

SEIU 1021 Executive Board Meeting
December 10, 2016 10:00 am – 6:00 pm
San Francisco, California
MINUTES

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

Executive Board Members Excused: Angel Valdez, Mercedes Riggelman

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, David Canham, Nely Obligacion, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Alvarenga, Kim Carter-Martinez, Ed Hanley, Boyan Biandov, Caitlin Prendiville, Dana MacPherson

President Roxanne Sanchez called the meeting to order at 10:08 am.

Review Agenda:

Move BART Foreworkers Unit Request to after member comments. Add video on childcare campaign update, resolution for Sac City Schools. Close with a moment of silence and reflection for Donald E. Templin and Mike Israel, who recently passed away. The agenda was approved by consensus.

Update: BART Foreworkers Request:

President Sanchez read the committee's recommendation to the Board regarding the *BART Foreworkers* petition to move from the *BART Chapter (Maintenance/Clerical)* to the *BART Professional Chapter*, as discussed at the September meeting. It was explained that this issue will be discussed further, after *Member Comments*.

Member Comments:

- Kate O'Donnell, Exploratorium Chapter President: She spoke about debt in their chapter due to funding classifications. The chapter has been working with Non-Profit Industry Chair, Eric Stern. She asked for a written commitment that the Union is willing to support the chapter.
- Greg Marro, Retiree: He spoke about the SEIU International sending out an email about a prepaid card called "Green Dot".
- Olivia Rocha, BART Professional Chapter President: She spoke against the *Foreworkers* petition and thanked the committee for their work.

- Phyllis Pinkston, BART Professional Chapter Secretary: She spoke about how the foreworkers work is different than the administrative group; and that having different days off/different hours will be difficult.
- Edward Carter, BART Professional Chapter Vice-President: He spoke about the committee's recommendation and suggested some modifications.
- Jeff Haddad, BART Chapter (Foreworker): He spoke against the petition. He also spoke with other foreworkers, who are also not in agreement with the petition.
- Chad Ecklof, BART Chapter (Quality Team Leader) Chief Steward: He spoke about how the Foreworkers should remain in the BART Chapter; and feels the chapter would be more united and stronger.

Action Items:

- Update: BART Foreworkers Unit Request (continued):

It was reported that the Committee (President Sanchez, Tom Popenuck and Sue Angeli) held meetings with chapter leaders of the *BART Chapter* and *BART Professional* chapter, as well as with Foreworkers, who submitted the petition. The Board reviewed the Committee's recommendation.

It was M/S (Correa/Jimenez) to approve the following recommendation:

1. *We recommend that the Board hold the petitions to move the Foreworker (FW) classification to the BART Professional Chapter in abeyance for a **four-month** period of time.*
2. *During that time, the Local (sub-committee acting on behalf of the Board or designee) will work with the FW Chief Steward and FW Area Stewards to re-establish the FW Subchapter as outlined in the BART Chapter Bylaws. We believe this will provide the FW Subchapter Classification a structure and space to think-through FW issues and develop solutions that they can present to the Chief Stewards Council for consideration and support.*
3. *During this **four-month** period of time, it is our recommendation that the Local provide a mediated process between the elected FW representatives and the elected Chapter Officers to foster a professional working relationship.*
4. *We recommend that the BART Chapter Vice President, Robert Fernandez, be assigned to work with the Local and FW's to re-establish the FW Sub-Chapter.*
5. *The FW Chief Steward, Keith Davis, or an Area Steward, shall attend all Chief Steward Council meetings. During this period of time the Local shall pay lost-time necessary to attend this meeting.*
6. *The BART Chapter Chief Steward Council shall enforce the Super-Seniority Policy, which requires elected candidates who run opposed to move to dayshift beginning in their next election.*
7. *A **four-month** progress report on the FW Subchapter development shall be presented to the Executive Board at their May 2017 Board Meeting. The report shall include a survey of the FW's view of the effectiveness of the FW Subchapter structure as a vehicle to help resolve issues specific to their classification.*

8. We recommend that the Board act upon our final report and recommendation(s) at the **May 2017 Board Meeting**.

There was discussion on the motion. Rhea Davis proposed a friendly amendment to change *four-month* to *six-months* throughout the document (lines 1, 3 and 7) and change *May* to *July* (line 8). The makers of the motion (Correa/Jimenez) accepted the friendly amendment. The motion was carried with the amendments discussed.

Review Minutes:

It was M/S/C (Faucett/Jimenez) to approve the minutes of the November 19, 2016 minutes with the correction to include Marcus Williams and Theresa Breakfield participated by video conference.

Update – Implementation of Vision for Power:

Sam Kaner, Consultant, reviewed the next process of the work. At the November meeting, an overview of the 4-stages of the *Transformation* process was presented. It was announced that the Board would be asked to adopt the 4-stages and discuss how to promote it. The Board broke out into breakout groups.

The Board took a lunch break at 12:15 p.m. and reconvened at 12:45 p.m.

Childcare Campaign:

Ramses Teon-Nichols gave an update on the Childcare campaign and presented a video.

Update – Implementation of Vision for Power (continued):

The Board continued discussion in breakout groups; then shared their thoughts about what occurred in the work groups.

Action Items of Transformation process:

Four Stages:

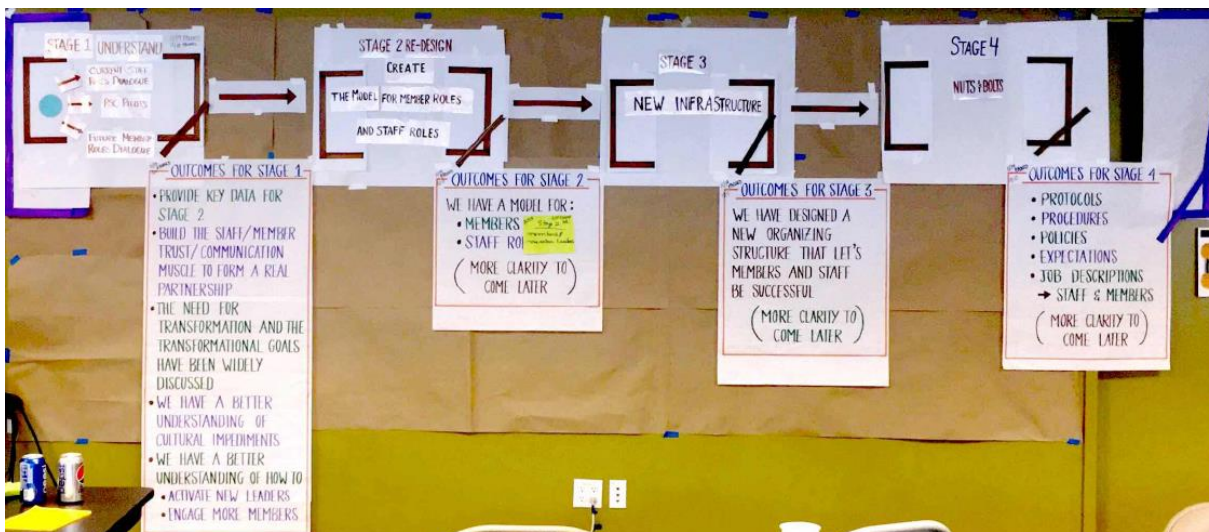
It was M/S/C (Stern/Diep) to adopt the following comprehensive concept of the four-stages of the Transformation plan:

Stage 1: Understand – Current Staff Roles Dialogue, PSC Pilots, Future Member Role Dialogue

Stage 2: Re-Design – Create the Model for Member Roles and Staff Roles

Stage 3: New Infrastructure

Stage 4: Nuts & Bolts



Outcomes of Stage 1:

It was M/S/C (Faucett/Rutherford) to adopt the **Outcomes of Stage 1:**

- *Provide key data for Stage 2*
- *Build the staff/member trust/communication muscle to form a real partnership*
- *The need for Transformation and the Transformation Goals have been widely discussed*
- *We have a better understanding of cultural impediments*
- *We have a better understanding of how to:*
 - *Activate new leaders*
 - *Engage more members*

Purple Group:

The following Goals of the Purple Group were presented:

Goals of Purple Group:

- *Engage hundreds of members and staff in 2017 in discussion of transformation goals*
- *Encourage their discussion and obtain their input on “what works” and “what are the challenges” to:*
 - *Activate new leaders*
 - *Engage more members*

It was M/S/C (Sandberg/Faucett) to adopt the **Goals of Purple Group**, with the caveat to **add in the goals:** *to encompass all areas that includes Board members, chapter leaders and all members; and incorporating community as a topic in member dialogue; in addition, create a self-standing group to come up with a plan to address the community/allies/wider movement as a stand-alone group (to be named the Orange Group).*

Pink Group:

The following Goals of the Pink Group were presented:

Goals for Pink Group:

- *What we know about current staff roles has been discussed and understood*
- *Cultural impediments to staff change have been identified and discussed*
- *Build the staff trust and honest communication muscle for change*
- *Transformation goals discussed/understood*

It was M/S/C (Bryant/Fernandez) to adopt the **Goals for Pink Group**, with the caveat to add in the goals: *involve staff in the education process, similar to what the Board is experiencing.*

Our New Reality:

Caitlin Prendiville, Researcher, presented information on looking at what the impacts on the repeal of the ACA (Obama Care) will have. Federal subsidies for those to purchase health plan through the exchange will be eliminated. Block Grant Program would be a radical change to the Medicaid program which will go to the states to fund which will cause the states to change their funding and resources. Paul Ryan has a budget plan that will implement roughly \$5.5 trillion in spending cuts nationwide which will affect social services programs, veterans programs, etc. A video was shown which is on the SEIU 1021 Facebook page. A link will also be sent out.

Building Towards the Jan. 20th Inauguration:

Alysabeth Alexander spoke about politics. She reviewed the elements of organizing and how we need to do this better and to get members engaged. We need to have people involved in the January 20th National Day of Action - not just to come out for events, but to have conversations with our members between now and January 20th. Alysabeth presented a document “Building Power Through Our Membership” and how we need to have discussions with members on how this will impact us. There will be a committee to plan actions around the Inauguration.

Budget & Finance Committee Report:

Draft 2017 Budget Review: Treasurer Amos Eaton presented the Budget Message and draft 2017 Budget to the 1021 Executive Board. The Board reviewed the proposed budget line by line. M/S/C (Meyers/Alexander) to pass the 2017 budget as presented.

BFC Action Items:

The BFC approved the following item(s):

1. Timothy West, Consultant:

The BFC approved a consultant contract with Timothy West at \$65.00/per hour at up to 100 hours of work per month, plus expenses, with a contract max of \$19,500. The scope of work is to help cover issues in the City of Oakland chapter. The term of the contract is effective 12/5/2016 to 2/28/2017.

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

A. San Francisco Bargaining Campaign:

The BFC recommends approving the 2017 San Francisco Region Bargaining Campaign Proposal in the amount of \$260,500. Several contracts are due to expire in 2017, which includes SF City & County, RN's, Superior Court, MTA Service Critical, Housing Authority and about ten non-profit contracts. The SF team will work to unite these contract fights and build strength at the worksites. The proposed budget will go towards items such as organizing at worksites, actions and media/communication needs. M/S/C (Meyers/Diep) to approve the SF Bargaining Campaign Proposal.

B. Alameda Health System Bargaining Campaign:

The BFC recommends approving the Alameda Health System Campaign Proposal in the amount of \$128,000. The campaign includes anticipated contract fights in the San Leandro Hospital unit (expires 12/31/2016), the RN Unit (expires 3/31/2017) and General Unit (expires 3/31/2017). The proposed budget will go towards items such as actions, CAT meetings and media/communications needs. M/S/C (Diep/Meyers) to approve the Alameda Health System Campaign Proposal.

C. Fred Beal, Consultant:

The BFC recommends extending Fred Beal's contract through up to March 10, 2017 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional months. The scope of work will include a leadership role in all of the Alameda County Chapters. He will advise and lead on state mandates impacting Alameda County (i.e. FSLA, etc). M/S/C (Jimenez/Sandberg) to extend Fred Beal's contract impacting the SSA/BHCS/General chapters of Alameda County up to 3 months with the same contract terms and conditions with the contract max to be adjusted based on the extension.

D. Tim Redmond, Consultant:

The BFC recommends extending Tim Redmond's contract through up to April 8, 2017 at the same contract terms. He is currently assisting with work on the quarterly Worker Power

Magazine. M/S/C (Bryant/Stern) moved to approve the extension up to April 8, 2017 at the current terms and conditions.

E. Sam Kaner (Community at Work), Consultant:

The BFC recommends to extend Sam Kaner's contract through up to June 30, 2017 and to add an additional \$100,000 to the contract amount. His current contract is through 12/31/2016, with a contract max of \$200,000. He is currently assisting with providing tools for organizational change and implementing the *Vision for Power* document. M/S/C (Stern/Santiago) to approve the extension up to June 30, 2017 with the same terms and conditions.

The BFC approved the following Community/Allies requests:

- Chico Oaks Youth Rugby Club:

The BFC approved a donation of \$250.00 to the Chico Oaks Youth Rugby Club. The funds will go towards team uniforms, equipment and scholarships for children in need of assistance with participation dues.

- University Preparatory School:

The BFC approved a donation of \$200.00 to the University Preparatory High School in Shasta County to help fund the school's *Sober Graduation Event*.

- Standing Rock Sioux Tribe:

The BFC approved a donation of \$1,021.00 to the Standing Rock Sioux Tribe to support the organization's fight against the Dakota Access Pipeline.

- Performing Stars:

The BFC approved to sponsor a table in the amount of \$800.00 to the Performing Stars Northern California Celebration to honor President Barack Obama. The event will be held on Jan. 7, 2017 in San Rafael.

Sacramento City Schools Resolution:

Karla Faucett presented a document regarding the *Sacramento City Unified School District Board of Education Resolution – Recognition of a Safe Haven School District*, which she asked the Board to support. It was explained that in order to allow time for the Board to review, a poll would be sent out to the Board.

The Board went into closed session at 4:45 p.m.

Executive Session:

Personnel/Staffing Committee:

M/S/C (Stern/Eaton) to approve the following job title changes:

- Change the "Deputy Executive Director" job title to "Deputy of Advocacy and Internal Organizing"
- Change the "Collective Bargaining Coordinator" job title to "Strategic Coordinator to the Executive Director"
- Change the "Deputy Director of External Campaigns" job title to "Deputy Executive Director (External Campaigns)"

The Board reconvened into open session at 5:26 p.m.

Secretary Jan Schardt announced the motions passed during Executive session.

Announcements:

- BFC January meeting:
Amos Eaton announced that the BFC January meeting has to be set. He proposed Jan. 23rd and asked that this date be approved. M/S/C (Meyers/Bryant) to accept the meeting date.

Consent Calendar:

- 2017 Executive Board Meeting Calendar:
At the November meeting, the 1st draft of the 2017 calendar was distributed. The 2nd draft was presented for final review. M/S (Jimenez/Taylor) to accept the 2017 meeting calendar. There was discussion over the Lunar New Year being on January 28th. The Board discussed alternative dates. An amendment was made by Alysabeth Alexander to move the 2-day meeting from the month of January to February (2/25, 2/26). Further discussion followed. Dan Jameyson called the question. The Board approved the 2017 calendar, with the change to move the 2-day meeting from January (1/28, 1/29) to February (2/25, 2/26).

There was discussion on changing the date of the January meeting. M/S/C (Park/Jimenez) to poll the Board on available dates in January.

The meeting adjourned at 5:55 p.m. in honor of Donald Templin and Michael Israel.

Respectfully submitted by,

Jan Schardt
Secretary