

(The Executive Board did not meet in September 2018)

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, October 27, 2018 – 10:00 am-5:00 pm, Fairfield, California**

MINUTES

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

Executive Board Members Excused: Pete Albert, Derrick Boutte, Jessica Nila, Al Fernandez

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Robert Li, Nely Obligacion, Joanne Cansicio, Bill Petrone, David Canham, Lisa Morowitz, Jason Klumb, Gustavo Arroyo, Kaden Kratzer, Karin Hendrickson

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Call to Order:

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

Review of Agenda:

The following modifications were made: Add Executive Board Election Committee and Ethics Report.

Member Comments:

- Cara Williams, Alameda County SSA chapter president:
She addressed issues around the Alameda County SSA chapter funds and is requesting for information. President Sanchez indicated that the issue will be looked into and reported out at the next Board meeting.
- William Wills, Alameda County SSA chapter:
He spoke about the Alameda County SSA chapter funds and would like to see transparency.
- Dana Williams, Alameda County SSA chapter:
She spoke about becoming a fee payer due to feeling the Union was not present, then rejoining to become a member.
- Alameda County SSA chapter members (Jose Alvarez, Thelma Page, Jeffrey Davis, Valerie Perez, Tracy Scott-Jefferson):
The members came to the Board in support of their chapter president.
- Zem Hines, Alameda County SSA chapter:
She spoke about the member convention and thanked the Board.

- Alyssa Jones-Garner and Nicole Christina, SF City & County Chapter:
The members spoke about the Americans with Disabilities Act Conference they attended and how it effects them as City workers and union members. They suggested the Union do ADA centered trainings throughout the Local.

Approval of the August 25, 2018 Minutes:

M/S/C (Taylor/Stern) to approve the minutes.

1021 Convention Debrief:

A short vide of convention highlights was shown, which will be made available to members. The results of the electronic survey from the convention was presented. The responses show the numeric responses, not commentary. It was asked to have a list of all the staff and members, who helped with the convention so that they can be thanked.

The Board shared their thoughts on:

- A. One thing you were responsible for that you were most pleased about. (Union pride)
- B. One thing you were responsible for that you would do differently in the future. (Share your reflection)
- C. Looking back, what would you do the next time to increase delegate attendance? (Share your inspiration)

The meeting was temporarily suspended at 12:10 p.m. for a lunch break and resumed at 12:33 p.m.

1021 Convention Debrief (continued):

An overview of Module 3 of the Leadership Academy with specific goals was presented. The module incorporates the work coming out of the convention. The four parts of the module was reviewed along with a form to report “Worker to Worker Communications”.

Election Committee:

Donna Shane, Election Committee Chair, responded on behalf of the committee to questions that were asked at the Board meeting around the term of office, the Healthcare Industry in San Francisco and mailings. It was said that the election committee will respond to specific questions, if sent to the election committee email, in a timely manner. It was explained that clarifications by the election committee on specific questions are posted on the Local’s website.

Budget & Finance Committee Report:

Planning for 2019:

Amos Eaton went over items considered for planning the 2019 budget. Considering membership, uniform dues structure, as part of the ideas discussed. November 9th and 10th are the next planning meeting dates to develop the 2019 budget. He also reported that the Union’s financial advisor presented a review to the BFC of the Local’s long term investments, which are currently stable.

Karin Hendrickson gave an overview of the Auditors’ report for 2017. There was a question around fossil fuel investments, which will be looked into. It was asked if we should do more than an annual audit. It was explained how the audit works and that it is only annual. Internal audits need to be developed for items such as assets, etc.

A summary of motions approved by the BFC at their September and October meetings was presented by Treasurer Amos Eaton.

The BFC approved the following items:

1. Consultant, Josie Camacho (Sept. meeting):
The BFC approved to go into a contract with Josie Camacho through the Nov. 6, 2018 election. The scope of her duties is to provide consulting services around political work. The contract rate is \$100.00 per hour, at up to 95 hours through Nov. 6, 2018, with a contract max of up to \$9,500.00.
2. Concur - web-based travel & expense software (Sept. and Oct. meeting):
The BFC approved a payment of \$12,309.00 to continue with a pilot program to implement the “accounts payable” aspect of *Concur*. The pilot program was implemented in April 2018 using the “free trial” version. The payment is to cover the costs for August, September and October.

The BFC also approved to incorporate *Concur* as an on-going cost for the 2019 budget.

The BFC approved the following Community/Allies Requests:

- S.F. Coalition of Homelessness (approved via poll, 8/28/18):
The BFC approved funding of \$500.00 (tier 3) for four (4) tickets to the S.F. Coalition of Homelessness fundraiser on Sept. 8th.
- Vallejo NAACP Chapter Annual Banquet (approved via poll, 9/5/18):
The BFC approved funding of \$500.00 (tier 3) for five (5) tickets to the annual NAACP Vallejo Chapter banquet on Sept. 8th.
- San Joaquin County (SJC) Diversity Luncheon (Sept. meeting):
The BFC approved a matching donation of \$208.00 (tier 3) with the SJC chapter for the 21st Annual Diversity Luncheon in Stockton.
- Sow A Seed Foundation Casino Night (Sept. meeting):
The BFC approved matching donation of \$175.00 (tier 3) with the SJC chapter to purchase one (1) table to the Sow A Seed Foundation annual Casino Night fundraiser.
- S.F. Jobs with Justice (Sept. meeting):
The BFC approved to pay the 2018 SF Jobs with Justice annual dues, retroactive to 2/14/2018, in the amount of \$20,000.00 (tier 1) to come out of the Resource Agreement.
- Officers for Justice (Oct. meeting):
The BFC approved to donate \$1,500.00 (tier 2) to *The Officers for Justice* to support their 50th Gala Dinner.

BFC Recommendations:

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

- A. Full-Time Release for Treasurer (Oct. meeting):

The BFC recommends extending full time release for Treasurer Amos Eaton through April 2019. His current release agreement is through 12/31/2018. M/S/C (Schardt/Park) to approve the BFC recommendation.

Action Items:

- Political Request:
Gustavo Arroyo presented a request regarding a contribution towards the Governor's race in the State of Ohio. He explained that the SEIU CA State Council has asked CA locals to consider contributing \$50,000 towards the campaign of the candidate that labor has endorsed. He explained that the Union has checked with our law firm to confirm that this request was legally feasible. M/S (Stern/Jimenez) to approve the contribution of \$50,000, plus pay the tax liability expenditure of \$10,500, if paid from the general fund. There was discussion on the pros and cons of this contribution. The motion was carried.
- Alameda County Office of Court Reporters Association (ACOCRA):
The affiliation agreement was shown from this chapter, which was first recognized with Legacy Local 616. The chapter leaders met with President Sanchez requesting to continue honoring this agreement. The agreement includes language that the chapter has a separate budget that was initially set at \$18k for expenses that the chapter deems appropriate. It was also said that their State Bar Association dues are also paid for by the Local. The request is to allocate \$5,000 towards their chapter budget. M/S/C (Stern/Park) to approve the request with the understanding that the Union will renegotiate the terms of the existing agreement.

Executive Board Member/Committee Reports:

- Training Committee:
Theresa Rutherford reported on the 3rd quarter training report, which includes the pre-conference workshops. The zoom pre-conference workshop was pointed out due to low attendance. Also presented was the convention summary tracker showing what attendance at the various workshops were. It was asked why people don't show up for the trainings. It was explained that although members are given a phone call reminder, some still don't attend. It was suggested that instead of phone calls, we should send reminder text messages. It was asked if we can video the trainings and then share them with the chapters. Both text messages and videoing trainings will be added to the next training committee agenda. Shasta County would like us to do trainings to meet their needs.
- Public Charge:
Tina Diep spoke about members that have public services. If this is revoked then it will hurt families and our members, who will have their job impacted. We should vote to support this.
- November Election:
It is 10 days until the election. There is a lot of action going on with a master calendar and a schedule of GOTV dates being created to be sent out. Political actions will be happening everywhere and we need to plug into them to give support.

Action Item (continued):

- Action Item - UPE Local 1:

John Stead-Mendez reported that UPE Local 1 has been talking to our members in San Joaquin, in order to attempt to take some of our members. M/S/C (Landry/Eaton) that SEIU Local 1021 maintain a principled position against predatory union raiding strategies and practices that pit union against Union rather organizing the unorganized; and that SEIU Local 1021 will commit staff and resources as necessary to defend our members against any such efforts by other organizations including but not limited to communication with and organizing of the raiding organization's bargaining unit members.

Director Reports:

- Robert Li:
His report will occur in executive session.
- John Stead-Mendez:
City of Napa Part-Timers are now a part of the union. Napa Valley College part-timers are about to become members. The Local is at 84 percent membership and are working on reports by shop.

Field staff and directors attended a training on leading field and program campaigns including one-on-ones and other topics.

San Francisco are holding actions on race relations and racism in the worksites. An arbitration was won in San Francisco to build a child care center for the workers of San Francisco City and County.

Contra Costa County is working with 9 other unions to have better health care for their membership.

He reported on pickets of other unions that we are supporting, such as Unite Here Local against the Marriott hotels in San Francisco and Oakland and AFSCME Local 3299 strike against the UC Hospitals.

M/S/C (Schardt/Jimenez) to extend the meeting to 5:15 p.m.

Announcements:

- Ethics Report:
The certification form was given out to be signed and turned in.
- Community Housing Partnership Chapter Bylaws:
It was announced that the Community Housing Partnership Chapter bylaws were reviewed and found to be in compliance with the Local's bylaws template. There were no objections raised.
- Executive Board Poll Actions Conducted between Meetings (since the 8/25/18 E-Board meeting)
It was announced that the Board approved the following items by poll:
 - A) Item: Executive Board Election - Rule Modifications
Date of Poll: Sept. 7, 2018
Overview of Request: The Election Committee recommended the below modifications:

Item 1 – “Purple Stuff” rule:

In a careful and deliberate conversation and with our attorney and our election administrator, Unilect, on the “purple stuff” rule, the election committee recommended to approve the following rule:

No SEIU paraphernalia such as shirts, keychains, or other items should be distributed or used by any candidates or their supporters as an electoral campaign activity from now until the election is completed in March 2019 (This does not preclude SEIU paraphernalia being worn or used during the normal course of union business so long as no electoral campaign activity is taking place.)

The core reasons for their recommendation are the following:

1. Our attorney advises us that this rule helps to maintain the integrity of the election and reduces potential challenges to this election.
2. This is in line with the Department of Labor Rules.
3. This minimizes perceptions of misuse of union resources for campaigning.
4. This minimizes perceptions of SEIU endorsements of particular candidates.
5. This minimizes perceptions of unfair advantage to candidates who have not had access to SEIU Local 1021 t-shirts, logo etc.

Item 2 – “Eligibility to Vote” rule #25, minor correction:

The election committee also recommended to the board to approve a minor correction to the “eligibility to vote” rule #25 in the following way:

... A member in good standing is defined as a member who is current in dues payment and other financial obligations owed to the union based on dues having been received in-for November 2018...

B) Item: Covision Contract Addendum

Date of Poll: Sept. 17, 2018

Overview of Request:

The request was to amend the *Covision* contract to authorize an additional cost of up to \$8,435.00 to rent additional iPads for the 2018 member convention. The initial agreement was based on 500 participants. The amendment was to target 540 participants.

The Board moved to closed session at 5:03 p.m.

Executive Session:

Local President Vacation Accrual:

M/S/C (Sandberg/Stern) - prospectively moving forward to adopt for the Local President the same language on vacation time accruals that is in the *Executive Director and Head of Operations/Labor Management* agreements to begin when the person begins serving as President, as recommended by the PSC and BFC.

Comp-Time Accrual for the Lost-Time Officers:

M/S/C (Stern/Santiago) – prospectively moving forward to adopt for Lost-Time Officers on full-time release the same language on compensatory time accruals that is in the *Executive Director and Head of Operations/Labor Management* agreements, effective the first day of the first month after Board approval, as recommended by the PSC and BFC.

The Board approve to extend the meeting to 5:30 p.m.

Reclassification of the Special Assistant to the Executive Board Position:

M/S/C (Sandberg/Santiago) to reclassify the position of the Special Assistant to the Executive Board to Coordinator of the Executive Board to include project management, leading and directing staff within the existing Coordinator salary band that was previously approved by the Board.

M/S/C (Taylor/Jimenez) to extend the meeting until 5:40 p.m.

The Board reconvened into open session at 5:35 p.m.

Secretary Jan Schardt reported out the motions from executive session in open session.

Meeting adjourned in memory of Joy Barros, daughter of Brenda Barros.

Respectfully submitted,

Jan Schardt
Secretary