included a Review of Goals, Recruitment, Application Process, Agreement & Compensation, Member Internship Program Development Team, Skills Developed, Orientation, Advertising/Promoting

Policy Committee Report:

A first reading of the following draft policies were presented:

- a. Policy on Chapter Funds held Externally:
Ramses Teon-Nichols and Robert Li gave an overview of the draft policy.
- b. SEIU Local 1021 Code of Ethics Policy:
Mary Sandberg and Yeon Park gave an overview of the draft policy. It was explained that the current ethics policy does not address chapter leaders, which this draft policy attempts to correct.

The Board was asked to review the proposed policies and send any feedback or recommended changes to Ramses Teon-Nichols.

Executive Board Member on Full-Time Release Policy:

Mary Sandberg and Robert Li presented an overview of the proposed language to consider adding in the Executive Board Members on Full-Time Union Compensated Leave policy under the *Vacation* section, which addresses vacation accrual. M/S/C (Arantes/Dawkins) to accept the changes as presented.

Budget & Finance Committee Report/Recommendations:

Treasurer Amos Eaton presented a summary of motions approved by the BFC at its July 27, 2019 meeting.

The BFC approved the following item:

1. Region B – North Coast Region Budget:

The BFC approved to fund the Region B *Together We Rise* work (July 2019 to Dec. 2019) at up to \$10,280.00. The goals of the plan includes an 80% member density in all chapters, 100 new COPE contributors at \$10.21 and 200 members participating in political activities for 2020. The budget includes food costs, facility rental costs, printed materials and “purple” items.

The BFC approved the following Community/Allies Requests:

- Oakland Pride:

The BFC approved a sponsorship of \$1,500 for the Oakland Pride event on 9/8/2019 (tier 2).

- S.F. Jobs with Justice (SFJWJ):

The BFC approved to pay the 2019 SF Jobs with Justice annual dues at \$20,000 (tier 1).

- Philippines Human Rights Committee:

The BFC approved a donation of \$500.00 to the SF Committee for Human Rights in the Philippines to help fund travel related costs to the Philippines for community members.

Action Items (continued):

August E-Board Meeting:

(M/S/C Taylor/Davis) to have a dark hall for the month of August.

Executive Director Report:

John Stead-Mendez announced that written director reports were emailed. He also gave a brief report on the following items:

- Solano County: Follow up with leadership to support in lead up to negotiations. The negotiations were through an expedited process with the County. After 5 sessions, they have TA for 10% over 3 years, \$900 signing bonus, plus restoration of floater position, 2 paid half holidays for Christmas Eve & New Year’s Eve. Vote is next Wednesday.
- He shared letter from Attorneys for the Golden Gate Community Health. Were able to recover \$116k for the workers following bankruptcy of the organization.
- Housing Authority of SF: (David Canham) Agency ran into debt last year. Federal Gov’t demanded that all of the programs be privatized. Worked with Mayor to transition the employees. City came through with 76 jobs, many were higher paying jobs. Mayor will put measure on ballot for reciprocity on retirement. Negotiated layoff compensations for the workers.
- Gig Worker Campaign: (John Stead Mendez/Josie Mooney) Have opened our doors to provide space and help gig worker campaign. Court decision regarding Dynamex & AB5; passed by Assembly, will go before Senate in September and then Gov has 30 days to sign.
- Asian Health Services: A few years ago, brought in the Asian Mental Health Workers to Asian Health Services. Current funding has been parsed out in ways that may result in layoffs for workers. Have been able to speak with AHS director on a plan & will meet with County. Tina shared they have a petition to support these workers.

Operations Report

Robert Li reported on the following:

- a. Reviewed Progress toward Vision for Power
 - i. MRC Report was previously addressed
 - ii. Data: ongoing
 - 1. 80% of bargaining unit lists have been entered
 - 2. How do we systematize it? Moving forward on this
 - iii. Performance: 2nd quarter Performance Reviews for Senior Staff
 - iv. Talent: have hired Personnel Director. Working on making HR dept modernized, get away from paper process Human Resource Information System. 8/1/19 will use electronic system to onboard new employees reduce time to 30 minutes
 - v. Resources \$100,000+ under budget for scanning process. Majority of work has been completed end of June. Majority of missing cards are from transition from legacy locals to 1021.
 - vi. Time for Vision for Power: improving efficiency have made processes faster which has freed up 28 days that can be used for other tasks

Announcements:

- Poll Announcement: It was announced that the Board approved via poll to adopt “Last Chance Alliance” Resolution.

- Chapter Bylaws:
It was announced that the following Chapter Bylaws were reviewed and found to be in compliance with the Local’s bylaws template. There were no objections raised:
 - 1. Greater Vallejo Recreation District Chapter Bylaws
 - 2. Solano Courts Chapter Bylaws Amendment

- Approved Expense by President Bryant:
It was reported that President Bryant approved an expense under his authority, per policy – to donate \$500.00 to go towards logistical costs for the *Lights of Liberty* national day of action/vigil held on July 12th in Oakland.

The Board went into closed session at 4:19pm.

Executive Session:

CWA 9404 Tentative Agreement:

M/S/C (Lewis/Landry) to approve the Tentative Agreement reached with CWA 9404.

Unrepresented Staff:

M/S/C (Arantes/Dawkins) to apply the same raises as CWA 9404 for unrepresented staff and expand the salary bands.

The Board moved to open session at 5:58pm.

Secretary Duncan announced the motions made during closed session.

The meeting adjourned at 5:58pm.

Respectfully submitted by,

Mary Duncan
Secretary