

**SEIU 1021 Executive Board Meeting
November 19, 2016 – 10:00 am – 5:00 pm
Fairfield, California**

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP Region-A Sunny Santiago, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Karla Faucett, Dellfinia Hardy, Eric Stern, Omar Medina, Pete Albert, Cynthia Landry, Janice Wong (by videoconference), John Arantes, Gregory Correa, Angel Valdez, Robert Taylor, Dan Jameyson, Evelyn Curiel (by videoconference), Lorraine Bowser, Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep (by videoconference), Rhea Davis, Peggy LaRossa (by videoconference), Mary Duncan (by videoconference), Treasurer Amos Eaton, Theresa Breakfield (by videoconference)

Executive Board Members Excused: VP Region-B Tom Popenuck, Derrick Boutte, Yeon Park, Mercedes Riggleman, Al Fernandez, Geneva Haines, Julie Meyers

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Bill Petrone, Lisa Morowitz, Tim Gonzales, Nely Obligacion, Dana MacPherson, Lisa Maldonado, Christina Miyabe

President Roxanne Sanchez called the meeting to order at 10:05 am.

Review Agenda:

The following items were added to the agenda: Policy Committee Report, leader reports by Cynthia Landry, John Arantes, Felipe Cuevas and Dan Jameyson; request to close the meeting in memory of Mary Jane Logan. By consensus, the agenda was approved.

Member Comments:

- Tina Tapia, Alameda County General Chapter: She spoke about the Alameda County General Chapter bylaws, and asked the Board to support acceptance of their bylaws.
- Greg Marro, Retiree: He spoke about the November election and reaching our members.
- Claire Zvanski, Retiree: She spoke about the upcoming SF Retirement Benefits Board election and the need to develop a campaign plan.

Approval of the October 24, 2016 Minutes:

Cynthia Landry pointed out a correction on Page 4 under Consent Calendar, Policy on Protecting Union Members and Leaders section, which should read “Local’s Vice President of Representation..” It was M/S/C (Wise/Correa) to approve the minutes with the correction.

November Election Report:

Alysabeth Alexander, Joseph Bryant, and Gary Jimenez reported on the losses and wins and gave highlights over some of the State and regional outcomes. The local’s Member Political Organizers (MPO’s) were honored with an appreciation plaque for their work (Bruce Boyer, Lorraine Bowser, Omar Medina and Theresa Breakfield). Bruce Boyer and Lorraine Bowser spoke on what their experience was

like working as an MPO. Other board members shared their reactions and thoughts on wins and losses in their areas, as well as the national election.

The meeting was temporarily suspended at 11:40 am for a lunch break and resumed at 12:15 pm.

Update - Implementation of Vision for Power:

The Board previously agreed to engage in a transformation process to *Implement the Vision for Power* document; and to authorize the concept of an “architect group” (*blue group*) to work on a blueprint, which includes the following principles as part of the transformation goals: *Leadership is Connected to the Field, Resilience, New Forms of Worker Organization, Transformed Worksite Power, Raised Consciousness, Innovation, Democratic Union and Wider Movement*. The Board also agreed that the way the Personnel/Staffing Committee (*green group*) should approach its work should have the transformation goals in mind.

President Roxanne Sanchez gave an update of the work that has been performed thus far. As the work rolled out, other teams, such as the “purple” and “pink” groups were developed. Joseph Bryant gave an overview of the four (4) stages of the transformation process. Several charts were presented on the work and outcomes/goals of Stage 1. Several Board members reported on behalf of the various groups they are a part of - Mary Sandberg/Angel Valdez for the PSC (green group); Ramses Teon-Nichols for the “purple” group and Seth Schapiro/John Stead-Mendez for the “pink” team. It was announced that as the work progresses, a report/updates will be provided to the Board.

Poll Announcement:

A report of poll actions taken by the Executive Board since its last meeting on Oct. 24, 2016 was presented:

- Consultant Contract, Pete Castelli:
The Board approved a consultant contract with Pete Castelli at \$100.00/per hour for up to eighty (80) hours of work per month, plus expenses. The scope of the work is to help lead negotiations and consult on negotiations through June 2017 for upcoming bargaining campaigns. Initially, he will be assigned to the Alameda Health System – San Leandro hospital bargaining, which expires in December. The term of the contract is up to June 30, 2017.

Draft 2017 Executive Board Calendar:

A draft schedule of Executive Board meetings for 2017 was presented. The Board was asked to review the schedule and send any suggested changes. The final draft will be placed on the consent calendar at the December Board meeting.

Budget & Finance Committee Report:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee. There were no actions/recommendations of the BFC from its November 18th meeting.

Action Items:

- Sonoma County Superior Court Strike Sanction Request:
The Sonoma County Superior Court chapter is seeking authorization from the Board for a strike sanction. Jim Wise and Amos Eaton gave a brief report on some of the keys issues the chapter is fighting in negotiations. The chapter has held actions and is ready to strike. It was M/S/C (Eaton/Arantes) to approve the strike sanction.

Announcements:

- **Chapter Bylaws:**
It was announced that the following chapter bylaws were reviewed and found to be in compliance: **a) Alameda County General Chapter Unit; b) Mendocino-Lake Community College Chapter; c) Dominican Adjunct Union Chapter.** There were no objections raised.
- **East Bay Unity Event:** Gary Jimenez announced that the East Bay unity event will be held on Friday December 16th.

Reports:

Training Committee:

Jan Schardt reported on the board request made at the October meeting. A copy of the evaluation form was provided. The evaluations from September – November was provided, with the headings that show the relationship to the evaluation. Also provided was a list of trainings that have been provided to staff from January – to an upcoming training in December.

Strike Policy Review:

Eric Stern reported on a meeting that occurred to review the strike policy, as a follow up from the discussion at the October Board meeting. Those who participated felt that the policy should be left as is; and that an effort needs to be made to obtain signatures from those participating in strikes to sign in on the sign in sheets.

Action Items (continued):

- **Contra Costa Strike Fund Request:**
At the October meeting, the Board approved strike hardship funds for the Contra Costa Strike, which was based on the data collected from sign-in sheets at the strike lines. Dan Jameyson reported on the number of applications that have been received at this point. He anticipates that the amount to be paid out to those eligible will be within the amount (or less) than what was initially approved. He asked for the Board's approval to accept paystubs as proof of participation in the strike. It was M/S/C (Stern/Davis) to accept pay stubs from members as verification, if not on a sign-in sheet, as eligibility for hardship, within the scope of the amount that was previously approved.

Executive Board Member Reports:

- **Cynthia Landry:** She reported on items from the Retirement Security Committee. She spoke about the retirement board in San Francisco and the upcoming election. She also spoke about the implementation on Senate Bill 1234 and the Marin County lawsuit, which the Alameda Central Labor council wrote a strong letter in support of the petitioner's side
- **Dan Jameyson:** He spoke about layoffs of workers in the Covered California Call Center. All of the people have been placed into vacant positions within the county.
- **John Arantes:** He reported on new COPE members, who are new hires in the past four months, and trying to get workers involved from the beginning.
- **Felipe Cuevas:** He spoke about cars that were broken into at the Oak St. office, and addressed safety issues with the lighting in the parking lot.

Directors Report:

Seth Shapiro will cover his report in executive session.

Bill Petrone reported that San Joaquin County reached a tentative agreement for a 3 year contract, which includes a bonus of \$800 to be given to each member by December 16th.

Nely Obligation reported on the Education team's participation during the election cycle. In Oakland, members will receive 15%, in San Francisco they have the partial tax and will be receiving a 25% increase. They focused on member participation and converting fee payers to members.

Kristin Lynch: November 29th is the national day of action and we need to participate in this, as we need to connect the Fight for \$15 and the San Francisco Airport Workers along with Uber and Lyft drivers that will be participating.

John Stead-Mendez announced that director reports were sent out via email. He spoke about bargaining and what's ahead. He also spoke about labor practices and how we have been addressing them.

The board moved into closed session at 3:20 pm.

Executive Session:

- Personnel/Staffing Committee Report:
A request was presented to extend the following temporary employees:
 - Gail Byrdsong, extend up to 1/30/2017
 - Rosalind Reyes-Woodall, extend up to 12/12/2016
 - Dina Robinson, extend up to 12/9/2016
 - Maria G. (Guadalupe) Rosas, extend up to 1/30/2017
 - Catherine Bundy, extend up to 1/30/2017
 - Dana MacPherson, extend up to 2/28/2017
 - Kimberly Carter-Martinez, extend up to 2/28/2017

It was M/S/C (Stern/Jimenez) to approve the above extension requests, as presented.

The board moved into open session at 3:37 pm.

Secretary Jan Schardt announced the motion that was discussed in closed session.

The meeting closed in memory of Mary Jane Logan and Francesca Rosa.

The meeting adjourned at 3:45 pm.

Respectfully submitted,

Jan Schardt
Secretary