

SEIU Local 1021 Executive Board
Saturday, December 12, 2015 – Sacramento, 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, Larry Bradshaw, Marcus Williams, Renita Terry (by teleconference), Omar Medina, Jim Wise (by videoconference), Valoria Russell-Benson, Rhea Davis (by videoconference), Pete Albert (by videoconference), Cynthia Landry, Derrick Boutte, Gregory Correa (by teleconference), Kimberly Moses, Robert Taylor, Evelyn Curiel, Sunny Santiago, Nancy Atwell (by teleconference), Nadeen Roach (by videoconference), Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Paul Little (by teleconference, Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: VP Region C Gary Jimenez, Eric Stern, Norlissa Cooper, Renato Pena, Karla Faucett, Nancy Ghanim, Gayle Chadwick, Mercedes Riggelman, Akbar Bibb, Doug Marr, Julie Meyers

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

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Lisa Maldonado, Nely Obligacion, Amy Hall (by videoconference), Kim Alvarenga (by videoconference)

The meeting was called to order by President Roxanne Sanchez at 10:13 a.m.

Review Agenda:

The following items were added: a) Divestment of Fossil Fuels; b) reports from Theresa Breakfield (under closed session), Karen Joubert - arbitration report, Alysabeth Alexander, Marcus Williams, Ramses Teon-Nichols; c) Building Committee report (under Head of Operations report). The agenda was accepted by consensus.

Member Comments:

- Greg Marro, Retiree: He offered suggestions on toy or food drives that the local can contribute to. He also spoke about the process of member input on chapter bylaws.

St. Council Presentation: Secure Retirement Program

Cynthia Landry reported on some of the issues that are occurring with health care, retirement and other related concerns. She introduced Sarah Zimmerman, who is the State Council representative assigned to the Retirement Security for All program. Ms. Zimmerman gave a presentation on the importance of pensions and about the work of the *Retirement Security for All* program. She also spoke about how low retirements are affecting retirees and most are only living on Social Security income. There are 2

initiatives that eliminate the *death retirement benefit* for new employees and bans employers from enrolling public employees, who are hired after 1/1/2019. She also spoke about work around the final phases of SB1234 (Secure Choice Legislation), which will provide retirement security, and what investment plans people can utilize. This will be going to the legislators in 2016. The next 2 months are critical, as petitions need to be submitted; and members need to come and testify at the Secure Retirement Committee meeting in February.

Review Minutes of the November 21, 2015 Meeting:

It was M/S/C (Williams/Boutte) to approve the minutes of the November 21, 2015 meeting, as presented.

Budget & Finance Committee Report:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its December meeting was presented.

It was reported that the BFC approved the following items:

1. **Sally Covington, Consultant:**

The BFC approved to extend Sally Covington's contract up to February 13, 2016 at the same contract terms, plus expenses, with the understanding that the contract max would need to be adjusted for the additional months. Her current contract is through 12/13/2015 at 65 hours of work per month at \$100.00 an hour. She is assisting with work around the Sonoma healthcare task force.

2. **Support for San Bernardino Families:**

The BFC approved a financial donation of \$10k, to be sent to the fund set-up by the International Union, to support SEIU Local 721 families impacted by the San Bernardino mass shooting.

3. **Alameda Health Care Task Force:**

The BFC approved to contribute \$15k towards the creation of the Alameda County Health Care Task Force. **Background:** The Alameda CLC convened a meeting with public sector locals in an effort to form a Health Care Task Force in Alameda County to collectively examine the causes of health care cost inflation, and for solutions to control these costs. The County has committed to help fund this Task Force, as well as provide facilities to hold meetings.

Recommendations:

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

A) **Michael Allen, Consultant:**

The BFC recommends to add up to 200 hours at \$100 an hour, with the contract max to be adjusted by another \$20k, plus expenses. He is currently working as the chief negotiator at the Sonoma County bargaining table. His current contract term is up to when a TA is reached. M/S/C (Williams/Eaton) to approve the request, as recommended by the BFC.

B) **Sam Kaner (Community at Work), Consultant:**

The BFC recommends to the Board to go into a contract with Sam Kaner with Community at Work to assist with work around potential organizational changes in 2016. The initial term of the contract would be from January 4, 2016 – April 30, 2016 at a contract max of up to \$80k, for a maximum of sixteen (16) full days of work (\$4,800 a day, prorated for partial days). There was discussion as to the need and what can potentially occur and why we need to proceed with this consultant. The International is looking at the same consultant and we were the only Union to come up with the idea and plan. M/S/C (Williams/Landry) to approve the request, as recommended by the BFC.

C) **Candidate PAC Account:**

The BFC recommends to the Board to “front load” \$741,963.00 for the Candidate PAC for the next six (6) months at \$2.95 per member, per month, effective January 1, 2016. M/S/C (Williams/Landry) to approve the request, as recommended by the BFC.

D) **Reimbursement Deadline Waiver:**

The Alameda County COPE requests to extend the reimbursement deadline for member Debbi Pearson for expenses incurred earlier this year for the CA Democratic Convention, where she was in attendance. The current reimbursement policy states that requests and supporting documentation must be submitted within six (6) months of the expense being incurred. The BFC recommends to the Board to **uphold** the current reimbursement policy. It was M/S (Camarillo/Williams) to accept the BFC’s recommendation. A substitute motion was made (Taylor/Landry) to approve the reimbursement request submitted by Ms. Pearson and to modify the current reimbursement policy to allow a seven (7) day grace period beyond the six (6) months, effective November 15, 2015. There was discussion on the pros and cons of this motion. Larry Bradshaw called the question. After discussion, the Board voted by show of hands: 12=yes; 11=no; 3=abstentions. The substitute motion was carried.

Community/Allies Requests

The following community/allies requests were approved:

- **East Bay Warriors:**

The BFC approved a donation of \$300.00 to the *East Bay Warriors Youth Football and Cheerleading Organization* to sponsor kids between the ages of 9-11 years old to compete in an annual competition in Florida.

- **Northern CA Veterans Museum and Homeward Bound:**

The BFC approved a donation of \$500.00 to the *Northern CA Veterans Museum and Homeward Bound* to support fundraising efforts towards the group’s museum project and holiday meal program for military families in Shasta County, with the caveat that Area Rep Sunny Santiago to continue to build a partnership with this organization and follow-up on the development of their programs/projects.

The meeting was temporarily suspended at 12:48pm for a lunch break and reconvened at 1:13pm.

Action Items:

- Fossil Fuel Divestment: Cynthia Landry presented a request on behalf of the Retirement Security Committee. She gave a brief background to support divestment from Fossil Fuels in all pension systems that included 1021 members. A written proposal was presented. She explained there are sound financial and environmental reasons to support the proposal. M/S/C (Greenwood/Popenuck) to urge divestment from fossil fuels in all the pension systems where we have members, to create an educational piece and toolkit for our members. Further work that needs to be done is to review the impact of what will occur by organizations such as PG&E if divestment occurs. Cynthia Landry also shared a copy of the Senate Bill.

The Board moved to closed session at 1:30pm.

Executive Session:

Temporary Employees Extension:

- It was M/S/C (Taylor/Johnson) to extend Catherine Bundy and Ron Marsh up to mid-February 2016.
- It was M/S/C (Popenuck/Atwell) to extend Dana MacPherson up to January 15, 2016.

The Board moved to open session at 2:00pm.

Secretary Jan Schardt announced the motions passed during Executive Session.

Membership Campaign:

Lisa Morowitz announced there is no update to provide at this time. Seth Schapiro announced that the Supreme Court hearing on the *Friedrichs* case is scheduled on Jan. 11, 2016. There was a suggestion to give a brief update on this case and present the audio when it's available to the Board, as well as staff, in order to help familiarize members/staff on this issue.

Convention Follow-up Update:

Larry Bradshaw reported that we are continuing to implement the vision plan. Members, who signed up for the Fight for \$15 and Climate Control, were contacted. He also announced the law firm is holding a *Labor Law Update* conference on March 5, 2016, which will cover topics that will impact members. The Union is limited to 125 participants to send to the conference. About 85 delegates asked for this training on the commit cards. He explained that additional spots will be assigned by region, as well as some staff. Board members interested in attending should contact Joanne Cansicio.

Training Committee Report:

Jan Schardt reported on behalf of the Training Committee. She reported that there were 97 local wide trainings in 2015 with 1,400 members participating, that included 4 Strike Schools; and 600 delegates attended 23 workshops at the convention. There were also industry and staff trainings that were held. The 1st quarter 2016 brochure is currently at the printers and will be available before the holidays for distribution. New classes being offered will include Healthcare Justice- ACA 2016; Retirement Security Under Attack – Stand Up/Fight Back; Understanding Grievances and the Arbitration Process; Health Care Reform CEU for Healthcare Workers; The Stewards Role in the ADA Interactive Process; and Fixing the Broken Economy: Raise California's Wage Act 2016.

Executive Board Member Reports:

- Arbitration Report: Karen Joubert provided a report on arbitrations that have occurred. There are 6 arbitrations that will be held in January and one in February. Currently, there are about 11 arbitrations pending from 2014. There was discussion on how the arbitration process works.
- Ramses Teon-Nichols: He announced that union was successful in organizing new members at Project Open Hand. He also spoke about the statewide Childcare campaign, as well as continuing to organize non-profit workers.
- Alysabeth Alexander: She reported on the State Council 2016 legislative planning meeting that was recently held.
- Evelyn Curiel: She spoke about some difficulty with her employer.
- Marcus Williams: He reported on various activities happening in Region E. The SJC chapter has recently elected their bargaining team and gearing up for negotiations. A training was held for the bargaining team by Lisa Morowitz and Bill Petrone. He also spoke about the Foothills fire, where members have lost their homes and have nowhere to go. 1021 has been there since the beginning and the community is recognizing the Local, as being in the forefront.

Executive Director Report:

Kristin Lynch reported on behalf of John Stead-Mendez. Many of the schools contracts have been settled and the outcomes have been very good with salary increases and other positive changes for schools

members. She spoke about how we need to be prepared on the potential impact the Friedrich's case will have on the local. She also reported on various campaigns that are occurring, such as Fight for \$15, child care, contracting out issues and organizing opportunities.

Head of Operations Report:

- SF Office building: Seth Schapiro, along with Larry Bradshaw, gave an update on the SF office building. The current lease is due to expire in 2016. The building committee is discussing and reviewing various options, such as looking at other property and potentially submitting non-binding bids at the current building or new building.
- 100 Oak St. Project: A written update on the Oak Street Improvement project was presented by Rocky Morrison, who joined the meeting the teleconference. He reported that calls have been made to contractors for bids. There is little or no space to move furniture, files, etc. while work is going on in any given area. It was suggested that work on the exterior entry and ceiling tiles can be worked on that should not take more than a day. There was a suggestion to research a *digital storage* option, in order to create space, once more pressing priorities are handled.

Announcements:

- 2016 Meeting Calendar: A draft schedule of the 2016 Executive Board meeting schedule was presented. There was a suggestion that the current Board should adopt meetings only up to April; then the new Board can set the schedule for May to December. M/S/C (Williams/Santiago) to adopt the meetings for January 2016 to April 2016, as presented.
- Open House events: A list of current *Open House* dates scheduled was announced. This information will also be sent out to the Board.

By consensus, the Board moved to adjourn the meeting at 3:48pm.

Respectfully submitted by,

Jan Schardt
Secretary