

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, December 16, 2017 – 10am-5pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Karla Faucett

Executive Board Members Absent: Monique Broussard, Al Fernandez

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio, Karin Hendrickson, Ed Hanley

Call to Order:

President Roxane Sanchez called the meeting to order at 10:05 a.m.

Review Agenda:

Add to action items: Oakland Strike Fund, Jim Ross (consultant) extension, Political Budget funding, Deborah Edgerly (consultant) extension, and temporary Board reassignments. Add under Executive Board Member Reports: Robert Taylor, Cynthia Landry, Theresa Rutherford, Felipe Cuevas, Jan Schardt, Yeon Park and John Arantes. Add to announcements: Cynthia Landry. The agenda was adopted by consensus.

President Sanchez announced that Seth Schapiro, Head of Labor and Operations, will be retiring effective January 22, 2018. The Board honored and thanked him for his years of service.

Member Comments:

- Johnetta Crawford, Alameda Health System: She spoke about her case and asked for the Board's support.
- Kristen Loomis, Retiree: She spoke about a class on Unions and the value of it. She also shared a map showing the history of labor in California.
- Greg Morrow, Retiree: He spoke about the website and suggested that meetings, caucus groups and committees be shown on the calendar.

Approval of the November 18, 2017 Minutes:

M/S/C (Alexander/Correa) to approve the November 18, 2017 minutes as written.

The Board went into Executive Session at 10:40 a.m.

The meeting was temporarily suspended at 11:30 a.m. for a lunch break and resumed at 12:00 p.m.

Executive Session (continued):

M/S/C (Stern/Santiago) to adopt the staff structure changes, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.

The Board moved to open session at 1:40 p.m.

Secretary Jan Schardt reported out the motion taken from Executive Session.

Budget & Finance Committee Report:

Draft 2018 Budget Presentation:

Treasurer Amos Eaton presented the proposed 2018 Budget, as well as the budget message to the Board. He reported on the process that the Budget & Finance Committee and Personnel/Staffing Committee used when developing the 2018 Budget. The Board reviewed the draft budget line by line and offered feedback.

E-Board Stipend:

The budget proposal is to modify the stipend amount to \$250. M/S/C (Teon-Nichols/Cuevas) to keep the current Board stipend at \$300.00 per month and to revisit possibly modifying in April or after the Supreme Court decision on the *Janus* case.

M/S/C (Taylor/Curiel) to adopt the 2018 Budget, with the modification to possibly close the Fremont office in March 2018 and to further review the usage of the office.

BFC Summary Report:

A summary report of motions approved by the BFC at their December 16, 2017 meeting was presented.

The BFC approved the following items:

1. Bill Fletcher, Consultant:

The BFC approved to extend Bill Fletcher's contract through up to February 28, 2018 at the current contract terms, with the understanding that the contract max to be adjusted for the additional months. He is currently working as a strategic advisor to the leadership.

2. Patricia Morones, Consultant:

The BFC approved to extend Patricia Morones' contract through up to March 31, 2018 at the current contact terms, with the possibility of her hourly rate to be adjusted to \$60.00 per hour (from \$50.00 per hour) to cover any additional costs, plus expenses. Her work will focus on updating data and creating templates in Unionware.

3. Pete Castelli, Consultant:

The BFC approved to extend Pete Castelli's contract through up to January 31, 2018 at the current contract terms. He is currently assisting with the Port of Oakland negotiations.

4. Sue Angeli, Consultant:

A request was presented to the BFC to extend Sue Angeli's contract through the end of January 2018 in order to wrap up the work with the BART Professional Chapter president. The motion failed.

5. David Mulvey, Consultant:

The BFC approved to renew David Mulvey's contract through up to 12/31/2018 at \$50.00 per hour with a contract max of \$10,000 to come out of the Organizing budget. His work includes continued support for the SEIU Developmental Disabilities Council. (Note: It was noted that the written BFC summary report mistakenly had David Mulvey's extension as a recommendation to the Board. However, the extension was within the BFC's authority.)

The BFC approved the following Community/Allies Requests:

- USLAW:
The BFC approved to re-affiliate with the U.S. Labor Against the War (USLAW) for 2018 in the amount of \$6,250.00 (tier 2), as recommended by the Peace and Solidarity Committee.
- Move Marin Organizing Committee & Chinese Progressive Alliance to the 2017 RA:
The BFC approved to reallocate previously approved funds for Marin Organizing Committee (\$3,500) and Chinese Progressive Alliance (\$10k) from the Community/Allies budget line to the Resource Agreement.

Action Items:

- The BFC recommends to the Executive Board to approve the following proposals:
 - A. Concur (Travel and Expense Software):
The BFC recommends approving costs to implement a new web-based travel and expense software called *Concur*, at a cost of \$10.00 per report transaction or approximately \$1,000 per month. The software is to help streamline travel and expense requests for member and staff reimbursements. M/S/C (Stern/Jameson) to approve implementing Concur travel and expense software.
 - B. Handyman Services:
The BFC recommends extending a vendor contract with Emma Velasquez for handyman services through December 31, 2018 with a contract max of up to \$100,000 for the year at the current contract terms. Payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. M/S/C (Andrade/Stern) to approve the BFC recommendation.
 - C. Fred Beal, Consultant:
The BFC recommends to the Board to extend Fred Beal's contract through up to January 31, 2018 at the current contract terms and the contract max to be adjusted for the additional month, with the caveat that no further extension beyond January 31, 2018. He is currently assisting with work in the Alameda County Chapter. M/S/C (Alexander/Cuevas) to approve the BFC recommendation.
 - D. Community at Work (Sam Kaner):
The BFC recommends to the Board to renew the Community at Work (Sam Kaner) contract through up to January 15, 2018 at an additional cost of up to \$50,000. Note: As presented in the initial 2018 budget working document, \$50k was allocated to continue work through the first 2-weeks in January. M/S/C (Stern/Alexander) to approve the BFC recommendation.
 - E. Deborah Edgerly, Consultant:

The BFC originally approved to extend Deborah's Egerly's contract, as determined by Roxanne Sanchez and Kristin Lynch, through up to January 31, 2018 at the current contract terms. It was explained to the Board that the BFC was initially misinformed around the contract rate, which should have been \$5,000 per month for November 2017, December 2017 and January 2018. It was noted that she was paid \$2,500 for November so will need to be reimbursed for the difference. M/S/C (Cuevas/Stern) to approve the extension through up to 1/31/2018 and to adjust the contract amount to \$5,000 per month for November, December and January.

- Telegraph (Jim Ross), Consultant:

The request is to extend the Telegraph (Jim Ross) contract through December 31, 2017 with no additional costs to continue work around the political/media plan for the City of Oakland contract. M/S/C (Taylor/Jimenez) to approve the request.

- Oakland Strike Fund Request:

Felipe Cuevas reported on the City of Oakland strike. The members were out on strike for seven (7) days from Dec. 5th through Dec. 11th. The current Strike Hardship Strike Fund Policy allows funds at a maximum amount of \$50,000 from the Local, which becomes payable to eligible members on or after the 4th day of the strike action. A request was presented for an additional \$50,000. M/S/C (Landry/Curiel) to approve up to an additional \$50,000 for the Oakland strike hardship funds, beyond the \$50,000 allowed per policy, and to make an exception to the policy to allow 30-days to process payouts, with the caveat that Oakland Chapter leaders and key Local leaders to develop the criteria for eligibility.

- Political Action Committee Funds:

Alysabeth Alexander gave an overview of the PAC accounts budget. M/S/C (Jimenez/Eaton) to approve the following:

- a. Candidate PAC: transfer \$737,896 into the Candidate PAC account, in payments of \$2.25 per member, per month, spread over 8 months, starting in February 2018 through September 2018.
- b. Issues PAC: transfer \$423,504 into the Issues PAC account, in payments of \$1.29 per member, per month, spread over eight months, starting in February 2018 through September 2018.

- Temporary Board Assignments:

President Sanchez announced the VP of Politics Alysabeth Alexander will be going on maternity leave in January 2018. She presented the following request for the Board's consideration on temporary Board assignments/appointments for the duration of Alysabeth's leave:

1. Gary Jimenez will serve as the acting VP of Politics (back-fill for Alysabeth Alexander);
2. Yeon Park will serve as the action VP of Region-C (back-fill for Gary Jimenez);
3. Appoint Sandra Lewis as an interim Alameda County Area Representative (back-fill for Yeon Park).

M/S/C (Stern/Correa) to approve the temporary Board assignments, as presented.

Announcements:

- **City of San Rafael Chapter Bylaws:**

It was announced that the City of San Rafael Chapter Bylaws were reviewed and found to be in compliance with the Local's chapter bylaws template. There were no objections raised.

- **Draft 2018 E-Board meeting schedule:**

A first draft of the 2018 Board meeting schedule was presented. M/S/C (Sandberg/Santiago) to approve Monday, January 29, 2018, as the date of the next meeting of the Board. The remaining schedule, for the months of February through December, to be discussed at the January meeting.

- BFC Region-B (North Coast) Seat:
It was announced that Kathryn Cavness, former BFC Region-B (North Coast) representative has recently been promoted outside of a 1021 bargaining unit. This seat is now currently vacant.
- Cynthia Landry announced and congratulated Roxanne Sanchez on her election as the State Council President.

Executive Board Members/Committee Reports:

- Robert Taylor reported on the issues of his court date and appeal. The county accepted all complaints and will send a posting to all employees. The judge drafted a proposal and it will have to be posted for 30 days on the bulletin boards, web site, etc.
- Theresa Rutherford reported on who makes up the appeals committee and the work that the appeals committee has been doing. She also spoke about how the process goes and a report on the numbers that have had hearing and the outcomes.
- Mary Sandberg reported on the Sonoma fire relief event Saturday, December 9th. Over 100 people attended and over \$2,500 was donated during the event. There was a VIP room set up so they could share their experiences with the Union and receive a \$200 gift card. There will also be a Union day at the food bank. A legal representative was available to assist those with legal questions.
- Felipe Cuevas reported on the Oakland Contract. They had a 7 day strike and are now at impasse. There are some TA's on the table that will be beneficial. Issues left on the table are the temporary workers, homeless issues, and some others. They have filed a suit against the City over the temporary workers. They were also able to TA on a me-to-clause.
- Cynthia Landry reported that she is handing out a Retirement Security report along with it being emailed out to the board. She also has a list of cases going before the California Supreme Court over pension formulas. It was requested that Cynthia request from Joanne time on the next agenda to discuss this in detail.
- Jan Schardt reported on the E-board attendance report and explained that Board members must notify her and Joanne if they need to be excused, otherwise they will be marked as absent. She also reported on the Part-Time Worker temporary campaign at Napa Valley College and what has occurred up to this point and that it is at PERB.
- Yeon Park reported the East Bay Leadership team. Spoke how they have been meeting on a routine basis and what they are doing.
- John Arantes reported that the BART chapter leadership was moved on giving to the California Fire Fund. Their chapter is going to have a fundraiser and will have a \$5,000 match from the members. He also reported on their COPE drive and how they have increased participation.

- Gregory Correa thanked Gary Jimenez for coming out to Chabot to assist with chapter issues.
- Pete Albert asked us all to read the end of year retirement report as it shows all of the activities. The research staffs were appreciated for their work.

Action Items (continued):

The following temporary employee extension requests were presented, as recommended by the Personnel/Staffing Committee:

- A. David Mulvey: extend through up to Jan. 31, 2018, under the condition that only if he is in agreement that the Union will not cover housing costs.
- B. Catherine Bundy: extend through up to Jan. 31, 2018.
- C. Jason Klumb: extend through up to Feb. 28, 2018.

M/S/C (Jimenez/Rutherford) to approve the above listed temp employee extensions.

The meeting adjourned at 5:13 p.m. in a moment of silence for SF Mayor Ed Lee.

Respectfully Submitted by,

Jan Schardt
Secretary