

SEIU Local 1021 EXECUTIVE BOARD EXECUTIVE SUMMARY OF MEETINGS

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, January 16, 2007

Oakland

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Derrick Boutte, Kathy O'Neil, Cindy Bannister, Nadia Frazer-Robinow, Carl Carr, Vicki Reed, Bob Adamson, Jim Ellett, Becky Kraft, Norm Ten, Ed Kinchley, Leea Rodriquez, James Bryant, Mary Sanders, Amanda Booker, Oletha Hunt, Marcus Williams, Karen Bishop, Becky Kraft (by phone).

Executive Board members not present: Bob Cone.

SEIU 1021 staff present: Kathryn Ballard, Thomas Dewar, Kerry Newkirk, Gilda Valdez.

Local 1021 interim dues rate (newly organized members, affiliates, retirees): It was moved and seconded that "Newly organized members pay parity of region or higher of the two until adjusted by local membership vote. Ceiling is 1.8%; floor 1%. Dues will not be collected until first contract is signed. Campaigns should disclose that the interim rate will be in effect until members vote on uniform rate or rate is raised by SEIU convention." Motion carried. It was moved and seconded to table recommendations regarding retirees and ask the retirees committee to make a recommendation; motion carried. It was moved and seconded to table issue of affiliate/associate dues; motion carried.

Advisory Committee: The Board discussed the criteria for composition of the Advisory Committee citing constitution and bylaws Article VII, "members will be drawn from a pool of Local Union members who have previously been elected or appointed to a leadership position within an SEIU Union." It was moved and seconded that "all current local officers who have served on the ten northern region subcommittees, the Member Advisory Committee, or UHW be appointed to the Advisory Committee." Motion was carried. It was moved and seconded that "Each existing local choose their Advisory Committee members from number of existing officers." Motion carried.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, January 23, 2007

Oakland

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox vice president), Sandra Lewis (treasurer), John Morrison (secretary), Derrick Boutte, Kathy O'Neil, Nadia Frazer-Robinow, Carl Carr, Vicki D. Reed, Jim Ellett, Norm Ten, Ed Kinchley, Leea Rodriquez, James A. Bryant, Mary Sanders, Amanda Booker, Marcus Williams, Karen L. Bishop.

Executive Board members not present: Bob Cone, Bob Adamson, Becky Kraft, Cindy Bannister, Oletha Hunt.

SEIU 1021 staff present: Kerry Newkirk, Marion Steeg, Seth Schapiro, Rocky Morrison, Ed Hanley, Sandy Tibbets.

Denice Farmer will be nominated to the executive board to replace Bob Cone who is unable to serve at this time.

Ground rules: The board adopted the following ground rules to be posted at each meeting: respect everyone's opinion, one conversation at a time—no side conversations, safe environment—everyone has the right to speak freely, confidentiality, be recognized by chair prior to speaking—keep list of speakers, get to the point, be respectful to each other—be professional, attempt to reach consensus, follow Robert's Rules, be patient, be as inclusive as possible, cell phone on vibrate if it is needed, be sure secretary has the words of motions, start on time and end on time, be open-minded and keep the members first, build breaks into the agenda.

Advisory Committee: It was moved and seconded to accept the proposed allocation of Advisory Committee members. Motion carried with no objections or abstentions. It was moved and seconded to allocate up to one alternate to the Advisory Committee and notify body of the alternate(s). It was moved and seconded to accept language on role of the committee: "The Advisory Committee, which represents the different interests in the Local Union, will make recommendations and assist the Local Union leadership in building a long-term vision for the union by engaging large numbers of members. The Advisory Committee shall have the authority to review all policies and organizational priorities of the Local Union. If the Advisory Committee votes for a policy or organizational priority that conflicts with any action taken by the Executive Board, or votes against a policy or organizational priority position taken by the Executive Board, the Executive Board, at its next meeting, will reconsider the action in conflict."

It was moved and seconded "To offer employment to all current staff at regular rate of pay for up to six months or until agreement is reached, whichever is earlier." Motion carried unanimously.

Budget Oversight Committee: It was moved and seconded that the "Treasurer is chair of Budget Oversight Committee and president is appointing authority." Motion carried without objection. It was moved and seconded that "The BOC shall be composed of 15 members: nine treasurers from component locals, three officers, and three at-large Executive Board members." Motion carried with one abstention.

Unite To Win Committees: Board must prioritize Budget Oversight, Political, and Organizing committees. It was moved and seconded to rename Political Committee the COPE Committee to be chaired by James Bryant. Motion carried without objection. It was moved and seconded to make the Member Organizing Committee part of Organizing Department. Motion carried without objection or abstentions. It was moved and seconded to have a joint meeting of three committees—Local Union Structures, Representation, and Membership Participation—to determine how they work in SEIU 1021 and make recommendations. Motion carried without objection or abstentions. It was moved and seconded for Amanda Booker to chair said joint committee. It was moved and seconded to change the name of the New Leadership and Staff Development Committee to the Training/Education Committee. Motion carried. It was moved and seconded to make Community/Ally Committee part of the Social and Economic Justice Committee chaired by Derrick Boutte. Motion carried without objection. It was

moved and seconded that the Nurse Committee be renamed the RN Committee and chaired by Christal Cox. Motion carried.

Industry Councils: There are at least seven industries within 1021. Part of the 100 day plan is to identify and train leaders and get feedback to convene the industry councils and repeat the process until structurally centered. Counties, cities and schools are examples. Goal is to create councils by April or May. Board has consensus on industry councils.

Executive Board operations:

- It was clarified that Executive Board vacancies will be filled by SEIU President Stern.
- It was moved, seconded, and carried to adopt the following Executive Board role and responsibilities: “The governing body of this Local Union shall be the Executive Board. The board shall have the authority and duties as set forth in the Constitution and Bylaws. The Executive Board is authorized and empowered to take all lawful action consistent with the Constitution and Bylaws and to act on behalf of the Local Union. The actions of the Executive Board shall become effective immediately and shall be considered the action of the Local Union. Duties of the Executive Board may include but are not limited to: adopt a budget and enact fiscal policies, approve all binding contracts, adopt and oversee the policies, procedures, and programs of the Local Union, determine organizational priorities of the Local Union, establish committees as needed, establish policies regarding strike authorization”
- It was moved, seconded, and carried that the Executive Board quorum will be a simple majority of the total number of officers and filled Executive Board positions.

Chapter accounts: It was moved, seconded, and carried to extend existing chapter allowances and practices through June 30th.

Central Labor Councils: The board needs to determine participation in labor councils. Bylaws and rules of each council will be reviewed to determine the number of executive council seats available to SEIU in each council. The issue was referred to the COPE Committee.

Local 1021 policies: Policies were prioritized and two committees were established to develop proposals on the two highest priorities: Officer Stipend Policy Committee (Amanda Booker, Sandra Lewis, Kathy O’Neil, Leea Rodriguez, Mary Sanders) and Member Expenses and Reimbursement Policy Committee (Jim Ellett, Ed Kinchley, Vicki D. Reed, Norm Ten, Marcus Williams).

Caucuses: Caucuses in local unions should continue until a new Social and Economic Justice structure is established.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, January 30, 2007

Oakland

10:00 a.m. to 5:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), John Morrison (secretary), Derrick Boutte, Kathy O’Neil, Cindy Bannister (by phone), Nadia Frazer-

Robinow, Vicki Reed, Bob Adamson, Jim Ellett, Becky Kraft (by phone), Denise Farmer, Amanda Booker, Marcus Williams, Norm Ten, Ed Kinchley, Leea Rodriguez, Mary Sanders, Karen Bishop.
Executive Board members not present: Sandra Lewis (treasurer), Carl Carr.

It was moved and seconded to “maintain [staff] status quo—current rate of pay and new positions—until we have a budget.” Motion was amended “to keep staff for six months or until agreement is reached with staff.” The amended motion was carried with two no votes, no abstentions.

SEIU 1021 staff salary and benefits: The board adopted a number of motions covering vacation carryover and accrual, sick leave carryover and accrual, a one-year introductory period, the SEIU defined benefit pension plan, a 401K plan, health benefit options, vision coverage, dental coverage IRS 125 plan, long-term disability insurance, life insurance, accidental death and dismemberment insurance, car allowance, educational stipend, cell phone reimbursement, holidays, and expense reimbursement.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, February 6, 2007

Oakland

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Derrick Boutte, Kathy O’Neil, Cindy Bannister, Nadia Frazer-Robinow, Carl Carr, Vicki Reed, Bob Adamson, Jim Ellett, Becky Kraft, Denise Farmer, Norm Ten, Leea Rodriguez, James Bryant, Larry Bevan, Marcus Williams, Karen Bishop. (Becky Kraft and Cindy Bannister were available by phone.)

Executive Board members not present: Ed Kinchley, Oletha Hunt (replaced by Larry Bevan).

Motion for reconsideration: There was a motion for reconsideration of the board’s decision regarding the SEIU Local 1021 defined benefit pension plan for staff. Motion was seconded. A roll call vote was taken: 11 no, 10 yes. Motion to reconsider was defeated. It was moved and seconded that “When the board votes on issues of importance we get prior information; if not, then we get information at meeting and table it for further discussion.” Motion carried.

Officer stipend: Amanda Booker reported for the officer stipend policy committee. Board member(s) should be certified for 20 or 40 hours of union work per month and receive a stipend of (respectively) \$250 or \$450 per month. President is excluded. It was moved and seconded to accept the recommendations; motion carried with two no votes, two abstentions.

Staff hiring policy committee: A committee was established to draft a staff hiring policy: Larry Bevan, Denise Farmer, Mary Sanders, Derrick Boutte, and Marcus Williams. Criteria for the committee was suggested by the board.

Budget Oversight Committee: Damita reported three at-large appointments to the Budget Oversight Committee: Kathy O’Neil, Mary Sanders, and Norm Ten. The treasurers of the nine component locals will serve on the committee as well as the four Local 1021 officers.

Advisory Committee composition: The board reviewed allocation of Advisory Committee members previously approved by the board. It was moved and seconded to accept a formula of 1:770 for proportionate seating per local plus additional seats.

LOCAL	TOTAL #	#MEMBERS/ <u>OFFICERS</u>	# OFFICERS ON <u>FEE PAYERS</u>	ADVISORY <u>CMTE</u>	ADDITIONAL <u>ALLOCATION</u>
UHW:	0	3,000	1	4	
1877:	0	80	0	1	
535:	3	7,711	2	10	
614:	7	1,912	6	2	
616:	4	4,672	2	6	
707:	4	6,000	2	8	
790:	24	27,000	15	35	
949:	3	1,910	2	2	
1280:	4	1,800	2	2	
1292:	4	900	3	0	
4988:	4	800	<u>3</u>	<u>0</u>	
TOTAL:				38	70

The motion was carried with two no votes and no abstentions. It was moved and seconded that the Advisory Committee shall meet March 10. Motion was carried without objections or abstentions. It was moved and seconded that each local bring a list of committee members and alternates by next meeting. Motion was carried.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, February 14, 2007

Stockton

10:30 am to 4:30 pm

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Carl Carr, Jim Ellett, Derrick Boutte, Leea Rodriguez, Amanda Booker, Mary Sanders, Vicki Reed, James Bryant, Cindy Bannister (at 12:30 pm), Karen Bishop, Larry Bevan, Marcus Williams (at 11:30 am), Kathy O’Neil, Becky Kraft (phone).

Executive Board members not present: Nadia Frazer-Robinow, Ed Kinchley.

SEIU 1021 staff present: Kerry Newkirk, Rocky Morrison.

Motion to reconsider: It was moved and seconded to reconsider staff health benefits previously approved. Roll call vote: nine yes, eight no votes. Motion to reconsider carried. It was moved and seconded to re-vote on the health benefit options previously acted upon: seven yes, nine no votes. The health benefit package was open for reconsideration. It was moved and seconded to move the process along on 1021’s benefit summary and codify the president’s offer to delete the 50% difference and to pay 100% of the PPO health plan until a new agreement is reached with staff. Roll call vote: eight yes, five no votes, four abstentions. Motion carried.

It was requested minutes reflect the assurance that “there would be no violation of NLRB rights regarding concerted activity during negotiations (slowdowns, etc.) and if there are actions by the president regarding termination(s), the president will advise board of such actions.”

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, February 26, 2007

Oakland

10:00 a.m. to 3:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Karen Bishop, Vicki Reed, Amanda Booker, Jim Ellett, James Bryant, Cindy Bannister, Marcus Williams, Carl Carr, Derrick Boutte, Lea Rodriguez, Kathy O'Neil (phone), Larry Bevan, Nadia Frazer-Robinow, Norm Ten, Bob Adamson.

Executive Board members not present: Ed Kinchley, Denise Farmer, Becky Kraft.

SEIU 1021 staff present: Marion Steeg, Kerry Newkirk.

Resolution on Local 1021 retirement savings plan authorizing the reinstatement and change of sponsorship of the SEIU Local 535 Retirement Savings Plan to Local 1021 employees: It was moved and seconded to accept the plan document. Motion carried with two abstentions.

Lost time policy: It was moved and seconded to accept the proposed lost time policy. Motion carried without objections or abstentions.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Saturday, March 3, 2007

Fairfield

10:00 a.m. to 4:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Karen Bishop, Vicki Reed, Amanda Booker, Jim Ellett, James Bryant, Cindy Bannister, Marcus Williams, Carl Carr, Derrick Boutte, Lea Rodriguez, Kathy O'Neil, Larry Bevan, Nadia Frazer-Robinow, Bob Adamson, Mary Sanders, Ed Kinchley.

Executive Board members excused: Norm Ten

Executive Board members not present: Denise Farmer, Becky Kraft.

SEIU 1021 staff present: Ed Hanley, Rocky Morrison, Marion Steeg, Kerry Newkirk, Andre Spearman.

Negotiating team: It was moved and seconded that the negotiating team be composed of officers, four board members, and assigned staff. Motion was amended to have two officers, five appointed executive board members, and assigned staff. Amended motion carried with one opposed, one abstention.

Member lost time reimbursement form: It was decided by consensus to attach the Lost Time Policy to the reimbursement form. It was moved and seconded to add sentence; "If member has employer-paid release time, the member is ineligible for lost time reimbursement." Motion carried without objection.

Role of Budget and Finance Committee (formerly the Budget Oversight Committee): It was moved and seconded to adopt: "The Budget and Finance Committee works with union staff in developing the union's annual budget for review and adoption by the Executive Board. The committee has ongoing responsibility to review and monitor the local's financial reports, budget, and spending in

order to assure overall financial stability of the union. The committee reviews and is the decision-maker on requests for financial expenditures up to \$10,000 made outside of the budget process and reports such actions at the next Executive Board meeting. Any decision by the committee regarding a request for funds from a local committee or caucus can be appealed to the Executive Board by an Executive Board member. The committee establishes appropriate fiscal policies. The committee shall review all proposed member benefit programs and submit a report to the Executive Board. The committee shall meet at least once a month or as often as necessary to carry out their duties. The members of the committee shall be appointed by the president. They shall be the four local union officers, three members from the Executive Board, and the nine treasurers from the component locals. The treasurer shall chair the committee.”

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, March 12, 2007

Oakland

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Mary Sanders, Vicki Reed, Amanda Booker, Jim Ellett, Marcus Williams, Larry Bevan, Ed Kinchley, Karen Bishop, James Bryant, Nadia Frazer-Robinow, Norm Ten, Kathy O’Neil, Derrick Boutte, Bob Adamson, Leea Rodriguez.

Executive Board members not present: Cindy Bannister, Denise Farmer, Becky Kraft.

SEIU 1021 staff present: Kerry Newkirk, Marion Steeg, Seth Schapiro, Ed Hanley, Ellen Pofcher.

COPE Committee: Chair James Bryant distributed a written 3/6/07 committee meeting report. It was moved and seconded to strongly recommend that COPE consider convening meetings during non-working hours so people can attend. The motion was amended that any committee consider time, location, and telecommunication for members to participate.” Amended motion carried unanimously.

Budget and Finance Committee: Chair Sandra Lewis reported the committee approved the following funding requests: Alameda Central Labor Council COPE dinner (2 tables, full-page ad, 3/30/07, \$7,500); Cesar Chavez Holiday breakfast (table, 3/30/07, \$1,000); California Democratic Party Convention (\$1,500 ad); APRI San Francisco annual fundraising dinner (2 tables, \$10,000). The committee will honor past component locals’ funding commitments; anything new has to be authorized. It was moved and seconded to accept the report. Motion carried unanimously.

RN Committee: Chair Christal Cox reported SEIU’s no-raid agreement with the California Nurses Association expired 12/06. There will be a legislative conference in Sacramento 3/23/07. California is the only state with no mandatory overtime and staffing ratios. These are major issues of discussion for other states and the recent “Kentucky River“(NLRB) decision has a major impact on private sector nurses remaining union and our organizing.

Private/Non-Profit Industry: Chair Norm Ten reported President Bush’s proposed FY 2008 budget freezes Head Start funding at \$6.78 billion, which excludes an additional \$103.7 million that Congress recently passed for FY 2007. It was moved and seconded to tell Congress to protect Head Start and child care (3/14/07 day of action). Motion carried unanimously.

Member Organizing Committee: Chair Mary Sanders reported on the MOC working to utilize worksite organizers, utilize an organizer academy, develop a policy/budget/spreadsheet just for organizing, and organizing campaigns for Head Start. Member organizers are needed.

It was moved and seconded to accept Norm Ten's PNP report. Motion carried unanimously. It was moved and seconded to accept Mary Sanders' MOC report. Motion carried unanimously.

Schools Report: Chair Leea Rodriguez reported that schools chapter piece not yet done: there are 27 chapters, two reps per chapter, getting proposals/requests for funding. It was moved and seconded to accept Leea Rodriguez's schools report. Motion carried without objection.

Industries: Amanda Booker reported on preparations for the first meeting: set up structure for industries, list of industries, county as an industry, appoint with industries in mind, consider different places, distance, and geography.

Health Care: It was moved and seconded to send 15 members to attend a 4/14/07 statewide health care meeting in Los Angeles. Motion was amended to include chair of industry and no overnight lodging. Motion carried without objection.

Staff hiring policy: A draft staff hiring policy was presented by Larry Bevan. It was moved and seconded to approve first half of staff hiring policy as amended. Motion carried without objection.

It was moved and seconded to endorse action items recommended by Advisory Committee at the 3/10/07 meeting: "End the War" rally 3/18/07 in San Francisco. Motion carried with two abstentions.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, March 19, 2007

San Francisco

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Mary Sanders, Vicki Reed, James Bryant, Amanda Booker, Kathy O'Neil, Jim Ellett, Karen Bishop, Norm Ten, Leea Rodriguez, Bob Adamson, Carl Carr, Cindy Bannister, Larry Bevan, Ed Kinchley, Derrick Boutte.

Executive Board members not present: Denice Farmer, Nadia Frazer-Robinow, Marcus Williams, Becky Kraft.

SEIU 1021 staff present: Kerry Newkirk, Rocky Morrison, Marion Steeg, Ellen Pofcher, Ed Hanley, Seth Schapiro.

Establishment of Local 1021 political action accounts: The board reviewed a memorandum from Olson Hagel & Fishburn LLP regarding recommendations on transfer of political action committee funds to Local 1021. It was moved and seconded to accept. Motion carried.

Member Organizing Committee: Chair Mary Sanders reported on a statewide organizing meeting 4/14/07 in Oakland about organizing temporary workers. There is a statewide temporary worker campaign press conference scheduled for 4/18/07.

Local 790 trial body decisions: Ed Kinchley, Sandra Lewis, and attorney Andrea Laiacona reported on the legacy Local 790 decertification campaign initiated during negotiations by members, officers and shop stewards. The trial body found them guilty. It was moved and seconded that “SEIU Local 1021 adopts the judgment and discipline imposed on dissident members by legacy Local 790’s trial body in 2006; however, in lieu of fines the following shall be imposed: For each \$1,000 fine, the accused shall be denied membership in SEIU Local 1021 for two years; proportional terms shall be imposed for lesser fines. In addition, the dissident members are banned for life from holding office in SEIU Local 1021, including the office of steward.”

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, March 26, 2007

Sacramento office

10 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Karen Bishop, Jim Ellett, Carl Carr, Marcus Williams, Ed Kinchley, Norm Ten, Larry Bevan, James Bryant, Sandra Lewis, Mary Sanders, Bob Adamson, Amanda Booker, Leea Rodriguez, Kathy O’Neil, Cindy Bannister (phone).

Executive Board members not present: Nadia Frazer-Robinow, Denice Farmer, Becky Kraft, Derrick Boutte.

SEIU staff present: Kerry Newkirk, Marion Steeg, Ed Hanley.

The SEIU Local Strength Committee written report was submitted to board. President Davis-Howard stressed this report was directly related to industry planning, visioning, strategy and the Australian model. The local of the future should be focused on four core principles: (1) make work pay, (2) unite workers for strength and real voice, (3) maximize worker participation and leadership in all union activities, (4) build a permanent progressive majority in each region or state.

The “purple principles” was distributed as an example to stay focused on engaging more members on a regular basis.

Damita reported that Denice Farmer will be resigning from the executive board and Kim Burke of legacy Local 4988 will be a recommended appointee to the board.

The SEIU 1021 staff hiring policy was reviewed. It was moved and second to insert “all reasonably qualified rank and file” participate in with interviews. Motion carried without objection. It was moved and seconded to adopt staff hiring policy as written and submitted. Motion carried with three abstentions.

Member attendance at conferences approved by prior locals: 1021 will honor past commitments. It was moved and seconded that prior approval by legacy locals will go before the Budget and Finance Committee for consideration.

Christal Cox, vice president and chair of RN Committee, reported on the SEIU 1021 RN division, Marin County RN meeting, and California Nurse Alliance Steering Committee meeting in Sacramento 3/23/07.

Chair Norm Ten (Private/Non-Profit Industry) reported on 100 day training by the PNP team and the remarkable 1,300 one-on-one conversations conducted with members in the industry within 10 days. This is approximately 25% of PNP membership. Also submitted were calendar dates for staff retreat 4/19-20/07, member leaders meeting 5/12/07, and founding conference 6/9/07. Norm will present a budget request to the Budget and Finance Committee.

Chair Ed Kinchley (Health Care) presented the industry report: "It's Our Healthcare" is a statewide coalition, a united voice for quality affordable health care for every Californian. SEIU will continue to encourage all legislators to support SB 840 (universal health care) while focusing most of its energy on the coalition. Need to gather stories from our members about how high costs and lack of insurance has harmed our members, their families and loved ones. The 100 day plan will include health care reform. He provided updates on San Joaquin General Hospital, San Francisco Dept. of Public Health proposed budget cuts, new stewards at San Francisco General Hospital, and SFGH RNs bargaining for new contract starting 3/26/07. Ed stressed the need for a local health care campaign. We need to address these issues at the next industry council meeting.

Chair Leea Rodriguez (Schools) distributed the agenda for the Schools Industry meeting tentatively set for 4/14 or 4/28/07 in Fairfield. There are two reps per district and 27 districts. They will be talking about purpose and structure of Schools Industry, the 100 day plan, brainstorm 2007 goals and budget, and the "Helping Children Succeed" project.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, April 9, 2007

Santa Rosa

10:00 a.m. to 6:00 p.m.

Executive Board members present: President Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Vicki Reed, Kim Burke (to be appointed), Mary Sanders, Ed Kinchley, Marcus Williams, Cindy Bannister, James Bryant, Larry Bevan, Karen Bishop, Carl Carr, Leea Rodriguez, Derrick Boutte, Norm Ten, Bob Adamson, Amanda Booker, Kathy O'Neil, Jim Ellett, Nadia Frazer-Robinow.

Executive Board member not present: Becky Kraft.

SEIU staff present: Kerry Newkirk, Rocky Morrison, Marion Steeg, Leticia Salcido.

Kim Burke from legacy Local 4988 was introduced to the board prior to her appointment by SEIU President Stern.

President's Report: President Damita Davis-Howard reported on service and recognition agreements in place—employers have recognized Local 1021 in 113 jurisdictions; service agreements are in place for 52 jurisdictions.

SEIU International convention: President Damita announced the International Convention will be in Puerto Rico 5/31/-6/4/08. An estimate of needed hotel rooms must be submitted by 6/1/07. Local 1021 will be eligible for (1) delegate per 1,000 members.

New member welcome letter: New member letter was reviewed by the board and approved.

Resolutions: The following resolutions were adopted by the board: “Resolution to Always Honor Victor J. Van Bourg,” “Honor the Cesar Chavez Holiday and Close All Schools, Government Offices and Workplaces on the Chavez Holiday,” and “Support May Day 2007 Actions for Worker and Immigrant Rights.”

Treasurer's Report: Treasurer Sandra Lewis reported a working budget will be presented to the board on 4/23/07 in preparation for the 4/28/07 Advisory Committee meeting. The Budget and Finance Committee will soon review reports of closing balances for legacy locals. Stipend checks (\$50.00) will be available for members at the next Advisory Committee meeting

Staff negotiations report: Larry Bevan reported that the negotiating team met with OPEIU and established ground rules. Sandra Lewis reported on bargaining with CWA.

Reports of officers, industries, committees:

- **COPE Committee:** COPE Committee Co-Chair James Bryant introduced Co-Chair Marcus Williams and Political Director Bill Steck. Bill Steck presented the SEIU Local 1021 2007 political program overview and calendar of issue and campaign events. “It’s Our Health Care” will be prioritized and integrated into the 100 day 1:1 member engagement plan. Staff, Executive Board members, member leaders, industries, and program committees will be asked to include “It’s Our Health Care” training in meetings where we must contact 30% of members between April and June. We need to raise \$600,000 or minimum of \$350,000 for 2008 campaigns. Members will be lobbying in Sacramento through June on health care reform. The COPE Committee report and recommendations were adopted by the board.
- **Special districts:** President Davis-Howard reported on a major campaign around the Coliseum Airport BART extension, a major public/private partnership that must include BART workers.
- **Health care:** Industry Chair Ed Kinchley reported San Joaquin County director of health wants to contract out San Joaquin General Hospital—a huge fight that will involve 1,200 members. UHW and Local 1000 have dedicated staff for the campaign. Ed also reported on the SF Health Department contracting out psych inpatient and psych emergency beds to a private sector/non-profit agency represented by Local 1021.
- **Schools:** Industry Chair Leea Rodriguez reported on the planned schools industry meeting
- **Private sector/non-profit:** Industry Chair Norm Ten reported on migrant Head Start workers and a possible decertification in the Yuba City area.
- **Organizing report:** Leticia Salcido reported on six regional and state campaigns including the Mendocino agency shop campaign, Butte Head Start card check campaign at the E-Center, the statewide temporary worker campaign, and the possible affiliation of an employee association in Del

Norte County.

Policies: A proposed “Member Travel Expense Reimbursement Policy and Procedure” was adopted.

Organizational priorities:

- **Event endorsement:** The board voted to endorse Coleman Advocates for Children & Youth (San Francisco) “New Agenda for San Francisco Families,” a plan to reverse the exodus of low and moderate income families and increase the opportunity of families to thrive in San Francisco.
- **Coalition of Black Trade Unionists convention:** The board voted to send three members to the convention (5/23-28/07 in Chicago).
- **Asian Pacific American Labor Alliance:** The board voted to fund Norm Ten’s travel and lodging to participate in the “National Mobilization for Asian Pacific Americans for Just and Humane Immigration” (4/30-5/1/07 in Washington D.C.)
- **Social and Economic Justice:** Gilda Valdez and Berry Bingham have been assigned to work with the Social and Economic Justice Committee.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, April 23, 2007

29th Street, Oakland

10:00 a.m. to 6:00 p.m.

Executive Board members present: Damita Davis-Howard (president) Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Derrick Boutte, Ed Kinchley, Lea Rodriguez, Carl Carr, James Bryant, Kathy O’Neil (phone), Karen Bishop, Nadia Frazer-Robinow, Vicki Reed, Amanda Booker, Jim Ellett, Larry Bevan, Marcus Williams, Mary Sanders, Bob Adamson, Norm Ten.

Executive Board members not present: Becky Kraft, Cindy Bannister.

SEIU staff present: Seth Schapiro, Marion Steeg, Kerry Newkirk, Rocky Morrison.

President’s report President Davis-Howard reported the hiring process is underway to fill staff vacancies in Redding, Sacramento, and Chico. Worksite organizer staff assignments are based on number of members, contracts, geography, and industry. The board voted to establish a seven-member rank and file committee to hear the BART chapter election challenge.

Treasurer’s report: Treasurer Sandra Lewis reported on the Budget and Finance Committee’s report to the Advisory Committee as well as the Local 1021 budget timeline and industry/committee funding criteria. The current priority is preparing the July-December 2007 budget. The committee has a scheduled retreat 6/1-2/07 to prepare a report for the June 23 Advisory Committee meeting; the report will cover March 1-June 30, 2007. Treasurer Lewis reported on funding criteria for industries and committees: budget proposals must be detailed and include overall goals and vision, cost and reason for affiliations/memberships in organizations and community groups, lobbying, expenses (if included), special programs (include attendance, goals, expenses), means of measuring accountability, clear roles for members, a member outreach component, conference attendance (if included) must be related to an industry/committee, lost time (if included) must be specific to a program or special event (i.e., not for regularly defined volunteer activities such as industry meetings, lobbying, etc.), and quarterly reports are required.

Staff negotiations: Negotiators Mary Sanders, Larry Bevan, Carl Carr, and Christal Cox reported eight tentative agreements have been reached with OPEIU. No additional meetings have been scheduled with CWA. Larry Bevan, Mary Sanders, and Carl Carr will report on staff bargaining to the Member Advisory Committee.

Member Participation Committee: Committee Chair Amanda Booker reported on the committee's first meeting. The committee needs input from members on structures for Local 1021 (e.g., chapter- or worksite-based structure). A survey will be distributed to the Member Advisory Committee and will be part of the 100 Day Plan.

COPE Committee: Political Director Bill Steck reported on transferring of legacy local political funds into three Local 1021 political action accounts: candidate (campaigns), issues (ballot measures), independent expenditures (communication to voters). The board approved a transfer of \$54,000 (\$19,000/month or equivalent of \$1/member) over a three-month period from general funds for candidate campaigns.

Policies: The board approved a Member Travel Expense Reimbursement Policy and Procedure and a Member General Expense Reimbursement Policy & Procedure.

Executive summary of board minutes will be mailed with the 3/10/07 Member Advisory Committee minutes. The summary will be posted on the 1021 website.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, May 7, 2007

Fairfield

10:00 a.m. to 5:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Norm Ten, Leea Rodriguez, Karen Bishop, James Bryant, Larry Bevan, Vicki Reed, Mary Sanders, Bob Adamson, Carl Carr, Kathy O'Neil, Kim Burke, Ed Kinchley, Marcus Williams, Jim Ellett, Derrick Boutte (phone), Becky Kraft (phone).

Executive Board members not present: Nadia-Frazer Robinow, Cindy Bannister, Amanda Booker.

Staff present during executive session: Kerry Newkirk, Rocky Morrison, Seth Schapiro.

President's Report: President Davis-Howard recognized the diligent work of the Local 1021 negotiating team: Mary Sanders, Larry Bevan, Marcus Williams, Sandra Lewis, Christal Cox, Carl Carr, Marion Steeg, and Seth Schapiro. Twenty tentative agreements have been reached with CWA.

April 28 Member Advisory Committee meeting: President Davis-Howard reported a visioning process must be undertaken with broad and rank and file member input before Local 1021's structure and bylaws can be determined. The board agreed to develop a core committee of Executive Board and Member Advisory Committee members to start development of the visioning process.

Treasurer's Report: Treasurer Sandra Lewis presented "Committee/Industry Budgeting Worksheet" and "Annual Budget Request" forms for the period 7/1 through 12/31/07. Committees and industries must submit proposed budgets by 5/21/07.

Chapter rebates: It was agreed an equitable system of allocation and access to funding is needed. The board voted to maintain chapter rebates until Local 1021's infrastructure is determined and 10¢ per member per month will be allocated for those jurisdictions/worksites/bargaining units that are not organized in chapters. Criteria for chapter spending will be developed by the Budget and Finance Committee, e.g., funding for activities that build worksite strength.

Industry/committee reports:

- **Health Care Industry:** Chair Ed Kinchley reported on the "It's Our Health Care" campaign, San Joaquin General Hospital, and San Francisco. He recommends a strong response to the crisis in health care and a focus on a single-payer system rather than principles of reform.
- **COPE Committee:** Chair James Bryant asked that each industry/committee name a liaison to the committee. COPE is based on region/industry.
- **Schools Industry:** Chair Leea Rodriguez reported worksite visits continue.
- **RN Committee:** Chair Christal Cox reported on the recent SEIU Nurse Alliance conference. Members will attend the national nurse conference at the SEIU Member Political Action Conference in D.C. to address national nursing issues such as mandatory overtime, public sector health care, and patient confidentiality.
- **Cities Industry:** Sandra Lewis reported for Cindy Bannister that the cities industry has scheduled its first meeting for 5/12/07; meet-and-greet events will also be held in June and July and the first official cities industry meeting will be 8/4/07.
- **Private Sector/Non-Profit Industry:** Chair Norm Ten reported leadership at Cody's Bookstore in Berkeley appreciated the board resolution of support. Industry member leaders will meet in May.

Resolution: The board voted to adopt a resolution on "Divestment from Sudan."

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, June 11, 2007

29th Street, Oakland

10:00 a.m. to 8:00 p.m.

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Kim Burke, Derrick Boutte, Ed Kinchley, James Bryant, Karen Bishop, Ed Kinchley, Cindy Bannister, Carl Carr, Vicki Reed, Leea Rodriguez, Norm Ten (by phone), Kathy O'Neil (by phone), Mary Sanders, Bob Adamson, Nadia Frazer-Robinow, Larry Bevan.

Executive Board members excused: Amanda Booker, Jim Ellett, Becky Kraft.

Staff present: Kerry Newkirk, Rocky Morrison, Marion Steeg, Seth Schapiro.

President's Report:

- President Damita Davis-Howard presented the board with a written update of recognition and service agreements for bargaining unit jurisdictions.
- The Del Norte County Association affiliation agreement was reviewed by the board. It was moved and seconded to accept the agreement. Motion was carried: 14 yes votes, 1 no vote, and 4 abstentions.
- East Bay Innovations organizing agreement: EBI is a large umbrella employer serving the developmentally disabled; staff is negotiating card check neutrality.
- Staff hiring announcements: Kaden Kratzer, James Costner, and Mark Terrence Hall are new hires. Looking to fill vacancies for a worksite organizer position in Sacramento and a supervisor position in San Joaquin.
- The public-private partnership proposed for a BART extension will be raised with the mayor of Oakland.
- Visioning/Bylaws Committee: President Davis-Howard reported that visioning consultants are very expensive; firms charge between \$75,000 and \$150,000. A conference call of the steering committee is scheduled to discuss options. Steering Committee is composed of three Executive Board members—Sandra Lewis (chair), Larry Bevan, Kathy O'Neil and three Member Advisory Committee members—Larry Griffin (co-chair) and two members to be appointed.

Industry/committee reports:

- Committee on Structural Integrity: chapter/bargaining unit structure survey is still in process. Copies have been sent out to board members and the Member Advisory Committee.
- Cities Industry: Chair Cindy Bannister reported on the first Cities Industry meeting in Napa; nine cities were represented. Next industry meetings are June 30 and August 4.
- Special Districts Industry: Chair Vicki Reed reported the first meeting on May 17 was very successful. The group discussion helped identify issues, including problems in housing authority jurisdictions. A special meeting will be held with housing

authority members on July 14; next industry meeting is July 19.

- Social and Economic Justice Committee: Chair Derrick Boutte reported on a May 17 meet and greet attended by Sandra Lewis and James Bryant to understand concepts of past locals and have provisional discussions.
- Counties Industry: Chair Kathy O’Neil reported county members are slow to RSVP to June 16 meeting. Information went to Member Advisory Committee and a flyer is posted on our website.
- Schools Industry: Chair Leea Rodriguez reported meetings at eight sites. Industry is working on budget, establishing committees on BBQs and convention. Officers (two secretaries, three researchers, and one treasurer) have been picked.
- COPE Committee: Chair James Bryant reported an endorsement process for City and County of San Francisco candidates is in place. A meeting on SEIU 1021 participation in central labor councils is scheduled for June 9.
- Private Sector/Non-Profit Industry: Chair Norm Ten reported on the leadership conference June 16 in Fairfield.
- Courts Industry: Chair Carl Carr indicated courts industry has not met; he will discuss issues with assigned staff.
- RN Industry: Chair Christal Cox reported industry is discussing the new structure, having worksite meetings, and reviewing RN proposals. Marin County members are facing a strike vote and need support from all and community. The California Nurse Alliance meets June 18 in Sacramento; RN Industry meets July 21 in Oakland.

Caucus structure: President Davis-Howard raised the issue of caucuses in Local 1021—some legacy locals had caucuses, many did not. Considerations include Social and Economic Justice Committee umbrella groups and budget implications (there is no funding in current budget). President Davis-Howard proposed a six-month pilot project (July 1-December 31) to establish solidarity committees under the Social and Economic Justice Committee (SEJ) program/budget: Native American, African-American, Latino, Disabilities, Women’s, Asian Pacific, Lavender, International Solidarity. Larry Bevan moved that \$40,000 be allocated to SEJ for the funding of eight caucuses and officers and SEJ will name chairs. SEJ shall allocate funds based on program. Motion was seconded and carried with one abstention. We need to reach out to these committees and beyond legacy locals that had caucuses to bring in members as well as educate members about the role of the solidarity committees.

Treasurer’s Report:

- The Board reviewed the treasurer’s report and budget worksheet line by line. The Budget and Finance Committee (BFC) presented a six-month draft budget (July 1-December 31). The board made several cuts in line items as well as across-the-board percentage cuts in order to get to a balanced budget. The budget does not include any costs related to staff negotiations. There is a reserve of \$1,000,000. Marcus Williams moved to approve the budget as amended. Motion was seconded and approved by

consensus. The BFC will do a final review of the budget on June 14. The budget will be mailed to the Member Advisory Committee on June 18.

- There is wide variation in the cost of food at membership meetings throughout the local. It was agreed that meal expenditures should be capped and known in advance (including drinks and desserts). It was moved to establish a limit of \$15.00 (per participant) on meals at member, industry, and committee meetings. Motion was seconded and carried without objection. Chapters/bargaining units with accounts that pay for their own meals are not required to observe the limit.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, July 9, 2007

10:00 a.m. to 5:00 p.m.

600 B Street, Santa Rosa

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice-president), John Morrison (secretary), Norm Ten, Derrick Boutte, James Bryant, Jim Ellett, Vicki Reed, Nadia Frazer-Robinow, Mary Sanders, Ed Kinchley, Kathy O'Neil, Marcus Williams, Bob Adamson, Larry Bevan, Carl Carr.

Executive Board members excused: Sandra Lewis, Kim Burke, Leea Rodriguez, Karen Bishop, Cindy Bannister, Amanda Booker.

Staff present: Kerry Newkirk, Seth Schapiro, Marion Steeg, Bill Steck, Pattie Tamura

President Damita Davis-Howard called the meeting to order at 10:37 a.m.

President's report:

- President Davis-Howard provided a written update on service agreements and the transfer of bargaining units to Local 1021.
- Calaveras County: Member Organizing Committee Chair Mary Sanders reported on the agency shop campaign; more than 200 members in a unit of 600+ have signed up.
- Tehama County: The joint certification between legacy Local 1292 and Operating Engineers 39 mandated by PERB has been difficult. Tehama County has filed unfair labor practice charges against both unions which may have a negative impact—up to and including decertification. It was moved and seconded to “continue discussions and reach agreement with OE 39 to trade Tehama County jurisdiction (150 members) for labor peace and a no-raid agreement.” Motion was seconded and carried without objections.

Staff negotiations: Larry Bevan and Seth Schapiro reported on CWA staff negotiations. Economic issues are still on table. OPEIU proposals are due at the end of July. President Davis-Howard thanked the negotiating team for providing leadership for the board, members, and Member Advisory Committee.

Industry/Committee reports:

- Schools Industry: Next meeting is scheduled for July 14.
- RN Industry: Chair Christal Cox submitted a written report on the “National RN Joint Staffing Campaign Plan.” Next meeting is July 21; primary focus is safe staffing, legislative action, and the role of health care in the presidential election.
- Health Care Industry: Chair Ed Kinchley submitted a written report from the SEIU Healthcare Conference held June 22-24 in Baltimore. Ed commented there was no discussion about how the new SEIU national health care union fits within current structure of SEIU and little recognition of public health and role of primary care clinics. Urgent information about SEIU petition to continue federal and state funding

of SCHIP was circulated. Local 1021 needs to collect 10,000 signatures; executive board members are asked to collect 40 signatures each. It was M/S/C “We get this petition out before Labor Day to the Executive Board and Member Advisory Committee.” Local-wide health care industry meeting is August 4.

- Social and Economic Justice Committee: Chair Derrick Boutte reported SEJ’s next meeting will be July 12 and distributed draft “SEIU1021 Social and Economic Justice Conference and Convention Guidelines.” The committee will sponsor a number of members to attend the APRI convention in Oakland. Four Board members will also be able to attend.
- COPE Committee: Chair James Bryant reported there will be a new SEIU State Council structure and changes to the constitution and bylaws. We expect the new executive board will be larger—with four or five representatives from 1021—and an executive council will be established. A first draft of “SEIU Local 1021 Political Action Committee (PAC) Expenditures Policy and Procedure” was distributed to the Board. President Davis-Howard recommended that the draft include county COPE structures, a growth and transitional policy, and how issues are moved from bargaining units/chapters to county COPE structures, then to the 1021 COPE Committee. Also need to define membership, quorum, and eligibility to vote in county committees. Executive Board will have final say on recommendations. A second draft will be emailed for review prior to the August 25 MAC meeting.

Local 1021 member poll: Susan McNeal Biatti presented a report on the 1021 member survey conducted by Fairbanks, Maslin, Maullin & Associates, Opinion Research and Policy Analysis. The survey was conducted to create a baseline of member opinions for SEIU 1021.

Monette-Shaw and Blalock v SEIU 790 (executive session): Settlement agreements reached with the former 790 members, SEIU 1021, and the Public Employee Relations Board were reviewed. It was requested the Board reconsider the membership restrictions and ban on holding office imposed on the former members. The board considered the request but no action was taken. It was M/S/C that “Only members are eligible to participate in SEIU 1021 membership meetings.”

Industry/Committee reports (continued):

- COPE Committee: Interim Political Director Bill Steck distributed SEIU “Proposed Protocols for Presidential Campaign and Criteria for Presidential Endorsement” and information on a scheduled July 11 lobby day re: temporary workers and health care reform legislation. It was M/S/C to “invite all major candidates to a special event/open forum/town hall meeting before Labor Day.”
- Private Sector/Non-Profit Industry: Chair Norm Ten reported on the successful June 16 meeting in Fairfield. Next industry meeting is September 8. Norm reported the biggest concern is not having all 10 legacy local databases combined.
- Counties Industry: Chair Kathy O’Neil announced industry will meet on August 4.

- Cities Industry: Chair Cindy Bannister submitted an in-depth report on the June 30 meet and greet in Fairfield.

Member Advisory Committee meeting: Secretary has submitted minutes of the June 23 meeting. The board will make the following recommendations to the committee:

- schedule MAC meeting for August 25; agenda to include four hours on Vision/Bylaws and four hours on MAC business;
- Vision/Bylaws composition: 108 MAC members, 23 Board members, 10 staff, 77 at-large members; a total of 216;
- hire a neutral facilitator;
- convene town hall meetings in Redding, Ukiah, Sacramento, Stockton, Bay Area, San Rafael, Napa/Solano to build solidarity and vision from August 26 (after MAC meeting) through October.

It was M/S/C to have “a public division vision” and appoint six members as Subcommittee for Our Future: Damita Davis-Howard, Sandra Lewis, Kathy O’Neil, Larry Griffin, Paul Kaplan, and Kendra Mitchell.

Other Business:

- A Social and Economic Justice Committee proposal on criteria for conference attendance was reviewed: to be eligible, one must register 10 new voters or sign-up five new members.
- SEIU has established the criteria for the 44 members from Local 1021 who will attend the SEIU Member Political Action Conference in September. A subcommittee was appointed to develop a notice to bargaining unit leaders and staff in a newsletter and/or on the website (Larry Bevan, James Bryant, Marcus Williams, and Bill Steck) to solicit volunteers.
- Policies: The Board reviewed a draft “Arbitration/Legal Action Approval and Appeal Policy.” A revised draft will be presented at the next meeting. The board reviewed a draft policy on “Attorney/Client Confidentiality and Role of Attorney.” It was M/S/C “to accept the draft policy as amended. The board reviewed a draft “Member Access to Membership Lists.” It was M/S/C to accept the draft policy as amended.
- Sacramento office: The Board reviewed a comparison of office space in two potential Sacramento offices. It was M/S/C to “accept new lease arrangements for the California Fruit Building.”

The meeting was adjourned at 5:08 p.m.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, August 13, 2007

10:00 a.m. to 6:30 p.m.

San Rafael

Executive Board members present: Damita Davis-Howard (president) Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Mary Sanders, Leea Rodriguez, Vicki Reed, Karen Bishop, Cindy Bannister, Ed Kinchley, Carl Carr, Norm Ten, Bob Adamson, Larry Bevan, Nadia Frazer-Robinow, Marcus Williams, Derrick Boutte, Kim Burke.

Executive Board members excused: Amanda Booker, James Bryant, Kathy O'Neil, and Jim Ellett.

Staff present: Bill Steck, Kerry Newkirk, Pattie Tamura, Valerie McCan-Murrell.

President Damita Davis-Howard called the meeting to order at 10:45 a.m.

President's report: President Davis-Howard reported on bargaining unit recognition and service agreements in place. As legacy systems are merged and employers recognize Local 1021, the legacy locals will be shut down. Local 614 was the first legacy to shut down.

Executive session: The Board was in executive session from 11:19 a.m. to 11:30 a.m. The Board was updated on personnel actions.

Australia/Local 1/Local 721 technology report: John Morrison, Christal Cox and Damita Davis-Howard gave an overview of recent presentations from Australia, Local 1 (Chicago), and Local 721 (southern California) on use of technology as a tool to free up resources for organizing and to expand membership services. Officers, Committee on Structural Integrity members, and staff will visit Local 1 in Chicago to see their member service center. Blackberries are used by staff in Australia to provide electronic access to contracts and tracking of member issues for rapid response.

Organizing report: Member Organizing Committee chair Mary Sanders reported on the decertification effort underway by Planned Parenthood members in Sacramento.

SEIU Public Division vision process: President Damita Davis-Howard, Mary Sanders, and Larry Bevan reported on their experience at the SEIU Public Division vision process meeting conducted by the Institute for Change. Innovative techniques were used to solicit input and raise issues. Unions must reinvent their strategies and purpose in response to the decline in public sector work. The Public Division will issue a final draft by November. A report will be on the Member Advisory Committee agenda.

Vision/Bylaws Committee: President Damita Davis-Howard reported Vision/Bylaws Committee co-chair Larry Griffin has been promoted out of the 1021 unit. Member Advisory Committee member Maria Guillen has been appointed co-chair of the committee.

President Davis-Howard presented a power point on the history of labor and the public sector and how we have lost membership and suffered under anti-union administrations and defunding of public sector work. We must organize and advocate for legislation in support of public sector jobs.

Strategic Campaigns Director Pattie Tamura reported on the upcoming primary leaders meetings in San Rafael on August 14 and Fairfield on August 15. Agenda will include 1021 update, breakout discussions, and provide an opportunity for leaders from jurisdictions and chapters to share information and build communication.

Industry/Committee reports:

- Health Care Industry: Chair Ed Kinchley reported the first industry meeting was August 8; the meeting was successful in that common issues were identified. San Francisco's universal health care

program will mean 100 extra positions. LVNs and LPTs are meeting to identify and prioritize issues. There was a commitment from Board members to collect 40 signatures on State Children's Health Insurance Program petitions. Industry will meet with the Private Sector/Non-Profit Industry to coordinate the San Francisco budget process.

- Courts Industry: Chair Carl Carr reported on the hostile work environment at Sonoma County Courts. The CEO sent an email prohibiting purple t-shirts, lanyards, pins, etc. at the worksite during negotiations. There has been retaliation against workers and a pattern of regressive bargaining. Court workers are asking support from the Board and industry to defend their union rights and are calling for a large demonstration at the Hall of Justice in Santa Rosa on August 29. There have been no meetings of the Court Industry as of this date.
- Schools Industry: Chair Leea Rodriguez reported on the July 14 industry meeting. Schools are in recess now till September. Next meeting will focus on the industry convention, COPE BBQ, and a fishing derby in the spring.
- Special Districts Industry: Chair Vicki Reed reported on a very successful July 14 industry meeting. Special Districts met at the Marin Water District and Sewage Treatment Plant on July 26. Corte Madera and Marin have a joint powers agreement and the two agencies want to merge. Special Districts objects to that merger. Housing Authority members will meet July 9 and stewards' training is on September 8.
- RN Industry: Vice President and Chair Christal Cox reported there have been two industry meetings. Nurses Alliance members are meeting monthly; their 2007-08 agenda will include an effort to get a public RN on the national Nurse Alliance board and their issues addressed at the SEIU State Council. Continuing issues are patient care and the Nurse/Patient Enforcement Act. Actions against closure of Fairmont Hospital at the Alameda County Medical Center will be August 14 and 15.
- City Workers Industry: Chair Cindy Bannister reported it was decided at the August 4 meeting to change "Cities Industry" to "City Workers Industry." Issues include engaging younger workers, municipal elections, review of contracts, labor curriculum in schools, health care, release time, and child care during meetings. Theme of next meeting will be "back to school." There was discussion about San Francisco City and County being part of the city or county industry. Cindy and Sandra will meet with Maria Guillen, David Williams, Marcus Williams, and Kathy O'Neil to discuss a possible structure.
- Counties Industry: Co-Chair Marcus Williams reported on the August 4 industry meeting. Main issues were the upcoming pension initiative, temp workers, contracting out, staff shortages, emotional and physical stress, why people aren't participating, evening v. day meetings, activities for families, child care, etc.
- Social and Economic Justice Committee: Chair Derrick Boutte reported on a successful July 12 meeting. Reports are expected on APRI and APALA conventions. The committee is working on building relationships of staff, chairs, and solidarity committees.
- Private Sector/Non-Profit Industry: Chair Norm Ten reported on the Planned Parenthood decert in Sacramento and organizing at East Bay Innovations. Statewide developmental disabilities workers meeting in San Jose was well attended by 1021 members.

Field Directors' reports: Agreement with Operating Engineers Local 3 on Tehama County is signed; transition goal is September 1. A temporary worksite organizer has been hired to work with new group of Del Norte workers. Calaveras County agency shop campaign is ongoing.

Political Director's report: Political Director Bill Steck presented a draft COPE fundraising plan. It was M/S/C to adopt the COPE plan as amended. It was M/S/C to implement July-December general fund transfers to Local 1021 PAC committees (covering candidate, independent expenditures, and issues PACs). An SEIU 1021 COPE overview was presented explaining vision, local/county political organizing committees, principles, structure and meetings. A lobby day schedule was distributed for health care and developmental disabilities workers.

Strategic Campaigns Director's report: Director Pattie Tamura distributed the latest 1021 newsletter. Training will be scheduled for members who will serve as chapter or bargaining unit web page liaisons. She reported SEIU members from throughout the state will meet on October 20 in Fresno to kick-off the New California Dream campaign. Topics will include housing, health care, education, lifelong learning, civic participation, revenue sources, and partnerships with community organizations. The New California Dream meeting will be announced at the Member Advisory Committee meeting.

Treasurer's report: Treasurer Sandra Lewis reported a meeting will be held for all chapter/ bargaining unit treasurers on rebates, reimbursements, and 1021 policies. Some chapter account balances are in the negative. The Budget & Finance Committee will develop a timeline for the 2008 budget process. The budget will be presented to the Member Advisory Committee at the first meeting in 2008. Meet and greets have been held at Union City Sanitation District, Alameda County Medical Center, Berkeley, and Fremont.

Staff bargaining report: Sandra Lewis and Larry Bevan reported on CWA and OPEIU bargaining. Bargaining sessions are scheduled with CWA in August, September, and October 1-3. Progress was reported in OPEIU bargaining.

Old Business:

- Member Advisory Committee meeting: President Davis-Howard reminded committee and industry chairs that written reports for the MAC are due by August 21. Agenda will include four hours for MAC business and four hours for the Vision/Bylaws Committee. Executive Board recommendations on Vision/Bylaws Committee composition and facilitator will be presented. It was M/S/C that all MAC meeting information is to be sent to alternates and delegates; all alternates are invited to meetings and must RSVP. Only RSVP'd delegates and eligible alternates may receive the stipend.
- SEIU Member Political Action Conference: Political Director Bill Steck presented a list of members who wish to attend the MPAC; there are 44 slots for members and seven for staff. It was M/S/C to accept the applicants and recruit from under-represented industries and regions after adding Executive Board members to fill the remaining slots.
- Arbitration/Legal Action Approval and Appeal Policy: It was M/S/C to accept the proposed policy as amended.
- Executive Board and Advisory Committee Stipend Policy: It was M/S/C to amend the policy: "In the alternative and in lieu of a stipend, an Executive Board member may receive full mileage reimbursement for attendance at Executive Board and Member Advisory Committee meetings" (retroactively).
- Member Travel Expense Reimbursement Policy: It was M/S/C to amend the policy: "Members may claim meal per diems only for themselves. Members cannot be reimbursed for meals they purchase for others."

New Business:

- Retirees Committee: Committee Chair Pete Albert presented a report and recommendations from the Retirees Committee. It was agreed by consensus to convene a subcommittee to consider the proposal and make a recommendation at the next Board meeting.
- LVN Council: Larry Bevan reported on the first meeting of licensed vocational nurses in San Francisco. Statewide issues were identified. The council will produce a newsletter.

Meeting was adjourned at 6:30 p.m.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, September 10, 2007

10:00 a.m. to 6:30 p.m.

Sacramento

Executive Board members present: Damita Davis-Howard (president) Christal Cox (vice president), Sandra Lewis (treasurer), Larry Bevan, Karen Bishop, James Bryant, Carl Carr, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Leea Rodriguez, Mary Sanders

Executive Board members excused: Bob Adamson, Cindy Bannister, Amanda Booker, Derrick Boutte, Kim Burke, Becky Kraft, John Morrison, Vicki Reed, Marcus Williams

Staff present: Fran Jefferson, Larry Hendel, Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Bill Steck, Marion Steeg, Pattie Tamura

President Damita Davis-Howard called the meeting to order at 11:12 a.m.

President's report:

- Transfer of bargaining units: President Davis-Howard reported on bargaining unit recognition and service agreements in place; 22 bargaining units remain to be transferred.
- Town hall meetings: The Vision/Bylaws Committee agreed town hall meetings should be held but did not set dates or locations. It was M/S/C to schedule an event in Redding on the evening of October 15.
- Local 4988: President Davis-Howard reported SEIU will likely trustee Local 4988 to facilitate the transfer of private sector hospitals in the jurisdiction to SEIU UHW. Ultimately, all legacy locals will be put into trusteeship once transition to the new locals is complete.

Director reports: All 1021 members who live in Marin County were sent a letter asking for their support of the Marin County RN members in bargaining. Following a report on the San Francisco retirement system and GASB, it was M/S/C to investigate the cost of an actuarial study in San Francisco.

Treasurer's report:

- Treasurer Sandra Lewis reminded all executive board members to submit required activity reports. All board members were encouraged to attend and participate in meet-and-greet events.
- Chapter accounts: The treasurers' meeting held on September 6 was very successful. Chapter account statements will be sent to treasurers quarterly. Some chapter accounts are in the red; those chapters will be notified that they cannot authorize expenditures until there is money in their accounts.
- The 2008 budget timeline was reviewed:
 - October 26: deadline for submission of industry/committee/departments budget proposals
 - November 9: budget team meeting
 - November 16-18: Budget and Finance Committee meeting
 - December 3: executive board meeting (present first budget draft)
 - December 10: executive board meeting (final budget draft and adoption)The Budget and Finance Committee will look at 2007 programs in evaluating 2008 budget proposals. Industry councils must advise the Budget and Finance Committee of any budget reallocations.

Industry/Committee reports:

- Schools: Chair Leea Rodriguez reported on a "great meeting" in Oakland on September 8. A committee has been formed to plan the December 1 convention. It was noted that industry-sponsored holiday party schedules should be coordinated so that all members in various regions can attend.
- Health Care: Chair Ed Kinchley reported a Laguna Honda task force has been created with support from SEIU. Two organizers will work on this campaign to deal with rebuilding, patient advocacy, community-based treatment, etc. Health Care and Private-Sector/Non-Profit industries have agreed better communication and coordination is needed in the San Francisco budget process. A September 20 meeting is set with advocates for the developmentally disabled to discuss funding for community treatment.

- City Workers: Co-chair Sandra Lewis reported the September 8 meeting highlights included a discussion on interest-based bargaining, contract language, and a presentation by Patrick Healey on the Australian union experience.
- Registered Nurses: Chair Christal Cox reported the RN and Health Care industries will meet jointly on October 13. Representation is still needed on the state and national Nurse Alliance boards and RNs are still concerned about lack of State Council attention to RN issues. Christal will start attending RN chapter/jurisdiction/bargaining unit meetings over the next six months.
- Courts: Chair Carl Carr reported the first industry meeting was held on September 8 in Santa Rosa; five of 12 jurisdictions attended (Sonoma, Solano, San Francisco, Alameda, Marin). The agenda included contract negotiations, the AOC and judicial council, and COPE. It was M/S/C to redraft the "open letter to the Sonoma Court" on the 1021 website and send it to county and staff court officials.
- Private Sector/Non-Profit: Chair Norm Ten reported more than 40 attended the September 8 mini-convention where the three top issues were education, health care, and wages and working conditions. Highlights included presentations by Patrick Healey, Native American Health Clinic workers, and statewide Developmental Disabilities Industry Council Chair David Mulvey. Support is needed for AB 1427 (training for DD workers).
- COPE Committee: Chair James Bryant reported the Alameda County Political Organizing Committee adopted a quorum of one-third of chapters/bargaining units/jurisdictions in the county. He again encouraged each board member to attend or send a designee to COPE Committee meetings. Representatives from industries should also participate in meetings and campaigns.

Retired members: A committee of Christal Cox (chair), Kathy O'Neil, and Vicki Reed was appointed to review and make a recommendation on the proposal submitted by the Retirees Committee.

Executive session: The board went into executive session at 4:12 p.m. The executive session ended at 5:07 p.m. During the session a motion was unanimously adopted in support of the 1021 bargaining team in their negotiations with the staff unions.

Member Advisory Committee and Vision/Bylaws Committee: The board discussed the August 25 MAC meeting and the VBC meeting. Location and dates of town hall meetings need to be determined. The next VBC meeting is scheduled for September 22 but as that day is Yom Kippur, it was M/S/C to move the meeting to October 27. Board members were asked to submit ideas on a system of determining MAC alternates to Damita Davis-Howard, Kathy Ballard, and Kerry Newkirk.

California Dream: Board members are asked to attend the October 20 California Dream meeting in Fresno. In addition, each board member is asked to recruit two members to attend. Outreach is ongoing to leaders and new and potential leaders. Buses will be available.

Sacramento office building: A lease on the new office space is anticipated to be signed by the end of the week. Projected move-in date is November 1.

Japan Railway Workers Union resolution: It was moved by Ed Kinchley to refer the resolution to the Social and Economic Justice Committee for recommendation or referral to the appropriate solidarity committee. It was agreed that, in the future, such resolutions will be referred to the Social and Economic Justice Committee for recommendation. The Iraq moratorium resolution was also referred to SEJ.

Local 1021 buildings/offices: The union now has 16 offices and the board agreed it is time to begin working on consolidation and/or elimination of offices because of the inefficient use of space, staff, resources, phone systems, etc. It was also agreed that rank and file leaders should be involved. The issue will be on the next meeting agenda.

The meeting was adjourned at 6:40 p.m.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, October 16, 2007

9:00 a.m. to 3:00 p.m.

Red Bluff

Executive Board Members present: Damita Davis-Howard (president) Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Ed Kinchley, Becky Kraft, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Norm Ten, Marcus Williams.

Executive Board Members excused: Cindy Bannister, Amanda Booker, Kim Burke, Carl Carr, Jim Ellett, Nadia Frazer-Robinow.

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Rocky Morrison, Seth Schapiro, Pattie Tamura.

President Damita Davis-Howard called the meeting to order at 9:08 a.m.

Written reports submitted: Political Department, Bill Steck; Strategic Campaign Team, Pattie Tamura; Field Director Fran Jefferson; Field Director Valerie McCan-Murrell; Health Care Industry, Ed Kinchley, Chair; Private Sector/Non-Profit Industry, Norm Ten, Chair; Social Economic Justice Committee, Derrick Boutte, Chair; County Industry, Kathy O'Neil/Marcus Williams, Co-Chairs; Committee on Structural Integrity, Amanda Booker, Chair.

Executive session: The board went into executive session at 9:16 a.m. The meeting reconvened at 9:53 a.m. Report out: Seth Schapiro, director of organizational support and labor relations, reported on the tentative agreement with CWA 9404. The agreement/ballot has been sent out by mail to the CWA members. Kathy O'Neil moved to accept the tentative agreement with CWA 9404. The motion was seconded by Mary Sanders and carried unanimously. It has been a heroic effort by the bargaining team—creative and imaginative.

New Business:

- Web Use Policy and Procedures: A draft policy was reviewed. It was M/S/C to table and review a revised version at the next meeting.
- Arbitration/Legal Action Approval and Appeal Policy: It was M/S/C to accept the amended policy as presented.
- Procedure for Filing Charges/Disputes Between Members: A draft policy was reviewed. It was M/S/C to accept the draft policy as amended.

Announcement/update: There will be nationwide vigils and calls to representatives in Congress to override Bush's veto of State Children's Health Insurance Program legislation to provide health care funding to millions of lower income children. Call (866) 544-7573.

Old Business:

- Institute for Change/Executive Board retreat in San Jose report out: President Davis-Howard, Norm Ten, Larry Bevan, and other executive board reported on the retreat with executive boards from Locals 721, 521, and 221. Members learned about leadership, communication skills, the California Dream, and revisited the SEIU Seven Strengths. We heard moving stories.
- Pattie Tamura, strategic campaigns director, led a discussion on the many challenges to public sector workers: funding, aging, demographics, public perception, infrastructure, legislation, globalization, etc. Improving services, funding, quality, and public perception of unions is essential. The 2008 SEIU convention will probably explore a vision for our country and working families. The Board broke into four groups to brainstorm on topics. James Bryant facilitated and reported on Strengthening Our Political Voice. Mary Sanders facilitated and reported on Leading for Our Communities. Larry Bevan facilitated and reported on Leading for Quality. Norm Ten facilitated and reported on Uniting All Publicly-Funded Workers. Next steps: a broader discussion to include more members in developing a

clear vision and moving forward as an organization. Board members signed commitment cards to talk to four members to broaden member discussions/input. Goal is to reach 10% or 5,400 members by end of January. A subcommittee will work on an outreach plan on how to move the vision through engagement of members, issues, chapters/industries/primary leaders meetings, timelines, inclusiveness, and recommendations to Vision/Bylaws Committee. Executive Board members on committee are Larry Bevan, Derrick Boutte, James Bryant, Ed Kinchley, Sandra Lewis, Kathy O'Neil, Mary Sanders, and Marcus Williams.

- There was a discussion regarding the role of the Social and Economic Justice Committee in reviewing and recommending resolutions for board adoption. It was M/S/C that resolutions submitted by an appropriate committee or industry shall be submitted to the Social and Economic Justice Committee for review and recommendation before resolutions are submitted to the Executive Board for adoption. The Executive Board may make exceptions to the policy and individual board members may submit resolutions to the board. All resolutions are to go through the appropriate committee or industry, however, the Executive Board may take up emergency resolutions.
- Resolution on "Organizing a Response to the Department of Homeland Security's New Rules Regarding No-Match Letters": This resolution was submitted directly by the International Solidarity Committee. It was M/S/C to accept the International Solidarity Committee/Social and Economic Justice Committee's recommendation.
- Resolution on "Fall 2007 Mobilization Against the War": It was M/S/C to accept the resolution with the deletion of "Resolved that SEIU1021 will contribute \$200...etc." which should be referred to the Budget and Finance Committee.
- Member Advisory Committee alternates and vacancies: A committee will work on a policy on how to fill vacancies by region and industry with consideration of minimum qualifications, responsibilities, newer members, and areas not currently included. Committee members are Karen Bishop, Sandra Lewis (chair), John Morrison, and Marcus Williams.
- Vision/Bylaws Committee quorum: Current provisional bylaws provide that three parties create the bylaws: the officers, Executive Board, and Member Advisory Committee. Question as to what constitutes a quorum to do business when the MAC/VBC is in session. The MAC as yet has no quorum rule. The Executive Board has a quorum rule. There was debate and discussion. It was M/S/C that at least eight Executive Board members will participate in MAC/VBC meetings. If members can't be present, alternates should attend.

Reports:

- Treasurer: Treasurer Sandra Lewis presented a summary of hours worked by board members for the months of April through September. Sandra suggested some board members may need to lower, eliminate, or review their commitment of hours that count toward their monthly stipends. It was M/S/C to extend stipend for 1021 work. The time tracking summary is helpful for Executive Board and LM-2 accountability.
- Social and Economic Justice: Discussion regarding "Japan Railway Union Workers JRU7" resolution. It was M/S/C to refer the resolution back to SEJ with suggested amendments previously offered.

It was M/S/C to adjourn at 3:48 p.m.

John Morrison, Secretary, SEIU1021.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Thursday, November 8, 2007

10:00 a.m. to 5:00 p.m.

San Francisco

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Cindy Bannister (by phone), Larry Bevan, Karen Bishop, Amanda Booker, Derrick Boutte, James Bryant, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Vicki Reed, Mary Sanders, Norm Ten, Marcus Williams.

Executive Board members excused: Bob Adamson, Kim Burke, Carl Carr, Becky Kraft, Leea Rodriguez.

Staff present: Larry Hendel, Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Marion Steeg, Pattie Tamura, Ed Warshauer.

President Damita Davis-Howard called the meeting to order at 10:43 a.m.

Announcements: Mary Sanders reported on the organizing campaign for the Native American Health Center (Bay Area) and concerted anti-union activity by management. The board was asked to attend a rally for NAHC workers 11/9/07 in Oakland. Mary Sanders announced 15 members have volunteered to help organize state workers in Colorado.

October 16 meeting minutes: It was M/S/C to accept the minutes as presented.

New Business:

- **Local 1021 offices and office buildings:** President Davis-Howard opened the discussion of Local 1021's 16 offices. Issues to be considered include economies of scale; strategic locations to keep, expand, or eliminate; future growth; the real estate market; lease expirations; overhead costs; and rents. Some buildings are owned; some need updated technology. It was M/S/C to consolidate the three Oakland offices as well as the offices in Fairfield, Napa, and San Rafael. Assessments will be done to review space that is being used, our future needs, square footage, etc. It was M/S/C to establish a real estate committee to work out the details, timelines, and criteria. Cindy Bannister, Amanda Booker, Larry Bevan, James Bryant, Sandra Lewis, Vicki Reed, and Mary Sanders volunteered to serve on the committee. President Damita Davis-Howard will chair and Seth Schapiro and Sandy Tibbets will staff the committee. The first meeting will be called soon.
- **Current chapter/bargaining unit bylaws and provisional operational guidelines:** Not all chapters, bargaining units, and jurisdictions have elected officers (chair, secretary, treasurer), structure, or bylaws in compliance with current Local 1021 provisional and SEIU international bylaws. There is a need for operational "boilerplate bylaws" for the interim period until 1021 bylaws and constitution are adopted. The Committee on Structural Integrity has surveyed information on representation, participation, worksite democracy, and vision. It was M/S/C that (1) the CSI will review new chapter/bargaining unit bylaws and problem bylaws (identified by Executive Board members) to make sure these bylaws don't conflict with SEIU or 1021 bylaws, (2) boilerplate operational guidelines will be drafted, and (3) SEIU Local 1021 will collect bylaws of all chapters and bargaining units. Larry Bevan, Amanda Booker, Ed Kinchley, Sandra Lewis, and Kathy O'Neil will act as liaison between the CSI and Executive Board. First case for CSI will be bylaws for the San Francisco Airport chapters.
- **Requests for endorsement:** It was M/S/C to endorse the AFSCME UC Medical Centers campaign and the California Paid Sick Days Campaign.

Old Business:

- **Web site policy:** It was M/S/C to adopt the proposed web site policy and procedures as amended.
- **Japan Railways Workers Union Resolution:** It was M/S/C to adopt the resolution as recommended by the Social and Economic Justice Committee.
- **Visioning:** The Executive Board broke into four teams to create a script/video to tell the story of

1021 (who we are, where we have been, and where we want to go). The Executive Board critiqued the presentations and made recommendations. We need to build on our accomplishments. The Local 1021 video will be built upon everyone's experience.

Reports:

- **Schools:** Karen Bishop reported on the December 1 Schools convention and holiday party in Fairfield.
- **Special Districts:** Chair Vicki Reed reported on the Special Districts holiday celebration on December 7.
- **Health Care:** Chair Ed Kinchley reported San Francisco City and County tried to divide non-profit and city and hospital workers over in-patient psych beds at SFGH. We are hopeful in getting the needed votes from the board of supervisors to continue the funding.
- **City Workers:** Sandra Lewis reported the industry will have a holiday celebration at the Napa office on December 8 following the industry meeting. A joint City Workers and County industries' holiday party will be at the Jack London Aquatic Center in Oakland on December 14.
- **County:** Chair Kathy O'Neil reported the industry will meet December 8 at the Petaluma Sheraton.

Chief of Staff Marion Steeg proposed a meeting of industry chairs and staff to review what we have accomplished and what we need to strategize for 2008. Industry chairs and staff will meet January 13, 2008, 6:00 p.m. at the Sacramento office.

Written reports were submitted to executive board by the Political Department, Private Sector/Non-Profit, Special Districts, Larry Hendel, Fran Jefferson, Valerie McCan-Murrell, and the Strategic Campaigns Department (attached).

- **Budget and Finance Committee report:** Treasurer Sandra Lewis reported most of the industries have turned in their budget proposals. The BFC will consider an alternate means of industry funding as well as lost time for industry chairs and the calculation for board stipends. The BFC will meet November 17-19. Currently working on financial report for 2007. There is a rough draft of industry budget balances. There will be another treasurers' meeting in February to review chapter funds and the local's budget. The Executive Board will meet December 3 to review the proposed budget and other requests not yet included. We will be upgrading our software and getting an accounting consultant to provide the industry and chapter reports. The committee is reviewing 1021 expenditures.
- **President's report:** President Davis-Howard reported on her meeting with leaders and members of SEIU Local 24/7. Security officers have taken an 85% vote to a strike from Los Angeles to the Bay Area because of building owners' unresponsive negotiations to the union's demand for a 50 cent raise and family health care (which currently costs \$900/month). The irony is that the janitors and window washers working alongside these security officers get 100% paid health care. Members are asked to phone San Francisco Supervisor Aaron Peskin and ask that he call a hearing as well as the mayor and board to tell the building owners to come back to the table with health care options.
- **SEIU Local 1 Chicago visit:** President Davis-Howard asked the board members who participated to report. The delegation was impressed by Local 1's member resource center as "more than a call center". Each call is directed, tracked, and updated. Worksite organizers and stewards can access records and enter information into the record. The center also handles contract issues. Worksite organizers have time for organizing. Grievance handlers are more efficient. The staff finds this a better way and are winning more cases. There are monthly meetings on grievances and staff issues. What goes to an answering machine gets called back within the hour. Calls get flagged by worksite organizers and stewards if global issues. The delegation likes the concept of a member resource center, but realizes we have a different environment and would have to make it adaptable. We have 60 worksite organizers and 55,000 members. We need to upgrade our phone system with or without a center. We have the concept, we need the next steps to get there. As to a unified state/local member call center, there is no agreement. There may be savings on technology and phone systems.
- **COPE Committee:** Chair James Bryant submitted a draft "SEIU Local 1021 Political Action Committee Expenditures Policy and Procedure." The draft will be reviewed and revised. There will

be a COPE convention November 12. The SEIU State Council has endorsed John Edwards. President Damita reported on the Member Political Action Conference straw poll presidential endorsement. Because the SEIU Executive Board could not make an endorsement, lacking a 60% majority, each state can endorse a candidate.

The board went into executive session at 5:09 p.m. The board considered and adopted pay scale and benefit packages for unrepresented staff.

It was M/S/C to adjourn at 5:42 p.m.

John Morrison, Secretary, SEIU 1021

PRIVATE SECTOR/NON-PROFIT INDUSTRY REPORT submitted by Norm Ten

North Coast Opportunities (NCO): The acting CEO has continually fought the union and rejected the contract negotiations by eliminating and not recognizing 17 of 37 of the "signed" tentative agreements. The union has filed 5 unfair labor practice charges. San Joaquin Head Start's chief negotiator (from Diamond Walnuts) has continually proposed personal time off. Currently, union members have 15- 20 days of vacation plus 12 days of sick leave. Management's proposal is a total of eight days of PTO instead!

PNP staff supervisor Dale Butler has announced his retirement. This is the largest challenge for PNP when we look at Dale's years of service, experience, rapport, community connections, and leadership. The PNP leadership and staff are meeting to figure out the transition plans that works for our members and for the PNP team. We will have several first contracts to negotiate during this period.

SPECIAL DISTRICTS INDUSTRY REPORT submitted by Vicki Reed

In mid-September the first edition of our Special Districts Industry newsletter was sent to the Communication Department. However, due to the number of items on their 'to-do' list, we were unable to get it out. A new edition is being prepared and we have been assured that it will be ready by the end of this month.

Industry members met on September 20 in Richmond. The agenda included developing various committees. While Special District workers can all be considered government, we are a mixed bag, which include housing authorities, water and water treatment plants, and transportation. The development of our various committees will allow members whose work is similar to come together to discuss their issues, compare best practices, develop industry standards, and plan political activities and actions to support the work, organize the unorganized, and develop action plans to support the services we provide.

October was a busy month for Special Districts. Following the leadership empowerment session held by the Housing Authority Committee in September, 22 of our housing authority members attended a special steward training on October 13 at our San Francisco office. The agenda included a presentation by a labor attorney from the Weinberg, Roger & Rosenfeld law firm. Participants also received a steward binder, complete with a copy of all the housing authority contracts, and a certificate of completion. Housing authority workers also had an action on September 15 at Washington Park in Alameda. Members "purpled up" and attended the Oakland Housing Authority company picnic in support of the current negotiations.

Water & treatment plant workers are also making plans. Leaders from the Marin area attended two meetings of the Alameda County Water District to discuss workplace and contract issues. A special meeting for all of our water and water treatment district members is scheduled for November 29 in Richmond. The agenda will include developing salary surveys, job description comparison, and planning the 2008 contract campaigns. Stephanie Batey from Strategic Planning will assist with the training at the meeting.

The BART Chapter, the only transportation unit in Special Districts, continues to work with Iris La Blanc and Linda Joseph on the second phase of technology changes (referred to as BAP II), which started about a month ago.

Special Districts' final meeting for 2007 will be a holiday celebration, to be held on December 7 at 100 Oak Street, from 3:00 p.m. to 8:00 p.m. All members are invited regardless of industry and staff is also welcomed.

STRATEGIC CAMPAIGNS DEPARTMENT REPORT submitted by Pattie Tamura

Staffing: No changes in staffing. We are working with Paul Worthman, budget analysis consultant, for training with 1021 researchers and preparing for budget analysis training for worksite organizers.

Research: The research team is working with Paul Worthman, and continuing workflow interviews on grievance procedures. Also, they have conducted research projects in San Anselmo and San Joaquin Head Start in addition to work on CA health care reform and Alameda Medical Center. On December 10-11 the research team and consultant will conduct the first budget analysis training for worksite organizers in the City & Special District industries. Additional trainings in other industries will be calendared in 2008.

Communications: The communications team continues work with Del Norte County, external organizing campaigns at the Native American Health Center, La Familia, Sacramento County, Sonoma County, Solano County, the November election, Schools Industry convention and the SEIU Latino Caucus. We have also begun sending out the 1021 weekly news wire to the 9,000 “Get Active” email addresses we have collected from all legacy locals and are working on the next issue of the 1021 newsletter. We plan to hold the first meeting of an ad hoc Communications Committee on November 27 and are working a video project including all 1021 victories March 2007 through March 2008.

Training & Education: Recent trainings have been conducted in Del Norte, Sacramento, Berkeley, Calaveras Co Water District, Ukiah, and Oakland by the training staff and Labor Project for Working Families. Staff are also working on the Schools Industry convention and primary leaders, MAC and Vision/Bylaws Committee meetings. On November 14-15, a train-the-trainer will be conducted with worksite organizers to familiarize them with popular education methods, working with leaders and steward training curriculum.

California Dream: The kickoff event for the New California Dream was held in Fresno on October 20—the first gathering to discuss long term solutions for CA—not election-by-election band aids. The main pillars are the economy, education, health care, expand civic participation, new revenue sources, and sustainable communities. Approximately 55 staff and members attended the conference. Next steps include holding gatherings where we expand the number of members, families, and friends who want change in California.

POLITICAL DEPARTMENT REPORT submitted by Bill Steck

November 2007 local elections: Turned out staff and members for GOTV push in San Francisco, Emeryville, Marin, and Fairfield elections. Major push was in San Francisco for Proposition A, where Don Fisher (Republican billionaire owner of the GAP) spent heavily against it.

COPE fundraising campaign: As of 10/23 we have collected and processed 1,059 new or upgraded COPE cards, for an annual total of \$81,459 in new COPE dollars (average of \$6.41/card/month). There are somewhere between 50–100 cards collected, but not yet processed. We have restructured the COPE reporting system to address the backlog problem and expect to be fully up-to-date for the report period ending 11/7/07. Communications has produced a set of industry-based COPE flyers. We have also produced a new flyer showing how political money gets spent at the local, state, and national level.

Federal issue campaigns: State Children’s Health Insurance Program reauthorization legislation remains in play.

State issue campaigns:

- The health care reform campaign continues. On October 31, members and staff joined with other SEIU members and our coalition partners to fill the hearing room while the Governor’s staff explained his reform proposals. The reaction was bipartisan skepticism, and the Governor still cannot find a legislator in either party to introduce his proposals as a bill. We expect another bill from the Speaker before the special session ends.
- The Governor vetoed AB 1164 – Organizing Rights for Family Child Care Providers, and AB 1427 – Training Pilot program for developmental disabilities workers.
- We are working with our Organizing Department on a field campaign to secure Senator Machado’s commitment on AB 1496, our bill to end the abuse and exploitation of temporary workers in cities and counties.

County-based COPE committees: County-based committee meetings have been held in San Francisco, Alameda, Contra Costa, Marin, Sonoma, Sacramento and San Joaquin counties. Napa is scheduled to hold an initial meeting in November.

2008 Budget Process: We’ve worked with staff and member leaders to develop and submit 2008 budget proposals for the Political, Social and Economic Justice, and Retirees programs.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Staffing: We will be filling worksite organizer positions for the San Francisco local government team. Jet Chapman has been hired as the permanent supervisor. Ian Arnold was hired as the Sacramento supervisor. We will make sure all areas are covered and will post and hire as soon as possible. Margot Reed continues to do an excellent job covering for Dan Harper who is on a leave of absence. Fred Zimmer’s time with us will end on 11/15. Fred has been working on the Prop. A campaign. Fred has amazing organizing skills and she’s doing a great job. In Alameda County, Wayne Templeton will be on leave for 4-6 weeks. We are fortunate to have Executive Board member Derrick Boutte filling in as a lost timer. Derrick is working with Allen Dunbar at the medical center and doing a terrific job.

San Francisco update: We have a real shot at a pension improvement. Thanks to the SF Central Labor Council, the Coalition for Pension Reform was formed. This is a coalition of all affected SF unions covered by the city’s defined contribution plan. Because of probable changes in retiree medical for future hires due to GASB we are very close to improving the current 2% @ 60 formula. We are working on either 2.5% or 3% @ 65 with an increase in the current cap. We’re hoping that with GASB change savings there won’t be any pass-on cost to our members. If we come to agreement on GASB and the retirement enhancement we’ll be taking it to the voters in June. Sincere thanks to Harry Baker and Richard Rothman who are contributing an enormous amount of their time to make this happen.

San Francisco Council: The SF leadership is rebuilding a city/county structure. The council meets on the 4th Tuesday of the month at the Rhode Island office. Members from all legacy chapters are encouraged to attend. The council is looking at

city/county wide strategies to build union power. Approximately 30 people attended the October meeting. We continue to do outreach and hope to get those numbers even higher.

Alameda County Medical Center: Working with our stewards and leaders, the health team workplace organizers are working hard to turn ACMC around. Everyone is tackling the huge backlog of Skellys and third step grievances. ACMC launched a “let’s take on the union” campaign shortly after the consolidation last March. We’re fighting back and rebuilding the union!

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Interviews will be held for the Sacramento and East Bay Schools worksite organizer positions later this month. Once these positions are filled, we will be fully staffed.

Wins: Contracts were settled with the City of Ione, Central Sierra Child Support, Amador Superior Court, Calaveras County Water District and San Francisco City College District. In most agreements there were gains with decent COLA and equity increases. In the rural city and county areas, the issue of retiree medical will be referred to the labor-management process. With the SFCCD contract, the fight for longevity prevailed with the addition of steps to the salary grade.

Fights: Even after the successful show of support at the Chico City Council, we are still in a fight with the city manager over recognition of Local 1021. Tim Gonzales is working hard to encourage movement in this area. In Solano County, bargaining is cordial. There are still many proposals on the table with little movement on the part of management. Members are pulling off successful rallies with the last being a mock funeral procession. Management is recognizing the strength of 1021 and the need to move past the old comfortable relationships for a more inclusive process. As a result, management engaged in viciously attacking the union publicly. Members are ready for the fight and are standing strong.

Campaigns: The agency shop campaign in the Sacramento Supervisors Chapter is progressing well with the help and engagement of members and staff. We hope to have an election by Christmas.

COPE: Staff is working to reach their current COPE quotas in addition to beginning to build the ask into something they are doing on a regular basis when in contact with members. Staff is linking building political power through COPE to next year’s many open board and council seats.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, December 3, 2007

10:00 a.m. to 2:00 p.m.

Oakland

Executive Board Members present: President Damita Davis-Howard (president), Christal Cox (vice-president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Cindy Bannister, Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Carl Carr, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Becky Kraft (telephone), Kathy O'Neil (telephone), Vicki Reed, Leea Rodriguez, Norm Ten, Marcus Williams (telephone).

Executive Board Members excused: Amanda Booker, Mary Sanders

Budget Finance members present: Jan Schardt

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Rocky Morrison, Seth Schapiro, Bill Steck, Patti Tamura.

Treasurer Sandra Lewis called the meeting to order at 10:20 a.m.

Announcements: Health Care Industry Chair Ed Kinchley announced a campaign victory regarding the funding for in-patient staffing at San Francisco General Hospital.

2007 Spending Report: Rocky Morrison presented the 2008 budget proposal and explained the significance of the individual columns, annualized from 8 months into 12 months, last posting, and allocations to be flagged. Columns included 2008 budget worksheet, 2007 annual projections, actuals annualized, notes for annualized, 2008 proposed budget, organizing, notes for 2008.

Local 1021 reserves: Treasurer Sandra Lewis reported that SEIU 1021 has CDs of \$1 million and \$2 million and \$1.5 million in the sweep account. There are accounts from legacy Locals 535 and 790 that are not closed out but will be transferred by the end of the year.

Stipend report: Sandra reported the Budget and Finance Committee agreed that reimbursed lost time hours spent on industry or committee work do not count toward the executive board stipend hours and effective January 1, 2008 executive board members must meet the threshold of either 20 or 40 hours per month in order to receive the stipend. This will last one year. Hours will be tracked on a quarterly basis. January 2008 stipends will be based on the previous six months. We should know by March 2008 whether or not board members are committed to the stipend formula of 20 hours at \$250/month or 40 hours at \$450/month.

Lost Time Report: Executive Board members working for the union on lost time pay status with their employers, paying dues, are eligible for stipend and car allowance.

Proposed 2008 budget: Treasurer Sandra Lewis went through all line items (1-107) with the Executive Board and fielded questions and concerns. Points noted:

- July figures not reconciled
- some income discrepancies based on one pay period or not enough data; figures will be better after the first quarter
- August/September income reconciled by Union Ware (better system); June and July done by older legacy local software
- Budget and Finance Committee will do quarterly budget reviews in 2008; will determine one time deficit or structural
- per capita not lower for part-time or lower-paid workers
- SEIU Nurse Alliance per caps have not been paid
- there are no new staff positions in the proposed budget
- chart of accounts will produce monthly industry/budget/lost time reports

- any claims against legacy locals roll into SEIU 1021
- community outreach funding and streamlining donation requests needed
- will increase political budget if possible
- SEIU policy on AFL constituency group under community strength: LCLAA, APALA, CBTU, PAW, CLUW, etc. national officer expenses are funded
- 2008 proposed budget \$41,412,123; \$283,467 deficit paid from reserves.

It was M/S/C to adopt the 2008 budget as proposed.

It was M/S/C to adjourn at 2:33 p.m.

John Morrison, Secretary, SEIU Local 1021

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, December 10, 2007

10:00 a.m. to 5:00 p.m.

Oakland

Executive Board members present: Damita David Howard-Davis (president), Christal Cox (vice-president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Cindy Bannister (phone), Larry Bevan (phone), Karen Bishop, Derrick Boutte, James Bryant, Carl Carr, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil (phone), Vicki Reed, Leea Rodriguez, Norm Ten.

Executive Board members excused: Amanda Booker, Kim Burke, Becky Kraft, Marcus Williams.

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Bill Steck, Marion Steeg.

President Damita Davis-Howard called the meeting to order at 10:33 a.m.

November 8 and December 3 meeting minutes: It was M/S/C to accept the minutes of November 8 as corrected. It was M/S/C to December 3 minutes as presented.

2008 calendar: The Executive Board reviewed the 2008 calendar and modified dates. Executive Board meetings will be on second Monday except where noted. Member Advisory Committee meetings are scheduled for February 9, April 26, June 21, September 20, and November 15.

PAC/COPE allocation: Political Director Bill Steck presented a general fund transfer proposal to fund political accounts effective January 2008. There are three PACs for allocation: candidate (44¢ per member per month), independent expenditure (5¢ per member per month), and issues (\$50,000 per month January through April; \$18,750 per month effective May 2008). It was M/S/C to adopt the proposal. This allocation will remain in place until a change is requested.

SEIU convention delegate election: A delegate election schedule was distributed. Members under trusteeship or service agreement will not be able to run or vote (including City of Chico, Marin County, Mendocino County, City of Santa Rosa, Calaveras County, Unity County, City of Oakland, City of Emeryville). Delegate names must be submitted to SEIU by May 3. All SEIU and State Council per capita must be paid by December 31, 2007. It is estimated Local 1021 will have 53-54 delegates. The board previously decided to send 21 guests. It was M/S/C to authorize an election company to conduct the election. An election committee will be appointed by the president to conduct the election. It was M/S/C the committee be composed of members from each industry and one at-large member for a total of nine. Industry chairs are to make recommendations to the president. It was M/S/C to appoint one retiree to attend as a delegate. It was M/S/C to send the full delegate allocation to the convention (\$123,000 is budgeted to send convention delegates and guests, based on double occupancy). Guests can be members, community partners, or staff. Need to redefine guests.

Del Norte County Member Advisory Committee representative: Del Norte members have requested representation on the MAC. The size of the MAC cannot be increased. Members are appointed by President Stern. It was M/S/C to forward the recommendation of a Del Norte member to President Andy Stern.

Executive Board resignation: Executive Board member and Courts Industry Chair Carl Carr has accepted a worksite organizer position with the union and will start officially on December 17. The board will need to fill the courts vacancy in consideration of geography. There will be a vacancy on the 1021 bargaining team. The nominee will be invited to attend the January board meeting.

Member Advisory Committee steering committee proposal: Vision/Bylaws Committee Co-Chair Maria Guillen and Roxanne Sanchez presented a proposal to establish a MAC steering committee to assist the committee to be more productive, efficient, and functional; give feedback on agenda; and act as a liaison between the MAC and the Executive Board. Roxanne Sanchez stated that the MAC voted to bring this recommendation to the Executive Board. There was discussion on structure, quorum, selection of members, communication, and list of interested members. It was M/S to support the MAC vote and establish a steering committee. There was discussion and debate about the steering committee to represent all, not a minority. There is frustration among our members about inclusiveness, clear guidelines, and representation. MAC needs support and work. The motion was amended to agendize the role of the steering committee at the next MAC meeting to determine role and make every effort to have diverse representation from legacy locals, regions, and industries on the committee. The amended motion was carried.

The board reconvened in executive session. The board discussed unrepresented employees' benefits. It was decided that if economic adjustments are necessary, those issues would be brought forward before next meeting.

The board discussed obligations and resolutions of unfunded liabilities from legacy locals and legacy local responsibilities. Past books are not up to date. It is SEIU 1021's obligation to settle all legacy local accounts.

Retiree subcommittee report/recommendation: A recommendation from the Local 1021 retirees subcommittee was presented (Christal Cox, Kathy O'Neil, Vicki Reed, Kerry Newkirk). Recommendation includes establishing monthly dues rate of \$3.00/month for new members effective March 1, 2008. It was M/S/C to approve the recommendation of the retirees subcommittee (attached).

Vision: Political Director Bill Steck passed out homework for the executive board to be done by the January meeting: create and communicate a clear, succinct description of the "strategic intent" of the merger of public sector unions.

Outreach subcommittee report: A board subcommittee will work on an outreach plan to move the vision discussion through engaging members. Subcommittee members are Larry Bevan (chair), Derrick Boutte, James Bryant, Ed Kinchley, Sandra Lewis, Kathy O'Neil, and Marcus Williams.

MAC alternates/vacancies subcommittee: The MAC alternates/vacancies subcommittee needs to submit a report at next executive board meeting. Subcommittee members are Sandra Lewis (chair), Karen Bishop, John Morrison, and Marcus Williams.

REPORTS:

- **SEIU State Council:** President Damita reported on the State Council. The SEIU Hearing Officers' report called for the State Council charter to be pulled and redone with the reorganization of

California public sector locals. New bylaws have been written and adopted and a new charter granted. An election has been held and a new executive board appointed with a term of four years (versus the old of five years). Sal Rosselli was former State Council president and Annelle Grajeda was elected president through a poll of the council. There has been unanimous support for the “It’s Our Healthcare” campaign. The State Council meets five times a year. President Davis Howard and COPE Committee Chair James Bryant attended the December 4-5 State Council meeting. Quality health care is the main SEIU position—there has been unanimous support for the “It’s Our Healthcare” campaign. SEIU State Council staff Michelle Castro presented primary goals for 2008. There was controversy about State Council opposing Prop 92 which essentially sets aside money for community colleges, but takes money from K-12 schools, local governments, and special districts. The council made a commitment to seek additional funding for community colleges in 2008.

- **Budget & Finance Committee:** Treasurer Sandra Lewis reported the Budget and Finance Committee will meet on Sunday evenings in 2008. Treasurers’ meetings are scheduled for San Joaquin, Sonoma, and San Francisco. Meetings will inform chapters/bargaining units about changes and policies and different ways of building funds. Local 1021 industry/committee invoices (including lost time) must be submitted and paid in 2007 or will be charged against 2008 budgets. Vendor expenses per industry need to be reviewed.
- **Schools Industry:** Chair Leea Rodriguez reported on a successful conference where 110 members attended. Facilitators were great, dinner was good, and sisters and brothers from San Francisco attended. Of 31 jurisdictions, nine were not represented. President Damita Davis Howard raffled off COPE gifts and collected 13 new COPE cards.
- **Special Districts Industry:** Chair Vicki Reed submitted a December 2007 industry newsletter with special thanks to Supervisor Linda Joseph for her leadership and hard work. The December 7 holiday party had 300 members in attendance.
- **Private Sector/Non-Profit Industry:** Chair Norm Ten submitted a written report (attached). Challenges at New College where they’ve missed two payrolls. Norm presented Native American proverb placards to Chief of Staff Marion Steeg and board member Carl Carr. They read “Be known by the tracks we leave.” and “Don’t only point the way, but lead by example.”
- **Social and Economic Justice Committee:** Co-chair Norm Ten reported next meeting of SEJ will be December 20 in Oakland. Met with Latino Solidarity Committee. Need Executive Board members to volunteer and be connected to solidarity committees.
- **Courts Industry:** Chair Carl Carr reported better attendance at last meeting. There will be a holiday party and next meet & greet will be January 5. The industry will develop a program for courts and AOC. What happened in Sonoma County can happen throughout the state.
- **City Workers Industry:** John Morrison reported on the December 8 holiday party in Napa where members learned from each others’ struggles and accomplishments and reviewed 2008 election/COPE/politics calendar and our 2008 programs on specialized training, city contracts actions, and steward reports. There was a guest speaker on pension issues. We can combine industry meetings to maximize effectiveness. Members from Courts, Counties, Special Districts, and RN industries attended.
- **RN Industry:** Chair Christal Cox submitted a written report (attached) and letters to the editor (SF Chronicle, December 3, 2007) about a proposed hiring freeze due to the inauguration of Healthy San Francisco (requiring more staff to make up for long standing shortfall) and a parcel tax measure to benefit Children’s Hospital in Alameda County.
- **Organizing Committee:** Chair Mary Sanders reported 15 volunteers from SEIU 1021 went to help organize the 30,000 Colorado state workers who are very anxious to sign cards and form a

union. The next six months are crucial to organizing. The workers are wonderful. The state limited spending on public services, affecting schools and roads. The minimum wage in Colorado is not a living wage. Sacramento County supervisors unit agency shop election is looking good. Mary Sanders also commented on meeting with the Living Wage Coalition of Sonoma County which is requesting some staff help to address labor-friendly ordinances for Sonoma County workers as leverage for organizing the unorganized and connecting Napa County issues as well.

OPEIU bargaining update: A report from the SEIU 1021 OPEIU bargaining team was submitted to the board. Bargaining is proceeding at a slow pace. There was hope the CWA settlement would help lead to a quicker resolution with OPEIU. We will continue to try to reach an equitable settlement with OPEIU.

Next meeting agenda will include visioning and 2008 plans.
The meeting was adjourned at 5:15 p.m.

John Morrison
SEIU Local 1021 Secretary

To: Local 1021 Executive Board
From: Christal Cox, Kathy O'Neil, Vicki Reed
Re: Local 1021 Retirees Committee proposals

The committee assigned by the Executive Board to review and make recommendations on proposals submitted by the Retirees Committee submits the following report.

Representation: The committee is asking for voting delegates to the Executive Board, Member Advisory Committee, and Vision/Bylaws Committee. The committee does not recommend a seat on the Executive Board but does recommend a seat on the MAC/VBC. Executive Board meetings are open and the Retirees Committee should be encouraged to send a representative.

Local 1021 Retirees Committee: The committee supports the proposal to create a Local 1021 Retirees Committee comprised of seven officers (president, secretary, treasurer, and one vice president from each of the four chapters), three representatives from each of the current chapters, and up to three at-large members. The committee supports the proposal but suggests the number of at-large representatives be expanded to ensure representation from different regions.

Chapter structure: There are currently four retiree chapters. Alameda County Retired Employees (ACRE) (legacy Local 616) has roughly 1,500 members, legacy Local 790 chapters (East and West Bay) have roughly 450 members, and legacy Local 535 has roughly 30 members. ACRE is comprised of all Alameda County retirees (not just SEIU) and some managers (one officer is not a county retiree). The committee recommends the retirees establish a regional chapter structure, rather than the existing structure based on employer and legacy local. The Sonoma County Association of Retired Employees (SCARE) initially attended Retiree Committee meetings but no longer participates. SCARE includes managers and non-SEIU members and is technically not affiliated with Local 1021. There is a service agreement in place (Jerry Fillingim will provide a copy). We receive their dues, keep \$1.00 and forward the balance (\$2.00) to their own, independent account. San Joaquin County is in the early stages of forming a retiree committee.

Communications: The committee supports a retiree web page and newsletter. As individual chapters are no longer producing their own newsletters, the proposed newsletter could be anywhere from six to ten pages—each chapter would have a page. The retirees’ 2008 budget proposal includes funding for this newsletter (produced every other month) as well as the cost of mailing the Local 1021 newsletter to their members.

Organizing: Each chapter hopes to have a recruitment brochure as well as the Local 1021 brochure. In San Francisco (West Bay Chapter), city/county members are sent a letter and brochure upon their retirement. ACRE does presentations at Alameda County retiree meetings. The committee recommends the retirees develop an outreach/organizing plan beyond securing dues checkoff, San Francisco letters, and Alameda meetings as well as a criteria for acceptance of new chapters.

Staff support: The committee supports the retirees’ request to “be able to use the facilities and staff to accomplish our goals.” Jerry Fillingim is assigned to the Retirees Committee and retiree leaders have informal working relationships with support staff (as opposed to support staff assigned to chapters) who help with mailings, events, etc.

Political: The retirees are working well with the COPE Committee on retirement board trustee endorsements. The committee encourages retirees to participate in the full spectrum of 1021 political activities.

Affiliated organizations: A complete list of affiliations is attached.

Dues: Here are current monthly dues rates for the legacy local members:

535: \$2.50 (affiliates) and \$8.00 (members)

616: \$3.00

790: \$3.00—but 25-year members pay no dues

The committee recommends the Executive Board approve their proposed interim dues rate of \$3.00 per month. This rate will apply to new members effective March 1, 2008.

Membership: The Retirees Committee is starting to think about the categories of retiree membership Local 1021 should have as well as membership eligibility. This is another reason the retirees should be participating in the MAC/VBC.

Bylaws: The committee recommends all existing and proposed committee and chapter bylaws be submitted to the Executive Board for review.

Employees Benefit Association: Legacy Local 616 members contributed to this fund. Their heirs are eligible to receive up to \$250.00 upon the member’s death; however, no one is currently administering this \$300,000 fund. It is over-funded so members are no longer paying into it. The committee suggests a list of eligible members who contributed to the fund be put together so that the fund can eventually be shut down (perhaps issuing \$250 checks to every participant?) Roughly six members die each month, but roughly six members become eligible each month. The committee recommends 1021 finance staff review the status of this fund and make a recommendation to the Budget and Finance Committee on how best to deal with it. The fund continues to accrue interest and there is the matter of an outstanding loan to Local 616.

Budget: The committee recommends retiree leaders attend the regular meetings of treasurers.

PRIVATE/NON-PROFIT INDUSTRY REPORT submitted by Industry Chair Norm Ten
November and December has brought us a lot of challenges, opportunities, and victories.

Challenges:

North Coast Opportunities has been a challenge. Negotiations have been scheduled for four more times; management in process of terminating the union chapter president. Five ULPs have been filed.

Victories:

Huckleberry Youth Program in San Francisco reached a tentative agreement on 12/4. Members will be getting a 3% COLA and an added 3-6% step. Bargaining Committee recommends a "yes" vote.

Timothy Murphy School in Marin County has reached a tentative agreement. Management will recognize SEIU 1021 and TMS will support unemployment insurance for affected workers. \$88K settlement for lost wages for five workers. TMS will bargain a new agreement.

Exploratorium 12/3 meet and greet had over 70 members (of 120 members) come out to lunch to celebrate chapter elections and to meet 1021 officers and staff. Thanks Christal, Sandra, Marion, and Dale! Members were very grateful to see you.

San Joaquin Head Start won its ULP to begin bargaining.

Opportunities:

PNP retreat 12/7-9 at Asilomar Conference Center: goals, visions, budgets, challenges, and best practices were discussed as well as educational pieces, designs for t-shirts & postcards, trainings for staff, and 2008 plan for PNP.

CEO/PNP meeting 12/19: PNP has invited over 20 CEOs of private sector non-profits to encourage positive dialogue. Dale and Damita will take the lead.

Alameda Head Start contract is nearly concluded.

Lusty Lady holiday party 12/20 is a fundraiser for this co-op. At the DNA Lounge in San Francisco.

Tickets are \$10 and for more info, search on the web.

PNP staff supervisor search is proceeding with many good candidates. We hope to have one in place for a smooth transition. Nobody can replace Dale Butler.

RN INDUSTRY REPORT submitted by Industry Chair Christal Cox

1. The RN Division has been having meeting once a month since SEIU 1021 has been formulated. Since November 10 was a holiday weekend this meeting was canceled so all could enjoy the three-day weekend. Meetings are alternated at the various SEIU 1021 offices.

2. The Division, identified by the Hearing Officers report and Andy Stern letter, has been developing and following the program developed last November 2006 where the division/industry should develop.

3. We are currently in the process of identifying all the RNs who are in the community sector, such as PHN, Correctional/Forensic, Behavior/Mental Health who do not have the traditional hospital settings. I spoke at the directors/field supervisors meeting on November 30 to inform them of the RN Division and our program to organize.

4. We have an SEIU RN elected to represent all four public sector locals at the California Nurse Alliance. This person is Lorraine Thiebald, RN, SFGH OR nurse. Then we have Bob Ivory RN chair of the Staffing subcommittee of the alliance. We currently have five representatives for the California Nurse Alliance Steering Committee who meet every other month in the north and south at SEIU locals. The California Nurse Alliance consists of SEIU public and private sector RNs. We are also in the process of developing best practice subcommittee groups.

5. We are exchanging current information on contracts since we have APMC, City of Berkeley, and Sonoma going in negotiations next year. Currently Mendocino and Solano are in negotiations.

6. At the December 8 meeting, Santa Rosa from 10 am – 2 pm, the following issues were discussed:

- Brad Cleveland, staff researcher update on latest legislature issues involving issues for next year: Richman proposal, health care reform, Children's Hospital and SF retirement proposal (GASB), current state, local and federal issues. Importance of COPE at this time, and the three elections in 2008.
- Reviewing State Council leadership changes.
- Mayor Newsom statement that health care providers are reason for budget deficit and 200 public health nurses and SEIU 1021 union member Mary C. Magee, RN, SFGH, rebuttal letter.
- Setting up future dates for 2008, to set calendars, meeting places.
- List of all current holiday parties next few weeks/location.
- Discussion on providing more CEU courses such as one in November on "Abuses in the Workplace".
- Bob Ivory, RN, assisting in organizing the non-acute RNs on lost time.

POLITICAL DEPARTMENT REPORT submitted by Political Director Bill Steck

November 2007 Local Elections:

- Ended 2007 local election season with a number of key victories – Prop A in San Francisco, San Rafael and Novato City Councils and Las Gallinas Valley Sanitary District in Marin, City Council in Fairfield.

COPE Fundraising Campaign

- As of 11/29 we have collected 1,568 new or upgraded COPE cards, for an annual total of \$111,013 in new COPE dollars (average of \$5.90/card/month). Continuing to find and eliminate backlogs of unprocessed cards.

Federal Issue Campaigns

- Took lead in organizing and conducting recess visits with Representatives Lantos, Lee and Thompson. SCHIP reauthorization, RN staffing, training and overtime, home care worker coverage under FLSA were main issues.

State Issue Campaigns

- As of this report the health care reform campaign continues. We have prepared for a number of Lobby Days around a vote on compromise legislation; all have been cancelled. Some say a deal is still possible, others say not....
- We are working with our Organizing Department on a field campaign to secure Senator Machado's commitment on AB 1496, our bill to end the abuse and exploitation of temporary workers in cities and counties.

County-based COPE Committees

- Napa has now been added to the list of counties that have held County-based Committee meetings. Meetings have been held in San Francisco, Alameda, Contra Costa, Marin, Napa, Solano, Sonoma, Sacramento and San Joaquin Counties. We still have work to do, however, to build these Committees into our vision of member based forums for moving both decisions and political organizing campaigns on an ongoing basis in 2008.

2008 Planning Process

- Both the State Council and IU are conducting 2008 planning meetings the week of December 3 – 7. Outcomes of those meetings are not available as this report is being submitted, but we can definitely count on having a lot to do in 2008 at every level – local, state, and federal!

The December 1021 COPE meeting has been cancelled as there are no action items requiring immediate attention and we have not had time to digest and plan for all of the 2008 demands being dropped on us this week. And, we can all use a break from meetings whenever possible....

STRATEGIC CAMPAIGNS DEPARTMENT submitted by Strategic Campaigns Director Pattie Tamura

Staffing- No changes in staffing. We are working with Paul Worthman, budget analysis consultant, for training with 1021 researchers and preparing for budget analysis training for worksite organizers 12/10 & 12/11..

Research- The Research Team is working with Paul Worthman and continuing workflow interviews on grievance procedures. Also, they have conducted research projects in San Anselmo and San Joaquin Head Start in addition to work on CA Healthcare reform and Alameda Medical Center. On December 10 & 11 the Research Team and consultant will conduct the first budget analysis training for worksite organizers in the City & Special District industries. Additional trainings in other industries will be calendared in 2008.

Communications- The Communications Team continues work with Del Norte County, external organizing campaigns at the Native American Health Center, La Familia, Sacramento County agency shop, Sonoma County, Solano County, Schools Industry convention, SF budget, Laguna Honda, NCO Head Start and Calaveras Co. Small meeting of ad hoc Communications Committee 11/27. Continue working on the video project including all 1021 victories and annual report due March.

Training & Education- Recent trainings have been conducted in Sonoma County, Berkeley, Chico by the Training Staff. Staff are also working on the Schools Industry convention and train-the-trainer with half of the worksite organizers. Currently working on all field staff meeting agenda.

California Dream- Next steps include touching base with all participants and gathering additional materials for our own gatherings/conversations.

Industry leaders- Jan 13 Sacramento is when all Industry leaders/co-chairs/assigned staff will meet to review what worked in 2007 and where we go in 2008.

FIELD DIRECTOR'S REPORT submitted by Valerie McCan-Murrell

Staffing: Interviews have been completed for the vacant Sacramento position and East Bay schools position. We hope to offer employment and fill these positions within the next couple of weeks. We will be interviewing for the vacant Solano worksite organizer position this month. We also hope to hire someone to negotiate the Del Norte contract this month.

Politics: SEIU Local 1021 members and staff worked with the Sacramento Central Labor Council to develop a campaign after finding out just days before the November election that Cortez Quinn, chief of staff to the only consistently labor-friendly county supervisor in Sacramento, was running for a school board seat. Mr. Quinn had entered the race late and had little in the way of a campaign. When all the dust settled, Quinn won his seat by 117 votes.

Schools Industry Conference: The first ever 1021 Schools Industry conference was held December 1 in Fairfield. The event was a huge success. Over 100 members came together to hear about and discuss the future of schools in California. Members learned about budgeting and strategic bargaining in community colleges and K-12, PERS and enhanced retirement, the member resource center and more. Members were excited about the program and possibilities and vision of the future. This conference will go a long way in building industry strength and power.

COPE Campaign and House Visits: As reported in prior reports, efforts in **San Joaquin** to collect COPE cards have relied heavily on the creativity of staff. As a result, some staff, with the assistance of a lost timer, have been doing house visits. The initial purpose for the visits to collect COPE cards has evolved. What staff have found out is that this has given them the opportunity to connect with members, introduce the union, obtain knowledge about the member and his/her concerns about their respective worksite, ensure that the union is visible, inform members about political issue which affect them, and ask members for their participation in COPE. These contacts have been very successful. If there was contact at the door, a COPE card has been signed 99% of the time.

Updates for East Bay, West Bay and Contra Costa schools: Full contract and reopener negotiations are underway in most chapters in the Schools Industry. Proposals have been exchanged at the College of Marin, Ohlone College District and San Ramon, Albany and Fremont Unified school districts. A series of “meet and greets” have occurred where members have had the opportunity to meet union officers and talk about their new union and exchange ideas. These venues have also proven to be successful in signing up members for COPE.

Fights, Challenges and Bargaining: In **Sonoma County**, two activists have been disciplined. One was terminated for comments to a member of the public that could have been perceived as threatening. (The comment was not related to union activity.) The other supervisory member was suspended for five days around her effort to encourage members to participate in a courtroom-based union protest. Appeals, unfair practices, and grievances have been filed. Meetings with political leaders in **Sonoma County** have been scheduled to continue pressure. **Sonoma County** is also gearing up for bargaining. Negotiations for a successor agreement in **Calaveras County** are underway. At the same time, we are fighting an illegal unit modification in this area. We are working with attorneys to file a ULP. The members are organizing around this issue. In **Solano County** negotiations continue, with little progress. There have been a few meetings with State Mediation for help. Despite some very successful rallies in the three big cities, Vacaville, Vallejo and Fairfield, Solano County refuses to move on continued efforts for better flex schedules, better healthcare funding for members and families, and retiree health, which is currently at the minimum employer contribution from CalPERS. After four months of ground rules debate that wasted precious time, the employer stopped wasting duplicated discussions on joint issues and combined the tables of the two powerful legacy locals. Two lost-timers have been tremendously helpful. The negotiator, Tom Drumm, has picked up the entire challenge. At the **Dixon Unified School District** we are currently in negotiations for wages. The next full reopener is June 30, 2008. Complicating things in Dixon is the issue of the school district’s budget. Dixon Unified is over \$1 million short this year and expects more problems next year. Union presence is heavy at board meetings and we are heading off suggestions that our work be contracted out. Staff and team members are working with the membership to educate everyone about the dangers of the district being placed into receivership.

Sacramento City Unified School District: Members in this area joined with community activists this summer to change the name of Charles M. Goethe Middle School. Goethe—a Sacramento philanthropist—was an unrepentant supporter of the Nazi regime and a strong advocate for sterilization of “socially inadequate” women as well as the pseudoscience of eugenics. While the name change took

effect in late June, the ceremony and the replacement of all the signs with the new name--Rosa Parks Middle School--didn't occur until recently.

Campaigns: At the **ARC of Butte County** there has been coordination with the organizing department and we now have more than 71 members out of a bargaining unit of 120 signed as members. At the **City of Chico** the city manager has taken a hard line and has notified us that the members must decertify legacy Local 1292 prior to SEIU Local 1021 filing a petition for recognition. We will be meeting with the city manager and others in an attempt to work out the issues. Organizers are signing up new members in the **Sacramento County supes** unit and have reached 50%. An agency shop petition was delivered on November 14 during a march on the boss by members. The agency shop election will be held December 10.

More bargaining settlements: At **Vacaville Unified School District** the economic reopener settled at 4.5% retroactive to July 1, 2007. The **Santa Rosa Junior College** economic reopener settled at 4.05% with the team standing firm on health care costs.

Happy Holidays to All