

SEIU Local 1021 Executive Board Meeting
Saturday, December 14, 2019, Stockton, CA 10:00am-5:00pm
MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl (by video), Jim Wise, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert (by video), Cynthia Landry, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele (by video), Robert Taylor, Todd Nosanow, Sandra Wall (by phone), Tula Biederman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Elizabeth Harrison, Tina Diep (by phone), Julie Meyers (by video)

Executive Board Members Excused: Yeon Park, Karla Faucett, Derrick Boutte, Mercedes Riggleman, Geneva Haines, Travis Balzarini, Rhea Davis, Cheryl Hicks

Executive Board Members Absent: Sunny Santiago, Tom Popenuck

Staff in Attendance: John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Kaden Kratzer, Del Mallory, Andrea Zanetti, Karin Hendrickson, Ed Hanley, Boyan Biandov

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President Joseph Bryant called the meeting to order at 10:05am. A quorum was established.

Review of Agenda:

The following changes were made: Add report from Cynthia Landry under *Executive Board Reports*; Add under Action Items – PSC appointment, unspent Organizing funds. The agenda was adopted by consensus.

Member Comments:

There were no member comments.

Regional/Area Reports:

Region A:

Tazamisha Alexander spoke about the upcoming unity event, scheduled on Dec. 19th.

Region B:

Mary Sandberg reported that two (2) unity events were recently held in Region B in Santa Rosa and in Ukiah. Both events were a success.

Region C:

Sandra Lewis shared that the East Bay unity event is scheduled on Dec. 20th, and there are over 460 RSVP's for this event. The toy drive is going well. Wrapping parties, where members are volunteering their time, is being held at the Oak St. office on Dec. 17-18. Media is expected at the toy drive event on

Dec. 18th. She also reported on recent contract ratifications, such as YMCA. Angel Valdez also reported that a tentative agreement was reached with La Clinica.

Region D:

Theresa Rutherford shared that the SF unity event is on Dec. 17th. She also shared that SF City College ratified their contract with a 99% yes vote.

Region E:

Marcus Williams shared that the Stockton unity event was held on Dec. 13th. The event was a success and well attended, and he thanked those who came and assisted with the event. He also gave an update on the bargaining status for San Joaquin County. The chapter is planning for a good fight.

Organizing

Jennifer Esteen shared that the card check for *HR360* is upcoming.

The Board moved to closed session at 10:31 a.m.

Executive Session

Investment proposals were discussed for budget consideration.

The meeting was temporarily suspended at 12:50 p.m. for a lunch break, and resumed in Executive Session at 1:25 p.m.

Executive Session (continued):

Field & Program and Operations Proposals:

M/S/C (Arantes/Taylor) to approve the Field & Program and Operations investments into the 2020 Budget at a total of \$1,306,480 of on-going investments and \$1,232,600 of one-time investments, as recommended by the PSC and BFC. The investment proposals in our Vision for Power includes funding for:

- Member Lost-Time Program (on-going)
- 1 FTE Member Intern Program Coordinator (on-going)
- 1 Field Rep HR360 Representation (on-going)
- Organizational Structure Analysis Consultant (one-time)
- 1 FTE East Bay Region Manager-Level Position (on-going)
- Staff in Training Program Development (one-time)
- Program Line Staff Position Upgrades – reallocate two (2) currently vacant Researcher positions to one (1) Lead Researcher and one (1) Lead Communicator (on-going)
- Reclassify one (1) Organizing Coordinator FTE to and one (1) Organizer Director FTE (on-going)
- Tools for Member Engagement (one-time & on-going)
- Resources for TWR – RSVP system (one-time)
- Member Access and Infrastructure (one-time & on-going)
- Mobile App w/ Member Card (one-time & on-going)
- 1 FTE MRC Office Staff (on-going)
- Support for Staff Leaders – temp. staff and vendor funding, and 1 FTE temp. Membership Office Staff (one-time)
- Unrepresented Staff Merit Pay (on-going)
- Project Management Tool - software (on-going)
- Workforce Development (one-time)
- Recruitment Technologies and Recruitment Services (one-time)

- DOL compliance implementation (one-time)
- Chapter Fund Disbursements – technology and services (one-time)
- 1 FTE Membership Office Staff (on-going)
- Programming – monthly budget to actual migration (one-time)
- Accounts Payable System – software and service (on-ongoing)
- Paperless by 2021 – programming and vendor services (on-going)

Temporary Employees Extension:

M/S/C (Taylor/Dawkins) to extend temporary employees Kim-Shree Maufas and Naj Daniels up to Jan. 31, 2020, with a policy exception around the 180 days limit.

The Board moved to open session at 2:05 p.m.

Secretary Mary Duncan announced the motions passed during Executive Session.

Budget & Finance Committee Report:

2020 Draft Budget:

Treasurer Amos Eaton reviewed the Budget Message to the Board. The 2020 Draft Budget document was also presented. The Treasurer reviewed the budget document section by section. M/S/C (Taylor/Arantes) to adopt the 2020 Budget, as presented.

President Bryant spoke to budget proposals he will bring back in January for consideration to the BFC and the Board for the unspent revenues. The additional budget items will be around our Together We Rise (TWR) work to help achieve our goals. This work includes regional member engagements, non-traditional ways to engage membership, community events, Unity Events, Local-wide non-member sign up lists/member lost time, programs to address what kind of impact do we want to have politically on a national level, more development of Executive Board members & some resources to be restored to the Industries to run programs.

December BFC Meeting Summary Report:

Amos Eaton reported on motions approved by the BFC at its December meeting.

The BFC approved the following items:

1. Organizing Year-End Gathering:

The BFC approved to fund up \$500.00 for food/logistical costs related to the 1021 Year-End Organizing Team and Gig Workers gathering.

2. Handyperson Services:

The BFC approved to renew a vendor contract with Emma Velasquez for handyperson services for a duration no longer than through June 30, 2020 with a contract max of up to \$50,000. 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.

3. Developmental Disabilities (DD) Council Meetings/Conferences:

The BFC approved a budget of up \$7,000 for DD Council travel related costs, including member mileage reimbursements, for the 2020 scheduled DD Council meetings and conferences.

4. Toy Drive:

The BFC approve additional funding of up to \$5,000 for the Toy Drive in the East Bay to cover rental and set-up costs for a tent, with heat lamps and lights at the 100 Oak St. office.

The BFC approved the following Community/Allies Requests:

- Labor Network for Sustainability:

The BFC approved a donation of \$5,000 to the Labor Network for Sustainability (tier 1).

Action Items:

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

- Food Spending Policy (per person):
M/S/C (Williams/Landry) to increase the spending policy for food orders from \$7.50 per person to \$10.50 per person, as recommended by the BFC.
- Unity Events:
M/S/C (Williams/Nosanow) to approve additional funding of up to \$6,271 for the Unity Events, as recommended by the BFC.

Review/Approval of the November 23, 2019 Draft Minutes:

M/S/C (Valdez/Curiel) to approved the minutes of Nov. 23, 2019 meeting, as written.

Action Items (continued):

2020 Executive Board Meeting Schedule:

M/S/C (Taylor/Dawkins) to adopt the 2020 E-Board meeting schedule, as presented.

State Council Developmental Disabilities (DD) Council 2020 Work:

A request was presented to approve funding to continue to support the work of the SEIU CA DD Council in partnership with our Local, as well as other sister Locals (521 and 721). M/S/C (Landry/Williams) to approve up to \$10k to the St. Council to support the 2020 DD Council work.

2020 Organizing Work:

Josie Mooney spoke on the unspent 2019 organizing funds. She presented a proposal to strategically spend down resources for our 2020 work, such as predictive dialers & program to go with it, as well as work around organizing campaigns, such as *Gig* workers. The funding request is to encumber up to \$450k of the unspent 2019 organizing funds to use as needed for our 2020 work. M/S/C (Teon-Nichols/Taylor) to approve the request.

Personnel/Staffing Committee (PSC) Appointment:

President Bryant recommends to the Board to appoint VP of Organizing Jennifer Esteen to the PSC Committee. M/S/C (Arantes/Rutherford) to approve the appointment, as recommended by the President. A friendly amendment was made by Robert Taylor to include that the appointment is up to the end of the office term. M/S/C (Dawkins/Walter) to accept the amendment made by Taylor.

Executive Board Reports:

State Council Report:

Joseph Bryant shared the focus on the Schools & Communities First Campaign. There is also a focus on Unions for All. Another priority that was discussed is the unjust money bail system. Also, raised up focusing on the national supportive work for 2020 election, such as Arizona. Our local industries and council agendas were recognized.

Cynthia Landry:

She spoke on the CalSavers program. 4,000 members of our local have been identified, who could potentially enroll in the CalSavers program. Cynthia plans to research more and to get this information out to membership. The current opt out rate is about 1/3; however, currently 66%, who are automatically enrolled, are remaining enrolled.

Ramses Teon-Nichols:

The Local wide COPE retreat is currently scheduled on 1/11/2020 to be held at the Fairfield office. They will be finalizing the COPE budgets at this meeting. RSVPs were requested for Board members who plan to attend.

Director Reports:

Executive Director:

John Stead Mendez shared he is thankful for all who worked hard on the budget. This has been a year of transitions with many changes. We have continued to grow during this past year. The year-end field & program director reports will be sent in January.

Head of Operations/Labor Relations:

Robert shared he is thankful for the work field & program, operations and the Board. He feels very optimistic about the future for his daughters with the work that we are doing in the labor movement. Joseph Bryant also expressed his appreciation to the Board for all the work that has been done.

By consensus, the Board agreed to adjourn the meeting at 4:12 p.m.

Respectfully submitted by,

Mary Duncan
Secretary