

**Executive Board Meeting Minutes SEIU Local 1021 – Extended Meeting-Board Training  
Executive Inn & Suites – Embarcadero Cove  
1755 Embarcadero, Oakland, CA 94606  
Saturday, January 25, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Karla Faucett, Rhea Davis, Gregory Correa, Eric Stern, Robert Taylor, Erika Watkins, Sabrina Bucklin, Mercedes Riggleman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Gina Castellano, Nancy Atwell, Peter Albert, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Renato Pena, Nancy Ghanim, Gayle Chadwick, Andrea Longoria, Akbar Bibb

**Executive Board Members Absent:** Patricia Reynolds, Nadeen Roach

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, David Canham, Fran Jefferson, Bill Petrone, Chris Daly, Jason Klumb, Timothy Gonzales, Seneca Scott, Pattie Tamura, Kristin Lynch, Boyan Biandov, Jenny Vattuone-Turner

**Guests:** Tara Holloway, Sunny Santiago

**Executive Board Meeting called to order at 3:30 P.M. by President Roxanne Sanchez.**

**Action Items:**

**Executive Board Officer Appointments:**

Members Tara Holloway and Sunny Santiago were introduced to the Executive Board. President Sanchez recommends appointing Tara Holloway to the vacant Butte County Area Representative office and Sunny Santiago to the Vacant Shasta County Area Representative office. It was **M/S/C unanimously (Stern/Johnson)** to accept the nominations of each as recommended by President Sanchez. Tara Holloway, and Sunny Santiago took the oath of office and were sworn in by President Sanchez and congratulated by the Executive Board.

**Minutes of December 14, 2013 Executive Board Meeting:**

The December 14, 2013, minutes were reviewed by the Executive Board. It was **M/S/C unanimously (Stern/Camarillo)** to approve the December 14, 2013, Minute Proceedings of the Executive Board.

**Budget & Finance Committee Report:**

Treasurer Paul Camarillo distributed a written summary of motions passed by the BFC at its January 17, 2014, meeting to the Executive Board.

**The following items were approved by the BFC:**

1. The BFC approved to pay an invoice in the amount of \$19,956.24 to Thermal Mechanic for work done between June-August 2013, to repair the air conditioning system at the 100 Oak Street building in Oakland.
2. The BFC approved an additional \$6,500 for the Unispace contract. Unispace is the vendor the Local hired to help analyze the Oakland offices project. The initial amount of the contract is \$8,700, which has maxed out.
3. The BFC approved to renew Bradley Cleveland's contract through June 3, 2014, (Election Day) for up to 500 hours at \$60.00/per hour for a total of \$30K. He is currently working on the **Measure A campaign** in Alameda County.
4. The BFC approved to go into a contract with Vin Harrington to serve as the Union's panelist in arbitration, only if an agreement is not reached at the SF Citywide bargaining table, at an initial amount of \$200.00/per hour for up to 60/hours.
5. The BFC approved to allocate up to \$15K to the Women's Economic Agenda Project (WEAP), with the caveat that Larry Bradshaw, Alysabeth Alexander and Seth Schapiro will work to develop a contract with WEAP. The Union will work with WEAP on a pilot program.
6. The BFC approved \$40K towards the SEIU State Council Retirement Security campaign through the year end of 2014.

**BFC Recommendations:**

The BFC approved to recommend to the Executive Board the following proposals for Board approval.

A) **Consultant – Josie Mooney:**

It was explained by Treasurer Paul Camarillo that there is a typo in the written BFC summary report under Josie Mooney request. The correction should state that the BFC approved to recommend to the Executive Board to extend Josie Mooney's contract at \$10k per month, for the months of February, March and April; and if needed, \$7,500 for the months of May and June. She is currently working on the SF Citywide negotiations. Executive Board discussion ensued.

It was **M/S/C (Stern/Meyers), 1 – No, 1 – Abstention** to approve the request, with the corrections, as recommended by the BFC.

**Action Items (continued):**

B) **Jobs with Justice San Francisco:**

The BFC approved to recommend to the Community/Allies committee, at its next meeting, to contribute \$20k to Jobs with Justice San Francisco for the Union's annual membership.

**Consultant Request – Lisa Morowitz:**

Seth Schapiro explained the proposed costs related to a new consultant contract request that was not presented to the BFC at its January 17, 2014 meeting. It was recommended that the Executive Board consider an initial contract for three months, for a range of 120-140 hours at a monthly amount of \$9k. Pete Castelli provided an overview of the request and anticipated work. There are 3 different contracts that will be in bargaining simultaneously under Fran Jefferson's team – San Leandro Hospital, Alameda Health System RN Unit and Alameda Health System General Unit. The request is to bring on consultant Lisa Morowitz to help negotiate the Alameda Health System General Unit contract. Pete Castelli gave a brief overview of the consultant's background. Additionally, he stated that part of the consultant's work will be to mentor staff.

It was **M/S/C (Stern/Eaton) 1 – No, 2 – Abstentions** to approve the request.

**Erika Watkins – Contra Costa Area Representative:**

Raised concerns related to the status of contract bargaining, resource allocation and staff support for Contra Costa County.

**SEJ Request – Tenant Justice Campaign Resolution:**

SEJ Chair Derrick Boutte distributed a Resolution requesting support for the Tenant Justice Campaign, which the SEJ recommends that the Executive Board adopt. Retirement Security Committee Chair Cynthia Landry gave an overview of the Tenants Justice Campaign, which is a growing alliance formed in July 2013, by representative of pro-tenant activists advocating for changes in the Oakland Rent Ordinance and Regulations that better protect tenants. The Executive Board reviewed the written Resolution presented. Guest Susan Shacker member of AFT spoke in support of the Resolution.

It was **M/S/C unanimously (Stern/Holloway)** to adopt the Tenant Justice Campaign Resolution.

**The Executive Board Meeting was suspended at 4:30 P.M. for an afternoon break.**

**The Executive Board Meeting reconvened at 4:52 P.M.**

**The Executive Board went into closed (Executive) session at 4:53P.M.**

**OPEIU Negotiations:**

Seth Schapiro gave an update on OPIU Local 29 bargaining.

**Personnel/Staffing Committee Report:**

Chair Renita Terry (Cities Industry Chair) reported on behalf of the committee.

**The Executive Board moved to open session at 6:18P.M.**

**Actions reported out of Executive Session.**

- The Personnel/Staffing Committee recommends extending temporary employees Dave Mulvey through the end of March 2014, and Sandra Madrigal through June 2014 Election.
- It was **M/S/C unanimously (Eaton/Meyers)** to approve extending temporary employees Dave Mulvey and Sandra Madrigal, as recommended by the Personnel/Staffing committee.

**The Executive Board Meeting was suspended at 6:19 P.M. and will resume on Sunday, January 26<sup>th</sup>, at 10:00 A.M.**

**Executive Board Meeting Minutes SEIU Local 1021 – Extended Meeting-Board Training  
Executive Inn & Suites – Embarcadero Cove  
1755 Embarcadero, Oakland, CA 94606  
Sunday, January 26, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP of Region-E Marcus Williams, Cynthia Landry, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Renato Pena, Karla Faucett, Rhea Davis, Gregory Correa, Nancy Ghanim, Eric Stern, Robert Taylor, Erika Watkins, Sabrina Bucklin, Mercedes Riggleman, Priscilla Agbunag, Evelyn Curiel, Gina Castellano, Akbar Bibb, Nancy Atwell, Pete Albert, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa, Tara Holloway, Sunny Santiago

**Executive Board Members Excused:** VP Region-A Crawford Johnson, Renato Pena, Gayle Chadwick, Andrea Longoria, David Fleming

**Executive Board Members Absent:** Patricia Reynolds, Nadeen Roach

**Staff in Attendance:** Pete Castelli, Seth Schapiro, David Canham, Fran Jefferson, Bill Petrone, Chris Daly, Jason Klumb, Seneca Scott, Pattie Tamura, Kristin Lynch, Boyan Biandov, Jenny Vattuone-Turner

**Guests:** Steve Smith

**The Meeting of the Executive Board resumed Sunday, January 26, 2014 at 10:03 A.M.**

**Member Comments:**

The following members addressed the Executive Board:

Gladys Gray – City of Berkeley Maintenance Chapter

Sin Yee Poon – HSA San Francisco Chapter

Executive Board Training Presentation – Changing the Narrative – Mr. Steve Smith (2 hours)

**The Meeting of the Executive Board was suspended for Lunch at 12:20 P.M.**

**The Meeting of the Executive Board resumed at 12:50 P.M.**

**Community Allies Requests:**

- A) Jobs with Justice San Francisco-Alysabeth Alexander reporting. **M/S/C unanimously (Albert/Atwell)** to approve the donation contribution of \$20K.
- B) Rosie the Riveter National Park-Alysabeth Alexander reporting. **M/S/C (Stern/Jimenez) 1-No, 1-Abstention** to approve the donation contribution of \$1,000.00 to receive two dinner tickets and Local 1021's name on the new donor wall – at the Visitor Center. The Fundraiser will take place on 4/12/14.
- C) Ministers and Community MLK event-Marcus Williams reporting. **M/S/C unanimously (Correra/Bibb)** to approve the donation contribution of \$500.00 for the Advertisement that was placed in the 2014 MLK Jr., Program Souvenir Book.
- D) Women's Center – Youth & Family Services Annual Luncheon-Marcus Williams reporting. **M/S/C unanimously (Camarillo/Curiel)** to approve the donation contribution of \$250.00 for the 34<sup>th</sup> Annual Women's Center Luncheon on March 26, 2014.
- E) APALA-Asian Pacific American Labor Alliance, AFL-CIO-Gary Jimenez reporting. **M/S/C unanimously (Curiel/Alexander)** to approve the donation contribution of \$750.00 for the Lunar New Year Event on January 29, 2014.
- F) Capital Region Organizing Project-CROP-Crawford Johnson (excused absence). **M/S/C unanimously (Holloway/Diep)** to table request.
- G) Berkeley Youth Alternatives-Pete Albert reporting. **M/S/C unanimously (Holmes-Morton/Joubert)** to approve the donation contribution of \$500.00 for the Friend sponsorship level (BYA) Crab Feed Thursday, February 27, 2014.

**Action Items (continued):**

Larry Bradshaw-Full Time Officer Release- **M/S/C (Stern/Curiel) 2 – Abstentions** to add Larry Bradshaw effective February 3, 2014 to full time Officer release at the annual salary rate of \$60k.

Clarification Full Time Officer Lost Time Benefits – Full time lost time Officers are eligible for the Union's health plans which includes: vision, dental and health care. Should the Officer remain with their employer's health plans the Union will reimburse the costs for those plans

SEJ Request - Eric Boutte - SEIU 1021 Resolution-President Sanchez read the short version of a Black student's resolution throughout the UC and CSU University systems to provide various resources of support, and urge Governor Brown to conduct a statewide review on the condition of Black student's within higher education. It was **M/S/C (Holloway/Landry) 3-Abstentions** to support the Resolution. Discussion ensued and the **question was called by (Castillano/Agbunag) M/S/C unanimously** to vote on the Resolution.

**Action Items (continued):**

Labor Notes Conference-Chicago, Illinois –April 4<sup>th</sup> – April 6<sup>th</sup>, 2014.

Organizing VP Ramses Teon-Nichols requested that 14 members be afforded the opportunity to attend the conference. The cost break down is anticipated to be as follows:

Registration \$95.00 x 14

Hotel \$150.00 per night (7 rooms)

Airfare/Shuttle \$600.00 x 14

It was **M/S/C (Curiel/Atwell) 3-abstentions** to send 14 members to the Labor Notes Conference at a cost of up to \$12k. Discussion ensued and the **question was called by (Castillano/Agbunag) M/S/C unanimously.**

- San Leandro Hospital was recently organized and is now a member of SEIU Local 1021. New member introductions were conducted.
- President Sanchez reported that Mendocino County Area Representative Andrea Longoria submitted written email notification that she will resign effective 2/28/2014.

**President Sanchez adjourned the Executive Board meeting at 1:30 P.M.**

**Respectfully submitted on February 18, 2014, by**

**Pamela Holmes-Morton  
Secretary SEIU Local 1021**

**SEIU Local 1021 Executive Board Minute Proceedings**  
**2300 Boynton, Fairfield, California**  
**Saturday, February 22, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton (by videoconference), Treasurer Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw (videoconference), VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Renato Pena, (by videoconference), Rhea Davis, Gregory Correa, Nancy Ghanim (by videoconference), Eric Stern, Robert Taylor, Tara Holloway, Andrea Longoria, Sabrina Bucklin, Mercedes Riggleman, Priscilla Agbunag (by videoconference), Evelyn Curiel, David Fleming, Gina Castellano, Sunny Santiago, Akbar Bibb (by teleconference), Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton (by videoconference), Kathryn Cavness, Tina Diep (by teleconference), Theresa Breakfield, Peggy LaRossa, Paul Little (by video conference), Julie Meyers (by videoconference)

**Executive Board Members Excused:** Patricia Reynolds, Karla Faucett, Erika Watkins, Gayle Chadwick, Doug Marr

**Staff in Attendance:** Seth Schapiro, Pete Castelli, Joanne Cansicio, Bill Petrone, Chris Daly, Fran Jefferson, Nely Obligacion, Jason Klumb, Pattie Tamura, Rocky Morrison

**Meeting called to order by President Roxanne Sanchez at 10:07 A.M.**

**Agenda review:**

(6). 2014 The Year Ahead, tabled until next Executive Board meeting.

Community/Allies Requests - Request made by Organizing Chair Ramses Teon-Nichols to consider a Community Allies request that was not submitted one week prior to the Executive Board for timely review. President Sanchez advised of the timely notice for all future Community Allies requests.

**Review Minutes of the January 25-26, 2014 meeting:**

***M/S Johnson/Williams to adopt the January 25-26, 2014, Executive Board Minute Proceedings with the following Community Allies Request amounts reflected: Jobs with Justice \$20K; APALA \$750.00. The Motion carried unanimously.***

**Member comments:**

Newark Bay Regional Center introduction of newly elected officer's (Richard).  
Obtain names of elected officer's and stewards.

Gilbert Hesia President of maintenance chapter- City of Hayward provided an update on the status of bargaining. Imposition will start on Monday, February 24, 2014, as a result of a 7-0 vote by City of Hayward Council members to impose a one year employment contract. Future actions are planned and the fight will go on as well as continual support for our Brothers and Sisters to get a fair contract.

**Member comments continued:**

Percy Castellanos and Claudia Arroyo reported on the status of La Clinica de La Raza Chapter – A Community Clinic that came into existence as a result of the Latino social movement. There are 31 sites in three counties with more than 1000 employees of which approximately 535 are unionized. The goal for workers is no more impositions, because workers have sacrificed enough. Management’s priorities are expansion and not the financial well- being of its employees. Eleven (11) new sites were opened. La Clinica de La Raza Management wants the employees to pay for clinic expansion with employees paying more into their pensions and ongoing indefinite pay cuts. La Clinica is losing money as a result of financial mismanagement. There is a path for La Clinica to be profitable. The workers are requesting support from the Executive Board in communicating to its member’s that paying their dues is a direct correlation with Union support.

President Sanchez reminded the Executive Board, Members, Staff, and Allies that we must realize that the way to support our workers is holding Governor Brown accountable at the State level for all working families.

**Single Payer – Presentation by Pat Snyder:**

Ms. Snyder is a member of Health Care for All Alliance in Contra Costa County, she is a nurse by profession. Four goals of single payer healthcare:

1. **Universal**
2. **Comprehensive**
3. **Same care for all**
4. **Affordable**

Single payer is a financing system that pays for medical care; it is publicly funded but is a private system. Medicare is a single payer system and is extremely efficient and successful. The Medicare single payer system needs to be expanded to make health care achieve the four above listed goals. Single payer will eliminate waste significantly, and add stabilization to an out of control system which currently has no cost regulations because hospitals and providers can set costs at their discretion.

**Meeting suspended at 12 noon for lunch.**

**Meeting re-convened at 12:33 P.M.**

***Presentation made to Andrea Longoria who is resigning as of 2/28/2014. Andrea offered words of reflection during her time on the SEIU Local 1021 Executive Board. Andrea will chair the Native American Caucus for SEIU Local 1021.***

**Communication/Training Coordinating Committee Report:**

Jan Schardt, Ramses Teon-Nichol,s and Derrick Boutte along with Larry Bradshaw, Director’s, Member Leader’s, and Stewards are developing a training model specifically for New Leader Training. Review of current model is underway, and suggestions for improvement and new effective training models are being discussed and compiled for an innovative New Leader training model. The Committee has consulted with SEJ, Organizing, Politics, Membership, Schools and Staff for input to create a successfully New Leader Training Model. Karen Joubert reported on the success of Steward’s training. Approximately 60 members will receive certificate and honors for completion of Steward training.

**Building Committee Report :**

Seth Schapiro reported on behalf of the Building committee. Uni-space is looking at various models to address Myrtle Street closure. Several suggestions are under review example, meeting venues, (different locations) office re-location, new building purchase, lease extension or rehab. The next building committee meeting is 3/05/2014. A more comprehensive update will be presented to the Executive Board in March or April, 2014.

**Treasurer Report – Pamela Holmes-Morton reporting on behalf of Paul Camarillo:**

Secretary Holmes-Morton Read the Budget & Finance Committee Report Summary of Motions and Recommendations to the Executive Board at the February 21, 2014, meeting in SF.

1. The BFC approved to invest \$50k to the San Francisco Community Land Trust, with the appropriate documentation as advised by the Union’s legal counsel in their efforts to preserve the *Marcus Book Store* (located in historic Jimbo’s Bop City building in the Fillmore District in San Francisco).
2. The BFC approved to authorize President Sanchez and Treasurer Paul Camarillo to execute any payments over \$10k, when negotiating all-inclusive insurance matters on behalf of the Union.
3. Consultant – Dave Mulvey: The BFC approved to extend Dave Mulvey’s contract through April, 2014 for up to \$4k. He is currently working on the DD campaign.
4. The BFC approved to pay retro E-Board stipend for the period of May 2012 through December 2013, in the amount of \$2k, to a current Executive Board member, who has not received the E-Board stipend, since sworn into office in April 2012. The request was made by the Board member.

**BFC Recommendations:**

The BFC approved to **recommend to the Executive Board** to approve the following proposals:

- A) The BFC approved to recommend to the Executive Board to adopt the draft Resource Agreement items as presented to the Committee (see attached), to assist in negotiations with the International for the carry-over Organizing funds not spent in 2012.  
**M/S Boutte/Curiel to adopt the BFC recommendation to include in the Resource Agreement Retirement Security Motion carried unanimously.**
- B) The BFC approved to recommend to the Executive Board to adopt the 2014, San Francisco Contract Campaigns budget proposal, which includes contract fights in SF City & County, SF Housing Authority, SF MTA and SF RN’s, for a total amount of \$150k.  
**M/S Landry/Fleming to adopt the SF Contract Campaigns for a total amount of \$150k as recommended by the BFC. Motion carried unanimously.**
- C) The BFC approved to recommend to the Executive Board to adopt the 2014, SF Non-Profit Campaign budget proposal in the amount of \$30k, to come out of the Organizing budget.  
**M/S Williams/Boutte to adopt the SF Non-Profit Campaign for a total amount of \$30k as recommended by the BFC. Motion carried unanimously.**

**BFC Recommendations continued:**

- D) Consultant – Steve Sommers: The BFC approved to recommend to the Executive Board to extend Steve Sommers’ contract at \$8k, per month through April, 2014. He is currently assisting with the City of Hayward negotiations.

**M/S Williams/Johnson to adopt the Steve Sommers contract extension as recommended by the BFC. Motion carried unanimously.**

- E) The BFC approved to recommend to the Executive Board to reduce dues payments for the lowest paid classifications in SF City & County (#2583-Home Healthcare; #2604-Food Service Worker; #2606-Sr. Food Service Worker; #2650-Assistant Cook; #2706-Housekeeper/Food Service Cleaner; #2736-Porter), who work ½ time or less, to \$15.17 bi-weekly; and for those who work 10 hours or less would pay \$10 per month. In addition requests for refunds from the affected workers will be paid retro to January, 2013, with proper documentation, such as pay stubs.

**M/S Joubert/Curiel to adopt the dues payment reductions for the above noted classifications as recommended by the BFC. Motion carried unanimously.**

- F) The BFC approved to recommend to the Executive Board to adopt the OPEIU Tentative Agreement. The Discussion of BFC recommendation to convene during *Executive Session*.

**Rocky Morrison reporting on Fourth Quarter report:**

- Handouts distributed

**Action Items:**

**M/S Holloway/Landry to adopt the All Care Alliance Endorsement 1–No Motion carried.**

**President & Leaders Report:**

**M/S/C - Atwell/Alexander to appoint Dave Fleming as temporary Industry Chair Motion carried unanimously.**

Unity Event in Chico - Jim Wise, Karen Joubert & Crawford Johnson were in attendance at the event which was very successful. Staff support (Anna) was also in attendance.

Cynthia Landry Retirement Security reported on two upcoming Town Halls. Cynthia will forward additional information via email.

**Director Reports:**

- Pete Castelli – Executive Director over-view of the city of Hayward bargaining and the disappointing imposition but the fight for a decent contract will continue. Pete also advised that the city of Fremont negotiations is up coming. Pete advised that Tim Gonzalez will return to work on March 1, 2014. Tim will be the Interim Director for Fairfield until further notice.

**Head of Operations:**

- Seth Schapiro reported that the Redding office is closing as of the lease end date of 3/31/2014.

**Executive Board went into closed (Executive) session at 2:57 P.M.**

- Personnel Staffing Committee Meeting – Renita Terry-Chair reporting.
- Head of Operations - Seth Schapiro reporting on OPEIU Tentative Agreement.

**Executive Session ended at 3:30P.M.**

**The Executive Board moved to open session at 3:31 P.M.**

**Action reported out of Executive Session:**

**M/S/C - Stern/ Taylor to adopt the OPIU tentative agreement as recommended by the BFC. Motion carried unanimously.**

**President Sanchez adjourned the Executive Board meeting at 3:32 P.M.**

**Community Allies Donation:**

- M/S Holmes-Morton/Stern to donate \$5k to CROP Motion carried unanimously.
- M/S Riggleman/Atwell to donate \$2k to Country Club Lions Club.

**Community Allies Meeting adjourned at 3:50 P.M.**

**Respectfully Submitted on March 17, 2014, by**

**Pamela Holmes-Morton  
Secretary SEIU Local 1021**

SEIU Local 1021 Executive Board Minute Proceedings  
Executive Inn & Suites – Embarcadero Cove  
1755 Embarcadero, Oakland, CA 94606  
Saturday, March 22, 2014,  
10:00a.m. to 5:00p.m.

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Renato Pena, Rhea Davis, Gregory Correa, Eric Stern, Robert Taylor, Tara Holloway, Priscilla Agbunag, Evelyn Curiel, Gina Castellano, Sunny Santiago, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** VP of Organizing Ramses Teon-Nichols, VP Region-A Crawford Johnson, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Patricia Reynolds, Karla Faucett, Nancy Ghanim, Erika Watkins, Gayle Chadwick, Sabrina Bucklin, Mercedes Riggleman, David Fleming

**Staff in Attendance:** Seth Schapiro, Pete Castelli, Joanne Cansicio, Pattie Tamura, Fran Jefferson, David Canham, Rocky Morrison, Chris Daly, Tim Gonzales, Jason Klumb, Patrick Waters

**Guests in Attendance:** Mark Schlosberg, Esquire

**Meeting called to order at 10:08AM by President Roxanne Sanchez**

**Review of Agenda:**

Additions: President Sanchez will leave and relinquish the chair to Gary Jimenez prior to lunch. President Sanchez is attending a symposium organizing college professors this afternoon.

*I'm Not Margret Mead* 6 minute video was presented by Cynthia Landry.

## **Member Comments:**

**Tim Tuscany**, a registered nurse and a member of Sonoma County Chapter and the President, commented on the ratification of the Sonoma County Contract last year and the plan to move forward to plan for bargaining readiness for the next upcoming contract. Sonoma County Workers benefited a Raise of 3 ¼ percent and increased Medical Coverage of 3 ¼ percent for a total of approximately 7%.

**Sin Yee Poon** spoke about the HSA-Human Services Agency Chapter update and the negotiations for the San Francisco City and County Worker's.

**Al Marshall**, newly elected President of the City of Oakland Chapter, spoke about unity and working together.

## **PRESENTATIONS:**

### **Minimum Wage Campaign:**

**Gary Jimenez** reported that currently the Minimum Wage Campaign is underway collecting signatures. Signatures are due by May 23, 2014 to make it on the November, 2014 ballot. Unite Here is sponsoring an event on March 27, at 4:00P.M. at 11<sup>th</sup> Broadway in the City of Oakland.

### **Mark Schlosberg – Presentation - Anti Fracking**

Fracking is the Process of extracting oil and gas and then pumping water into the holes and cracks. Fracking is not safe it emits toxic gases such as (ethanol, methane gas), which is emitted into the atmosphere. Oil is extremely dirty as a result of oil fracking which is what is primarily done in California. The goal is to extract shale. The extracted oil is being sold as a bridge fuel however it is not. California's against Fracking Coalition has been underway for more than a year. The Coalition has been reaching out (focusing on) to Governor Brown to cease Fracking in California. The Coalition is currently moving to put the initiative on the ballot. We must invest in renewable energy and not Fracking. Fracking is responsible for the following:

1. Climate Change
2. Rising Sea Levels
3. Drought
4. Earthquakes
5. Water Contamination
6. Health – Increased birth defects
7. Community Impact (traffic, truck, exemption)

### **City of Hayward News Clip-Pete Castelli reporting:**

**Pete Castelli** reported that the City of Hayward officials imposed a contract against the recommendation by an independent fact finder. City of Hayward is trying to destroy our Union. The fight back has begun.

**Pete Albert** Executive Board Member Retiree and Alameda County COPE Chair reported that Local 1021 has put forth (two) of our own candidates for City Council of Hayward.

## **Review the Minutes of the February 22, 2014 Executive Board meeting.**

**M/S Motion carried unanimously - Stern/Curiel** to approve the February 22, 2014 minutes.

## **SEIU Local 1021 Convention**

**M/S Motion carried unanimously - Jimenez/Landry** to host the 1021 Convention in September, 2015.

Discussion: Convention should not be held the first weeks in September, 2015. Oakland Airport Hilton was the location the first convention was held. It is a possibility that we will use the same location.

However, if Executive Board Members have other venue suggestions please contact Joanne Cansicio.

## **Meeting suspended at 12 noon for Lunch**

## **Meeting reconvened at 12:30pm VP Gary Jimenez chaired the meeting in President Sanchez's absence.**

## **Budget and Finance Committee Report – Treasurer Paul Camarillo reporting:**

**Treasurer Paul Camarillo** submitted the Budget & Finance Committee Report Summary of Motions Approved – March 20, 2014 via telephone Conference Call to the Executive Board for review.

**Credit Card Policy** – Comprehensive Policy that addresses credit card use. Rocky Morrison reviewed the document with the Executive Board and discussion ensued around the first reading of the policy.

Treasurer Camarillo advised the Executive Board to submit suggested changes to Rocky Morrison, Joanne Cansicio or Paul Camarillo with any suggestions. A final copy will be available for the Executive Board in the near future to adopt as policy.

**Resource Agreement** – Seth Schapiro reported – that a meeting was conducted with the International and they reviewed Local 1021's Items for Resource Agreement to expend unspent funds from Organizing to address the common good.

**M/S Motion carried unanimously – Landry/Albert** to add to the Resource Agreement the Retirement Security.

## **Recommendations:**

*The BFC approved to **recommend to the Executive Board** to approve the following proposals:*

- A) The BFC approved to recommend to the Executive Board to pay the tax bill in the amount of \$69,134.59 based on the tax audit by the Board of Equalization on sales and use tax.

**M/S Camarillo/Breakfield - Motion carried unanimously.**

- B) The BFC approved to recommend to the Executive Board to pay the *COPE Unders for 2013* to the International in the amount of \$68,358.08.

**M/S Joubert/Curiel - Motion carried unanimously.**

## Recommendations continued:

- C) The BFC approved to recommend to the Executive Board to adopt the draft Credit Card Policy. A first reading of the policy will be provided to the Executive Board at the March meeting. A Vote will be taken at the April, 2014 Executive Board Meeting for the final reading of the Credit Card Policy.
- D) The BFC approved to recommend to the Executive Board to adopt the 2014 Organizing Budget Proposal and Resource Agreement, as presented.  
**M/S Taylor/Eaton – Motion carried unanimously.**

## Action Items:

- **PAC Accounts - Chris Daly** reporting -The approved PAC budget for 2014 is \$625,000 for the Candidate PAC and \$425,000 for the Issues PAC To date in 2014, \$57,197.34 has been contributed to the Candidate PAC and \$53,680.48 has been contributed to the Issues PAC. Based on this and the per cap average from the last 3 months (\$41,448), the proposed resolution for PAC distribution are \$567,802.66 to the Candidate PAC divide by 41,448 members divided by 9 months = \$1.52 per member per month; \$367,802.66 to the Issues PAC divided by 9 months = \$40,866.96 per month. **M/S Albert/Landry Motion carried unanimously** to consider the PAC accounts formula update for Executive Board consideration.
- **SEJ request** - Oakland's Zero Waste Plan Resolution – Support Adoption.  
**M/S Holmes-Morton/Joubert Motion carried unanimously.**

## Building Committee Report:

**Seth Schapiro reporting** – Presentation by realtor last month two options: Re-locate and house employees at Myrtle Street to 29<sup>th</sup> Street or move all employees into one space in the City of Oakland. Further update forthcoming at the April, 2014 Executive Board Meeting.

## President Leaders Report:

- **Renato Pena** update on San Francisco Negotiations. It is his opinion that SF Negotiations are at a stale mate.
- **Larry Bradshaw** reported on the SF Negotiations update advised of Twitter rally.

## President Leaders Report Continued:

- **Cynthia Landry** Women's History Month - *I'm not Margaret Mead* is a six (6) minute video protecting women's assets for a financially secure retirement and the income disparities' women face concerning retirement. Secure Choice Retirement Act SB-1234 a supplement to retirement security income is a Program currently underway in California.
- Retirement Investment tool for working Californians to address – Integrate the retirement security in Local's plan as it relates to the Minimum Wage Campaign, Fast Food Workers, Child Care Workers, Adjunct Professor Campaign. The next meeting will be April 4, 2014, 9:30a.m. at 100 Oak Street. Group audience /stockholders: Ramses-Organizing; Dennis-Non-Profit; Pete-Retirees; Kristin Lynch/Gary Jimenez/Nely O two google groups/larger group for flyer and RSC google group joint tabling @ community Industry events.
- **Tom Popenuck** – *Rockin' Roses Parade* in Santa Rosa will take place in May, 2014. The May 2014 Executive Board Meeting will take place in Santa Rosa.
- **Karen Joubert** - VP Representation submitted a written Arbitration Report status.

## Directors Report:

**Pete Castelli** – Provided an overview of the overall fight for the Local.

**All Directors** submitted written reports for Executive Board review.

### **Head of Operations Report:**

**Seth Schapiro** April 30, 2014 is the last day the Del Norte Office will be open. On March 31, 2014 the Redding Office will close. Currently having discussions with Union-ware related to database clean up.

**Pattie Tamura** is the new Facilities Clerical Director, she has taken on the position that Sandy Tibbets once had.

## M/S Curiel/Boutte Motion carried unanimously to adjourn Executive Board Meeting at 2:13p.m.

Respectfully Submitted on March 21, 2014 by:

Pamela L. Holmes-Morton  
SEIU Local 1021 Secretary

**SEIU Local 1021 Executive Board Minute Proceedings**  
**2300 Boynton Avenue, Fairfield, CA**  
**April 27, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Representation Karen Joubert, VP of Politics Alysabeth Alexander, VP of Organizing Rames Teon-Nichols, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams (by videoconference), Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Karla Faucett, Gregory Correa, Eric Stern, Robert Taylor, Mercedes Riggelman, Evelyn Curiel, Sunny Santiago, Akbar Bibb (by teleconference), Nancy Atwell, Pete Albert, Richard Greenwood, Amos Eaton, Kathryn Caveness, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield

**Executive Board Members Participating Via Video Conference:** Marcus Williams, Peggy LaRossa

**Executive Board Members Participating Via Telephone Conference:** Gayle Chadwick, Nancy Ghanim, Akbar Bibb, Tina Diep

**Executive Board Members Excused:** VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, Patricia Reynolds, Renato Pena, Rhea Davis, Tara Holloway, Erika Watkins, Sabrina Bucklin, Priscilla Agbunag, David Fleming, Gina Castellano, Nadeen Roach

**Staff in Attendance:** Seth Schapiro, Joanne Cansicio, Bill Petrone, Timothy Gonzalez, Mary Sanders

**Review of Agenda by President Sanchez:**

Agenda Additions

Action items - Vin Harrington

Retirement Security-Cynthia Landry

Executive Board Member-Evelyn Curiel

***Meeting called to order by President Roxanne Sanchez at 9:38A. A quorum was established.***

**Member Comments:**

- Joanne Godreau, Vice President of Solano County Chapter, reported that currently a tentative contract is in effect and not a signed contract which will result in retro back pay back to the year 2011 for the Solano County Chapter membership.
  
- Gilbert Hesia, the President of City of Hayward Chapter, requested Executive Board Support in need of volunteers Saturday & Sunday May 3<sup>rd</sup> & May 4<sup>th</sup> to precinct walk and phone bank. Throughout the entire month of May, 2014 and up to election day volunteer participation is needed and is greatly appreciated.

### **Presentations:**

- Mary Sanders – External Organizing Manager – SEIU 1021 reported on the recent organized bargaining unit Developmental Disabilities Service Organization (DDSO) and introduced the following new member leaders: Mike McMillian, Suzanne Tyler and Sharon Vanhulson. Ratification of new contract results 67 yes 8 no.
- Motion to table Presentation of Labor Notes Conference Report to the May, 2014 Executive Board Meeting **M/S Alexander/Wise Motion carried unanimously.**

### **Review Minutes of the March 22, 2014 Executive Board Meeting:**

*Motion to adopt the minutes with one correction the 1021 Convention will take place in the year 2015.  
M/S Jimenez/Camarillo Motion passed one abstention.*

### **Budget & Finance Committee Report – Treasurer Paul Camarillo reporting:**

#### **Summary of BFC Motions Approved – April 17, 2014 via conference call**

1. The BFC approved up to \$35,600 to cover litigation costs for a legal issue around the use of public bus stops by private commuter shuttles in San Francisco.
2. Dave Mulvey – Consultant: His current contract was previously extended through April 2014. Rather than going from month to month on his contract, the BFC approved to extend Dave Mulvey's time up to the limit of \$10,000 maximum of the contract amount. He is currently working on the DD campaign. Note: This amount was budgeted in the 2014 Organizing budget.
3. Lisa Morowitz – Consultant: The BFC approved to extend Lisa Morowitz's contract through June 30, 2014 under the same terms of her current contract; and to increase the contract maximum to \$45,000 from \$27,000.
4. Nato Green – Consultant. His current contract is through June 30, 2014 at 100 hours of work at \$6,000 per month, with the understanding that the contract may be renegotiated if the hours of work go over 100. The BFC approved to modify his contract to indicate that for work over 100 hours will be paid at an additional \$60.00 per hour, up to a monthly limit of \$9,000. The BFC also approved to make a retro payment for the months of March and April for any hours that he worked over 100.

## **Action Items**

### **Recommendations:**

**The BFC approved to recommend to the Executive Board to approve the following proposals:**

- A) Steve Somers – Consultant: The BFC approved to recommend to the Executive Board to extend Steve Somer’s contract through June 30, 2014, under the same terms of his current contract. He is currently assisting with the City of Hayward campaign.  
**M/S Stern/Curiel Motion carried unanimously.**
  
- B) David Kersten – Consultant: The previous recommendation to the Board that was passed at the September, 2013 and December, 2013 Executive Board meeting has David Kersten’s hourly rate at \$80 an hour for work over 100 hours, which was an error. The correct amount is \$85 an hour for work over 100 hours in a month. The BFC approved to recommend the correction to the Executive Board. His current contract is through June, 2014.  
**M/S Atwell/Camarillo Motion carried unanimously.**
  
- C) Josie Mooney – Consultant: The current term of Josie Mooney’s contract states up to June 2014. The BFC approved to recommend to the Executive Board to amend her contract to state “up to ratification” of the SF City & County contract.  
**M/S Rumsey/Curiel Motion carried unanimously.**
  
- D) POWR – Consultant: The current contract is set to expire at the end of April. The BFC approved to recommend to the Executive Board to extend the POWR contract through September, 2014 at the current contract max of \$150,000, for ARC (first contract negotiations) and other transitional issues at some of the chapters. Discussion ensued. Stern requested a report from POWR on the status of county elections and ads (billboards, radio, and newspapers) going forward. **M/S Curiel/Stern- Two abstentions motion carried unanimously.**
  
- E) Vin Harrington is a – Panelist on the City & County of San Francisco hearing panel and the MTA. Additional compensation - 45 hours at \$200.00 an hour up to an additional \$9K.  
**M/S Stern/Rumsey Motion carried unanimously.**

### **1021 Credit Card Policy (2<sup>nd</sup> reading)**

**M/S Camarillo/Jimenez Motion carried unanimously to adopt the Credit Card Policy.**

### **Announcements**

**M/S Alexander/Jimenez motion carried unanimously to table Endorsement of Californians against Fracking.**

Clarification: Executive Board Magazine Presentations to the membership shall not exceed five (5) lunches per Board Member at a cost not to exceed \$7.50.

**Leaders Report:**

*Retirement Security – Cynthia Landry - Reporting*

*Labor Notes – Evelyn Curiel, Valoria Benson-Russell, Sunny Santiago - Reporting*

VP of Representation Karen Joubert announced that services for Jacqueline Sowers is scheduled for Tuesday 5/29/2014 at 5:00 PM location to be determined

A moment of silence in her honor was observed.

Discussion ensued requesting the current Balance of the budgeted line item of Community Allies Request. Treasurer - Paul Camarillo advised that moving forward he will provide monthly status commencing at the May, 2014 Executive Board meeting.

**Meeting adjournment**

***M/S Teon-Nicols/Eaton. Motion carried unanimously to adjourn meeting at 10:50am.***

**Respectfully submitted on Sunday, May 11, 2014 by,**

**Secretary Pamela Holmes-Morton  
SEIU Local 1021**

**SEIU Local 1021 Executive Board Minute Proceedings**  
**St Rose Catholic Church – Meeting Hall**  
**398 10<sup>th</sup> Street, Santa Rosa, CA 95401-5219**  
**May 17, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP Region-A Crawford Johnson, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Jim Wise, Valoria Benson-Russell, Karla Faucett, Rhea Davis, Eric Stern, Robert Taylor, Tara Holloway, Erika Watkins, Priscilla Agbunag, Evelyn Curiel, David Fleming, Gina Castellano, Akbar Bibb, Nancy Atwell, Richard Greenwood, Amos Eaton, Kathryn Cavness, Doug Marr, Paul Little, Julie Meyers, Peggy LaRossa

**Executive Board Members Excused:** Nancy Ghanim, Gayle Chadwick, Renato Pena, Renita Terry, Gary Jimenez, Alysabeth Alexander, Karen Jobert, Tom Popenuck, Denis Villanueva, Patricia Reynolds, Gregory Correa, Sabrina Bucklin, Mercedes Riggelman, Sunny Santiago, Pete Albert, Nadeen Roach, Tina Diep, Theresa Breakfield

**Staff in Attendance:** Seth Schapiro, Joanne Cansicio, John Steed Mendez, Ed Hanley, Pattoe LaFranchi, Rocky Morrison, Harvey Hecht, Chris Moore, Anne Yen – Attorney At Law

**Guests:** Karl Kramer, Josh Godwin

***Meeting called to order by President Roxanne Sanchez @ 11:50AM a quorum was established.***

**Review of Agenda by President Sanchez**

Agenda Additions:

**Public Employee Pensions Presentation - Anne Yen - Attorney At Law - Weinberg, Roger & Rosenfeld**

**Member Comments & Guests:**

Sonoma County Area Representative Nancy Atwell introduced the Sonoma County Chapter Officers and committee members that were part of the extremely successful Rockin Roses Parade.

Karl Kramer SF Living Wage Coalition spoke of draft legislation language prepared by 1021 SF Cope/Goal to get the legislation passed in SF to be a model for cities across the nation.

Greg Marro – Peralta CCD Retiree acknowledged the Rockin Roses event and suggested that as a Union we should embark to participate in such community events where Labor and the Community are in partnership. This was his first time attending the event and he was quite pleased.

Josh Godwin – The Redstone Labor Temple Association –Advised of an upcoming Street Fair to gather petition signatures in support of the \$15 minimum wage and Displacement issues in the City and County of San Francisco.

Vice-President Region A - Crawford Johnson – Updated the Executive Board about what is taking place in the Sacramento area with the Sacramento Employment Training.

**Presentations:**

**Labor Notes Conference**

Executive Board members: Priscilla Abguang, Akbar Bibb, Larry Bradshaw, Valoria Benson-Russell, Nancy Atwell, and Ramses Teon Nichols each shared their positive learning experience while in attendance at the Labor Notes Conference in Detroit, Michigan this past April, 2014

**Presentations:**

**Contract Campaigns Update - SF**

Vice-President Region D-Larry Bradshaw reporting – handouts distributed & viewing of a short video presentation. SF City and County reached TA with SEIU Local 1021.

Executive Board members: Valoria Benson-Russell, Paul Little, Paul Camarillo, Evelyn Curiel, David Fleming, and Julie Meyers each reported on the unique SF contract campaign process as it related to the specific bargaining unit for each member.

**Contract Campaign Update-Oakland**

Executive Board member Derrick Boutte reported on the status of AHS – Alameda Health Services which includes: (Highland Hospital, John George, Fairmount and wellness clinics). AHS contract was ratified and it a good contract which includes huge safety protection wins.

**Review Minutes of the April 27, 2014 meeting**

***M/S Stern/Crawford to adopt the April 27, 2014 minute proceedings - two abstentions motion carried.***

**Budget & Finance Committee Report – Treasurer Paul Camarillo reporting.** A review of the summary of motions approved by the BFC on May 16, 2014 were distributed to the Executive Board on May 17, 2014 for review only.

Treasurer Paul Camarillo distributed to the Executive Board copies of the Executive Summary Quarterly Report. Director of Finance Rocky Morrison reviewed the Quarterly Financial Review Report for the period January – March 2014 with the Executive Board.

Executive Board member Eric Stern requested a written report concerning the interns for the U.C Labor Center – Note this is not an additional report what is required of the students in writing from the UC Labor Center will be provided to the Executive Board upon completion of the interns Labor course work.

Executive Board member Nancy Atwell requested clarification concerning the monetary authorization amount the BFC can approve without Executive Board approval. Treasurer Paul Camarillo advised that the amount is \$50K.

**BFC Recommendations:**

- A) **M/S Holloway/Stern - Motion carried unanimously.** Authorize 180K for the renovation of the former “dental office” space at the 29<sup>th</sup> Street office in Oakland. *Note: This renovation is a result of the necessary needs of the Myrtle Street office closure.*

**Action Items:**

- Endorsement of California Against Fracking Resolution. **M/S Eaton/Johnson Motion carried unanimously.**
- Support of John Hopkins Resolution. **M/S Stern/Johnson Motion carried unanimously.**

**Announcements:**

- Developmental Disabilities Service Organization Chapter Bylaws were found to be in compliance in accordance with Local 1021’s Bylaws. The 1021 Executive Board has been formally noticed of compliant chapter bylaws.
- Nancy Atwell – spoke in support of Jobs with Justice and distributed written notice of an event entitled “When Mandates Work,” Raising Labor Standard at the Local Level. The event will take place on June 12, 2014 in Rohnert Park.
- Cynthia Landry – Secure Retirement Update – Alameda/Contra Costa/Merced appeal filed on behalf of the Union. The ruling may not have been favorable. Requesting that our Local appeal this decision. Handouts distributed.
- Pamela Holmes-Morton - Oakland Minimum Wage Campaign update.
- Ramses Teon-Nichols – SF, Berkeley and Richmond Minimum Wage Campaign updates.

***Executive Board Meeting suspended at 1:55P.M to consider Community Allies Requests.***

**Community /Allies Requests Convened at 1:56PM**

**Treasurer Paul Camarillo reported that the current balance of Communities Allies Fund is \$30, 925.00.**

**Executive Board Meeting resumed at 2:00PM as Anne Yen – Attorney at Law arrived to update the Executive Board on the pending appeal of the Public Employee Pensions matter.**

**Public Employee Pensions Presentation - Anne Yen** Attorney At Law reported that AB197 changed the way pensions are calculated. It excluded certain types of calculations. The Impact affects approximately 80,000 members. Alameda County, Marin County & Contra Costa County. Before Jan 1, 2013 retirement should be calculated at the rate the employee was participating. May 12<sup>th</sup> ruling for vacation cash out is two weeks. There is a 60 day stay while the case is being Appealed in the Appellate Court. The ruling went in our favor concerning working out of class computations. Anticipate another 40-50 hours approximately \$89K. Constitutional ruling is that the State can limit the pay-outs for terminal leave payouts.

**M/S Bradshaw/Bibb to authorize an additional 40-50 hours with an approximate cost of \$89K motion carried unanimously.**

**Adjourn: Executive Board Meeting adjourned at: 2:35PM.**

**Respectfully submitted on June 19, 2014, by**

**Pamela L. Holmes-Morton  
Secretary SEIU Local 1021**

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, June 28, 2014 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region B Tom Popenuck, VP Region C Gary Jimenez, VP Region E Marcus Williams (by videoconference), Cynthia Landry, Derrick Boutte, Renita Terry (by teleconference), Jim Wise, Valoria Russell-Benson, Denis Villanueva, Karla Faucett, Rhea Davis, Gregory Correa, Nancy Ghanim (by videoconference), Eric Stern, Robert Taylor, Gayle Chadwick (by teleconference), Evelyn Curiel, David Fleming, Akbar Bibb, Nancy Atwell (via Lynch), Peter Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, VP Region A Crawford Johnson, VP Region D Larry Bradshaw, Renato Pena, Erika Watkins, Sabrina Bucklin, Mercedes Riggelman, Priscilla Agbunag, Gina Castellano, Sunny Santiago, Julie Meyers

**Staff in Attendance:** Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Nely Obligacion, Bill Petrone, Chris Daly, Kristin Lynch, Tim Gonzales.

**Guests:** Kerianne Steele (Legal Counsel)

---

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

**AGENDA REVIEW:**

The following was modified: move Executive Session after “lunch”.

**MEMBER COMMENTS:**

- Jon Meade, Retiree: He made two announcements concerning the US Labor Against the War (USLAW) and Single Payer Committee.
  
- Mark Cratty, Chapter President, Napa Valley College: He spoke about the upcoming Fourth of July parade in the City of Napa. He asked for the Board’s support to encourage other chapters in Napa County to participate in the event.
  
- Greg Marro, Retiree: He spoke about the local’s arbitration policy.

**PRESENTATIONS:**

- Adjunct Professors Campaign:  
Ramses Teon-Nichols and Kristin Lynch spoke about two recent organizing victories with Adjunct Professors at Mills College and S.F. Art Institute (SFIA). 78% of workers at both facilities voted “Yes” to join Local 1021. New members Stephanie Young from Mills College and Carolyn Duffy

from SFIA were introduced. Members are now gearing up to negotiate their first contract. The Board congratulated and welcomed the new members into the local.

o San Lorenzo USD – Lunch Period Supervisors

Mary Sanders-Tucker introduced workers Jen Marr, Georgina Valle and David Wiley from the San Lorenzo USD Lunch Period Supervisors (LPS) unit, who recently formed to join the Union. In May, the Board of Trustees unanimously approved the settlement agreement, whereby the LPS unit were made permanent SEIU 1021 members. The members are now engaged in full bargaining. A victory BBQ celebration will be held for the new members in mid-July.

The Board welcomed all new members in the Union, and they were encouraged to support the workers as they bargain their first contract.

**REVIEW MINUTES of the MAY 17, 2014 MEETING:**

It as M/S (Eaton/Curiel) to approve the minutes of the May 17, 2014 meeting with the modification to correct the typo on page 3, under Endorsement of CA Against Fracking – correct *Amos* to *Eaton*. The motion was carried.

**BUDGET & FINANCE COMMITTEE REPORT:**

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

The following items were approved by the BFC:

1. Valley Mountain Regional Center (VMRC) Campaign Proposal: The BFC approved the VMRC 2014 Bargaining Campaign proposal as presented to the BFC for up to \$15,831, which will cover costs, such as lost-timers and various actions.
2. Carrie Cianchetti, Consultant: The BFC approved to increase Carrie Cianchetti's contract for up to 150 hours per month, at \$60 per hour from July 1<sup>st</sup> through September 30, 2014, at a monthly cap of \$9,000, plus expenses. She will be assisting with various projects, negotiations and coverage in the East Bay region.

The BFC approved to recommend the following items to the Board:

- A) International Executive Board (IEB) Stipend: The BFC approved to recommend to the Board to redirect the IEB stipend payment to President Roxanne Sanchez, retro to May 2012, for a total amount of \$22,080.00. Note: Since May 2012, President Roxanne Sanchez opted to have the IEB Stipend go towards the Local's general fund. Historically, the IEB stipend has gone to the local president.
- B) Lisa Morowitz, Consultant: The BFC approved to recommend to the Board to extend Lisa Morowitz's contract at \$10k per month for the months of July and August. The scope of her

work will focus on the Staff Development Program for the Local, and will also include some transition work at Alameda Health System (AHS).

- C) Nato Green, Consultant: His current contract is through June 30, 2014. The BFC approved to recommend to the Board to extend Nato Green's contract through August 31, 2014 at his current contract rate (cap is at \$9,000 per month). The scope of his work includes Marin County RN negotiations, assist with implementing contract language agreed to with both the SF RN and AHS agreements, as well as representational coverage with SF RN's and at AHS.
- D) Steve Sommers, Consultant: His current contract is through June 30, 2014. The BFC approved to recommend to the Board to extend Steve Sommers' contract up to the ratification of the City of Hayward contract at his current contract rate (\$8,000 per month, plus expenses).
- E) Oakland Building Project: The BFC approved to recommend to the Board to authorize Seth Schapiro to go into a contract with the appropriate company for Project Planning Management to oversee the restructure of the dental office at the 29<sup>th</sup> Street office; and for other additional upfront costs, such as inspections, permits and construction documents, for up to \$30k.
- F) Special Assistant Salary Cap: The BFC approved to recommend to the Board to increase the salary cap for the Special Assistant position to \$95k; and that the 2% COLA increase is granted to Special Assistants Joanne Cansicio and Marguerite Fa-Kaji, effective June 15, 2014.

The following additional request was added for the Board's consideration, which was not presented at the June BFC meeting:

- G) David Kersten, Consultant: His current contract ends in June 2014. He is currently assisting with various research assignments throughout the local. The request is to extend David Kersten's contract through the end of August at his current contract rate of \$6,000 per month for up to 100 hours each month, and for work over 100 hours will be paid at \$85.00 an hour.

The Board agreed to vote on items A, D, E, F and G as a whole; and to vote separately on items B and C.

**It was M/S/C (Faucett/Russell-Benson) to approve the following items, as presented:**

**A: International Executive Board (IEB) Stipend**

**D: Steve Sommers, Consultant**

**E: Oakland Building Project**

**F: Special Assistant Salary Cap**

**G: David Kersten, Consultant**

Item B, Lisa Morowitz – Consultant:

There was a request for further explanation on the scope of work assigned to Lisa Morowitz. She was initially brought on to help negotiate the Alameda Health System (AHS) contract. There is some transition work she is helping to wrap up at AHS, since an agreement was reached. The Personnel/Staffing Committee discussed possibly revamping the *Member Engagement/Staff*

*Development Director* position; and the Committee will analyze in the next few months whether there is a need to fund this position. A recommendation was made that Lisa Morowitz be assigned to work on the *Staff Development* pilot project. She will report back to the Personnel/Staffing Committee and provide feedback, as the project develops. **It was M/S/C (Jimenez/Curiel) to extend Lisa Morowitz's contract at \$10k per month for the months of July and August, to continue transition work at Alameda Health System and to focus on the Staff Development Program.**

Item C, Nato Green – Consultant:

There was a request to discuss extension of Nato Green's contract in closed session.

**DIRECTOR REPORTS:**

John Stead-Mendez reported that Field Director reports were sent by email. He gave a brief report on distribution of the *Worker Power* magazine. He also spoke about a COPE and fee payer conversion campaigns. Tim Gonzales gave a short report on Napa County negotiations and strike school. Nely Obligacion gave a report on her team's approach on the fee payer conversion campaign.

**HEAD of OPERATIONS REPORT:**

Seth Schapiro gave a brief report on the Oakland building project and other office moves, as well as the Unionware upgrade project. He also spoke about the Harris v. Quinn decision, and the potential impact the decision might have on the local.

**The meeting was temporarily suspended at 12:08 p.m. for a lunch break, and resumed at 12:38 p.m.**

**The Board moved into Executive (closed) Session at 12:38 p.m.**

**EXECUTIVE SESSION:**

The following actions were discussed in closed session:

Temporary Employees:

- It was M/S (Stern/Jimenez) to extend temporary employees Nicol Moss, Sally Covington and XiuMin Li through August 31, 2014. The motion was carried.
- It was M/S (Teon-Nichols/Bibb) to extend temporary employee Calvin Wolfe through August 31, 2014. There was discussion on the motion. A substitute motion was made by Peter Albert, seconded by Nancy Atwell, to extend Calvin Wolfe up to the November 4, 2014 election. The Board voted on the substitute motion. The substitute motion was carried.
- It was M/S (Jimenez/Popenuck) to extend temporary employee David Mulvey through the end of September 2014, and to make an exception to the current policy around the 365 days rule. The motion was carried.

Staff Separation Agreement:

It was M/S (Eaton/Curiel) to proceed with the staff Separation Agreement with an East Bay Regional Director, as presented. The Board voted by show of hands. The motion was carried. There was one (1) “no” vote.

Role of Budget & Finance Committee Policy:

It was M/S (Greenwood/Faucett) to approve to modify the “Legal Expense” section of the current *Role of the Budget & Finance Committee Policy*. The motion was carried. There was one (1) “no” vote.

Staff Pending Legal Issue:

It was M/S (Landry/Eaton) to approve that the Local President, Local Treasurer and Head of Operations Director be granted to authorize a settlement in a particular pending case, as presented to the Executive Board at its June 28, 2014 meeting, beyond the existing policy limitations. The Board voted by show of hands. The motion was carried. There was one (1) abstention.

Nato Green, Consultant:

It was M/S (Jimenez/Fleming) to adopt the BFC’s recommendation to extend Nato Green’s contract through August 31, 2014 at his current contract rate; with the modification that the scope of his work will include the Marin County RN negotiations, as well as representational coverage for Marin RN’s, and to assist with implementing contract language agreed to with the SF RN’s agreement. The Board voted by show of hands. The motion was carried.

**Executive Session concluded at 2:58 p.m.**

**After a short break, the Board moved to open session at 3:13 p.m.**

**ANNOUNCEMENTS:**

President Sanchez made two announcements:

- The Marin Housing Authority Chapter ByLaws were submitted for review and found to be in compliance with the SEIU Local 1021 Chapter ByLaws template. There were no objections raised.
- Butte County Area Representative, Tara Holloway, has resigned from her seat on the Executive Board, effective June 13, 2014, in order to return to graduate school and pursue certification in her profession.

**PENSION LITIGATION UPDATE:**

Cynthia Landry, Retiree Security Committee Chair, asked for a status update on the pending Alameda County Employees’ Retirement Association (ACERA) and Contra Costa County Employees’ Retirement Association (CCCERA) lawsuits. Written summary reports of the status of both the ACERA and CCCERA litigations, prepared by legal counsel, Kerianne Steele, was distributed to the Board. Ms. Steele went over key points of the report.

**PRESIDENTS and LEADERS REPORTS:**

Greg Correa, Alameda County Area Representative, spoke about a recent coalition meeting in Hayward.

Ramses Teon-Nichols, VP of Organizing, acknowledged the work of ROC members for their work on various campaigns throughout the Local, as well as assistance on a campaign with Local 721 in San Bernadino.

Jim Wise, Courts Industry Chair, spoke about Solano County Courts membership meetings that were recently held. He thanked President Sanchez and Tim Gonzales for their assistance in participating in the meetings.

Denis Villanueva, Non-Profit Industry Chair, announced an upcoming Non-Profit industry conference on July 12<sup>th</sup>.

**President's Report:**

President Sanchez acknowledged Robert Taylor, Amador County Area Representative, for this work in helping to engage the members in Calaveras County.

**Acting East Bay Region Director Proposal:**

In light of the unexpected resignation of the East Bay Director, President Sanchez read a written proposal for the Board's consideration to approve the temporary appointment of Gary Jimenez as the Acting East Bay Director. It was explained that legal advice was obtained regarding the proposal to ensure that the Local's ByLaws were not being violated. The proposal was read as follows:

*Effective June 30, 2014, Gary will remain in his lost time member status, but will temporarily fill the position of Acting East Bay Director. This will not modify the arrangements the Local currently has with his employer. However, Gary will temporarily step down as a Regional VP and Renita Terry will become Acting Regional VP.*

*Given the duties Gary is taking on, and as an exception to the lost time policy, Gary will be eligible for SEIU Local 1021 staff benefits and will be paid the difference between his lost time wages and the starting Director annual salary (\$100,780).*

*So long as Gary maintains his lost time member status and his SEIU Local 1021 dues are current during his tenure as Acting East Bay Director, he will maintain his status as a Regular Member.*

*When Gary is no longer serving as the temporary East Bay Regional Director, he will return to his elected East Bay Regional Vice-President seat; and Renita Terry will return to her elected Cities Industry Chair position.*

It was M/S (Stern/Taylor) to approve the proposal as read by President Sanchez. There was a discussion on the motion. A question was raised regarding Renita Terry's status as the Cities Industry Chair, if she is appointed as the temporary East Bay Regional Vice-President. It was explained that while temporarily filling in as the acting East Bay Regional VP, Renita will not hold the Cities Industry Chair position. It was also explained that Gary Jimenez will not be a voting member on the Board, while temporarily filling in as the acting East Bay Regional Director. There were also concerns raised about the need to prioritize recruiting for the position, in order to fill it permanently.

After a lengthy discussion on the motion, the question was called by David Fleming. The Board voted to call the question. There were two (2) opposed to calling the question.

President Sanchez re-read the proposal. The Board proceeded to vote on the motion by roll-call vote. The following Board members voted “yes”: Alysabeth Alexander, Karen Joubert, Tom Popenuck, Marcus Williams, Cynthia Landry, Derrick Boutte, Jim Wise, Valoria Russell-Benson, Karla Faucett, Gregory Correa, Eric Stern, Robert Taylor, Evelyn Curiel, David Fleming, Akbar Bibb, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Paul Little, Theresa Breakfield, Peggy LaRossa. The following Board members voted “no”: Paul Camarillo, Ramses Teon-Nichols, Rhea Davis, Nancy Ghanim, Tina Diep.

The following Board members abstained: Gary Jimenez

The votes are as follows: Yes = 23; No = 5; Abstentions = 1. The motion was carried.

**The Board moved to Executive (closed) session at 4:36 p.m.**

**EXECUTIVE SESSION (continued)**:

There were no motions or actions discussed.

**Executive Session concluded at 4:50 p.m. The Board moved to open session at 4:50 p.m.**

Joanne Cansicio announced the motions passed during closed session.

**The Board agreed to adjourn the meeting. The meeting was adjourned at 4:57 p.m.**

Respectfully submitted by,

Joanne Cansicio  
On behalf of Secretary Pamela Holmes-Morton

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, July 26, 2014 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), VP or Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, Interim VP Region C Renita Terry, VP Region D Larry Bradshaw, VP Region E Marcus Williams, Cynthia Landry, Denis Villanueva, David Fleming, Rhea Davis, Gregory Correa (by teleconference), Nancy Ghanim, Robert Taylor, Erika Watkins, Priscilla Agbunag, Evelyn Curiel, Gina Castellano, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, VP of Politics Alysabeth Alexander, Derrick Boutte, Jim Wise, Voloria Russell-Benson, Renato Pena, Karla Faucett, Eric Stern, Gayle Chadwick, Sabrina Bucklin, Mercedes Riggelman, Sunny Santiago, Kathryn Cavness, Tina Diep

**Staff in Attendance:** Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Tim Gonzales, Jason Klumb, Nely Obligacion, Chris Daly, Fran Jefferson

**Guests:** Michael Tamariz, SEIU State Council

---

**The meeting was called to order at 10:05 a.m. by President Sanchez.** It was announced that a quorum was not yet established.

**AGENDA REVIEW:**

The following items were added under Presentations and Action Items: a) Capital & Main; b) Labor Stands in Solidarity with Children at the Border Resolution

**PRESENTATIONS:**

- **Capital & Main:**  
President Sanchez introduced Shum Preston, Acting Coordinator, to speak on *Capital & Main*, which is a news website that covers issues such as politics, business, labor, jobs and the environment. A brief video was presented showing a sample of the kind of work *Capital & Main* has covered. The Board will be asked to consider a request to “partner” with *Capital & Main* under Action Items.
  
- Larry Bradshaw introduced Michael Tamariz, Political Coordinator with SEIU CA State Council. He gave a brief presentation on the *Crisis at the Border*, and spoke about how the State Council is responding. The Board will be asked to consider adopting a Resolution in response to the crisis at the US-Mexico border and Central American communities under Action Items.

**At 10:41 a.m., it was announced that a quorum was reached.**

**MEMBER COMMENTS:**

- Greg Marro, Retiree: He spoke about the 1021 Convention, Industry conferences and chapter bylaws.
- Mike Donaldson, Retiree: He spoke about the UC Berkeley Strategic Planning Workshop.

**REVIEW MINUTES of the JUNE 28, 2014 MEETING:**

It was M/S (Johnson/Ghanim) to approve the minutes of the June 28, 2014 meeting. The motion was carried. There was one (1) abstention.

**PRESENTATIONS (continued):**

- Alta Regional Center Strike Sanction Request:  
Field Director Tim Gonzales and Field Representative Stephen Cutty gave a brief report on contract negotiations at Alta Regional Center. The contract is due to expire on 8/31/2014. The chapter is seeking a strike sanction from the Union, as well as the Labor Council, for an Unfair Labor Practice. The Board will be asked to consider authorizing a strike sanction under Action Items.
- SF Non-Profit Campaign:  
Ramses Teon-Nichols introduced members Jesse Hunter (Baker Places chapter) and Stayson Varghese (Progress Foundation chapter). They spoke about the various SF Non-Profit budget actions, and presented a brief video.

**BUDGET & FINANCE COMMITTEE REPORT:**

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

**The BFC approved to recommend the following items to the Board:**

- A) David Kersten, Consultant: The BFC approved to recommend to the Board to extend David Kersten's contract through the end of September 2014 at his current contract rate of \$6k per month at 100 hours each month, and for work over 100 hours will be paid at \$85.00 per hour. He is currently assisting with various research projects throughout the Local.
- B) Lisa Morowitz, Consultant: The BFC approved to recommend to the Board to extend Lisa Morowitz's contract through the end of September 2014 at her current contract rate of \$10k per month. The scope of her work will focus on the Staff Development Program for the Local, and will also include some transition work at AHS.
- C) Nato Green, Consultant: The BFC approved to recommend to the Board to extend Nato Green's contract through the end of September 2014 at his current contract rate of \$6k per month at 100 hours each month, and for work over 100 hours will be paid at \$60.00 per hour. The scope of his work will include the Marin County RN negotiations, as well as representational coverage

for Marin RN's, and to assist with implementing contract language agreed to with the SF RN's agreement.

- D) Tim Redmond: The BFC approved to recommend to the Board to extend Tim Redmond's contract through October 8, 2014 at his current contract rate of \$3k per month. He is currently assisting with work on the Worker Power magazine.

It was M/S/C (Williams/Meyers) to approve the following items, as presented. There was 1 abstention.

- A: David Kersten, Consultant
- B: Lisa Morowitz, Consultant
- C: Nato Green, Consultant
- D: Tim Redmond, Consultant

Other BFC recommendations will be discussed in Executive Session.

#### **ACTION ITEMS:**

- August E-Board meeting:  
The Board was asked to consider approving not having an E-Board meeting in the month of August. It was M/S/C (Joubert/Camarillo) to approve a "dark hall" in the month of August.
- Alta Regional Center Strike Authorization Request:  
The Alta Regional Center Chapter is seeking the Board's approval to pre-authorize a strike sanction. It was M/S/C (Johnson/Greenwood) to pre-authorize a strike sanction for the Alta Regional Center chapter, pending a strike vote/authorization by the chapter's membership.
- American Labor Stands in Solidarity with the Children at the Border:  
It was M/S/C (Landry/Fleming) to approve the *American Labor Stands in Solidarity with the Children at the Border* Resolution, as presented.
- Capital & Main:  
President Sanchez presented a request for the Board's consideration to formally form a "partnership" with *Capital & Main*. The financial request is for \$25k, which includes a seat for the Union on their editorial board for one (1) year. The partnership will enable the Union to work with a "team" of journalists and investigative reporters.

It was M/S (Breakfiled/Castillano) to authorize \$25k to *Capital & Main*. There was discussion on the motion. A question was raised regarding the organization's source of funding. John Stead-Mendez explained that the primary source of funding is through fundraising or donations from various organizations. After discussion, the Board moved to a vote. The motion was carried.

**The meeting was temporarily suspended at 12:02 p.m. for a lunch break and resumed at 12:30 p.m.**

#### **REPORTS:**

#### Leaders Reports:

Nancy Ghanim, Alameda County Area Representative, announced that the Alameda Social Services chapter recently held chapter elections, and she named the newly elected chapter officers. She also spoke about the health care reform call center of Alameda County and recognized members Dana Brown, Lorelei Self and Thelma Starr for their outstanding work. On behalf of the Alameda County chapter, a plaque was presented to Fran Jefferson to honor her 31 years of service to the workers of Alameda County.

#### Executive Director Report:

Pete Castelli reported that Field Director reports were sent by email. He spoke briefly about various contract campaigns happening throughout the local, as well as contracts that have recently ratified.

He also gave an overview of an action item for the Board's consideration. There are at least three (3) first contracts that will need to be negotiated simultaneously for the newly organized Adjunct Professors. The request is to enlist Josie Mooney's assistance to help guide and develop a bargaining strategy at the three (3) bargaining tables. In the interim, she will not be the lead negotiator at the table, and her work will be monitored by Kristin Lynch. It was M/S (Fleming/Meyers) to bring Josie Mooney on as a consultant for approximately 35-50 hours per month, at \$5k per month to assist with coordinating the Adjunct Professors first contract negotiations. The motion was carried. There was one (1) abstention.

#### Head of Operations Report:

Seth Schapiro gave a brief update on the Oakland building project. The Myrtle St. office is scheduled to close by the end of the year. He also spoke about the possibility of leasing space to other organizations at the Sacramento office to better utilize the office space. He also announced that discussion on the San Francisco office lease, which is up in January 2017, will need to begin early next year.

#### **ANNOUNCEMENTS:**

President Sanchez announced that the Sonoma County Library Chapter bylaws were submitted for review and found to be in compliance. There were no objections raised.

**The Board moved to Executive (closed) session at 1:27 p.m.**

#### **EXECUTIVE SESSION:**

The following action items were discussed in closed session:

- East Bay Director Recruitment:

It was reported that the BFC approved to go into a contract with *Margolies and Potterton* for recruiting services for the position of two (2) East Bay Field Directors for up to \$45k. It was M/S/C (Correa/Williams) to not limit *Margolies and Potterton* to our current salary cap in seeking potential candidates for consideration.

- Unrepresented Staff (Director) Salaries:

It was M/S/C (Easton/Landry) to adjust the salaries to the top of the scale for Field Directors David Canham, Timothy Gonzales and Nely Obligacion, retro to February 1, 2014.

It was M/S/C (Ghanim/Williams) to adjust the salary of IT Director, Boyan Biandov, by 5% over the current top of the scale, effective the next payroll cycle.

- Filling Behind an Extended Leave:

It was M/S/C (Bradshaw/Meyers) to over-fill an FTE position to deal with a long-term leave of an employee, who has an unexpected return date.

- Temporary Employees:

It was M/S/C (Bibb/Williams) to extend temporary employees Kim Cantacessi, Sally Covington and Nicol Moss to the end of September 2014; and Jason Ildenfonzo through the November 4, 2014 election.

**Executive Session ended and the Board moved to open session at 2:51 p.m.**

Joanne Cansicio announced the motions passed during closed session.

**By consensus, the Board agreed to adjourn the meeting at 2:53 p.m.**

Respectfully submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

**SEIU Local 1021 Executive Board**  
**Sunday, September 28, 2014 – Stockton, CA, 9:30am to 1:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Alysabeth Alexander, VP Region A Crawford Johnson, Interim VP Region C Renita Terry, VP Region D Larry Bradshaw, VP Region E Marcus Williams, Cynthia Landry, Jim Wise, Valoria Russell-Benson, David Fleming, Karla Faucett, Rhea Davis (by teleconference), Gregory Correa, Nancy Ghanim (by videoconference), Eric Stern, Robert Taylor, Erika Watkins, Gina Castellano, Sunny Santiago, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood (by teleconference), Amos Eaton, Kathryn Cavness, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, VP Region B Tom Popenuck, Derrick Boutte, Denis Villanueva, Renato Pena, Gayle Chadwick, Sabrina Bucklin, Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, Tina Diep

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Gary Jimenez (acting director)

**Guests:** Norlissa Cooper (SFGH RN member); Alexa Frankenberg, SEIU State Council

---

**The meeting was called to order at 9:45 a.m. by President Roxanne Sanchez.** It was announced that a quorum was reached.

**AGENDA REVIEW:**

The following items were added: a) DD Council request; b) Interim Policy – Election Work Compensation for P/T workers; c) E-Center strike sanction request; d) Retirement Security Report. By consensus, the Board approved the agenda with additions.

**PRESENTATION:**

- CA Child Care Providers: Alexa Frankenberg (State Council) and child care providers Nancy Harrey, Katina Richardson and Valarie Bachelor spoke about the child care providers' campaign happening throughout California. They spoke about crucial work that providers are doing, as well as work to reform California's broken system of early learning and child care.

**MEMBER COMMENTS:**

- Rachelle Carbajal, SJC member: She welcomed the Board to the Stockton office.

**REVIEW MINUTES of the JULY 26, 2014 MEETING:**

It was M/S/C (Williams/Fleming) to approve the minutes of the July 26, 2014 meeting.

### **WORKER POWER MAGAZINE:**

A draft of the next issue of the local's *Worker Power Magazine* (summer edition) was handed out to the Board at the training on Sept. 27<sup>th</sup>. Board members were asked to review the draft and provide any feedback or suggested changes to John Stead-Mendez.

### **BUDGET & FINANCE COMMITTEE REPORT:**

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

#### **The following items were approved by the BFC:**

1. **Carrie Cianchetti, Consultant:** The BFC approved to extend Carrie Cianchetti's contract up to the end of 2014 and to make necessary adjustments to her current contract max. She is currently assisting with various East Bay projects; and is also providing support to the field staff and the interim field director. Her current contract rate is \$60.00/per hour at up to 150 hours per month, and her current contract max is \$9k per month.
2. **Jim Ross, Consultant:** The BFC approved to go into a contract with Jim Ross Consulting to assist with political work, such as voter outreach and education campaigns, for the November 2014 election.
3. **Gamaliel Leadership Training:** The BFC approved to send up to ten (10) members to the Gamaliel Leadership Training in Santa Rosa on Nov. 9-15, 2014, at a cost of \$625.00 per person; with the caveat that participants will be limited to North Coast region members and that lost-time will not be paid.

### **ACTION ITEMS:**

#### **The BFC approved to recommend the following items to the Board:**

- A) **RBC Wealth Management:** The BFC approved to recommend to the Board to transfer \$1,000,000 from reserves to RBC Wealth Management and to adopt the RBC re-balancing proposal of the local's investments (a chart of the proposed asset allocations was also presented).
- B) **Local Convention Hotel:** The BFC approved to recommend to the Board to authorize executing the Confirmation Agreement with the Hilton Oakland Airport at an amount of \$115, 895, plus tax and gratuity charges, to secure meeting rooms for the SEIU 1021 Convention in September 2015.
- C) **David Kersten, Consultant:** The BFC approved to recommend to the Board to extend David Kersten's contract up to the end of 2014 at his current contract rate. He is currently assisting with various research work throughout the local. His current contract rate is \$6k per month at 100 hours each month, and for work over 100 hours will be paid at \$85.00 per hour.
- D) **Lisa Morowitz, Consultant:**

The BFC approved to recommend to the Board to extend Lisa Morowitz's contract up to the end of 2014. Her current contract rate is \$10k per month, at 160-170 hours per month. The scope of her work is on the Staff Development Program for the Local, and also transition work at Alameda Health System.

- E) POWR, Consultant: The BFC approved to recommend to the Board to extend the POWR contract up to the end of 2014. The current contract max is \$150k. POWR is assisting with representation/bargaining issues, as well as other transitional issues, in the Foothills area.
- F) Tim Redmond, Consultant: The BFC approved to recommend to the Board to extend Tim Redmond's contract to January 9, 2015 at his current contract terms and to make necessary adjustments to the contract max. His current contract rate is at \$3k per month. He is currently assisting with work on the Worker Power Magazine.
- G) Josie Mooney, Consultant: The BFC approved to recommend to the Board to amend the duration of Josie Mooney's contract to start September 2014 and end in January 2015. Her contract had an initial start date in August 2014; however, there was no work done in August. She is assisting with coordinating the Adjunct Professors first contract negotiations.
- H) Nato Green, Consultant: The BFC approved to recommend to the Board to extend Nato Green's contract up to end of 2014, and to amend his contract rate to \$70.00 per hour at 150 hours per month. He is currently assisting with the Marin County RN negotiations, as well as representational coverage for Marin RN's; and is also assisting with implementing contract language agreed to with the SF RN's agreement.
- I) Jobs w/ Justice SF expenditure: The BFC approved to recommend to the Board to move the \$20k expenditure to Jobs with Justice San Francisco, which was initially approved in January 2014, from the Community/Allies budget to the Organizing budget, as part of the Resource Agreement.

The Board agreed to vote on items B, D, F, G and I as a whole; and to vote separately on items A, C, E and H.

**It was M/S/C (Stern/Alexander) to approve the following items recommended by the BFC, as presented:**

- B: Local Convention Hotel**
- D: Lisa Morowitz, Consultant**
- F: Tim Redmond, Consultant**
- G: Josie Mooney, Consultant**
- I: Jobs w/ Justice Expenditure**

Item A, RBC Wealth Management:

This item was pulled in order to provide more information that was presented to the BFC by the local's financial advisor with RBC Wealth Management. It was M/S/C (Albert/Stern) to approve the BFC's recommendation, as presented.

Item C, David Kersten, Consultant:

A question was raised if there is work that goes over 100 hours, there is no limit on hours. It was explained that currently his contract does not stipulate a limit, but can be modified to address the concern. There was a request that a progress report be provided to the Board, showing the work done, including some samples of invoices. Board members were reminded that they are entitled to review invoices from consultants, if requested. It was M/S (Landry/Stern) to approve the BFC's recommendation to extend David Kersten's contract up to the end of 2014 at his current contract rate. Nancy Atwell requested a friendly amendment to work on modifying his contract, so that it is not "open-ended". The makers of the motion did not accept the friendly amendment. After discussion, the Board moved to a vote. The motion was carried. There was one (1) abstention.

Item E – POWR, Consultant:

It was said some members in the Amador County chapter have expressed they would prefer that POWR not have any interference in their chapter. Area Representative Robert Taylor, is recommending to the Board to not authorize an extension of the POWR contract. President Sanchez explained the agreement with POWR does state that their work would not include the Amador County chapter. Field Director, Bill Petrone, added that POWR has not been assigned to any representational matters, including handing out flyers, in the Amador County chapter. President Sanchez has committed to speaking with members in the Amador area to evaluate the situation. There was a recommendation to table this discussion to the November meeting until a progress report is provided. However, the current contract ends in October, and it was said there are other chapters in the region, including Amador Courts chapter members, who have requested to work with POWR; therefore, the work in other chapters cannot cease without a plan. An extension would need to be approved for the work to continue.

It was M/S (Fleming/Stern) to approve to extend the POWR contract to the end of November 2014, with a requirement that a report back will be provided at the November meeting; and with the following stipulations:

1. report back/gather input from member leaders from that Region
2. explanation of accomplishments
3. develop a transition plan to move the work into the local union

Doug Marr requested a friendly amendment to bullet point #2 of the motion to include an explanation of contractual goals and what goals were reached. The makers of the motion accepted the friendly amendment. There was discussion on the motion. After discussion, the Board moved to a vote. The motion was carried. There were five (5) "no" votes, and four (4) abstentions.

Item H – Nato Green, Consultant:

There were questions raised regarding the proposed increase in his current contract rate. John Stead-Mendez explained one of the reasons the request was made to amend Nato Green's contract is due to the breadth of Nato Green's work has increased. It was said some members with the SF RN's chapter have expressed there has been lack of follow-through. There was a recommendation to not extend his contract through the end of the year. There was also a suggestion that a comprehensive report of his work be provided, and that member feedback should be included. It was M/S (Bradshaw/Stern) to approve extending Nato Green's contract through the end of November 2014, with the caveat that a full

report of his work, including goals/accomplishments, be provided at the November Board meeting. The motion was carried. There were seven (7) abstentions. The motion was carried.

**It was said that at the November Board meeting, a comprehensive report for all consultants be provided.**

Developmental Disabilities Services Organization (DDSO) Strike Sanction Request:

Stephen Cutty, Field Representative, gave an overview of the progress of the first contract negotiations at DDSO. The DDSO chapter is seeking an “unfair labor practice” strike sanction from the Union. It was M/S (Stern/Landry) to pre-authorize a strike sanction for the DDSO chapter. The motion was carried.

E-Center Headstart Strike Sanction:

Stephen Cutty, Field Representative, gave a brief report on the E-Center Headstart contract negotiations. The union has filed an Unfair Labor Practice charge. The chapter is seeking an “unfair labor practice” strike sanction from the Union. It was M/S (Stern/Castillano) to pre-authorize a strike sanction for the E-Center Headstart chapter. The motion was carried.

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

**ACTION ITEMS (continued):**

City of Richmond Chapter Ratification Dispute:

Acting Director, Gary Jimenez, gave an overview of the issue. Matt Gauger, legal counsel, was asked to join by phone to help answer/clarify any questions during the discussion. The City of Richmond chapter recently held a contract ratification vote. Two documents were distributed, which shows the meeting/voting schedule and a summary of the tentative agreement that was distributed to chapter members. The members voted to ratify the TA by a vote of 109 to 80; however, there are members who are challenging the conduct and voting process of the vote. Acting Director Gary Jimenez read several statements he received from members addressing their complaints. This was brought before the Board for guidance on a resolution to this issue, such as whether it would consider over-turning the results of a chapter ratification vote based on the information that was presented (i.e. member statements read by Gary Jimenez). The Board had a lengthy discussion on this issue.

It was M/S (Bradshaw/Taylor) that Renita Terry, Erika Watkins, Gary Jimenez and John Stead-Mendez work to notify the chapter to re-run the ratification vote and address the questions/complaints raised by the members. There was discussion on the motion. There was a suggestion that the chapter should hold a membership meeting and have the chapter membership decide whether they would like to re-run the ratification vote. It was also said that the Board consider developing a policy or protocol around the voting process. A **substitute motion** was made (Watkins/Fleming) that the chapter members discuss and make a decision on whether or not they would like to re-do the ratification vote, with the caveat that the chapter be notified that this issue has been heard before the Board, and may be brought back if there is no resolution reached at the chapter level. After discussion, the Board moved to a vote on the **substitute motion**. The substitute motion was carried. There was one (1) abstention.

**It was M/S/C (Bibb/Watkins) to extend the meeting to 2:30 p.m.**

**ACTION ITEMS (continued):**

**SF Living Wage Proposal:**

A written funding proposal of \$7k to the SF Living Wage was presented by Larry Bradshaw and Ramses Teon-Nichols. The SF Living Wage Coalition is working on a proposed legislation to improve and expand the Community Jobs Program. The draft legislation has been endorsed by the 1021 COPE Committee. The SF Living Wage Coalition would also like to collaborate with the Local on other campaigns, such as the Minimum Wage campaign. The total funding request for this program is about \$20k. The Local has previously funded a total of \$14k this year (\$7k came out of politics and another \$7k was from the community/allies budget). The new request is for \$7k to come out of Organizing. It was M/S (Stern/Meyers) to approve the funding request of \$7k as presented. The motion was carried.

**Developmental Disabilities (DD) Council Proposal:**

A written proposal was presented by Eric Stern. The request is to direct Local 1021 delegates and staff to the SEIU State Council to make every effort to add the DD ask of increasing funding to the DD Community Services System by 10% (approximately \$250 million) to the 2015 SEIU State Council agenda. It was M/S (Correa/Landry) to approve the request as presented. The motion was carried.

**Interim Policy – Election Work Compensation for Part-time Workers:**

Seth Schapiro gave an overview of the request. He explained that our current lost-time policy may not cover members, who work part-time or work on an intermittent basis. A draft interim policy was developed that deals with compensation for part-time workers, who may do election work for the Local. The Board discussed the draft interim policy. The interim policy is only applicable for the period of September 29, 2014-November 4, 2014 for election work as designated by the policy. It was M/S (Stern/Landry) to approve the interim policy as presented. The motion was carried.

**PRESIDENT and LEADERS REPORT:**

- VP Region D, Larry Bradshaw gave a brief report on a recent "member to member" charge in the SF Region. An informal hearing was held before a three-member hearing panel. He is alerting the Board of this issue, as the member (who filed the charge) may appeal the hearing panel's decision to the Board. He also stated that in light of this issue, the policy committee has been asked to review our current policy on "member to member" complaints, as well as look into the process of hearings.

**DIRECTOR REPORTS:**

Pete Castelli handed out a copy of a recent memo he sent to all field staff regarding bargaining protocols. The purpose of the memo is to make sure that staff is clear on the Union's position and directives for staff in collective bargaining around fighting concessions and not accepting takeaways.

He also reported the S.F. Superior Courts Chapter recently held a strike vote and approved to go on strike. The chapter is seeking approval from the Board to authorize a strike sanction. It was M/S (Teon-

Nichols/Castillano) to authorize a strike sanction for the S.F. Superior Courts chapter. The motion was carried.

He also gave a brief staffing update. The new political director will start the first week of October.

**It was M/S/C (Bibb/Atwell) to extend the meeting to 3:05 p.m.**

**HEAD of OPERATIONS REPORT:**

- Oakland Building Project:  
Seth Schapiro gave an update on the progress of the Oakland building project. The Board previously approved a total of \$210k for costs related to the Oakland building project, which included authorization to hire a “project manager”. However, it was decided to not hire a “project manager”. The project is now to a point where decisions have been made on furniture, as well as permits have been filed with the City of Oakland. We received a quote from a construction company (DOME) for \$182k, which does not include costs for furniture. To move forward with the project, the Board was asked to approve an additional \$65k, for a total of up to \$275k cap for the Oakland building project costs. It was M/S (Castillano/Roach) to approve an additional \$65k, for up to a cap of \$275k, for the Oakland building project; and to allow Seth Schapiro, Head of Operations, the flexibility for allocation. The motion was carried.
  
- “Abood” presentation: It was M/S/C (Correa/Meyers) to table the presentation to the October meeting.

**ANNOUNCEMENTS:**

It was announced that the Alameda Health System chapter ByLaws amendment was submitted for review and found to be in compliance. There were no objections raised by the Board.

**The Board moved to closed session at 2:46 p.m.**

**EXECUTIVE SESSION:**

The following items were discussed in closed session:

- Member Engagement/Staff Development Director:  
It was M/S (Stern/Williams) to approve the BFC’s and Personnel/Committee’s recommendation to fund the *Member Engagement/Staff Development Director* position, at the new Director recommended salary range (\$100,780k to \$110k). The motion was carried.
  
- Director Salary Range:  
It was M/S (Stern/Bibb) to approve the BFC’s and Personnel/Committee’s recommendation to increase the Director top salary range to \$110k. The motion was carried. There were 2 “no” votes.
  
- Temporary Employees extension:  
It was M/S (Alexander/Williams) to approve extending temporary employees Sally Covington and Calvin Wolfe up to the end of 2014. The motion was carried.

**Executive Session ended and the Board moved to open session at 3:18 p.m.**

Joanne Cansicio announced the motions passed during closed session.

**The meeting was adjourned at 3:20 p.m., in memory of former staff Quincey Ballard.**

Respectfully Submitted by,

Joanne Cansicio

## ***Executive Board Minutes***

### **SEIU Local 1021 Executive Board Meeting Proceedings 2300 Boynton Avenue, Fairfield, CA October 25, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton (by videoconference), Treasures Paul Camarillo (By videoconference) VP of Organizing Rames eon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, VP Region C Renita Terry (interim), VP Region D Larry Bradshaw, VP Region E Marcus Williams, Cynthia Landry, Derrick Boutte, Jim Wise, Valoria Russell-Benson, Gregory Correa (by teleconference), Nancy Ghanim (by teleconference), Eric Stern, Robert Taylor, Mercedes Riggleman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Sunny Santiago (by teleconference), Akbar Bibb (by teleconference), Nancy Atwell, Ndeen Roach, Richard Greenwood, Amos Eaton (by teleconference) Kathryn Cavness, Tina Diep, Paul Little, Julie Meyers (by videoconference), Teresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Renato Pena, Karla Faucett, Rhea Davis, Erika Watkins, Sabrina Bucklin, Gina Castellano, Peter Albert, Doug Marr

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Rocky Morrison

**Guests:** Norlissa Cooper

**Meeting called to order by President Sanchez at 10:07AM**

**Review of Agenda by President Roxanne Sanchez**

Agenda Additions

**\*National Disability Employment Awareness Month - Presentation**

**\*Email Procedure – Action Items**

***The Agenda accepted and adopted with above noted additions.***

**Member Comments:**

Debbie Pearson – President of Alameda County Courts

Jessica Ousley - SF Child Support Services

Greg Marro - Retiree

Cynthia Landry – Retirement Chair

**Presentations (45 minutes)**

SF Region Superior Court Workers Strike for Justice – October 14, 2014 – Priscilla Abguang

\*Tom Kelly – being supported by 1021 for District 10 Supervisor

Courts Day of Action Jim Wise reporting – Four (4) Northern California County Courts which includes: San Joaquin, Solano (Fairfield & Vallejo), Napa, Sonoma, Amador (check with Jim for particulars) I believe the surprise action took place on October 21, 2014. Fully funded Court System and uphold the legal civic rights of California's citizens.

## ***Executive Board Minutes***

### **Presentations continued:**

PCO's Action SF Parking Control Officers – Day of Action took place on October 16, 2014, whereby they (City Workers) shared stories of assaults against them by the public. Approximately 15 serious assaults occur each year and no serious action has been taken hence Meetings have taken place and future meeting scheduled with the District attorney to discuss language implementation to deem assaults upon City Workers be classified as a Felony as is the case with Muni Bus Drivers.

National Disability Employment Awareness Month – Requesting that SEIU Local 1021 support Disabled Workers – Speak with Cynthia Landry to obtain names of Guest Speakers (My personal note – discuss with these individuals advocacy for workers concerning Workers Comp issues. As a result of recent reforms there is an absence of worker representation.

Napa County Campaign - John Stead-Mendez – Tentative Agreement was reached October 21, 2014. Hand out shows Management offer dated 9/10/14 versus final agreement dated 10/21/14. The Napa County Contract ratification was immensely successful.

“Abood” Presentation – Seth Schapiro reporting – Abood is about implementing the right to (discontinue) collecting fees from those who do not want to be members (Public Sector Workers). Justice Alito is in support of this effort. Local 1000 member filed a lawsuit claiming they are being forced to pay dues. A handout was distributed, **We're All in this Together to Build Power**, which listed Goals to prevent California and other States from becoming a Right to Work State.

**President Roxanne Sanchez presided over the oath of office swearing in ceremony. Norlissa Cooper was sworn into office as the RN Industry Chair on the Executive Board.**

### **Review-Minutes of the September 28, 2014 Executive Board Meeting:**

The Executive Board approved and adopted the September 28, 2014 SEIU Local 1021 Executive Board Meeting Minutes.

**M/S - Boutte/Williams – Motion Carried Unanimously.**

**Executive Board Meeting suspended at 12:07pm** for Executive Board Members to get their lunch and return for a working lunch.

**Executive Board Meeting reconvened at 12:19pm** for a working lunch.

**Executive Session convened at 12:20pm.**

## ***Executive Board Minutes***

**Executive Session ended at 3:00pm.**

### **Motions reported out of Executive Session:**

1. The proposed Mathematical changes for the year 2015, (*Summary of Personnel and Lost Time Officers Proposed Cost Increases*) approved by the BFC and the Personnel Staffing Committee presented to the Executive Board be considered at the November, 2014 Budget retreat for possible funding. Excluding the Organizing proposed change in salary for Kristin Lynch.  
**M/S - Landry/Popenuck - One Abstention, Motion Carried.**
2. That Organizing Proposed Change in salary for Kristin Lynch from \$103,824 to \$110,000 is effective October 15, 2014 through April 15, 2015 on an interim basis due to increased job functions to include Politics and Campaigns.  
**M/S – Atwell/Stern - 1 No, 4 Abstentions, Motion Carried.**
3. Motion to adopt the BFC recommendation to consider the proposed funding for the following new positions in preparing the 2015 budget:
  - Communications Coordinator (2015 General Budget)
  - Researcher- Legislation (2015 Organizing Budget)
  - Researcher-Policy (2015 Organizing Budget)**M/S – Landry/Cavness Motion Carried Unanimously.**
4. Authorization to approve \$2,500 in relocation costs for the vacant East Bay Director position. **M/S – Stern/Williams - 1 No, 3 Abstentions, Motion Carried.**

**Regular session convened at 3:01pm.**

### **Treasurer's report – Paul Camarillo:**

A brief summary and second quarterly review presentation was given by Financial Director Rocky Morrison.

### **Budget & Finance Committee Report Summary of Motions:**

Treasurer Paul Camarillo provided a brief summary and explanations of Motions Adopted, and Recommendations to the Executive Board for approval by the BFC, at its October 24, 2014 meeting.

### **Summary of Motions Approved at the October 24, 2014 Meeting:**

1. S.F Living Wage Expenditures:  
For accounting purposes, the BFC approved to apply all previously approved 2014 expenditures to the S.F. Living Wage Coalition to the Organizing budget line, as part of the Resource Agreement. Note: The amounts previously approved were \$7k from the Community/Allies budgeted and \$7k from Politics. This will now be moved to the Organizing Budget.

### **Summary of Motions Approved at the October 24, 2014 Meeting – Continued:**

## **Executive Board Minutes**

2. Carrie Cianchetti, Consultant:

The BFC approved to modify Carrie Cianchetti's contract to a flat rate of \$8,000 per month for approximately 130 hours of work per month. Note: Previously, her contract rate was \$60.00/per hour at up to 150 hours per month, and her current contract max was \$9k per month

3. Joe Brenner, Consultant:

The BFC approved to go into a contract with Joe Brenner, consultant, for up to six (6) months at the rate of \$90.00 per hour at up to 80 hours per month for a project based contract starting October 30, 2014 and ending no later than April 30, 2015. His scope of work will include developing a structure and training staff to monitor, challenge, reduce and reverse contracting out of San Francisco Public Services (Personal Services Contracts).

4. 1021 Office – Marin County:

The BFC approved that as part of the establishment of the draft 2015 budget, an additional \$30k will be set aside for the exploration of opening an office in Marin County, with the understanding that this is not a final decision until the 2015 Budget is approved by the Board.

5. North Bay Jobs w/Justice – In kind Union Resource Agreement:

The BFC approved to adopt the framework of the **North Bay Jobs with Justice – In-Kind Union Resources** Agreement, with the caveat that Seth Schapiro be authorized to modify/add language (i.e. termination date) in the Agreement, as needed, to protect the interest of Local 1021.

**Recommendations:** (Note – specific language can be viewed on the 10/24/14 BFC Report)

The BFC approved to recommend to the Executive Board to approve the following proposals:

- A) Unity Events: **M/S - Eaton/Camarillo - 1 No, 1 Abstention, Motion Carried.**
- B) Handyman Services contract (Richard Apodaca):  
**M/S - Holmes-Morton/Johnson, 1 No, 1 Abstention, Motion Carried.**
- C) Tim Redmond: **M/S - Stern/Williams, Motion Carried Unanimously.**

**Action Items:**

La Clinica Strike Sanction - **M/S - Stern/Williams, Motion Carried Unanimously.**

Peace & Solidarity request to endorse the Howard Zinn Book fair (SEJ ) **M/S - Bradshaw/Landry, Motion Carried Unanimously.**

**Informational Only**

Disputes between Members Procedure – Draft revision (first reading) Please forward any all edits to Joanne Cansicio, Special Assistant to the Executive Board or Eric Stern, Policy Committee Chair. The updated first reading will appear on the consent calendar for adoption at the November, 2014 Executive Board meeting.

## **Executive Board Minutes**

### **President & Leaders Reports:**

1. City of Richmond Chapter Ratification Dispute Update ( President Roxanne Sanchez reported on behalf of Gary Jimenez).
2. Hearing Panel Update (Larry Bradshaw) M/S/C Landry/Stern to deny the appeal of George Smith III submitted on October 14, 2014. M/S/C - 1 abstention.
3. Political Report (Alysabeth Alexander) reporting.
4. California College of the Arts 300 new members (Ramsey Teon-Nichols).
5. Stockton Bankruptcy Pension Fund reporting (Cynthia Landry).
6. Discussed ensued about East Bay Area Representative, Eric Stern, filling the vacated Non Profit Chair Office due to Denis Villanueva accepting a promotional Opportunity. M/S – Johnson/Williams – Motion Carried Unanimously.

### **Head of Operations Report – Seth Schapiro reporting:**

1. Building Update-Myrtle Street move will occur in two phases (November & December of 2014). The Mynette Theard Library will be relocated to another room at 100 Oak Street.  
**M/S - Stern/Atwell, Motion Carried Unanimously.**
2. Email – Dot.Me - system to include member leaders(Presidents only) the email address for conducting Local Union business only. A policy is currently being developed and will require disclosure and responsibility signatures. However, until the new policy has been adopted an exception is being made for (extended capacity) City of Oakland President Al Marshall to conduct the business affair of the Chapter.  
M/S - Stern/Boutte, Motion Carried Unanimously.

### **Motion to adjourn SEIU Local 1021 Executive Board Meeting Proceedings at 4:49pm.**

### **Call to Order - Community Allies Request Meeting at 4:50pm.**

M/S - Stern/Curiel, Motion Carried Unanimously. \$3000-Bayanihan & Filipino Community Center.

M/S - Atwell/Diep, Motion Carried Unanimously. \$800-City of Fremont-Shop With A Cop.

M/S - Atwell/Taylor, Motion Carried Unanimously. \$2,500-CA Disability Communication Action Network.

M/S - Stern/Landry, Motion Carried Unanimously \$750-People United for a Better Oakland.

### **Motion to adjourn Community Allies Request Meeting at 5:00pm.**

**Respectfully Submitted on November 15, 2014 by**

**Pamela L. Holmes-Morton  
Secretary SEIU Local 1021**

***Executive Board Minutes***

**SEIU Local 1021 Executive Board Meeting Proceedings  
2300 Boynton Avenue, Fairfield, CA  
November 22, 2014**

**Executive Board Members Present:** President Roxanne Sanchez, VP Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, VP Region C Renita Terry (interim), VP Region D Larry Bradshaw, Cynthia Landry, Derrick Boutte, Jim Wise, Valoria Russell-Benson, Eric Stern, Robert Taylor, Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Kathryn Cavness

**Executive Board Members participating via videoconferencing:** Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP Politics Alysabeth Alexander, Julie Meyers, Tina Diep, VP Region E Marcus Williams, Peggy LaRossa, Theresa Breakfield

**Executive Board Members participating via conference call:** Nancy Ghanim, Nancy Atwell, Gregory Correa, Sunny Santiago, Akbar Bibb, Amos Eaton, Nadeen Roach, Richard Greenwood,

**Executive Board Members Excused:** Renato Pena, Gina Castellano, Karla Faucett, Rhea Davis, Erika Watkins, Sabrina Bucklin, Pete Albert, Doug Marr

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Rocky Morrison, Ed Hanley, Joanne Cansicio, Kristin Lynch

**Guests:** Omar Medina, Jan Schardt, Norlissa Cooper

**Meeting called to order by President Sanchez at 10:01AM**

Review of Agenda by President Roxanne Sanchez

**Member comments:** Amy Dooha, Greg Marro (both retirees)

**Agenda Review:**

Confirmation-Appointment of County Industry Chair and Napa County Area Rep after member comments by Roxanne Sanchez. Alameda County Area rep will be appointed in December (next month).

Under #7 (Action Items) – Organizing Fund Contribution for National Campaign – Roxanne Sanchez Dedications – Seth Schapiro

Under #9 (President and Leaders Reports) Fast Food Video – Gary Jimenez -acting Director of the East Bay

Under #12 (Announcements) Fracking – Ramses Teon-Nichols, FCC Net Neutrality – Cynthia Landry

## ***Executive Board Minutes***

President Sanchez discussed with the Executive Board the upcoming Regional Mobilization Meetings that will convene in 2015 on the following dates:

- Regional Mobilization – North Coast 2/28/2015
- Regional Mobilization – North Central 3/7/2015
- Regional Mobilization – Amador/Calaveras/SJC 3/14/2015
- Regional Mobilization – East Bay 3/21/2015
- Regional Mobilization – SF 3/28/2015

**M/S Fawcett/Fleming** Motion carried unanimously to appoint Jan Shardt as the Napa County Area Representative.

**M/S Stern/Popneck** recommended by Tom Popneck Omar Medina appointed to serve as Counties Industry Chair. Motion carried unanimously.

President Sanchez presided over the oath of office swearing in ceremony for Jan Shardt as the Napa County Area Representative and Omar Medina as the Counties Industry.

**M/S Camarillo/Joubert** motion to adopt the October 25, 2014 minutes, one abstention Motion Carried

President announced and acknowledged Former President of Legacy Local 616 Nadia Rabnoiw Frazier. Ms. Fraizer also served as an appointed Board Member to the newly formed (or inception of) 1021 in 2007.

### **Budget & Finance Committee Report**

Treasurer Paul Camarillo reviewed the goals for the 2015 Draft Message budget (21 items)

Rocky Morrison reported on the 3<sup>rd</sup> quarter of the 2014 budget. Reporting and reviewing Basis for 2015 Draft Budget.

ED Hanley reported on the projected 2015 Revenue of 1021 recommended by the BFC. Also, explanation was provided how the 2015 Revenue was determined. (Rolling 12 month Revenue, Revenue Projection Options, Revenue Analysis 3<sup>rd</sup> Quarter head count report,).

Rental Income has decreased (we have no renters).

**Meeting suspended at 12:10pm for lunch and Executive Board Group Picture.**

**Meeting reconvened at 12:45pm.**

Budget review process continued- Rocky Morrison overview and reporting. Rocky advised that the BFC is recommending to the Executive Board the adoption of the Non Organizing proposed 2015 budget of \$37,770,391 and \$6,857,372.00 Total Organizing Expenses with a (-\$379,614) for internal operations and (\$164,928) over budget external operations, resulting in a balanced budget. Organizing Budget specifics will be discussed at a later date.

## ***Executive Board Minutes***

**Regional Mobilization Events – Larry Bradshaw reporting.** Advised the EBoard of upcoming Member engagement events including the 9/2015 1021 Member Convention and encouraged the EBoard Members to advertise during the Unity Events

### **Action Items:**

From the President and acknowledged by the Secretary for discussion.

Addition – Discussion of EBoard meeting on 3/30/2015 due to Regional Mobilization events being held on Saturday. All suggestions of alternative meetings dates are to be forwarded to Joanne for compilation to be presented at the December 13, 2014 EBoard meeting for discussion.

Eric Stern – discussion of the draft Arbitration/Denial Appeal Policy (1<sup>st</sup> reading). All input if any is to be put in writing and forwarded to Eric Stern for consideration and or inclusion to produce a final draft to ultimately be placed on the consent calendar for adoption.

Seth Schapiro – Room Dedications at 100 Oak Street – M/S Ghanim/Terry Darlene White Conference Room (3<sup>rd</sup> Floor); Berry Bingham Conference Area (2<sup>nd</sup> Floor). Motion carried unanimously. Note The Mynette Theard Library on the (2<sup>nd</sup> Floor) has been relocated.

Roxanne Sanchez – Organizing Fund Contribution for National Campaign – Request for funds (1.67M) to fund/support Fast Food Workers (Fight for Fifteen), Low Wages, Class Politics, Affordable Education. Note (POP) Public Organizing Project \$250K Organizing in California is as well earmarked **M/S Stern/Boutte** Motion carried unanimously.

Meeting suspended - Break at 3:10pm

Meeting reconvened at 3:20pm

Consent Calendar: Adopt the *Disputes Between Members Procedure/Policy*. **M/S - Stern/Wise. There were 3 Abstentions.** Motion carried.

### **President and Leaders Reports**

Foothills Area Report Back (Calaveras County) – President Sanchez reporting - M/S Stern/Curiel, 1 Abstention Motion Carried. Extend the POWRS contact until May, 2015 with a clear transition plan report to the Executive Board in January 2015. Any additional financial requests will be brought before the EBoard for consideration.

Minimum Wage Report – Kristin Lynch – Acting Organizing Director & Acting East Bay Regional Field Director 1 – Gary Jimenez reporting

November Election Recap – Alysabeth Alexander reporting. (Detailed written reports provided previously to the Executive Board noting Win, Losses and future Political fights).

Organizing Report – Ramses Nichols-Reporting

Childcare Providers campaign

Adjunct Professors campaign

California Autism Foundation

## ***Executive Board Minutes***

WalMart Super Store – Appeal Expansion – Nancy Atwell reporting (Area Representative)  
Hosting a Black Friday action in Rhonert Park at 4625 Redwood Drive 1:00-2:30pm  
Blackfridayprotests.org

Gregory Correra – East Bay Area Representative-Reporting

Fast Food Video – Steve Gilbert reporting. December 4, 2014 (Fruitvale Bart Station in Oakland) Nation Wide (Fast Food Strike) which will have a follow up action on 4/15/2015.

Building Committee Chair - Nancy Ghanim

Reported on the condition of 100 Oak Streets carpets, ceiling, painting and overall building condition. President Sanchez suggested that a beautification report be generated.

Executive Director Report (Written Reports distributed).

Consultant Reports – Seth Schapiro reporting

Head of Operations Report – Seth Schapiro reporting

Building Update

Myrtle Street move is underway and on target

29<sup>th</sup> Street renovation (moving slowly) we anticipate that January, 2015 staff will occupy new space. However, plan B allows for other options e.g. Hotels, Marin and or lease space on a monthly basis at Myrtle Street. **M/S Stern/Curiel** to extend the Executive Board Meeting to 5:30pm. Motion Carried Unanimously.

Announcements:

Fracking – Ramses Teon-Nichols reporting.

FCC Net Neutrality – Cynthia Landry reporting.

Superior Court of Solano County Chapter Bylaws and Alameda Behavioral Health Care Services (BHCS) Chapter Bylaws were reviewed and found to be in compliance. There were no objections raised by the Board.

Executive Session convened at 5:22pm

Renita Terry reporting – Personnel Staffing Committee

Action Items reported by Seth Schapiro

SEIU 1021 offices will close at noon on 11/26/15 M/S Stern/Marr 1 abstention Motion carried.

Xmas gift **M/S Schardt/Curiel** Motion carried unanimously. Wavier of prescedence must be agreed.

**M/S/ Landry/Curiel** Communications move forward with positions

Yes 16

No 10

Executive Session ended at 5:44PM

**Motions reported out of Executive by Head of Operations Seth Schapiro**

## ***Executive Board Minutes***

### **Closure of Local 1021 offices the day before Thanksgiving:**

The Board approved to close all 1021 offices at 12 noon on Wednesday, Nov. 26, 2014 (the day before Thanksgiving), with the caveat that this will occur only if OPEIU agrees that this would be on a non-precedence setting basis with no loss of pay.

### **Gift Cards for Staff:**

The Board approved up to \$10K to purchase gift cards, valued at \$50.00 each, to give to staff, with the caveat that this will occur only if OPEIU and CWA agree that this would be on a non-precedence setting basis.

### **Posting Positions:**

The Board approved to move forward with the job posting process, with the caveat that the postings will be pulled if the 2015 budget is not approved by the Board, for the following positions: 1 Communications Coordinator; 1 Research – Policy Analyst; 1 Research – Legislative Analyst; and 1 Field Representative.

### **Temporary Employee Extension:**

The Board approved to extend the following temporary employees:

- Ed Kinchley up to the end of March 2015
- Sally Covington up to the end of March 2015
- Michael “Shum” Preston up to the end of April 2015

### **M/S Stern/Landry**

Meeting adjourned for a moment of silence in remembrance of Crawford Johnson’s son. VP of Region A- Crawford Johnson is retiring December 5, 2014.

**Meeting adjourned at 5:50PM.**

**Respectfully Submitted by Secretary Pamela L. Holmes-Morton**

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, December 13, 2014, Fairfield, 10am-3pm**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Treasurer Paul Camarillo (by videoconference), Ramses Teon-Nichols (by videoconference), Alysabeth Alexander (by videoconference), Karen Joubert, Crawford Johnson, Renita Terry, Larry Bradshaw, Marcus Williams (by videoconference), Cynthia Landry, Derrick Boutte (by videoconference), Omar Medina, Jim Wise, Valoria Russell-Benson, Eric Stern, Norlissa Cooper (by teleconference), Karla Faucett (by teleconference), Gregory Correa, Robert Taylor, Erika Watkins (by teleconference), Jan Schardt, Priscilla Agbunag (by videoconference), Evelyn Curiel (by videoconference), David Fleming, Gina Castellano (by videoconference), Sunny Santiago, Akbar Bibb (by teleconference), Nancy Atwell, Pete Albert, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa.

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Tom Popenuck, Renato Pena, Rhea Davis, Nancy Ghanim, Gayle Chadwick, Mercedes Riggelman, Nadeen Roach

**Staff in Attendance:** Seth Schapiro (by videoconference), Pete Castelli, John Stead-Mendez, Joanne Cansicio, Nely Obligacion, Jason Klumb, Amy Hall, Kimberly Alvarenga, Bill Petrone, Tim Gonzales, David Canham (by videoconference), Rocky Morrison, Ed Hanley, Gary Jimenez (by videoconference)

---

**The meeting was called to order at 10:05 a.m. by President Roxanne Sanchez.**

**AGENDA REVIEW:**

There were no modifications made to the agenda.

**MEMBER COMMENTS:**

- Jon Meade, Retiree (by teleconference): He spoke about a request from the U.S. Labor Law Against the War (USLAW) for the Community/Allies Committee to consider.
- Claude Joseph (former staff): Karen Joubert, introduced Claude Joseph with *Those Angels Foundation*. He spoke about a request for the Community/Allies Committee to consider.
- Steve Gilbert, Retiree (by videoconference): He spoke about a recent Fast Food Workers action, where 1021 members took part in.

**REVIEW MINUTES of the NOVEMBER 22, 2014 MEETING:**

Approval of the November 22, 2014 meeting was tabled, as the minutes are still pending review.

**BFC SUMMARY REPORT:**

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

The following items were approved by the BFC:

1. Tim Redmond, Consultant:

The BFC approved to extend Tim Redmond's contract through July 8, 2015 at his current contract terms and to make necessary adjustments to the contract max. His current contract rate is at \$4,000 per month. He is currently assisting with work on the Worker Power Magazine.

2. Groundworks Campaigns, Consultant:

The BFC approved to go into a contract with Groundworks Campaigns for strategic thinking and project management support for the September 26-27, 2015 Member Convention, up to the contract max of \$33,750 from January to September (approximately 10-12 hours per week).

Note: At the present time, it is unclear if more or less time will be needed, which is to be determined, as the convention plan unfolds.

3. David Mulvey, Consultant:

The BFC approved to extend David Mulvey's contract through the end of January 2015 at his current contract rate, to continue work on the DD Council.

4. 29<sup>th</sup> Street Office Parking:

The BFC approved a 3-month "parking" pilot program for ten (10) staff, who are based out of the 29<sup>th</sup> St. office in Oakland, which includes advances of parking costs at \$18.00 per day, total cost at approximately \$11,700, with the caveat to assess the pilot program and continue exploring other solutions.

5. Strike t-shirts:

The BFC approved to re-order a total of 1,000 "Strike" t-shirts, at an approximate cost of \$14,000, to be used for contract campaigns.

**ACTION ITEMS:**

**BFC Recommendations:**

The BFC approved to recommend the following items to the Board.

A) 2015 Budget:

The BFC approved to adopt the 2015 Budget as presented.

**It was M/S/C (Stern/Landry) to adopt the 2015 Budget, as recommended by the BFC.**

B) PAC Accounts:

The BFC approved to recommend to the Board to adopt the 12-month formula (see below calculation) for transfers to the PAC accounts from the General Fund, with the caveat to do a paper calculation for an 8-month formula.

12-month formula:

- \$0.69 "per member, per month" for the Candidate PAC;
- \$0.55 "per member, per month" for the Issues PAC.

**It was M/S/C (Joubert/Alexander) to approve the 12-month formula transfers to the PAC accounts from the General Fund, as recommended by the BFC.**

C) 2015 Organizing Budget & Resource Agreement:

The BFC approved to recommend to the Board to adopt the draft 2015 Organizing Budget and 2015 Resource Agreement, as presented to the BFC (documents presented - *2015 Organizing Budget and Resource Agreement*).

**It was M/S/C (Stern/Johnson) to adopt the 2015 Organizing Budget and 2015 Resource Agreement, as recommended by the BFC.**

D) Carrie Cianchetti, Consultant:

The BFC approved to recommend to the Board to modify Carrie Cianchetti's contract to a flat rate of \$10,000 per month, from January 1, 2015 to March 31, 2015. She has currently assumed the full scope of the Interim Director's role in the East Bay, and full time work is expected. Note: Her previous contract rate was a flat rate of \$8,000 per month for approximately 130 hours of work per month.

**It was M/S/C (Terry/Joubert) to approve the request, as recommended by the BFC.**

President Sanchez announced that Gary Jimenez, who assumed the position of "Acting East Bay Director" on June 30, 2014, will return to his elected seat as the *East Bay Region Vice-President*, effective Dec. 15, 2014.

E) David Kersten, Consultant:

The BFC approved to recommend to the Board to extend David Kersten's contract through the end of January 2015 at his current contract rate. He is currently assisting with various research work in San Francisco.

**It was M/S/C (Camarillo/Meyers) to approve the request, as recommended by the BFC.**

F) Nato Green, Consultant:

The BFC approved to recommend to the Board to pay Nato Green for the hours he worked during the period of Dec. 1<sup>st</sup> to Dec. 12<sup>th</sup>. Note: His contract ended 11/30/2014. However, due to an oversight, an extension was not requested prior to the expiration of his contract, to cover any December hours for his services.

**It was M/S/C (Schardt/Joubert) to approve the request, as recommended by the BFC.** It was said that if there is a need to request an extension, a poll will be sent, if it cannot wait until the next meeting of the BFC and E-Board.

East Bay Area Representative Position:

President Sanchez presented a short bio for Rosa Lutrario, chapter officer at La Clinica de La Raza. She asked the Board to consider her recommendation to appoint Rosa Lutrario to the vacant East Bay Area Representative Position. The Board will be asked to vote on the request at the January Board meeting.

Retirement Security Committee Request – Hedge Fund Resolution:

Cynthia Landry gave an overview of a request for the Board to consider. She read the following proposed resolution on Hedge Funds, which was recommended by the Retirement Security Committee:

*SEIU 1021 Retirement Security Committee opposes investment of 1021 active members' and retirees' pension funds into hedge funds and other high risk, high-fee investments because of low*

*performance and lack of transparency, and because hedge fund managers typically fund projects that work against labor's best interests and in some cases oppose defined benefit pension plans.*

It was M/S (Johnson/Correa) to adopt the resolution as read. There was discussion on the motion. Amos Eaton requested to amend the motion to strike the words *Retirement Security Committee* from the Resolution; and Larry Bradshaw requested to modify the Resolution presented to be specific only to San Francisco members and bring back a broader Resolution. The makers of the motion accepted the amendment. After discussion, the Board moved to a vote. The Resolution was adopted with following changes:

*SEIU 1021 ~~Retirement Security Committee~~ opposes investment of 1021 San Francisco active members' and retirees' pension funds into hedge funds and other high risk, high-fee investments because of low performance and lack of transparency, and because hedge fund managers typically fund projects that work against labor's best interests and in some cases oppose defined benefit pension plans.*

At the January meeting, there was a suggestion to bring back a broader Resolution that addresses other local wide retirement systems.

#### **HEAD of OPERATIONS REPORT:**

Seth Schapiro gave a brief update on the Oakland office move project. The Myrtle Street office will be officially closed by the end of December. There are structural issues at the 29<sup>th</sup> Street office, which has delayed the work of remodeling the former "dentist office". A preliminary plan is also in place to renovate the Oak Street office. He also reported that Local's realtor is researching office buildings in Oakland, where it can house both 29<sup>th</sup> St. and Oak St. officers and staff.

**The meeting was temporarily suspended at 11:42 a.m. for a lunch break and resumed at 12:10 p.m.**

**The Board went into closed session at 12:16 p.m.**

#### **EXECUTIVE SESSION:**

It was said that a standing report of the Personnel/Staffing Committee will be provided monthly to the Board, unless it is no longer necessary.

**The Board went into open session at 1:09 p.m.**

There were no actions taken by the Board during closed session.

#### **COMMITTEE REPORT:**

##### Training Report:

Pete Castelli presented a report of various trainings held in 2014. Larry Bradshaw and Jan Schardt gave a brief report on behalf of the training committee. The existing training curriculums will be evaluated and updated. A training catalogue is being developed that will list the various training courses the local offers, which will also be posted on the website. The Board was asked to provide feedback on curriculum ideas, content of trainings and the targeted audience.

### **CONSENT CALENDAR:**

- **Draft Arbitration/Denial Appeal Policy:**  
Policy Committee Chair, Eric Stern, requested to pull this item from the consent calendar. He reported that the Policy Committee is still in the process of making changes to the policy. It was M/S/C (Faucett/Johnson) to table approval of the Draft Arbitration/Denial Appeal policy to the January meeting.
- **2015 E-Board meeting calendar:**  
It was M/S/C (Benson/Joubert) to adopt the 2015 E-Board meeting schedule.

### **WORKER POWER MAGAZINE:**

A draft outline of the winter edition of the Worker Power magazine was distributed. The Board was asked to review the outline and provide any feedback. It was said that suggested changes should be sent to Larry Bradshaw and Roxanne Sanchez, with a copy to Joanne Cansicio, by Dec. 19<sup>th</sup>.

### **PRESIDENT and LEADERS REPORT:**

- **VP of Organizing, Ramses Teon-Nichols:** He gave a brief report on first contracts for newly organized areas. He also spoke about adjunct campaigns at St. Mary's College and Dominican University
- **SF Region VP, Larry Bradshaw:** He presented the newsletter that was developed for the SF Region, which gears towards chapter officers and chapter stewards to share information.
- **VP of Representation, Karen Joubert:** She presented an Arbitration Report for 2014.
- **Community/Allies Process:** As a follow-up from the Board's recommendation, President Sanchez announced that she will move forward to form a sub-group of the Community/Allies Committee to work on how to better streamline the process of requests. Board members who are interested in being on the sub-committee should notify President Sanchez, with a copy to Joanne Cansicio.

### **EXECUTIVE DIRECTOR REPORT:**

Pete Castelli presented a written 2014 Year-End Report. The report provides a summary of key campaigns, victories, political activities and member leaders.

### **ANNOUNCEMENTS:**

- **Sonoma County Chapter ByLaws Amendment:**  
It was announced that the Sonoma County Chapter ByLaws Amendment was submitted for review and found to be in compliance with the 1021 Chapter ByLaws template. There were no objections raised by the Board.

**By consensus, the Board agreed to adjourn the meeting at 2:30 p.m.**

Respectfully Submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton