

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, August 25, 2018 – 10:00 am-5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Gary Jimenez, VP of Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Yeon Park, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas, Dan Jameyson (by teleconference), Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb (teleconference), Mary Sandberg, Rhea Davis, Tina Diep (by teleconference), Julie Meyers (by teleconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: Jim Wise, John Arantes, Al Fernandez, Cristin Perez, Mary Duncan

Executive Board Members Absent: Norlissa Cooper, Pete Albert, Monique Broussard

Staff in Attendance: John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Bill Petrone, Tim Gonzales, David Canham, Lisa Morowitz, Peter Masiak, Karen Ridley, Jason Klumb, Gustavo Arroyo, Kaden Kratzer, Ed Hanley

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Call to Order:

President Roxanne Sanchez called the meeting to order at 10:05 am. A quorum was established.

Review of Agenda:

The following modifications were made: Add under Action Items - introduction of Jessica Nila (proposal to appoint as Calaveras County Area Rep) and Convention Code of Conduct; add under Executive Board reports - Retirement Security Report and report from Gregory Correa. The agenda was approved by consensus.

Action Items:

- **Calaveras County Area Representative:**
President Sanchez and Marcus Williams introduced member Jessica Nila (Calaveras County Chapter). The Board was asked to consider appointing Jessica Nila as the *Calaveras County Area Representative*. M/S/C (Stern/Taylor) to approve the request. Jessica was sworn into office.

Member Comments:

- **Martha Benioff and Rakita O’Neal, SF Dept. of Homelessness and Supportive Housing (HSH):**
The members spoke about a new department (HSH) that was created in the City and County of SF. They explained that members in that department have been engaged in discussion around whether to form a new chapter or be part of an existing chapter.
- **Greg Marro, Retiree:**
He spoke about addressing non-members.

Approval of the July 28, 2018 Minutes:

M/S/C (Taylor/Riggelman) to approve the July 28, 2018 minutes, as presented.

Preparation for the Convention:

Workshops:

The workshop selections for the Convention was presented, as well as the count of how many sign-ups has been received thus far for each workshop.

Registration:

Currently, there are about 463 registrations received out of the approximately 597 certified delegates, with about 134 delegates, who have not yet registered. A list of unregistered delegates will be sent to the Board. The Board was asked to assist with reaching out to delegates in their area to ask them to register.

(The convention discussion was temporarily put on hold.)

Action Items (continued):

- **Executive Board Election Committee Report:**

Donna Shane, Election Committee Chair, reported on behalf of the committee.

Election Administrator:

She reported on the committee's recommendation to hire *UniLect* as the vendor to help administer the election. Costs of the election was also reviewed, which is approximately \$265,600.00. M/S/C (Stern/Curiel) to approve *UniLect* as the Election Administrator for the 2019 Executive Board Election, including the applicable costs involved.

Election Notice:

The draft *Notice of Election* was presented, which includes the election schedule. The committee recommends adopting the same language as the 2016 Election Notice, with certain suggested modifications. Donna Shane reviewed the document, including the sections with proposed changes. The Board provided feedback and asked for more clarity around the rule pertaining to wearing "purple stuff", as well as clarification that members are defined by the Bylaws. Based on the Board's feedback, it was asked that the Election Committee be allowed to work on the changes during the lunch break. Discussion will resume after the lunch break.

Preparation for the Convention (continued):

Workshops:

It was said that the plenary sessions will be recorded; however, the workshops will not be. There was discussion around whether or not to also record some of the workshop sessions. The Board discussed the pros and cons of recording workshops. The Board took a straw poll on this issue to see if workshops should be recorded. The straw poll results is the Board would like to convention planning team to look into the possibility of recording certain workshops.

The meeting was temporarily suspended at 12:20 p.m. for a lunch break and resumed at 1:00 p.m.

Preparation for the Convention (continued):

Outcome of Covision/Pre-Convention Delegate Meetings:

Amos Eaton gave a brief report on the outcome of the pre-convention delegate meetings. He reported on the approximate count of delegate attendees at these meetings. The technology of using *Covision*, as a way to engage member participation and feedback, was well received by members. The overall feedback of the pre-delegate meetings was positive.

Action Items (continued):

- **Executive Board Election Committee Report (continued):**

Election Notice (continued):

Based on the Board's feedback, the Election Committee presented suggested changes to provide more clarity in Section 15 (Campaigning) around wearing "purple stuff" when campaigning, Section 16 (Union/Employer Resources) around the use of social media and Section 25 (Eligibility to Vote) to add that members in good standing should be in accordance with the Local's Bylaws. There was further discussion to have more clarity in Section 15.

M/S/C (Stern/Rutherford) to adopt the *2019 Nomination and Election Notice* document in its entirety, with the exception of Section 15. The Election Committee will continue to work on modifying the language in Section 15. A poll of the Election Committee's recommendation will be sent to the Board, specifically around "purple stuff" in Section 15.

Together We Rise (TWR) Update:

Kristin Lynch and Nely Obligacion gave an update on the TWR work. A member leader guide to New Employee Orientation and Welcome to Our Union booklet was handed out for the Board to use during new employee orientations. It was requested that we have a membership and COPE application in the brochure as well.

Budget and Finance Committee Report:

A summary of motions approved by the BFC at their August meeting was presented by Treasurer Amos Eaton.

The BFC approved the following items:

1. Capital and Main:

The BFC approved to renew the *Capital and Main* Agreement through August 2019 in the amount of \$30,000. This amount is a decline of \$10,000 from last year's agreement. The Board previously approved to form a partnership with *Capital and Main*, which includes a seat on their editorial board and working collaboratively on stories.

2. Senior Staff Training:

The BFC approved to fund food costs of up to \$5,500.00 for the 2-day Senior Staff training on October 25th and October 26th. Note: the training will be held at a hotel, which limits the options on meal choices since outside vendors are not allowed.

3. Americans with Disabilities Act Conference:

The BFC approved to pay registration fees for 3 members to attend the Americans with Disabilities Act (ADA) conference on September 24th- 25th at the Oakland Marriott at a cost of \$395.00 per person.

4. Travel for Del Norte County Convention Delegates:

The BFC approved airfare costs and 1 additional night of lodging (Sunday night, double room) for 2 Del Norte County Convention Delegates at a cost of up to \$700.00. Note: The members asked for this consideration, given that the drive from Del Norte County to the Convention is about 8 hours (one-way).

5. Consultant - Community At Work (Sam Kaner)

The BFC approved to modify the Community At Work (Sam Kaner) contract max from \$15,000.00 to \$24,000.00. He is currently providing development support for President Sanchez.

The BFC approved the following Community/Allies Requests:

• Senior & Disability Action:

The BFC approved to sponsor the Senior & Disability Action's annual 2018 community celebration in the amount of \$1,500.00 (tier 2).

- Brightline Defense Organization:
The BFC approved to contribute \$2,500.00 (tier 2) to *Brightline Defense*. The group is a public policy advocacy non-profit organization.
- Labor Working Group - Rise for Climate, Jobs & Justice:
The BFC approved to donate up to \$500.00 (tier 3) towards the “banner painting” event on Aug. 22nd at the SF Union hall, in preparation for the Rise for Climate, Jobs & Justice march on Sept. 8th in San Francisco.
- The American Lung Association (sponsor member Terri Kennedy):
The BFC approved to sponsor member Terri Kennedy for the American Lung Association fundraiser Walk on Oct. 27th in the amount of \$250.00 (tier 3).
- North Bay Organizing Project for Sonoma County Tenants Union:
The BFC approved to donate \$1,000.00 (tier 1) to the North Bay Organizing Project for Sonoma County Tenants Union.

BFC Recommendations:

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

- Covision:
The BFC recommends to approve additional costs to rent additional iPads needed for the Aug. 19th pre-convention delegates meeting in Oakland at a cost of up to \$1,000.00. The additional iPads are based on RSVP’s received. M/S/C (Stern/Correa) to approve this added expenditure.

Quarterly Report:

A report on the second quarter review was presented. Ed Handley reported on membership numbers and the changes that have been made, since *Janus*. Amos Eaton and Robert Li reported on the January – June 2018 Quarterly Financial Review showing both total income and expenses through June 30, 2018.

Action Items (continued):

- SEIU CA Fire Disaster Relief Fund:
Sunny Santiago spoke about the *Carr Fires* in Shasta County and how the fire has impacted members. President Sanchez reported that the St. Council is recommending that the Local contribute \$25,000 towards the fire relief fund, which is based on requests the St. Council has received thus far from our members seeking assistance. M/S/C (Stern/Landry) to contribute \$25,000.00 towards the SEIU CA Fire Relief fund.
- S.F. Homeless and Supportive Housing (HSH):
Joseph Bryant and David Canham provided background information on the SF HSH chapter affiliation process. The City and County of SF created a new department (HSH) in 2016, which consisted of 1021 members from 3 separate existing 1021 chapters (HSA, Mental Health and CPH). Since its creation, the department has hired new workers, who were not part of any of the existing chapters. A core committee of member leaders in HSH recommended that the members should ultimately decide which chapter they should be affiliated with or create a new HSH chapter. The core committee decided that the best method for members to voice their preference would be to circulate two petitions – one petition was to create a new HSH chapter; and the other was to join the HSA chapter. The final result of the petition was in favor of creating a new HSH chapter. It was explained this request was presented to President Sanchez just a few days prior to the Board meeting. Due to a time sensitive issue around bargaining team elections in

the City and County of SF, the Board was asked to take action to approve HSH as a new chapter. Per policy, it was also reported that the membership department verified all signatures from the petitions and confirmed that it is feasible to create the new chapter in our database. M/S/C (Stern/Rutherford) to accept *SFCC Homeless and Supportive Housing* as a new 1021 chapter.

- Convention Ground Rules:

Larry Bradshaw presented the draft Ground Rules for the Convention. M/S/C (Riggleman/Sandberg) to adopt the Ground Rules presented for the SEIU Local 1021 Convention.

Announcements:

- SF Community Public Health Chapter Bylaws:

It was announced that the SF Community Public Health chapter bylaws were submitted for review and found to be in compliance with the Local's bylaws template. There were no objections raised.

Executive Board Member/Committee Reports:

- Ethics Report:

Larry Bradshaw reported that our documentation to the International has been reviewed. The Union's overall ethics score for 2017 was strong. At this time our code training and certification score is at moderate.

- Berkeley Rally Against Hate:

Larry Bradshaw gave a report back on Rally Against Hate in Berkeley, which was overall peaceful. We had 250 participants with only one medical issue which was one person with a sunburn. Speakers were great and it was worth our doing it.

- Chabot College:

Roxanne Sanchez reported that she has not had a chance to work with Kaden Kratzer on the email Jeff Nelson has asked to be reviewed, and will do so as time allows, since it is not a detriment to the member's work.

- Secure Retirement Report:

Cynthia Landry reported that the ballots are to go out on the trustee election. She reported on health insurance increases and on the last Secure Choice Health Care meeting.

- Napa Valley College:

Jan Schardt reported that SEIU and Napa Valley College reached a settlement over the part-time temps becoming union members. They will be their own chapter with contract and will have our guidance.

Action Items (continued):

- Rules for Convention Discussion and Debate Process:

It was explained that a direction should be set for the voting and mandate process of the Convention. The transformation strategy documents, which were discussed at each pre-convention delegates meeting, will be presented at the Convention. Delegates will be asked to review the 4 strategy documents and to vote on which strategy document(s) to adopt (*The Ripple Effect of Developing Leadership; Collective Action: Using Membership, Participation and Solidarity to Win; Reclaiming our Democracy for the 99%; and Worker-to-Worker Relationship Building and Communication*). M/S/C to approve the process that Delegates will select the transformation strategy document(s).

The Board moved to closed session at 4:08 p.m.

Executive Session:

M/S/C (Schardt/Jimenez) to extend the meeting to 5:30 p.m., if necessary.

Executive Director and Head of Operations/Labor Relations Agreement:

Kerianne Steele from the law firm joined by phone to give an overview of the proposed agreement.

M/S/C (Meyers/Landry) to approve the employment agreements between SEIU 1021 and John Stead-Mendez, Executive Director; and to approve the agreement between SEIU 1021 and Robert Li, Head of Operations/Labor Relations.

Membership Requirement:

M/S/C (Park/Lewis) to give President Sanchez authority to mandate that in order to be seated at the table at Board meetings - the Executive Director, Head of Operations/Labor Relations, Deputy Executive Director and Deputy Director of Advocacy/Internal Organizing must be members of Local 1021.

Temporary Employee Extension:

M/S/C (Stern/Valdez) to extend David Mulvey through September 8, 2018.

The Board moved to open session at 5:40 p.m.

Secretary Jan Schardt reported out the actions taken in closed session.

The meeting adjourned at 5:43 p.m.

Respectfully submitted,

Jan Schardt
Secretary