

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, December 15, 2018 – 10:00 am-5:00 pm, Fairfield, California**  
**MINUTES**

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

**Executive Board Members Excused:** Jessica Nila, Cristin Perez

**Executive Board Members Absent:** Dan Jameyson, Norlissa Cooper, Monique Broussard, Al Fernandez

**Staff in Attendance:** John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Jason Klumb, David Canham, Lisa Morowitz, Peter Masiak, Kaden Kratzer, Karin Hendrickson, Ed Hanley

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**Call to Order:**

**President Roxanne Sanchez called the meeting to order at 10:00 am. A quorum was established.**

**Review of Agenda:**

The following modifications were made: Add under Board reports - Retirement Security; add under action items - Green New Deal.

**Member Comments:**

- Martha Hawthorne, Retriee:  
She spoke on climate emergency and the *Green New Deal*. A handout was distributed summarizing the proposed *Green New Deal*. She reported that the SF COPE and Localwide COPE committees support the request, and is requesting that SEIU 1021 support this as well.
- Cheryl Thornton, SF City & County DPH:  
She spoke on representation. She also read a letter from member Phelicia Jones.
- Shonette Steiger, Alameda Health Systems RN:  
She spoke about her grievance and the arbitration process. President Sanchez reported that she will request for an update on the process.

**Local 1021 Election Appeal:**

Cheryl Williams and Jan Schardt reported on behalf of the Election Committee. An Election Committee E-Board Appeals report was also distributed. The report includes a brief overview of the certifications, which lists 51 potential candidates were certified and 3 were not certified. It was reported that there were two (2) appeals that were submitted to the Executive Board.

Appellant Alfonso Garcia addressed the Board to appeal his candidate disqualification for the Healthcare Industry position. The Election Rules state that original petitions must be **received** in the designated P.O. Box address listed in the Election Rules by 5:00 pm, November 9, 2018. Mr. Alfonso stated that he mailed his petition on November 7<sup>th</sup>. An exhibit in the Election Committee report shows that Mr. Garcia's envelope has a postmark date of Nov. 9, 2018. Mr. Alfonso's petition was received after the Nov. 9, 2018 deadline. The Election Committee's decision was to deem Mr. Alfonso's petition as ineligible.

Appellant Sandeep Lal addressed the Board to appeal his candidate disqualification for the Vice President of Representation position. The Election Rules state that original petitions must be **received** in the designated P.O. Box address listed in the Election Rules by 5:00 pm, November 9, 2018. Mr. Lal spoke on when he mailed his petition from outside of the post office, as the doors were locked. An exhibit in the Election Committee report shows that an envelope has a postmark date of Nov. 9, 2018 and another with a postmark date of Nov. 15, 2018. Mr. Lal's petition was received after the Nov. 9, 2018 deadline. The Election Committee's decision was to deem Mr. Lal's petition as ineligible.

The Board reviewed the Election Committee's report and discussed Mr. Garcia's and Mr. Lal's appeal. M/S/C (Sandberg/Valdez) to uphold the Election Committee's decision pertaining to Alfonso Garcia and Sandeep Lal. Board members, who are running for the positions in question or is a member on the Election Committee, abstained from voting.

It was reported that the Election Committee also sent a disqualification notice to Julie Rumsey for her candidacy for the position of S.F. Area Representative. The disqualification notice states that requests for appeals must be received via email by the Executive Board (in care of Joanne Cansicio) no later than 5:00 p.m., Dec. 10, 2018. Ms. Rumsey's appeal was sent to the Election Committee and was sent on Dec. 12, 2018. Joseph Bryant stated that he received a text from Ms. Rumsey requesting for her appeal to be heard. M/S/C (Arantes/Taylor) to not make an exception to hear the appeal, as the deadline to submit appeals was not met.

**The Board recessed for lunch at 11:30 a.m. to hold a working lunch.**

**The Board moved to Executive Session at 11:45 a.m.**

**The Board moved to open session at 1: 55 p.m.**

**Motions out of Executive Session were reported by Secretary Jan Schardt:**

M/S/C (Jimenez/Stern) to accept the 2019 PSC and BFC 2019 written proposals as presented, which includes:

- Restore funding for 1 FTE Field Representative position to Region B (North Coast)
- Restore funding for 1 FTE Field Representative position to Region A (North Central)
- Restore funding for 1 FTE Field Representative position to the Education Team
- Restore funding for 1 FTE Field Supervisor position to Region D (SF)
- Fund 1 (new position) FTE Field Supervisor position to Region C (East Bay)
- Reclassify the existing Communications Coordinator position to Communications Director
- Continue funding of the Sp. Assistant to the Executive Director and rename to Sp. Assistant to the Executive Director Team
- Fund 1 FTE MRC Program Administrator position (new)
- Fund 1 FTE Digital Learning Specialist position (new)
- Fund 1 FTE MRC Information Program Analyst (new)
- Fund MRC New Hire Engagement Lost-Time Pilot Program (up to 3 lost-timers)
- Fund MRC Engagement Programs (one-time cost)
- Fund post-*Janus* Database Redesign (one-time cost)

- Fund 1 Temporary OS2 Processer position (one-time cost)
- Fund 1 FTE Personnel Director position
- Fund 1 Temporary Digital Membership Applications position (one-time cost)
- DOL Compliance Audit (one-time cost)
- Funding of Random Sampling Activity Reports software, Captricity software, Fresh-Desk software, Human Resource Information software and Concur software
- Continue funding of the Membership Director position
- Fund Clerical/Facilities Director position through March 2019
- Continue funding of 1 FTE MRC OS-2 position
- Eliminate 1 part-time OS-3 FTE
- Eliminate HR Manager FTE effective June 1, 2019

**Approval of the Nov. 17, 2018 Minutes:**

M/S/C (Duncan/Taylor) to approve the minutes of the Nov. 17, 2018 meeting with the correction submitted in regards to the Camp Fire motion.

**Budget & Finance Committee Report:**

2019 Draft Budget Review:

Treasurer Amos Eaton presented the draft 2019 budget, as well as the budget message. A review of the draft budget was reviewed line by line. The Board provided feedback. There was consensus to increase the proposed budget for office supplies. M/S/C (Schardt/Jimenez) to approve the proposed 2019 budget with the agreed to changes.

SEIU CA Developmental Disabilities (DD) Council Work:

M/S/C (Stern/Landry) to move a maximum of \$10,000 to the St. Council to support the 2019 DD Council work.

The BFC approved the following Community/Allies Requests:

- North Bay Jobs w/ Justice:  
The BFC approved to pay the 2019 annual dues payment of \$10,000 to North Bay Jobs w/ Justice (tier 1), with the understanding that funding will initially come out of the Community/Allies 2019 budget, then determine if funding should be transferred to the Resource Agreement line, once the agreement is finalized.
- Chinese Progressive Association:  
The BFC approved to support the Chinese Progressive Association (CPA) event on Dec. 9<sup>th</sup> honoring Alex Tom's 15 years with CPA at the \$1,000.00 sponsor level (tier 2).

Regular Business BFC Action Items:

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

A. 2017 SEIU COPE Unders:

M/S/C (Duncan/Park) to pay the 2017 *COPE Unders*, including penalties, in the amount of \$110,115 to the International. The Local is required to pay. There was a discussion on the amount that is due to the International for our obligation, and questions around why we did not pay funds on time and or why we are required to pay a penalty.

B. Handyperson Services:

M/S/C (Popenuck/Stern) to extend a vendor contract with Emma Velasquez for handyperson services through December 31, 2019 with a contract max of up to \$100,000 at the current contract terms. Payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2<sup>nd</sup> handyperson is needed, the hourly rate for the 2<sup>nd</sup> person will be at \$22.00 per hour.

Purple Goods and Strike Fund - Committees/Work Group:

M/S/C (Valdez/Duncan) to approve the following:

1. Purple Goods:

Convene a committee/work group to evaluate current purpose of use of and current procedure to access SEIU branded items and develop a proposal (currently, all purple stuff moves through the negotiations line).

2. Strike Fund:

Convene a committee/work group to evaluate how the strike fund should work and how we use it.

The committees will be made up of both BFC and Executive Board members.

**Action Items:**

Alameda County of Court Reporters Association (ACOCRA) Draft Agreement:

A proposed copy of the revised ACOCRA affiliation agreement was presented by President Sanchez. It was reported that the draft document includes input from the BFC. M/S/C (Stern/Park) to accept the proposed ACOCRA affiliation agreement, as presented.

Reimbursement Policy Change (Fastrak):

Robert Li presented the request. He briefly spoke about DOL regulations around Fastrak reimbursements. There are current practices around staff reimbursements that we will need to change in 2019 due to DOL requirements. The current practice allows staff reimbursement for Fastrak toll expenses without a receipt or statement. M/S/C (Stern/Duncan) to align the staff reimbursement practice with the language in the member reimbursement policy around a requirement that receipts must be submitted.

2019 January to March E-Board Calendar:

M/S/C (Valdez/Curiel) to approve the following E-Board meeting dates: Jan. 26<sup>th</sup>, Feb. 23<sup>rd</sup> and March 16<sup>th</sup>.

Co-Ethics Liaison:

The Board previously approved to appoint Larry Bradshaw and Yeon Park as Co-Ethics Liaisons for the Local. It was explained that Larry Bradshaw will step down from this role due to retirement. M/S/C (Jimenez/Bryant) to appoint Mary Sandberg in place of Larry Bradshaw as the co-ethics liaison, along with Yeon Park.

Green New Deal:

During "member comments", Martha Hawthorne spoke on a proposal for the Board's consideration on supporting the *Green New Deal*. M/S/C (Rutherford/Landry) to support the framework of the *Green New Deal*, with the Local's commitment in further participation, direction and development of the *Green New Deal* document.

**Executive Board Member/Committee Reports:**

January E-Board meeting/Training:

This meeting will be an expanded meeting including a dialogue with delegates that attended the convention, chapter leaders, etc., who will move forward with the work done at the convention. The Industry Chairs will assist with this.

Retirement Security:

Cynthia Landry reported that California Supreme Court has heard a report on Cal Fire vs. CalPERS requirement on air time. She will be sending the article out to E-Board members.

Lost-Time Officers/Sr. Staff Discussions:

It was reported that a joint meeting with Lost-time Officers and Sr. Staff was held to discuss working collaboratively around regional work. The discussion was productive and we hope to continue holding these meetings regularly.

**Director Reports:**

John Stead-Mendez:

Reported on density reports that were provided for private sector and public sector. Will be focusing on shops that have dropped or have not made any movement, although there has not been much change from last month's report. These reports are based on November numbers. He also thanked the staff for the work that has been done.

Measure AA- Kristin Lynch reported on the importance of this measure. This is a citizen driven measure that passed, yet has been challenged. The council in Alameda County is being challenged to approve this due to the need for child care and have it expanded for people who need childcare.

Robert Li:

His report was covered in closed session.

Meeting adjourned at 5:00 pm.

Respectfully submitted,

Jan Schardt  
Secretary