

SEIU 1021 EXECUTIVE BOARD MEETING
Saturday, August 22, 2015, Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), Alysabeth Alexander (by videoconference), Ramses Teon-Nichols, Karen Joubert , Crawford Johnson, Tom Popenuck, Gary Jimenez, Larry Bradshaw, Marcus Williams, Renita Terry, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper, Karla Faucett, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Robert Taylor, Gayle Chadwick (by phone), Priscilla Agbunag (by videoconference), Evelyn Curiel (by videoconference), Akbar Bibb, Nancy Atwell, Nadeen Roach, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa.

Executive Board Members Excused: Jesse Hampton, Mercedes Riggelman, David Fleming, Richard Greenwood

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Lisa Morowitz, Amy Hall, David Canham, Kim Alvarenga, Jenny Vattone-Turner

President Roxane Sanchez called the meeting to order at 10:10 am.

Review Agenda:

The following modifications were made: a) add SEJ to the convention update; b) action item added for 29th Street update; c) move the executive session to after member comments; d) Presentation from Mike Duncan (Native Dance Network) will be after member comments; e) move the Butte County Court sanction request to after member comments. By consensus the Board approved the agenda with modifications. .

Member Comments:

- Mike Duncan with Native Dance Network from Sacramento spoke about the fatherhood program that he founded. One of the events he is promoting is Returning the Warrior Spirit which works with Native men that remain clean and sober; this is to teach them the correct way and to remain cultural. Their budget goal is \$10,800 and they have \$5,000 at this point to support the event. They would like the Union to assist them in achieving their goal to reach the funding. This request will be discussed under the budget and finance committee report.

- Butte Court Strike Sanction: The negotiating team asked for a strike sanction as there is potential that they are not going to settle their contract. The members have not had a salary increase since 2010, have taken non-paid days off, the amount they pay into PERS has been increased, along with an increase in their health coverage costs. Bargaining team members, Angie Armor, Amber Irmer, Debra Lopez and Tori Conner, spoke briefly about proposals impact negotiations is having on members. The members asked the Board to support their chapter's strike sanction request. It was M/S/C (Stern/Correa) to approve a strike sanction for the Butte County Superior Courts chapter.

- City of Oakland: Al Marshall gave a report on the recent TA reached with the City of Oakland. He acknowledged Roxanne Sanchez, Renita Terry, Gary Jimenez and John Stead-Mendez who helped with negotiations. He also thanked staff who provided support during negotiations. He also addressed an issue at a worksite where staff assistance is needed to support stewards.

The Board went into closed session at 10:58 a.m.

There were no actions taken during Executive Session.

The meeting was temporarily suspended at 1:50 pm for a lunch break; and reconvened at 2:15pm.

Review Minutes of the July 25, 2015 Meeting: It was M/S/C (Williams/Johnson) to approve the minutes of the July 25, 2015 meeting, as presented.

Budget & Finance Committee Report:

Quarterly Review: The 2nd quarter Executive Summary report was presented. It was reported that the overall 2nd quarter revenue was slightly over budget and expenses under budget.

It was reported that the following items were approved by the BFC at its August meeting:

- RN Industry Request: The BFC approved funding at up to \$4,200 to pay for travel related costs to send four (4) RN Industry members to the following SEIU Nurse Alliance events, with the understanding this action is based on a non-precedence setting: 9/1 – Nurse Alliance Leadership Meeting (Los Angeles); 10/3 – Mental Health & Detention Conf (San Diego); 10/13-10/15 - Bi-annual National Nurse Alliance Conference (Las Vegas); 11/5 - Nurse Alliance Leadership Meeting (Bakersfield).
- Progressive Workers Alliance: The BFC approved to sponsor the *Progressive Workers Alliance 5th Anniversary Event* on August 22nd, to support the organization's work on the minimum wage campaign, at the amount of \$1,000.00 to come out of the Organizing budget, as part of the Resource Agreement.
- Jobs with Justice SF Annual Dues: The BFC approved an additional \$10k towards the *Jobs with Justice SF* annual dues for 2015 to come out of the Organizing budget, as part of the Resource Agreement. Note: At the July BFC meeting, the BFC initially approved \$10k towards the annual dues, with the caveat that the contribution amount would be revisited in August, pending the review of the available funds and expenses applied towards the Resource Agreement.
- Stockton Office – Security Gate: The BFC approved to pay costs around completing the work on the security gate at the Stockton office at an estimated cost of \$9,369.00.

The BFC approved to recommend the following to the Board:

- A. Community/Allies Requests: The BFC recommends to the Board to give the BFC the authority to review and take action on community/allies requests, with the understanding that a report would be provided to the Board of approved expenditures. It was M/S (Albert/Medina) to

approve the request, as recommended by the BFC. There was discussion on the pros and cons of this recommendation. A supplement motion was made by Landry, seconded by Cavness, to add \$15,000 to the community/allies budget line and leave the current process as is that requests are to be deferred to the Community/Allies committee, with the understanding the *Tier* process in the current policy would be followed. There was discussion on the supplement motion. Crawford Johnson called the question. The Board moved to a vote on the supplement motion. The supplement motion was not carried. Further discussion on the original motion made Albert, seconded by Medina, ensued. A substitute motion was made by Taylor, seconded by Bradshaw, to have the BFC review and allocate funds for community/allies requests and bring them to the board as a consent calendar, as they are presented to the BFC. It was suggested that there be a form created to help with the process and to indicate which tier the request falls in with a definition of the tiers. The Board moved to a vote on the substitute motion made by Taylor and seconded by Bradshaw. The substitute motion was carried by a vote of 16=yes; 11=no; 2=abstentions. Requests should be submitted to Joanne Cansicio, who will compile the information and forward to the BFC.

B. Deborah Edgerly, Consultant:

It was M/S/C (Stern/Medina) to pay Deborah Edgerly for the period of August 1st to August 12th at a total amount of \$3,198, with the understanding to modify the contract max as needed, to finalize loose ends around the City of Oakland negotiations.

C. Joe Brenner, Consultant:

It was M/S/C to extend Joe Brenner's contract at up to Nov. 16, 2015 at a max of 30 hours per month, with the understanding to modify the contract max as needed. His current contract is through Aug. 16, 2015. He is currently assisting with work around preventing contracting-out bargaining unit work through Personal Services Contracts (PSC) in the City & County of S.F.

D. Nato Green, Consultant:

It was M/S/C (Stern/Atwell) to pay Nato Green at \$70.00 an hour only for the hours worked in July and August. In addition to modify his contract at up to 100 hours per month at \$70.00 per hour with a contract term of up to November 30, 2015, with the understanding to modify the contract max as needed, to help negotiate the Asian Mental Health contract and Asian Health Services; and to provide support, such as review proposals, for the E-Center and Far Northern Regional Center negotiations.

E. Steve Somers, Consultant:

It was M/S/C (Landry/Atwell) to extend Steve Somers' contract at the same monthly rate of \$8,000 per month, at a contract term of up to the ratification of the Alameda Courts contract. His work will include bargaining the Alameda Courts contract; as well as continuing advising around pending BART chapter cases.

F. Role of BFC Policy, Legal Expenses section, modification:

It was M/S/C (Stern/Williams) to modify the **Legal Expense** section of the current *Role of the Budget & Finance Committee* policy to read:

Legal expenses: For legal costs not covered by the monthly retainer agreement with the local's law firm (e.g., lawsuits against the local, staff separation settlements, worker's comp settlements and cases, freedom of information cases, grievance settlements), the Head of Operations/Labor Relations, **in consultation and with the consent of** the Local President, Local Treasurer and Lead Director, shall have authority to approve up to \$35,000 in legal/settlement expenditures on a majority vote. Any expenditure over \$2,500 shall be reported to the BFC. All settlements shall be reported to the Executive Board.

Community/Allies requests to be discussed later in the meeting.

The Board went into closed session at 3:33 pm.

Executive Session:

It was M/S/C (Taylor/Stern) to allow John Stead-Mendez to make an additional appointment to a field supervisor position using funding from the vacant collective bargaining coordinator position, with clear expectations being made for this position.

The Board moved to open session at 4:09 pm. Secretary Schardt reported out the motion passed during Executive Session.

Convention Update:

Ground Rules: It was M/S/C (Johnson/Atwell) to adopt the Ground Rules of the 2015 Convention, as presented. There was a discussion on the pros and cons of the ground rules and why they were created.

Volunteers: Board members were encouraged to volunteer for assignments at the convention, as there is a need to roles.

Vision Document: The document was created from the various regional delegate meetings, with the order of each section of the document being moved to show the reflections of the members. It was M/S/C (Medina/Williams) to have the Vision document be approved with some minor edits and additions from the member comments without changing the context and order in which the document is currently written.

SEJ request: A request was made by the SEJ to do a survey around racial injustice. It was M/S/C (Joubert/Russell-Benson) to create a survey to be done at the convention.

Hotel Rooms: By consensus, it was agreed that the Board can be housed at another hotel, if necessary, in order to keep all of the delegates together at the main hotel.

Community/Allies Requests:

It was noted that the community/allies budget line is overspent. However, approved requests will still come out that budget line, but it will show as a deficit on the budget report. There was also a report and explanation on requests that were deferred to the BFC at its August meeting, but not initially awarded. The Board took action on the following community/allies requests:

- Oscar Grant Foundation Backpack Program: It was M/S/C (Moses/Joubert) to support \$350 the backpack program.
- Bay Area Black Workers Center Labor BBQ: It was M/S/C (Faucett/Atwell) to approve \$350 to support the BBQ at Mosswood Park in Oakland on 8/29.
- 4th Annual National Night Out – Law enforcement and community (SF): The request is to support the program, which reinforces working with the police. It was M/S/C (Boutte/Atwell) to approve up to \$1,000 to assist with expenses.
- Kappa Alpha PSI Fraternity: It was M/S/C (Bibb/Laundry) to support donating \$500 to their scholarship program.
- Delores Huerta Dinner, SJC: It was M/S/C (Albert/Stern) to support \$250 to match the San Joaquin Chapter donation to the dinner honoring Delores Huerta on September 19th.
- It was M/S/C (Johnson/Jiménez) to approve the following requests:
 - a. \$200.00 to the Native Dads Network;
 - b. \$250.00 to the Coalition on Homelessness;
 - c. \$500.00 to the Senior & Disability annual celebration event;
 - d. \$150.00 to the Transgender Law Center annual celebration ;
 - e. \$250.00 to the San Joaquin Labor Coalition annual Turkey Drive.

It was M/S/C (Taylor/Jimenez) to extend the meeting up to 90 minutes.

Building Report:

Seth Schapiro reported that the 29th street remodel has been completed on the “old dental office” space. The Board initially approved \$325,000. However, there is additional work that came up, such as a railing that the city requires, new blinds, new drawings, etc. There is a request for up to an additional \$16,000 to cover added costs and improvements. It was M/S/C (Popenuck/Jiménez) to approve the request.

Membership Sign-Up:

Lisa Morowitz shared a report made from the public sector units that Board members are attached to. The chapters listed in red on the report are in critical state due to the number of fee payers; and those in green need help but are not critical. She spoke about goals, as well as pilot programs in key jurisdictions. She also spoke about an updated membership form.

Training Committee Report:

Norlissa Cooper reported on the amount of classes that have been held since July 1st. It was announced that all training evaluations should be submitted to Lisa Morowitz. At the October Board meeting, the committee will have a more detailed report. It was asked that the same evaluation form be used by all for consistency.

Executive Board Member Reports:

Theresa Breakfield: She spoke about a situation at her chapter (VMRC), where members are being targeted at work for their Union activism. This is a perfect opportunity for the Union to step in and show the membership that the Union is behind them.

Gary Jimenez: He spoke about Assembly Members Rob Bonta and Barbara Lee, who were both recognized for Lift Up Oakland.

Marcus Williams: He spoke about various meetings in regards to the issues members are facing at Valley Mountain Regional Center (VMRC).

Omar Medina: He reported on a meeting held with some eligibility members in other Locals and would like to have more outreach with other chapters.

Cynthia Landry: She spoke about the voter entitlement act that is being proposed.

Karla Faucett: She reported on a baseball game event that the Education Council held where there were 82 attendees.

Jim Wise: He reported on the meeting the Solano Courts chapter had with researchers. He also spoke about a lobby day at the State Capitol, where members met with representatives; and a recent SF Courts rally where there was good turnout.

Derrick Boutte: He spoke about the potential layoffs and closure that were facing members at AHS Highland Substance Abuse Center. After a series of campaigning by members and meetings with management, only 1 member was laid off and the Highland Substance Abuse Center remained open. He thanked the field director, Amy Hall, for her work in this fight. Pete Albert added that the Board of Supervisors helped keep the center open, as well as the San Leandro center.

Alysabeth Alexander: She reported that a listserv of committee and industry chairs was created to better communicate with each other on legislative work. The legislative deadline for the State Council is in December, and as a result there needs to be communication so that the State Council knows what to move forward with. She reported on a study group on the minimum wage campaign by the State Council. She also stated that if we need to share our political wins, so that members can be educated on why politics matters. Board members were asked to email any wins to Alysabeth Alexander, so they can be documented. She reported on the rent control win in Richmond; but now landlords and speculators are paying \$6 per signature to get this revoked and to be placed on the ballot in November 2016.

Tina Diep: She spoke about the TA's at the Asian Health Services and thanked field director, Amy Hall. She also spoke about the APALA convention and some topics that were discussed, such as Black Lives Matters.

Head of Operations Report:

Seth Schapiro gave a brief Building Committee report. We will be working with a realtor to help us with the SF and Oakland buildings.

Executive Director Report:

John Stead-Mendez gave a brief report on staff that were recently hired. Lisa Maldonado was hired for the North Coast Director position. Kim Martinez was hired temporarily to provide assistance to the Executive Director. He also gave a brief update on various wins and negotiations happening throughout

the local; and thanked staff on the ground for all of their hard work. He also reported on some of the media awards that the local received for work done by the communications team.

Announcement:

It was announced that the West Bay Retirees Chapter Bylaws were reviewed and found to be in compliance. There were no objections raised.

The Board moved to closed session at 6:18 pm.

Executive Session:

Temporary Employees Extension Requests:

- It was M/S/C (Landry/Williams) to approve the following temporary employees requests:
 - a. Ed Kinchley, extend up to the end of 9/30/2015
 - b. Dana MacPherson, extend up to the end of 10/31/2015
 - c. Ron Marsh, extend up to the end of 10/31/2015
 - d. Catherine Bundy, extend up to the end of 10/31/2015
 - e. Sally Covington to be extended up to the next BFC meeting in October, at which time a consultant contract will be submitted to the BFC to consider through the end of November to work on a special project.

The Board moved to open session at 6:23pm.

Secretary Schardt announced the motions passed by the Board during Executive Session.

It was M/S/C (Bibb/Atwell) to adjourn the meeting at 6:25pm.

Respectfully submitted by,

Jan Schardt
Secretary