

SEIU Local 1021 Executive Board Meeting
Saturday-Sunday, September 24-25, 2016, Fairfield Office
MINUTES

Saturday, Sept. 24, 2016 Meeting, 3:00pm-6:00pm:

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, 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, Karla Faucett, Dellfinia Hardy, Norlissa Cooper (by teleconference), Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Gregory Correa (by teleconference), Yeon Park, Angel Valdez, Robert Taylor, Dan Jameyson, Monique Broussard, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep, Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Eric Stern, Mercedes Riggleman, Rhea Davis, Julie Meyers

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio Dana MacPherson, Lisa Maldonado Karen Ridley, Kim Carter-Martinez, Rocky Morrison

President Roxanne Sanchez called the meeting to order at 3:25 p.m. on Saturday, September 24th. A quorum was reached. It was announced that the only agenda item this afternoon will be the Budget & Finance Committee report. The Board will take a recess, and then resume the next morning.

Budget and Finance Committee Report:

Quarterly Review:

The January-June 2016 quarterly review was presented by Rocky Morrison. He reviewed the report section by section. The total income was 2.65% more than projected. Non-organizing expenses was on budget. The overall cash flow was also reviewed. There was discussion on quarterly reports for PAC accounts.

BFC Summary Report:

Treasurer Amos Eaton reviewed the BFC summary report from its August and September meetings.

The BFC approved the following items:

1. **CDARS Accounts (Aug. meeting):**

The BFC approved to authorize Rocky Morrison to move funds from Reserves into CDARS (Certificate of Deposit Account Registry Service) accounts as needed.

2. Unionware Upgrade (Aug. meeting):
The BFC approved to upgrade the Unionware database software package at a cost of \$29,747.30. Note: This expense would be a one-time cost. The next anticipated upgrade would be in approximately another seven (7) years in 2023.
3. Microphone System (Aug. meeting):
The BFC approved a subcommittee to research the feasibility of a *microphone system* (i.e. wireless vs. wired system) for use at Executive Board meetings; and to authorize up to \$20,000 towards purchasing a new system.
4. Phil Giarizzo, Consultant (Aug. and Sept. meetings):
At the August meeting, the BFC approved a consultant contract with Phil Giarizzo at \$5,000 per month for the months of August and September 2016, to advise on negotiations strategy and to act as the spokesperson related to the San Joaquin County bargaining campaign.

At the September meeting, the BFC approved to extend Phil Giarizzo's contract through November 30, 2016 at the same contract terms.
5. Jim Ross, Consultant (Aug. meeting):
The BFC approved a consultant contract with Jim Ross at a cost of \$7,500 per month for up to 3 months, plus expenses and a 15% fee, to assist with political communication pieces for the November 2016 election.
6. "Google Bus" Lawsuit (Aug. meeting):
A retainer fee of \$20,000 was previously approved to file an *appeal* on the "Google Bus" lawsuit. The BFC approved to authorize Seth Schapiro to enter into the retainer agreement with the law firm of Richard Drury understanding that the \$20,000 will go both towards the appeal and a new lawsuit.
7. BrightNow Dental Oakland (Sept. meeting):
The BFC approved to *permit the Bright Now Dental bargaining team to negotiate* a mailing to 1021 members in designated regions *to be determined*, which would offer discounted dental services for our members, with the caveat that the Union will review/approve the advertisement and the mailing would be done once a year for the term of the contract. Note: The members are currently in bargaining and hope to use this as leverage during negotiations. If agreed to, the Union will provide the mailing list to the vendor of the Union's choice and the employer will cover the cost of the mailing.

The BFC approved the following Community/Allies requests:

- Brightline Defense (Aug. meeting):
The BFC approved to sponsor the organization's *Sustainability Summit* on Sept. 7, 2016 in the amount of \$2,000, which includes 2 tickets for a reception following the event.

- Those Angels Foundation (Aug. meeting):
The BFC approved to match the amount the group raised at their July 30th fundraiser, which was held at the SF Union Hall, with the caveat that the donation amount not exceed \$2,300.
- Homeless Outreach First Christian Church Suisun (Aug. meeting):
The BFC approved a donation of \$250.00 to support the Homeless Outreach program of Solano County.
- Coalition on Homelessness (Aug. meeting):
The BFC approved to sponsor the organizations *Transformation Art into Action* event on Sept. 15th in the amount of \$250.00, which includes 5 tickets to the event.
- Oakland Community Organizations (Aug. meeting):
The BFC approved to sponsor the organization's 39th Anniversary Dinner on Sept. 11th in the amount of \$1,400, which includes a full page ad and a table for 10 guests.
- Kappa Alpha Psi Fraternity (Aug. meeting):
The BFC approved to donate \$1,000 to support the group's scholarship program for graduating high school seniors in Solano County.
- SF Tenants Union (Sept. meeting):
The BFC approved to sponsor the organization's 45th Anniversary Celebration event on Oct. 8th in the amount of \$5,000.
- SF Jobs with Justice (Sept. meeting):
The BFC approved to pay the *SF Jobs with Justice* annual 2016 dues in the amount of \$20,000 some portion of which may come out of the Organizing budget, as part of the *Resource Agreement*.
- SF Labor Fest (Sept. meeting):
The BFC approved to donate \$250.00 to support the organization's annual month long festival that includes labor history tours, panels on International and labor struggles.
- National Alumni Assoc of the Black Panther Party (Sept. meeting):
The BFC approved to sponsor the organization's 50th Anniversary Celebration on October 22nd in the amount of \$750, which includes a table for 10 guests.
- Communities United for Restorative Youth Justice (Sept. meeting):
The BFC approved to sponsor the organization's 5th Year Anniversary Celebration on October 13th in the amount of \$800.00, which includes a table for 8 guests and a sponsor listing.

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

A. Tim Redmond, Consultant (Aug. meeting):

The BFC recommends to the Board to extend Tim Redmond's contract through up to December 8, 2016 at the same contract terms. His current rate is \$4,000 per month. He is assisting with the *Worker Power* magazine, as well as editing work around the *Transformation* plan. M/S/C (Schardt/Curiel) to approve the request, as recommended by the BFC.

B. Lodging for Board Members (Aug. meeting):

The BFC recommends making an exception on the current lodging policy to allow single room occupancy for Board members when required to travel. M/S/C (Sandberg/Jamison) to approve the request, as recommended by the BFC

C. Felipe Cuevas Release (Sept. meeting):

The BFC recommends to the Board to compensate Felipe Cuevas (City of Oakland chapter President/Cities Industry Chair) for *Standby Pay*, based on the formula and salary for his classification (heavy equipment mechanic), as outlined in the Oakland CBA (*Article 5.5.4-Standby Pay, Article 5.1.1-Salary Increase, Appendix 1-Salary Schedules*), for eight (8) weeks a year at 28 hours of regular pay per a standby week (current cost would be \$1,066.24 per week, plus payroll taxes based on the formula specific in the CBA.) Note: As negotiated in the City of Oakland CBA, the chapter president is on paid full-time release by the employer, which covers regular wages, but not premium pay, such as *Standby* hours. M/S/C (Bryant/Boutte) to approve the request, as recommended by the BFC. Note: Felipe Cuevas abstained from the discussion and approval of this request.

It was announced that there is an item from the BFC report that will need to be discussed in closed session. The Board moved to closed session at 5:10 p.m.

Executive Session:

It was reported that per policy, the BFC approved an expenditure for a staff settlement issue, within their authority.

The Board moved to open session at 5:18 p.m. There was no action to be reported out from Executive Session.

The Board took a recess at 5:20 p.m. The meeting will resume tomorrow (Sun, Sept. 25th) at 9:00 a.m.

Sunday, Sept. 25, 2016 Meeting, 9:00am-1:00pm:

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, 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, Karla Faucett, Dellfinia Hardy, Norlissa Cooper (by teleconference), Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Gregory Correa (by teleconference), Yeon Park, Robert Taylor, Dan Jameyson, Monique Broussard, Mercedes Riggelman, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin

Perez, Kathryn Cavness, Tina Diep, Rhea Davis, Julie Meyers (by teleconference), Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Eric Stern, Angel Valdez

Staff in Attendance: Seth Schapiro, John Stead-Mendez, Joanne Cansicio

President Roxanne Sanchez reconvened the meeting at 9:00 a.m. on Sunday, Sept. 25th. A quorum was established.

Review Agenda:

A request from the *BART Foreworkers* unit was moved up as the first item on the agenda, considering the number of members from BART who have come to the meeting to speak on this issue. By consensus, the Board approved the agenda.

Action Item:

- **BART Foreworkers Classification – request to join BART Professional Chapter:**
Member Keith Davis spoke on behalf of members, who work as *Foreworkers* at BART, that have presented a petition requesting to move from the *BART Chapter (Maintenance/Clerical)* to the *BART Professional Chapter*. He gave an overview on the reasons for the request and spoke on reasons to support it.

Olivia Rocha, current BART Professional Chapter President, spoke about the history of how the *Professional Chapter* was formed. She addressed concerns around resources that her chapter may not be able to provide, if the *Foreworkers* classification is moved to the Professional chapter.

John Arantes, current BART Chapter (Maintenance/Clerical) President, spoke on behalf of the chapter and the concerns around moving the *Foreworkers* out of their chapter. He explained that the chapter has 3 subchapters that consist of Clerical, Foreworkers and Maintenance classifications; and each has about 3 stewards, a chief steward, along with a representative during negotiations. A petition was presented signed by Chief Stewards of the *BART Chapter* requesting that the Foreworkers remain in the BART chapter.

Several other BART members/leaders from both chapters spoke on this issue. President Sanchez stated that given the lengthy discussion and presentation from both supporters and non-supporters of the request, she recommends to give Board members ample time to process and review the various presentations in order to determine a well thought-out resolution. She recommends to place this request in abeyance and suggests to form a sub-committee that will help guide the Board in this process, with the understanding that the sub-committee will keep the parties involved (John Arantes, Keith Davis and Olivia Rocha) abreast during this process.

It was M/S/C (Sanders/Bibb) to accept the President's recommendation to form a sub-committee to be chaired by Tom Popenuck to find a resolution in this matter.

Review of Minutes:

It was M/S/C (Landry/Taylor) to approve the minutes of the Special Executive Board meeting on July 16, 2016 and the regular monthly meeting on July 23, 2016.

Action Item (continued):

- Sacramento County Supervisors Chapter Strike Sanction Request:
Mercedes Riggelman presented a request on behalf of the Sacramento County Supervisors Chapter, requesting for the Board's support to authorize a strike sanction. She reported that their chapter has been in negotiations since February, and there has been no movement on the various takeaways that management has proposed. It was M/S/C (Taylor/Bibb) to authorize a strike sanction for the Sacramento County Supervisors chapter.

Announcements:

- San Lorenzo USD Chapter Bylaws:
It was announced that the San Lorenzo Unified School District chapter bylaws were reviewed and found to be in compliance with the 1021 bylaws template. There were no objections raised.

Poll Announcement Report:

A report of poll actions taken by the Executive Board since its last meeting on July 23, 2016 was presented:

- Contra Costa County Campaign Escalation:
The Executive Board passed via poll a request to approve an additional cost of up to \$60k for a mix of paid media buys, as recommended by the BFC.
- San Joaquin County Campaign Escalation:
The Executive Board passed via poll a request to approve up to \$80k for a mix of paid media buys, as recommended by the BFC.
- Political Budget :
The Executive passed via poll the following:
 - Request 1: To move \$250,000 (existing political budget) from the General Fund to the Issues PAC.
 - Request 2: To authorize \$100,000 of new money from the General Fund to the Issues PAC.
 - Request 3: To authorize two (2) additional monthly payments (September and October) into our Candidate PAC, based on the existing formula of \$2.95 per member, per month at an approximate total of \$200,000 (new money).
- Election Compensation for Part-time Members:
The Executive Board passed via poll to adopt a policy around election work compensation for part-time members. The proposed policy is only applicable during an election cycle. Alysabeth

Alexander reported on how this concept came about and how we need to have equity with the workers.

The Board moved to closed session at 11:05 a.m.

Executive Session:

- Temporary Employees Extension Requests:

It was M/S/C (Landry/Jimenez) to extend Gail Byrdsong, Maria Rosas, Dana MacPherson, Kimberly Carter-Martinez, Catherine Bundy and Ed Kinchley up to December 30, 2016, with the caveat to make an exception around the 365 days limit, per policy, for Bundy, MacPherson, Carter-Martinez and Byrdsong.

The Board moved to open session at 12:02 p.m.

Secretary Jan Schardt announced the motion passed during Executive Session.

Action Item (continued):

- Resolution Against the Dakota Access Pipeline:

A draft Resolution was presented. The project was explained and the federal government has put a moratorium on the project and it hopes to be a permanent moratorium. It was explained that the request was time sensitive. The Board reviewed the resolution and provided feedback. It was M/S/C (Schardt/Correa) to adopt the resolution with the following changes: correction to the second resolved to state “to transition to sustainable jobs...”; strike out the financial request; and to add “Resolved that the federal government immediately stop the brutal attacks and protect the first amendment rights of peaceful protestors”. There was a suggestion to invite speakers to a Board meeting, who can educate the members on this issue.

Announcements:

- Gregory Correa: Chabot Los Positas district is hiring part time workers, with what they are calling interns for various positions. He provided a number to call and suggested Board members pass on the information to anyone interested.
- Pete Albert: He provided an update on how the retiree council is working with Eileen Kirlin with the International Executive Board to help lead policy development.
- October meeting: The next meeting will be held on Monday, October 24th at the Fairfield office.

The meeting was adjourned at 12:25 p.m.

Respectfully submitted,

Jan Schardt
Secretary