

**SEIU Local 1021 Executive Board**  
**Saturday, November 21, 2015 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw (by teleconference), VP Region-E Marcus Williams, Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Kimberly Moses, Robert Taylor, Mercedes Riggelman, Evelyn Curiel (by videoconference), Sunny Santiago, Akbar Bibb, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by teleconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** Renita Terry, Renato Pena, Karla Faucett, Rhea Davis, Gayle Chadwick, Nancy Atwell

**Executive Board Members Absent:** Jesse Hampton, Erika Watkins, Priscilla Agbunag, David Fleming

**Staff in Attendance:** John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Kristin Lynch, David Canham, Lisa Morowitz, Tim Gonzales, Amy Hall, Lisa Maldonado, Kim Alvarenga, Bill Petrone (by videoconference)

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**President Roxane Sanchez called the meeting to order at 10:03 am.**

**Review Agenda:**

The following changes were made: add Alameda SSA Chapter request, BFC 3<sup>rd</sup> quarter financial review, Open houses, Executive Board member reports: Alameda, Solano County, Sonoma County, Napa County, Courts; Tabled 1<sup>st</sup> reading of Staff Complaint policy; move closed session to after lunch. The agenda with additions and revisions were accepted by consensus.

**Member Comments:**

- Sacramento City Unified School District: Member Gilford Patterson spoke about recent chapter bylaws that were submitted for review for their chapter; and asked to allow more time for chapter leaders/stewards to review.
- Greg Marro, Retiree: He spoke about membership conversion.
- Asian Community Mental Health Services (ACMHS): Members Khoa Dang and Edward Vallardes gave a brief bargaining update for their chapter. The members asked for the Board's support to

authorize a strike sanction. The Board was asked to move this item out of order and address the strike sanction. It was M/S/C (Williams/Bibb) to authorize the strike sanction.

**Presidential Endorsement:**

Alysabeth Alexander gave a brief background on the issue of an early endorsement made by the International Union (IU). Members of the COPE committee joined the meeting by teleconference to weigh in on this issue. The Local COPE has asked IU to not go with the endorsement. A lengthy discussion followed on whether we want to react to the decision, where do we go from here or how do we continue to infuse issues into this debate. Several suggestions/feedback were shared such as:

- take no position, until after the primary
- engage the membership; assess the members to see what they want
- Survey the members; get input
- Stand behind IU
- Keep the local disassociated
- Propose an amendment to the International Constitution about the endorsement process at the 2016 IU convention.
- Put a statement out, after an assessment of our membership.

It was explained that if we want a real analysis, we would need to hire a pollster to do the poll and assess the membership to have a scientific approach. There was discussion on the pros and cons of doing a poll or survey. Alysabeth Alexander suggested a proposal to work on a statement to our members, as to what our involvement and process has been so far around the presidential endorsement; engagement our membership with a poll or survey – assess where members are on issues; and potentially bring a resolution to the IU around the endorsement process. It was M/S/C (Landry/Correa) to support the principles, as suggested by Alysabeth Alexander.

**Review Minutes of the October 24, 2015 Meeting:**

It was M/S/C (Williams/Jimenez) to approve the minutes of the October 24, 2015 meeting.

**Budget & Finance Committee Report:**

Paul Camarillo reported that the BFC held their annual budget retreat on November 13<sup>th</sup>.

- 3<sup>RD</sup> Quarter Financial Review: Rocky Morrison reported that Dues was over budget for revenue. Ed Hanley presented a graph showing the 12 month total dues/fees ranges. The revenue increase this quarter over last year was about 4.4% increase, which is mainly due to frequency of payments. Other revenue has increased due to onetime sources of income. Per Capita Expenses were reviewed for non-organizing.
- Proposed 2016 Budget: The draft budget message and 2016 budget proposal was presented. The BFC was able to come up with a balanced budget. The proposed budget was reviewed line by line. Dues are increased based on member raises. Salary and wages has been increased, which also means payroll taxes are increased. Staff benefits have increased due to cost of health care. Organizational & Program Expenses are soft recommendations due to the International

Convention costs. Training has increased due to number of trainings and number of participants. It was explained that there will be the need for outside resources to assist with approaching any potential organizational changes, in light of the “Abood” decision. Occupancy and Office operations has a small increase. Non organizing expenses has increased.

It was M/S/C (Stern/Williams) to approve the recommended budget for 2016.

**The meeting was temporarily suspended for a lunch break at 12:05 p.m. and reconvened at 12:25 p.m.**

**Good and Welfare:**

Pete Albert announced that the Retirement Security Committee is passing around a petition and would like the Board’s support.

Akbar Bibb and Nadeen Roach reported on the Solano strike. A tentative agreement was reached. They thanked the Board and staff for their support throughout the fight.

**Action Items:**

- Children, Family and Community Services: Members Jeanette Santos and Jacqueline Hartwell are seeking the Board’s support for a strike sanction. Currently there are 6 ULP’s filed, with more pending. They spoke about key issues in this contract fight, such as management doing direct dealings with members, layoffs, increased health benefit costs and furlough days. It was M/S/C (Taylor/Bibb) to authorize a strike sanction.

**Budget and Finance Report(continued):**

**The BFC approved the following items:**

1. Timothy West, Consultant:

At the October BFC meeting, the BFC previously approved to extend Timothy West’s contract at up to January 13, 2016. The BFC approved a clarification be made on the previous motion passed around his contract, that the contract max would need to be adjusted for the additional months.

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

A) Nato Green, Consultant:

The BFC recommends to the Board to increase Nato Green’s hours to up to 120 hours per month, with the understanding the contract max would need to be adjusted. His current contract is through March 2016 at 100 hours per month at \$70.00 an hour. He currently assisting with negotiating the Asian Community Mental Health Services, as well as first contract negotiations at Dominican University and St. Mary’s College. M/S/C (Jimenez/Roach) to approve, as presented.

B) Tim Redmond, Consultant:

The BFC recommends extending Tim Redmond’s contract to up to March 8, 2016. His current contract is due to expire on December 8, 2015. He is currently assisting with work on the Worker Power Magazine. M/S/C (Stern/Williams) to approve, as presented.

C) Sonoma and Solano Campaigns:

The BFC recommends to approve up to a total of \$75k for additional media costs related to both the Solano and Sonoma campaigns. M/S/ C (Eaton/Roach). Seth Shapiro clarified that there is \$75,000 for both media and other campaign related expenses. Motion was amended to clarify that John Stead-Mendez will utilize the funds, as deemed necessary.

The BFC considered the following Community/Allies requests:

- Western Workers Labor Heritage Festival!  
The BFC approved a donation of **\$200.00** to the Western Workers Labor Heritage Festival 30<sup>th</sup> Celebration to be held on January 15-17, 2016 in Burlingame, CA.
- Raizes Collective:  
The BFC approved a donation of **\$250.00** to the *Raizes Collective* organization to support the group's fundraising goal of \$20k for 2015 for their upcoming programs for Latino families in Sonoma County, which are currently under development. The *Raizes Collective* fund is collaboration between Sonoma County parents, business and community members.
- College Tee Project:  
The BFC approved a donation of **\$250.00** to the *College Tee Project* organization to support the group's fundraising goal of \$60k by July 31, 2016 to provide "college t-shirts" for Sonoma County elementary school students.
- Fr. Rudy Romano Foundation:  
A request was made to make a donation to the *Fr. Rudy Romano Foundation* in the amount of \$10k to support the foundation's program for underprivileged children in the Philippines. The BFC did **not** approve the request and moved to table the request due to not enough information was provided.

#### **Regional Open House Events:**

Marcus Williams presented a written proposal to amend the previous motion passed around the *End of the Year* events. M/S/C (Stern/Russell-Benson) to approve \$2,000 be allocated to each open house and provide refreshments as designated by those individuals planning the events, which can include food items other than just desserts; but not alcoholic beverages. Chapters located within the jurisdictions of the designated SEIU 1021 Open House locations may supplement the \$2,000 allocation using their own funding sources. There was a discussion on how chapters can use their funds. A friendly amendment was made to state "up to \$2,000" can be allocated; and up to \$3,000 be allocated for the San Francisco open house. The makers of the motion accepted both friendly amendments.

#### **Staff Recognition:**

John Stead-Mendez presented a request for the Board's consideration to approve gift cards to be given to staff as an appreciation for their hard work. It was M/S (Medina/Jimenez) to approve \$200.00 gift cards for staff. There was discussion on the motion. A friendly amendment was made to purchase gift cards valued at \$150.00, plus a luncheon with a limit of \$50.00 per person. The makers of the motion accepted the amendment. It was announced that before proceeding, both CWA and OPEIU would need to agree to this recognition on a non-precedence setting basis.

**The Board moved to closed session at 1:33 p.m.**

#### **Executive Session:**

Temporary Employee Extension Requests:

It was M/S/C (Stern/Medina) to extend Michael “Shum” Preston up to January 15, 2016.

**The Board moved to open session at 2:03 p.m.**

Secretary Jan Schardt announced the motion passed during closed session.

**Action Items (continued):**

Alameda SSA Chapter Funds:

Nancy Ghanim spoke about an issue, where the chapter had funds from their legacy local; and she stated that it is unclear as to how much is available and how the chapter can have access to the funds. She presented a request for \$5,000 to be allocated to the Alameda SSA chapter, in order to operate their chapter work, while accounting continues to sort out what the allocation should have been. Rocky Morrison gave a brief review of the chapter’s current expenditures and chapter rebates, as well as the amount currently available in their chapter funds. It was recommended to place this request in abeyance to allow time to further investigate and research the issues addressed by Nancy Ghanim; and to bring the issue to the BFC to address.

**Membership Campaign:**

Lisa Morowitz gave a brief update on the membership campaign. She reported on the public sector membership density since March 2015. John Stead-Mendez reported that during the blitz, over 800 members were signed up.

**Convention Follow-up Update:**

M/S/C (Wise/Williams) to table this item.

**Training Committee Report:**

Lisa Morowitz reviewed the Intermediate Shop Steward Training manual. There are 2 levels of advanced training levels one on organizing and the other is on items such as filing a grievance. Comments were shared by those who have attended the training.

**Policy Committee Report:**

Eric Stern reported that the committee has reviewed the Staff Complaints policy; however there were some concerns discussed over some of the changes. The committee recommends to table the proposed revised policy, and to instead continue using the original policy. M/S/C (Johnson/Williams) to table the discussion on the proposed revised policy and to maintain the current policy.

**Executive Board Member Reports:**

- Sacramento City Schools Chapter promoted their Winter Event which is on December 12<sup>th</sup>.
- Nancy Ghanim: She reported on a recent TA reached at Alameda County.
- Amos Eaton: He spoke about the 3-day strike in Sonoma County.
- Jim Wise: He reported that Napa Courts ratified their contract.
- Ramses Teon-Nichols: He spoke about the Project Open Hand campaign. He also acknowledged ROC members for their help with the Solano and Sonoma strikes, and membership blitz campaigns.
- Cynthia Landry: She reported on retirement initiatives that will be coming out in December. She also spoke about an effort to change retirement pensions which would cause people to lose as much as 7% in income, if this is approved.

- Alysabeth Alexander: She reported on the November 4<sup>th</sup> election, including a big win in the District 3 Board of Supervisors race in San Francisco.

### **Head of Operations Report:**

#### **Building Report**

Seth Schapiro gave a brief update on the non-binding offer on the CNA building, as discussed at last month's E-Board meeting. He also gave an update on the SF building.

#### **Union Official's Time Allocation Estimate Form:**

Seth Schapiro announced that the *Elected Official's Time Allocation* form is included in the packets. Board members were asked to complete the form for 2014 and 2015; and submit to Joanne Cansicio as soon as possible.

#### **401 Plan:**

Seth Schapiro presented a resolution around the SEIU Local 1021 Retirement Savings Plan. It was M/S/C (Stern/Medina) to approve the resolution, as presented.

#### **Oak St. Renovation Project:**

Seth Schapiro presented a request on the Oak St. renovation project. Key items of the project include carpet and paint, tile replacement at front door and roof tiles. Rocky Morrison will be take lead on this project. The Board was asked to authorized a proposed budget of up to \$350k to complete this project. It was M/S (Stern/Medina) to authorize up to \$350,00 in order to initiate the bidding process to start the process, with the understanding the building committee to review the bids. M/S/C on a substitute motion was made (Joubert/Landry) to have the building committee work with Seth Schapiro and Rocky Morrison to select a contractor through the bidding process and bring back to the Executive Board for approval.

### **Executive Director Report:**

John Stead-Mendez reported on huge contract fights in Solano and Sonoma counties. The leadership of member leaders was inspiring. He acknowledged staff for their assistance in these fights. He also acknowledged the work of staff in the membership blitz campaign, as well as the November election and Fight for \$15 campaign. The City of Napa

### **Announcements:**

- Sacramento City Unified School District (SCUSD) Chapter ByLaws: It was explained that SCUSD bylaws were submitted for review and found to be in compliance in accordance to the local's bylaws template. A request from members was made to allow more time for member leaders to review. It was M/S/C (Johnson/Santiago) to table acceptance of the SCUSD bylaws, in order to allow the opportunity for all chapter officers/stewards to review and/or weigh in on the ByLaws that were submitted for review.

M/S/C (Williams/Boutte) to adjourn the meeting at 4:25 pm.

Respectfully submitted,

Jan Schardt  
Secretary