

SEIU Local 1021 Executive Board
Saturday, January 9, 2016 – Fairfield, CA
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, 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, Renita Terry, Omar Medina, Jim Wise, Valoria Russell-Benson, Norlissa Cooper (by videoconference), Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Nancy Ghanim (by videoconference), Kimberly Moses, Robert Taylor, Gayle Chadwick (by videoconference), Evelyn Curiel (by videoconference), Sunna Santiago, Akbar Bibb, Nancy Atwell, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield, Peggy LaRossa (by videoconference)

Executive Board Members Excused: Eric Stern, Renato Pena, Mercedes Riggleman

Executive Board Members Absent: Erika Watkins, Priscilla Agbunag, David Fleming

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Bill Petrone, Amy Hall, Lisa Morowitz, Tim Gonzales, Lisa Maldonado, Kim Alvarenga, Rocky Morrison

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

REVIEW AGENDA:

The following items were added: a) solidarity with Pastor Dorn request; b) merging of two City of Oakland chapters; c) Theresa Breakfield Board status; d) SEIU member benefits program; e) Paris climate change conference presentation; f) Board member reports: Tom Popenuck, Robert Taylor, Omar Medina, Ramses Teon-Nichols, Cynthia Landry, Jan Schardt, and Nancy Atwell. By consensus, the agenda was approved with modifications.

MEMBER COMMENTS:

- Jack Bryson, Oakland Housing Authority: He spoke about the shooting of Mario Woods, who was shot in December in San Francisco. He spoke about vigils that have been held and hopes the local will continue to support these efforts.
- Jim Winter, Amador County: He spoke about a member, who is running for a Board of Supervisor seat. He also spoke about the COPE process, as well as the candidate endorsement process at both county and national levels.
- Brenda Barros, SFGH: She spoke about addressing issues on a local wide level, such as discrimination in hiring processes and police discrimination, in the African-American or Hispanic communities.
- Greg Marro, Retiree: He spoke about the justice system and holding police accountable. He also spoke about developing action plans around the Vision Plan and mobilizing retirees.
- Pastor Yul Dorn, SF DPH and Bayview district community leader: He spoke about families in the black community in San Francisco, who are fighting unjust foreclosure-related evictions. He is also facing eviction as a speculator has purchased his property. A community action is being held on Jan. 13th at his home. He is asking for the local and labor council for support to stand with

him, as he faces eviction. It was said that a proposal will be brought to the Board later in the meeting around supporting the action.

- Martha Hawthorne, Retiree: She spoke about the United Nations Climate conference that was held in Paris, which she attended. She also shared a brief power point showing various activities throughout the conference. Those interested in showing the presentation to members may contact her by email at marta222@sbcglobal.net.
- Al Marshall, City of Oakland: He spoke about issues happening in his chapter around staff, chapter bylaws and chapter elections.

The meeting was temporarily suspended at 11:40 a.m. for a lunch break and reconvened at 12:15 p.m.

APPROVAL of DECEMBER 12, 2015 MINUTES:

It was M/S/C (Wise/Williams) to approve the minutes of the December 12, 2015 meeting with a correction under the *St. Council* presentation: change date of the proposed initiative to 1/1/2019.

FRIEDRICHS CASE:

The Board had a brief breakout session to talk about what the *Friedrichs* case means to members, and how it will impact the union. The following documents were shared: *America Works Together* document, which provides background on the case; *SEIU Message on Friedrichs*, which provides talking points; and a news article which gives more information. Lisa Morowitz gave a report on the membership campaign. She spoke about the organizational goal on converting fee payers to members. She spoke about resources that are being used, such as the *Member Leader Guide to New Employee Orientation*, as well as trainings being held on how to do one-on-ones with members.

ACTION ITEMS:

- City of Oakland Chapter:
President Sanchez explained that through bargaining sessions, the City of Oakland general chapter and TPT chapter operated as *one* chapter; and are now under the same contract agreement. When members voted on the contract, they believed they were also voting into being one chapter. However, in order to function as a single chapter, a formal action is required by the Board to adopt merging of the two chapters. It was M/S/C (Jimenez/Medina) to accept merging the City of Oakland *General Chapter* and *TPT Chapter* into one chapter. It was noted that the Local Bylaws allow for the merger of the two chapters.
- Theresa Breakfield, Board status:
As previously reported at the December Board meeting, the Union is in the process of fighting a case involving Board member Theresa Breakfield, which includes conversations with the employer to reinstate her position before the case goes to arbitration. A request was made to put into abeyance removal of Theresa Breakfield from the Board, as the local is actively pursuing reinstatement of her employment with San Joaquin County. It was M/S/C (Schardt/Landry) to allow Theresa Breakfield to hold her seat on the Board, until a final decision is made on her employment with San Joaquin County.
- Pastor Dorn eviction - community action:
It was M/S/C (Alexander/Landry) to adopt the following: *SEIU 1021 is deeply committed to racial justice and workers' rights to housing. We recognize and oppose the mass displacement of working and middle class people from San Francisco, especially the targeted gentrification of African American and Latino residents. We stand with our communities to call for real solutions. As part of this effort we commit to help organize community members and allies to support Pastor Dorn and Bayview 2020 through phone calls, door knocking, social media, and through*

political efforts and will turn out to protests to disrupt City Hall and other locations to win commitments around this call to action.

- Alameda County Chapter support:
John Stead-Mendez announced that long-time field representative Fred Beal has retired effective 1/8/2016. He explained there were discussions held to bring Fred Beal on as a consultant to aid in the transition of the representative work; to advise and mentor both staff and members on the Alameda County team; and to provide high level advice, as we move to potential transformational changes due to the impact of the *Friedrichs* case. It was M/S/C (Ghanim/Jimenez) to authorize Seth Shapiro to engage in a consultant contract with Fred Beal to support work that includes transitioning field rep work at the ALCO SSA chapter; mentoring, advising and educating the Alameda County team to capture his considerable knowledge and experience; and acting as an advisor for the Union as it engages in transformation to meet the challenges of open shop, at rate of \$80.00 per hour at up to 100 hours per month through up to June 30, 2016, with the understanding that this will be subject to the traditional terms of consultant contracts.

The Board moved to closed session at 2:15 pm.

EXECUTIVE SESSION

Temporary Employee Extensions:

It was M/S/C (Boutte/Popenuck) to extend Catherine Bundy, Ron Marsh and Dana MacPherson up to the end of February 2016.

It was M/S/C (Jimenez/Landry) to extend Michael “Shum” Preston to up to the end of March 2016.

A motion failed in regards to supporting protection for executive board and member leaders and will be forwarded to the policy committee.

The Board moved to open session at 3:08 pm.

Secretary Jan Schardt announced the motions passed during Executive Session.

TRAINING COMMITTEE REPORT:

Larry Bradshaw reviewed the upcoming January trainings. He spoke about recruiting for these trainings, as many are close to being cancelled due to low enrollment. There are about 80 spots open for the *Labor Law Conference* on March 5th; and we are recruiting from the convention participants to attend. January 15-17 is the 30th Annual Western Workers’ Labor Heritage Festival, which is a great experience. Lisa Morowitz went over the Advanced Shop Steward Training, Part 1 on Organizing. There was a discussion on when the trainings are held; and also incentives and certificates that are given for participation.

Bay Area Black Nurses Conference: Norlissa Cooper reported that the upcoming annual conference will focus on disparities in health care and minorities in health care. She would like to see SEIU partner with the conference and the Bay Area Black Nurses organization, in order to assist with resolving the disparities in health care; and in recruiting minority nurses to work in the public sector and public hospitals.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez reported that he will be presenting the 2015 End of the Year Review and 2016 Bargaining Outlook report at the February Board meeting. He spoke about a big win on a recent legal decision around the 2013 City of Hayward negotiations and strike. All of the local's charges were upheld, while the employer's charges were dismissed. The employer is currently appealing the decision.

HEAD of OPERATIONS REPORT:

Building Committee Report:

- Oak St. Building project:
Rocky Morrison gave an update on the Oak St. building project. He shared preliminary numbers from the contractors on the work to be done. The project includes exterior work on the entry way (concrete work) of the building at an estimate of \$9,000. It was explained that the work on the entry way can begin, as the cost is within Seth Schapiro's authorization. The estimate on the interior work (carpet, paint) is approximately \$332,224. It was M/S/C (Ghanim/Jimenez) to approve up to \$350,000 to move forward with the interior work at the Oak St. building.
- SF Building project:
Seth Schapiro reported that the building committee, along with some staff, took a tour of a building located on Ellis St. and another potential space in the Mission area. He spoke about the cost of the current space on 350 Rhode Island, and the estimated cost per square foot of the Ellis St. property. The building committee will continue to meet to discuss options.

Member Benefits Program:

Seth Schapiro explained that SEIU is launching a Member Benefits Program. A handout was distributed that summarizes the benefits and services the program offers. It was announced that the BFC will review the plan at its next meeting on Jan. 22nd. The Board was asked to review the handout and send any feedback to Treasurer Paul Camarillo, with a copy to Seth Schapiro and Joanne Cansicio. Once the BFC has had discussion, a poll may be sent out to the Board on their recommendation, if needed.

EXECUTIVE BOARD MEMBER REPORTS:

- Karen Joubert: She presented an arbitration report that shows decisions of both wins and losses.
- Tom Popenuck: He spoke about the process of reviewing/adopting chapter bylaws and
- Robert Taylor: He reported on a recent victor in Amador County in negotiations around raises and protecting healthcare.
- Marcus Williams: He spoke about a member who was appointed to be on the Labor Task Force.
- Ramses Teon-Nichols: He gave an update on the *Early Education* campaign, where some Head Start and ROC members are to testify in Sacramento over the funding.
- Omar Medina: He spoke about how the Governor's budget will impact eligibility workers; and members will be going to Sacramento to campaign around this issue. He also spoke about a housing and rent control issue in Santa Rosa. Structural racism, which is a long term fight that needs to be analyzed, is being discussed with other locals and organizations.
- Jan Schardt: She announced that the Napa Open house is on Jan. 14th.
- Cynthia Landry: She reported that a group will be attending the secure choice meeting to be held on January 11th and 12th. She will be working on a report with the State plan.

It was M/S/C (Jimenez/Medina) to adjourn the meeting at 4:32 pm.

Respectfully submitted by,

Jan Schardt
Secretary

SEIU Local 1021 Executive Board
Saturday, February 27, 2016 – Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo (by videoconference), VP of Organizing Ramses Teon-Nichols, 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 (by videoconference); Renita Terry, Jim Wise, Eric Stern, Norlissa Cooper, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Robert Taylor, Gayle Chadwick (by videoconference), Mercedes Riggelman, Sunny Santiago, Akbar Bibb, Nancy Atwell, Amos Eaton, Kathryn Cavness, Tina Diep (by videoconference), Doug Marr, Paul Little, Julie Meyers (by videoconference), Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: Alysabeth Alexander, Omar Medina, Valoria Russell-Benson, Renato Pena, Nancy Ghanim, Kimberly Moses, Evelyn Curiel (by videoconference), Richard Greenwood

Executive Board Members Absent: Erika Watkins, Priscilla Agbunag, David Fleming

President Roxanne Sanchez called the meeting to order at 10:03 AM.

REVIEW AGENDA:

The following items were added: Driscoll Boycott - Cesar Chavez March (action item); leader reports from Jim Wise, Amos Eaton, Julie Meyers, Retirement Security Council Report and Kathryn Cavness. The agenda was approved by consensus.

MEMBER COMMENTS:

- Fatima Garcia and Al Rojas, representatives with Labor Council for Latin American Advancement: They spoke about the Driscoll Boycott and the Cesar Chavez March which will be from San Quintin to the Mexican border. Would like to have a monetary contribution for both efforts.
- Tim Glasper, Oakland Chapter Vice-President: He spoke about the bylaws template and the timing of it. They are having difficulty with the way the template is worded and the date constraint. The chapter did not know about it so have a lot of questions about it. He also spoke about issues around the temporary employee's piece and staffing.
- Belinda Calvin, City of Oakland Chapter: She spoke about the temporary part time workers and how this has affected their chapter.
- Steve Gilbert, Retiree: He spoke about the the state-wide minimum wage campaign.

REVIEW MINUTES OF THE JANUARY 9, 2016 MEETING:

It was M/S/C (Landry/Wise) to approve the minutes of the January 9, 2016 meeting with the correction to add in the minutes the motion failed during Executive Session in regards to expediting action/assistance for Executive Board members and member leaders who are targeted because of union activity. This will be forwarded to the policy committee. It is affirmed that the policy committee will address this concern and make it a priority.

PRESENTATION:

- Justice 4 Mario Woods: Local 1021 Member Phelicia Jones spoke about some of the work the Mario Woods Coalition has been working on. She also spoke about the support SEIU 1021 has provided. A short video was shown of various actions held. It was announced that a resolution to support this coalition will be considered by the Board later in the meeting.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee Meeting. A written summary of motions approved by the BFC at its January 22nd and February 23rd meetings was presented.

The BFC approved the following items:

1. 29th Street Office – Sewer Project (January Meeting):
The BFC approved up to \$30k for the repairs needed on the sewer pipes at the Oakland 29th St. office. Note: As required by the City of Oakland, certain permits are needed and inspections were performed in order to wrap up the remodeling project on the Organizing department space. During the inspection, it was determined that the sewer pipes would need to be repaired.
2. SEIU Member Benefits Program (January Meeting):
The BFC approved to move the discussion to the Board to determine a decision on whether the local should join the *SEIU Member Benefits* program. Note: At the January E-Board meeting, it was agreed that the BFC would review the services being offered and would discuss a recommendation to bring back to the Board.
3. SF Building Design (January Meeting):
The BFC approved to authorize Seth Schapiro to hire an architect within his authorization, per policy, to work on the SF office space design and to present an education piece to the Board on the overall anticipated costs of the SF building project.
4. David Mulvey, Consultant (January Meeting):
The BFC approved to renew David Mulvey's contract for 2016 at up to \$10,000 a year to come out of the Organizing budget to provide staffing support for the Developmental Disabilities Council. His current contract is through 12/31/2015 at \$50.00 per hour with a contract max of \$10,000.
5. Sandy Tibbets, Consultant (January Meeting):
The BFC approved to modify Sandy Tibbet's contract with an additional 50 hours of work, with the understanding the contract max would need to be adjusted to continue providing administrative support, such as offering advice, consultation or review of various documents, as needed for the 2016 Executive Board Election. Her current contract is through the completion of the Executive Board election at \$60.00 per hour, plus expenses, at 150 hours of work.
6. Patrick Waters, Consultant (January & February Meetings):
At the January meeting, the BFC approved to go into a contract with Patrick Waters (former 1021 IT staff) to provide IT Help Desk support at a rate of \$50.00 per hour, plus expenses, at up to 100 hours of work per month with a contract max of \$10,000 for up to two (2) months, effective February 1, 2016.
At the February meeting, the BFC approved to extend Patrick Waters' contract through up to April 30, 2016 (previous contract expiration was up to March 31, 2016), with the understanding the contract max would need to be adjusted.
7. Timothy West, Consultant (Poll & January Meeting):
The BFC approved via poll (conducted on 1/19/16) to extend Timothy West's contract through up to February 13, 2016 at his current rate of \$60.00 per hour at up to 100 hours of work to continue

assisting with field representative duties in the SF Region (previous contract expiration was 1/13/2016).

At the January meeting, the BFC also agreed, if needed, to modify his contract with an additional 20 hours of work, as needed, to orient new staff for his current work, presuming the hiring takes place after his contract expires.

8. S.F. Housing Authority Contract Campaign Budget (January Meeting):

The BFC approved the S.F. Housing Authority Contract Campaign budget proposal at an approximate total of \$22,070. The budget includes costs for items such as membership meetings, actions, unity events, media needs and potential strike related costs.

9. Insurance Renewal Matters (January Meeting):

The BFC approved to give the local President and the Treasurer the authority to proceed with funding on insurance renewal matters, as needed on behalf of the Union. Note: The Union is required to complete paperwork for all insurance matters, which usually has a short turn-around time to get the proper document(s) signed or to make necessary payments.

10. City of Hayward Salary Survey (February Meeting):

The BFC approved up to \$15,000 to help cover costs to hire a consulting firm to conduct a compensation analysis of SEIU 1021 City of Hayward members. Note: During bargaining, the Union and Employer agreed to evenly split the cost to hire a consultant to perform the compensation study. The bid from the consultant is estimated at a total cost of \$30,000. It is the local's belief that completing the survey could result in financial gains for many City of Hayward members.

There were questions to clarify this request as Alameda Courts supposedly requested this but were told that we would not do this. The regional centers had also requested a comparison and this had been turned down.

11. Advanced Bargaining Training (February Meeting):

The BFC approved up to \$20,000 to send up to five (5) senior staff to an advanced bargaining training, *Bonnie Ladin Union Skills Training Program*, to be held in Washington, DC on April 17th through April 22nd, with the caveat that Executive Director John Stead-Mendez will approve the list of participants.

Other BFC Actions Conducted by Poll:

- The BFC approved via poll (conducted 2/2/2016) to extend Sally Covington's contract to up to March 31, 2016, at up to 40 hours for the period covering Feb. 14th to March 13th; and at up to 20 hours for the period covering March 14th to March 31st. She is currently assisting with work on the *Sonoma County Task Force*. There was a question on the rate of pay, etc. This was clarified by Seth Shapiro.

Community/Allies Requests:

January Meeting:

○ Bay Area American Indian Two Spirits (BAAITS):

The BFC approved to donate \$250.00 to the Bay Area American Indian Two Spirits (BAAITS) 5th Annual event on Feb. 20, 2016.

○ Ministers and Community United – MLK, Jr. Celebration:

The BFC approved \$250.00 to match the San Joaquin County's ad purchase for the *MLK, Jr. Celebration* event held by the Minister's and Community United organization in Stockton.

○ League of United Latin American Citizens (LULAC):

The BFC approved \$250.00 to match the San Joaquin County chapter donation to purchase a table for 10 to the LULAC annual crab feed.

○ Ron Dellums Celebration Event:

The BFC approved to purchase ten (10) tickets at a total cost of \$500.00 for an event honoring former Oakland Mayor Ron Dellums held on Jan. 29, 2016 at Impact Hub Oakland.

February Meeting:

- Homeless Prenatal Program:
The BFC approved to donate \$1,000 to the Homeless Prenatal Program (HPP) benefit concert on Feb. 27, 2016.
- 2016 Stockton Firefighters Crab Feed:
The BFC approved \$250.00 to match the San Joaquin Chapter donation to purchase a table for the annual *Stockton Professional Firefighters* crab feed event on Feb. 26, 2016.
- Women's Center-Youth & Family Services – San Joaquin County:
The BFC approved \$250.00 to match the San Joaquin Chapter donation to purchase a table for the Women's Center Youth & Family Services 36th Annual Luncheon on March 23, 2016.
- Reach for the Stars Foundation:
The BFC approved \$125.00 to match the San Joaquin Chapter donation to the *Jose M. Hernandez Reach for the Stars Foundation* to support a boxing program for at risk youth.
- Alameda APALA Chapter – Lunar New Year event:
The BFC approved \$1,150.00 to sponsor the Alameda APALA Chapter Lunar New Year Celebration event on March 9, 2016 that includes one table and an ad in the program.

There were questions on how the consultants are vetted, this is through the BFC. There was an additional question as to if the consultants do come through the personnel committee. There needs to be clarification between consultants and temporary employees. It was asked if we could show what chapters had requested the funds and the dates of the events.

SEIU National Member Benefits Program (SEIU MB):

It was reported that at the January meeting, the BFC agreed to move the discussion at the Board meeting to make a decision on whether the local should join the *SEIUMB* program. David Ward from the International presented via phone on the vision for this program, how it will work and the benefits available. The program will be finalized in March and the date will be announced once the credit card is in place. Marketing will be through direct mail or email. He explained that data will be collected from members for product development and items of interest per member. There will be a website and call center for SEIUMB in both English and Spanish. The benefits and services are customized for our members. The program will be exclusive for SEIU members and verification will be made utilizing membership lists that are provided monthly. It was M/S/C (Stern/Cavness) to join the benefits program. There was a discussion on the marketing of this program; and the benefits that this program has over Union Plus and competitive interest rates. It was brought out that this is an additional perk for member conversion. The terms for participation is that we can opt in or out at any time.

Recommendations:

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

- A) 2016 Issues PAC Transfer (January Meeting)
M/S/C (Jiménez/Eaton) to set \$1.69 per member, per month, effective March 2016 for the Issues PAC for the next six (6) months, as recommended by the BFC.
- B) Tim Redmond, Consultant (January Meeting):
M/S/C (Stern/Popenuck) to extend Tim Redmond's contract through up to June 8, 2016 at his current rate of \$4,000 per month, as recommended by the BFC, with the understanding that the

contract max would need to be adjusted. He is currently assisting with work on the Worker Power Magazine.

There was a discussion on the Worker Power magazine, News Wire and Stewards newsletters and they manner in which they are sent out.

C) Dues Payment Reduction - SFCC lowest paid classifications (January Meeting):

M/S/C (Bradshaw/Landry) to add classification 2654-As Needed Cook to the list of lowest paid classifications in the City & County of San Francisco (SFCC), who qualify for a reduced dues payment, with the understanding that any refund requests, with proper documentation, would be retroactive to 2013.

Background: In February 2014, the Board approved to reduce dues payments for the lowest paid classifications in SFCC (#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; and in addition, requests for refunds from the affected workers will be paid retro to January, 2013, with proper documentation.

D) Nato Green, Consultant (February Meeting):

M/S/C (Stern/Boutte) to extend Nato Green's contract through up to April, 30, 2016 at the same contract terms, as recommended by the BFC, with the understanding that the contract max would need to be adjusted. His current contract is at \$70.00 per hour at up to 120 hours of work per month. He is currently assisting with first contract negotiations at Dominican University and St. Mary's College.

The meeting was temporarily suspended at 12:12 p.m. for a lunch break and reconvened at 12:41 p.m.

ACTION ITEMS:

- Justice 4 Mario Woods Resolution:

A written resolution to support the *Justice 4 Mario Woods Coalition* was read. A question was raised around how the local plans to assist to accomplish some of the work outlined in the resolution. It was explained that as of now, the local supports the coalition in ways such as providing a meeting space or use of office supplies. As part of supporting the coalition, expense related requests or a budget for resources can be brought before the BFC for consideration. It was M/S/C (Bibb/Correa) to approve the resolution with corrections discussed.

Resolution to Support the Justice 4 Mario Woods Coalition

On December 2, 2015 another young black man's life was executed at the hands of the San Francisco police. We in SEIU 1021 stand with the family of Mario Woods and with the community of conscience in protest against this injustice and all the other victims in police brutality. We stand against the bigotry that brought it about, and against the deep cultural and economic racism behind that. He was killed the night before he was to start employment with UPS. Instead of moving forward into a new promise, the life of this twenty-six-year-old was ended with over twenty bullets fired from police weapons.

SEIU 1021 joins the Justice 4 Mario Woods Coalition in mourning; in deploring the needless, heartless, racist, and all-too-routine police violence of the San Francisco police; and in demanding justice and expiation as follows:

1. *There shall be an independent investigation into Mario Woods' murder.*
2. *All officers who fired their weapons during the execution of Mario Woods be charged with murder.*
3. *Police Chief Gregory Suhr resign or be fired.*

SEIU 1021 is dedicated to the principle that #Black Lives Matter.

- Berkeley Minimum Wage:
Pete Albert and Steve Gilbert presented a written proposal to give added support to the Berkeley Minimum Wage Campaign. In order to get the initiative on board, it will require needed funding support. It was M/S/C (Stern/Albert) to approve up to \$19,400 for signature gathering to come out of the Organizing Resource Agreement budget.
- Labor Council for Latin American Advancement - Cesar Chavez March and Driscoll Boycott Request:
Akbar Bibb and Crawford Johnson presented a request of behalf of the group for a monetary donation in the amount of \$8,000 to help cover costs to support the Cesar Chavez march in both Mexico and United States. The funds would help with expenses such as gas, water and vehicle rentals. The total anticipated cost is \$22,000. They will be asking support from other unions, as well. It was M/S (Santiago/Popenuck) to fund \$8,000 to out of community/allies. There was discussion in the process in which this request was brought forward. Per procedure, the request should have first gone before the BFC, since it is a community/allies request. There was also discussion on how much other unions or organizations are contributing. The question was called by Theresa Breakfield. The Board objected to calling the question. Discussion continued. After a lengthy discussion, the Board moved to a vote on the motion. The motion was carried.

The board moved to closed session at 2:04 p.m.

EXECUTIVE SESSION:

Temporary Employees Extension Requests:

- It was M/S/C (Atwell/Popenuck) to extend temporary employees Catherine Bundy and Ron Marsh to up to April 30, 2016.
- It was M/S/C (Stern/Correa) to extend temporary employees Dana MacPherson, Michael “Shum” Preston and Kimberly Carter-Martinez to up to April 30, 2016.
- It was M/S/C (Joubert/Stern) to extend temporary employee Gail Byrdsong to up to April 30, 2016.

The board moved to open session at 3:26 pm.

Secretary Jan Schardt announced the motions passed in Executive Session.

Akbar Bibb reported on the loss of Desiree Forde-Silver an active member who passed away of cancer. The meeting will be closed in her memory and honor.

CHAPTER BYLAWS TEMPLATE DISCUSSION:

Tom Popenuck will work with the chapters over questions on the template such as the election schedule, the title of the document, which may be misleading and needs to be made clearer. He reported that he is in the process of reviewing which chapters have or don't have bylaws. It was suggested that we gather the names of the chapter officers and their structures. There was also a suggestion to hold a training session for chapters, who do not currently have bylaws.

TRAINING COMMITTEE REPORT:

Larry Bradshaw reported on the 2016 evaluations and attendance reports showing which trainings have been well attended or cancelled due to lack of registrations. Jan Schardt reported that six new trainings

have been rolled out: Contract Enforcement, Fixing the Broken Economy, Understanding Grievances, Healthcare Justice, Contract Campaign, and Steward's Role in ADA Process. A new officer training manual is being rewritten.

EXECUTIVE BOARD POLL ACTIONS:

A written report of Executive Board poll actions between meetings was presented. The Board approved an additional 225 hours for Michael Allen's contract at up to an additional \$22,500.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez reported on the membership conversion report and that currently we have a temporary reprieve on the Freidrichs case due to the recent death of Justice Scalia. He spoke about continuing the membership conversion campaign. He also gave brief bargaining updates on Sonoma County, Alameda Courts and Calaveras County. He gave a brief overview of the 2016 bargaining outlook. There are about 53 shops with contracts expiring in 2016 with over 14,000 members affected. It was asked to start receiving director reports again as this is valuable information.

HEAD of OPERATIONS REPORT:

Seth Schapiro also spoke about the temporary reprieve on the Freidrichs case. He spoke about the importance of new hire orientations; and a new tool that the local is working on to provide to field staff to be able to view a worker's information while out in the field.

He spoke about an insurance renewal proposal, which needs approval. An item was raised that most agencies have cyber coverage. A proposed policy that is being recommended is Lloyds of London to cover our databases. A written outline of the proposed coverage was presented. It was M/S/C (Taylor/Atwell) to approve up to \$5,200 to move forward with the proposed cyber insurance coverage.

He also reported that the Building committee will be meeting on March 10th; and the decision will have to be made as to the lease, signing on buildouts, etc. An architect has looked to see how to fit the operation on one floor. It meets the vision that we have had.

EXECUTIVE BOARD MEMBER REPORTS:

- Jim Wise: He reported that Alameda, Amador have ratified their contracts. Marin and Solano are going into negotiations. He thanked the research team on their work in helping with having similar language in courts contracts.
- Amos Eaton: He reported that Sonoma County has reached a tentative agreement. They entered into a dollar for dollar pension swap; and started with 76 items on the table and settled on 54 of them. He stated that the collective aggressive work with members, officers and staff, as well as social media work, during negotiations helped with the fight.
- Retirement Security Committee, Cynthia Landry: She reported that it is time for the Secure Choice Board to decide on the retirement plan and make their recommendation to the State Legislature. There will be 2 hearings with testimonies from the members at the public comment session. There will be retirement security training on March 17th in San Francisco.
- Kathryn Cavness: She reported on what is happening in Mendocino around the retirement fund and how this may cause a "silent bankruptcy"; yet they are not showing that this is due to

investments. She spoke about a power point to take around to the membership to educate members on how the retirement system works, which she will share with the Board.

- Julie Meyers: She asked for clarification around questions that came up in her chapter on field representatives giving input into the grievance process. Larry Bradshaw offered his help to go to the next chapter meeting and clarify any questions.
- Nancy Atwell: She spoke about books and articles, which she recommends to the Board to read. She also spoke about the need to offer trainings for members, directors and staff. She also shared her thoughts and experiences during her time as a Board member.

The meeting was adjourned at 5:13 pm in honor of Desiree Forde-Silver.

Respectfully submitted,

Jan Schardt
1021 Secretary



Roxanne Sanchez
President

Crawford Johnson
Region A

Tom Popenuck
Region B

Gary Jimenez
Region C

Larry Bradshaw
Region D

Marcus Williams
Region E

Pamela Holmes-Morton
Secretary

Paul Camarillo
Treasurer

Karen Joubert
Vice President of Representation

Alysabeth Alexander
Vice President of Politics

Ramses Teon-Nichols
Vice President of Organizing

Executive Board

- Priscilla Agbunag
- Pete Albert
- Nancy Atwell
- Akbar Bibb
- Derrick Boutté
- Gina Castillano
- Gayle Chadwick
- Gregory Correa
- Evelyn Curiel
- Rhea Davis
- Karla Faucett
- David Fleming
- Nancy Ghanim
- Cynthia Landry
- Andrea Longoria
- Renato Pena
- Patricia Reynolds
- Mercedes Riggelman
- Valoria Russell-Benson
- Eric Stern
- Renita Terry
- Denis Villanueva
- Erika Watkins
- Jim Wise

Resolution to Support the Justice 4 Mario Woods Coalition

(Submitted to the 1021 Executive Board on Feb. 27, 2016)

On December 2, 2015 another young black man’s life was executed at the hands of the San Francisco police. We in SEIU 1021 stand with the family of Mario Woods and with the community of conscience in protest against this injustice and all the other victims in police brutality. We stand against the bigotry that brought it about, and against the deep cultural and economic racism behind that. He was killed the night before he was to start employment with UPS. Instead of moving forward into a new promise, the life of this twenty-six-year-old was ended with over twenty bullets fired from police weapons.

SEIU 1021 joins the *Justice 4 Mario Woods Coalition* in mourning; in deploring the needless, heartless, racist, and all-too-routine police violence of the San Francisco police; and in demanding justice and expiation as follows:

1. There shall be an independent investigation into Mario Woods’ murder.
2. All officers who fired their weapons during the execution of Mario Woods be charged with murder.
3. Police Chief Gregory Suhr resign or be fired.

SEIU 1021 is dedicated to the principle that #Black Lives Matter.

Adopted by the SEIU Local 1021 Executive Board on
February 27, 2016

Executive Board Budget & Finance Committee

- Theresa Breakfield Kathryn Cavness Tina Diep Richard Greenwood
- Doug Marr Julie Meyers Peggy La Rossa Paul Little Nadeen Roach



**SEIU 1021 Executive Board Meeting
Monday, March 21, 2016, Oakland, CA
MINUTES**

(Outgoing Board Attendance)

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, 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, Renita Terry, Omar Medina, Valoria Russell-Benson, Eric Stern, Karla Faucett, Rhea Davis, Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Kimberly Moses, Robert Taylor, Mercedes Riggelman, Evelyn Curiel, Sunny Santiago, Akbar Bibb, Nancy Atwell, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep, Doug Marr, Julie Meyers, Theresa Breakfield, Peggy LaRossa

Executive Board Members Excused: Jim Wise, Norlissa Cooper, Renato Pena, Nancy Ghanim, Gayle Chadwick, Paul Little

Executive Board Members Absent: Erika Watkins, Priscilla Agbunag, David Fleming

Guests: SEIU President Mary Kay Henry

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The meeting was called to order at 10:00 a.m. by President Roxanne Sanchez.

REVIEW AGENDA: The agenda was approved as presented by consensus

MEMBER COMMENTS:

- Health Plan of San Joaquin Members: Marcus Williams introduced members Albert Dorcy, Dena Robinson and Rosaline Woodall from Health Plan of San Joaquin, which is a newly formed chapter that is currently in bargaining. They spoke about recent termination of members and an action on March 30th.
- Al Marshall, City of Oakland Chapter: He spoke about the Chapter ByLaws template; how his chapter is making an effort to abide by it in order to hold chapter elections.
- Marcus Brown, City of Oakland TPT Chapter: He spoke about issues in the TPT chapter and asked for the Board's support in their efforts to help resolve and have successful outcomes in their fights.
- Greg Marro, Retiree: He spoke about politics and the upcoming election.

REVIEW/APPROVAL MINUTES OF THE FEBRUARY 27, 2016 MEETING:

It was M/S/C (Stern/Atwell) to approve the minutes of the February 27, 2016 meeting, with the correction to add under "*Review of January 9th Minutes*" the motion that failed during closed session around supporting protection for Executive Board members; and add that the issue will be forwarded to the Policy Committee to discuss possibly drafting a policy that addresses the concern of expediting

action/assistance for Executive Board members and member leaders, who are targeted because of union activity.

ELECTION COMMITTEE REPORT:

Election Committee Chair Donna Share reported on the Executive Board election. A comprehensive Election Committee Report was distributed. She spoke about challenges or appeals filed with the Committee. The election results were read as certified by the Election Committee. She reported that the *East Bay Area Representative Position(s)* are in the appeal process; and those elected in this position will need to be sworn in at the April meeting.

SEIU INTERNATIONAL CONVENTION:

SEIU President Mary Kay Henry was introduced. She spoke about the upcoming SEIU Convention in Detroit and gave a brief overview of some of the principles that will be examined and discussed by members, such as *Create Next Forms of Worker Power, Build a Wider Movement and Innovate in Our Current Work*. She also briefly spoke about resolutions that will be presented at the Convention.

PRESENTATION:

A certificate of appreciation was presented to exiting Executive Board members.

INSTALLATION of NEW EXECUTIVE BOARD:

The new Executive Board was sworn in by President Mary Kay Henry.

The meeting of the outgoing Board was adjourned at 11:30 a.m.

(New Board Attendance)

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams, VP of Representation Theresa Rutherford, Felipe Cuevas, Omar Medina, Karla Faucett, Eric Stern, Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Robert Taylor, Dan Jameyson, Monique Broussard, Mercedes Riggelman, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Akbar Bibb, Cristin Perez, Richard Greenwood, Kathryn Cavness, Tina Diep, Rhea Davis, James Harris, Jr., Peggy LaRossa, Mary Duncan (by teleconference).

Executive Board Members Excused: Jim Wise, Norlissa Cooper, Mary Sandberg

The meeting was called to order at 1:00 p.m. by President Roxanne Sanchez:

MEMBER COMMENTS :

- Erica Linhart from the Fight for \$15 spoke about the national day of action for fast food workers on April 14th. Veronica Gonzalez, fast food worker, also spoke about the action and asked for the Board's support.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee. A written summary of motions approved by the BFC at its March 21, 2016 meeting was presented.

The BFC approved the following items:

1. Fremont Office Lease Extension:

The BFC approved to sign a one (1) year lease at \$2,500 per month effective April 1, 2016 through May 31, 2017, with the caveat to first attempt to negotiate a one (1) month extension (through the end of April 2016), instead of 1 year; and in the event the property management agrees to a one (1) month extension, the issue will be brought back to the BFC to further evaluate the need for an office space in Fremont and discuss whether to extend beyond one (1) month. Note: The current rent is \$2,400 per month.

2. April Executive Board Retreat:

The BFC approved to allocate up to \$30k for the April 2016 Executive Board retreat to be held at the suggested location - *Asilomar Conference Grounds* in Pacific Grove, CA.

3. MRC Call Center Platform:

The BFC approved to upgrade the MRC call center software (Cisco unified communications platform) to enhance communication and tracking options for our members contacting the MRC at an approximate cost of \$8,874.42. Note: The 2016 approved budget for the current Cisco software upgrade is \$77,229.10.

4. iPhone Upgrade:

The BFC approved an additional \$12,950.90 to upgrade all users (Board members and staff) to the iPhone 6 model. Note: The 2016 approved budget for the iPhone upgrade was initially \$28,673.90,

5. Sandy Tibbets, Consultant:

The BFC approved to modify Sandy Tibbet's contract with an additional 25 hours of work, with the understanding that the contract max would need to be adjusted, to help close out administrative work around the 2016 Executive Board Election.

6. S.F. RN Bargaining Campaign Proposal

The BFC approved the S.F. RN Contract Campaign budget proposal at a projected total amount of \$49,992.00. The budget includes costs for items such as various actions/rallies, hiring a temporary note taker for bargaining sessions and potential strike related costs.

7. Sonoma County Health Care Task Force:

The BFC approved to earmark up to \$10,000 to be confirmed with the following contingencies:

- 1) the Sonoma County Board of Supervisors passes the Task Force recommendation; and
- 2) other public sector Unions and/or Employers represented on the Sonoma County Task Force also makes a contribution to reach the overall goal of \$50,000;

In addition, if contingencies are met, the \$10k would be released with the understanding that the scope of work would include the consultant working with Task Force members to develop a Kaiser purchasing pool to leverage our purchasing power in an effort to lower rates and to develop the "cash price" bidding of Medicare, plus fee schedules.

8. Berkeley Minimum Wage Petition:

The BFC approved an additional \$3,000 to come out of the Organizing Resource Agreement to gather signatures on a petition for a Minimum Wage ordinance in Berkeley for the November

election, with the caveat of getting confirmation on this additional money from the VP of Politics and Deputy Director of External Campaigns. Note: At the February E-Board meeting, the Board approved up to \$19,400 towards this work.

BFC Recommendations:

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

A. Microsoft Enterprise Agreement:

The BFC recommends to renew the Microsoft Enterprise Agreement for 3 years (2016-2019) at an annual cost of **\$83,414.40**. Note: Current annual cost is \$66,519.30 and is already included in the 2016 budget for this item. The \$83,414.40 amount would be part of the 2017 budget; however the contract with Microsoft needs to be signed in 2016. M/S/C (Medina/Riggleman) to approve the Microsoft enterprise agreement.

B. 2016 Organizing Budget & Resource Agreement:

- The BFC approved to recommend to the Board to adopt the 2016 Organizing Budget and 2016 Resource Agreement, as presented to the BFC. The draft *2016 Organizing Budget* and *2016 Resource Agreement* were presented and reviewed by Kristin Lynch and Ramses Teon-Nichols. It was stated that social justice campaigns has been added to the *Resource Agreement*, as part of the local's *Strategic Campaign* work. M/S (Media/Alexander) to approve the 2016 organizing budget and resource agreement. A friendly amendment was made by Cynthia Landry to add retirement security in the Resource Agreement. The makers of the motion accepted the friendly amendment. The motion was carried with the amendment.
- Process/Administrative Items (CA Public Organizing Project (POP) & Statewide Programs): It was reported that the BFC approved to make a retro payment to the International for the months of January, February and March in one payment; then pay in monthly installments after the month of March for Statewide programs and for POP, as part of the Resource Agreement. There was no action required by the Board on this item.

C. SF Building Project:

The BFC approved to recommend to the Board to move forward with entering lease negotiations for a 10/year lease for 1.5 floors at the property located at 939 Ellis Street at an average yearly occupancy cost of \$1,326,000.00. Seth Shapiro explained the situation with the current San Francisco building and the rent increase will incur. He reviewed costs of the new building, etc. There was a question about what type of occupancy zone the building is in and if we can receive any tax or rental breaks for the local. M/S/C (Medina/ Landry) to move to entering into lease negotiations for a 10/year lease for 1.5 floors at the property located at 939 Ellis Street an average yearly occupancy cost of \$1,326,000, with the caveat that any zoning or tax breaks be negotiated in the lease, if applicable.

D. Steve Somers, Consultant:

M/S/C (Popenuck/Jimenez) to extend Steve Somers' contract to up to the end of June 2016 to help lead the contractual equity study process at City of Oakland, as well as continued case work in Oakland and any necessary follow up in the City of Hayward and Alameda Courts, at his current rate of \$8,000 per month, with the understanding that the contract max would need to be adjusted. His previous contract term was up to the ratification of the Alameda Courts contract. An explanation of the work involved was reviewed in detail.

4th Quarter Financial Review:

The Executive Summary 4th Quarter Financial Review was presented. Rocky Morrison reviewed and explained the report in detail. He explained that the report is for non-organizing.

Community/Allies Requests:

The policy on Financial Contributions to Community Organizations and Allies was shared so that Board members can see how they are determined.

- **Capitol Region Organizing Project (CROP):**
The request was submitted by Crawford Johnson, as a Tier 2 request. The BFC approved to pay the annual dues payment to CROP in the amount of \$5,000 to support the organization's efforts to help build power in the Sacramento region. The organization's work includes working collaboratively with labor and community leaders.
- **NAPA – American Cancer Society Relay for Life:**
The request was submitted by the City of Napa chapter, as a Tier 3 request; and was presented by Jan Schardt, on behalf of the chapter. The BFC approved to match the chapter's donation in the amount of \$250.00 for sponsorship in the *Relay for Life Napa* fundraiser to be held on July 2016.
- **National Alliance for Filipino Concerns:**
The request was presented by Larry Bradshaw, as a Tier 3 request. The BFC approved to donate \$1,000 to the National Alliance for Filipino Concerns to sponsor the organization's efforts to develop a labor history film about labor activist, Philip Vera Cruz. The local will be recognized on the film's credits as a contributor towards the project.
- **2016 Multiple Sclerosis Walk SF:**
The request was submitted by the SF City College chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$250.00 to sponsor SFCCD member Kristine Demafeliz for the 2016 Walk MS Event in San Francisco on April 24th.
- **Statewide Self-Advocacy Conference:**
The request was submitted by Eric Stern on behalf of the Non-Profit Industry and DD Council, as a Tier 2 request. The BFC approved \$3,500 to sponsor the 21st Annual Statewide Self-Advocacy Conference, with the caveat that the liability may come out of the Organizing budget, as per previous years' donations towards this event, with confirmation from the VP of Organizing and Deputy Director of External Campaigns.
- **Sonoma County Rose Parade:**
The request was presented by Tom Popenuck, on behalf of the Sonoma County Chapter, as a Tier 3 request. The BFC approved up to \$3,950 to sponsor members participating in the *Luther Burbank Rose Parade & Festival* event in Santa Rosa on May 21st. The donation will help cover costs for expenses such as float materials, t-shirts, a band and water/snacks.
- **North Bay Jobs with Justice:**
The request was presented by Tom Popenuck, as a Tier 1 request. The BFC approved to pay the annual dues for the North Bay Jobs with Justice in the amount of \$10,000, with the caveat that the liability may come out of the Organizing budget, contingent upon confirmation from the VP of Organizing and Deputy Director of External Campaigns.

- Cesar Chavez Breakfast
The request was presented by Marcus Williams, on behalf of the San Joaquin Chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$125.00 to purchase a table to the Cesar Chavez Breakfast event in Stockton on March 26th.
- Queer Cultural Center:
The request was submitted by Alysabeth Alexander, as a Tier 3 request. The BFC approved to donate \$250.00 to help fund an educational artistic project (*Transgender Endowment 1*) that will premier in the 2016 National Queer Arts Festival event in San Francisco on June 8th.

There was a request to possibly have a budget presentation at the next Board meeting. It was announced that the next 3 BFC meetings have been calendared with locations to be determined. A calendar for the rest of the year will be developed.

2016 EXECUTIVE BOARD CALENDAR:

It was announced that the previous Board approved the calendar for the January to April meetings. A draft calendar for the May to December meetings was presented for the new Board's consideration. M/S/C (Medina/Santiago) to approve the calendar with a modification to move the proposed Sat, 10/22 meeting to Monday, 10/22. It was also announced that in order to be excused from a meeting, Board members must notify Secretary Jan Schardt, with a copy to Joanne Cansicio. The Board was also asked that as a courtesy to those, who may be allergic or sensitive to fragrance, to refrain from wearing/using products that has a fragrance or scent (i.e. perfume, body oil, etc.), at all future meetings.

OFFICERS RELEASE TIME:

The Board was asked to approve release time for Officers. M/S/C (Jimenez/Stern) to approve full-time release for the President, VP Region-A, VP Region-B, VP Region-C, VP Region-D, VP Region-E, VP of Organizing, VP of Politics, VP of Representation; and 2-days per week for the Treasurer.

ANNOUNCEMENTS:

- City of Fairfield Chapter ByLaws: It was announced that the City of Fairfield (FEA Chapter) ByLaws were reviewed and found to be in compliance. There were no objections raised.

EXECUTIVE BOARD MEMBER REPORTS:

- Ramses Teon-Nichols: He reported on items that organizing team are involved in, such as the Fight for \$15 and child care. There will be an organizing drive by USWW and SEIU to work on organizing security workers, child care campaign, etc. He also shared a report on the 1021 Environmental/Climate Justice Organizing committee.
- Cynthia Landry: She reported on the March 12th Retirement Security Committee meeting, where there was discussion on AB2833. She explained what this assembly bill would mean and its impact, should it pass. She also spoke about SB1234. She presented a request, on behalf of the Retirement Security Committee, for the Board's consideration to endorse AB2833 and recommend to the State Council. M/S/C (Albert/Boutte) to approve the request.

- Omar Medina: He reported on working with the State Council on Eligibility Workers. They are also working with the California Eligibility Directors Association to lobby for the eligibility workers.

President's Report:

President Sanchez reported on the upcoming SEIU International Convention, which will be held in Detroit. A summary of the Convention schedule was distributed. She encourages the Board to participate in various pre-convention activities, in order to have the full experience of the Convention. The process for bringing forward resolutions to the International was discussed.

EXECUTIVE DIRECTOR REPORT:

John Stead-Mendez presented the 2015 Year-End report. He also reported on contracts that are set to expire and will be in bargaining in 2016. It was said that Director reports will be sent by email to the Board. He also spoke about bargaining training for staff and working to utilize the *Bargaining Rules of Engagement* tool, which outlines some of the fundamentals that should be followed by staff engaged in negotiations. Kristin Lynch also spoke about recent first contract agreements for newly organized adjunct professor workers.

WORKER POWER MAGAZINE:

Shum Preston reported on the latest issue of Worker Power, which is a tool that can be used for member engagement for staff and members.

HEAD of OPERATIONS REPORT:

Seth Schapiro gave a brief overview of the Ethics Policy and the Ethics form that all Board members are required to sign. The Ethics Policy was recently modified by SEIU. A power point summarizing key changes was presented. He pointed out that one of the changes is the Board must appoint an Ethics liaison, which can no longer be the Head of Operations. He explained that the various policies and procedures will be further discussed during the Board orientation/training in April.

ANNOUNCEMENTS (continued):

Tina Diep shared information about the April 5th event on the Immigrant Health and Resource Fair.

Pete Albert reported on the single payer committee, who works with the group Campaign for Healthy California. He also spoke about a new movie about this statewide campaign to educate and organize people to bring single payer to California by 2020.

By consensus the Board agreed to adjourn the meeting at 4:30 p.m.

Respectfully submitted,

Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
Sunday, April 24, 2016
Hilton Airport Hotel, Oakland, California

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Theresa Rutherford, VP of Politics Alysabeth Alexander, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams, Felipe Cueva, Omar Medina, Jim Wise, Norlissa Cooper, Pete Albert, Cynthia Landry, Janice Wong, Derrick Boutte, John Arantes, Gregory Correa, Angel Valdez, Robert Taylor, Dan Jameyson, Mercedes Riggleman, Theresa Breakfield, Evelyn Curiel, Lorraine Bowser, Al Fernandez, Mary Sandberg, Cristin Perez, Richard Greenwood, Kathryn Cavness, Tina Diep, Rhea Davis, James Harris, Peggy LaRossa, Mary Duncan

Executive Board Members Excused: Karla Faucett, Eric Stern, Yeon Park, Monique Broussard, Akbar Bibb

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Nely Obligation, David Canham, Bill Petrone, Tim Gonzales, Lisa Maldonado

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The meeting was called to order by President Roxanne Sanchez at 9:01 a.m.

REVIEW AGENDA:

The following items were added: Hayward PERB case, Election Committee Final Report, Poll Items announcement, Swearing-in of New Board members.

Executive Board members, who were not in attendance at the March 21st meeting where the installation of the new Board was conducted, were sworn-in.

MEMBER COMMENTS:

- David Williams, President of the West Bay Retirement Chapter: He spoke about a request from the West Bay Retiree Chapter to send retirees to the International Convention.
- Monique Chaney-Williams, Alameda County General Chapter: She spoke about staffing issues at her chapter and funding for Union gear.
- Tina Tapia, Alameda County General Chapter: She spoke about their chapter bylaws.
- Lorraine Lilley, Alameda County BHCS Chapter: She spoke about staffing issues at her chapter.
- Steve Gilbert, Retiree: He spoke about a resolution for the Board's support to show solidarity with UC Berkeley students. He introduced UC Berkeley student John Penilla, who is a student leader with the *Student Labor Committee* (SLC), which is an organization composed of UC Berkeley undergraduate students. Mr. Penilla spoke about the work his committee have been involved with to have the University insource workers, instead of outsourcing. The group held various actions, fought and won

insourcing jobs for nearly 100 custodians and parking attendants. Two students involved in this struggle were arrested and are facing charges, including possible suspension from school. It was said that a written resolution will be provided later in the meeting for the Board's consideration.

REVIEW/APPROVE MINUTES of the MONDAY, MARCH 21, 2016 MEETING:

It was M/S/C (Alexander/Jimenez) to approve the minutes of the March 21, 2016 meeting.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee Meeting. A written summary of motions approved by the BFC at its April 15, 2016 meeting was presented.

The BFC approved the following items:

1. Role of Budget & Finance Committee Policy:

The BFC approved to form a sub-committee, through the Treasurer's selection, that will address areas to review in the *Role of the Budget & Finance Committee* policy, as discussed by the BFC, such as contracts for services, purple merchandise expenditures and reporting of vendor or legal expenses.

2. Patrick Waters, Consultant:

The BFC approved to extend Patrick Waters' contract through up to 6/30/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours, to continue providing IT Help Desk support. His current rate is \$50.00 per hour at up to 100 hours per month.

Recommendations:

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

A) MRC Call Center Platform:

M/S/C (Popenuck/Riggleman) to approve additional costs, for shipping and sales tax expenses, at up to \$4,439.31 for the MRC Call Center software upgrade. Note: At the March meeting, the BFC previously approved costs to upgrade the software at an approximate cost of \$8,874.42. The 2016 approved budget for the current Cisco software is \$77,229.10. The upgrade is to enhance communication and tracking options for our members contacting the MRC.

B) COPE Unders:

It was M/S/C (Santiago/Jiménez) to pay the *COPE Unders* to the International for 2014 and 2015 in the amount of \$89,390, with the caveat to devise a plan on how to avoid penalty in the future.

Note: Each year, the International sets COPE obligations for each Local. When goals are not met, the Local is obligated to pay a percentage of the amount that is under, per the Constitution of the International. There was a discussion on COPE and how it has been handled and how it is going to be promoted in the future.

C) Member Strategic Advisor:

M/S/C (Landry/Cuevas) to bring Larry Bradshaw on as a temporary employee for up to one (1) year, at up to 30 hours per week, to assist with work that includes continuing the growth and

development of the training program, implementation of the *Vision for Power* plan, as well as mentor/advise new Board members, at a cost of up to \$68,100 (salary, auto allowance, plus taxes).

D) Nato Green, Consultant:

M/S/C (Santiago/Jiménez) extending Nato Green's contract through up to 6/30/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours. His current contract is at \$70.00 per hour at up to 120 hours of work per month. He is currently assisting with negotiations at Dominican University and St. Mary's College.

E) Sam Kaner (Community At Work) Consultant:

M/S/C (Popenuck/Santiago) to extend Sam Kaner's (Community at Work) contract through up to 7/31/2016, with no modifications on the current contract terms. His current contract is through 4/30/2016 at a contract max of up to \$80,000. He is assisting with work around potential organizational changes, as well as implementing the *Vision for Power* plan.

F) Tim Redmond, Consultant: M/S/C (Landry/Jiménez) to extend Tim Redmond's contract through up to 9/8/2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours, to continue assisting with work on the *Worker Power* magazine. His current rate is at \$4,000 per month.

G) SF Building Project:

M/S/C (Schardt/Alexander) to authorize paying upfront cost expenditures to begin the process of building the SF office space at 939 *Ellis St.*, over the next six (6) to nine (9) months, in the amount of up to \$1,483,174. Note: At the March meeting, the Board authorized to move forward with entering lease negotiations for a 10/year lease of 1 ½ floors at an average yearly occupancy cost of \$1,326,000.00.

M/S/C (Taylor/Riggleman) to hire *WLC Architects, Inc.*, as recommended by the Local's realtors, at an approximate cost of \$130,662.00 for design services at the 939 *Ellis Street* building. Note: This cost is included in the *upfront cost* amount.

Community/Allies Requests:

The BFC approved the following community/allies requests:

- Women's Economic Agenda Project (WEAP):

The request was presented by member Kimberly Moses on behalf of WEAP. The BFC approved to donate \$3,000 to support organizing costs towards WEAP's 2016 *Teach-In Series*, which will focus on Poverty & Racism and their impact on Affordable Housing, Austerity, Silicon Bay & the Fight for Economic Democracy in the Bay Area.

- Community Housing Partnership (CHP) Fundraiser:

The request was submitted by Ramses Teon-Nichols. The BFC approved to purchase seven (7) tickets, at a total cost of \$490.00, to the CHP fundraiser event on April 27th, to help the homeless secure housing and become self-sufficient. Note: CHP is a non-profit union shop, based in the San Francisco region.

- Asian Advisory Committee on Crime (AACC) & Asian Youth Services Committee (AYSC):
The request was presented by Tina Diep, as a Tier 2 request. The BFC approved to contribute \$2,000 to the AACC & AYSC annual scholarship and fundraising banquet on May 6th.
- 48 Hills Anniversary Gala:
The request was presented by Alysabeth Alexander, as a Tier 1 request. The BFC approved to contribute \$3,000 to the *48 Hills Anniversary Gala* and fundraiser on April 21st to support the group's efforts on providing independent news and journalism.
- Filipino Advocate for Justice (FAJ):
The request was recommended by the SEJ Committee, on behalf of member Blesilda Ocampo. The BFC approved to purchase ten (10) tickets at a total cost of \$650.00 to the *Filipino Advocates for Justice* fundraiser on April 30th.
- Coalition of Mexican American Organization:
The request was presented by Marcus Williams, on behalf of the San Joaquin Chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$300.00 to sponsor the organization's *Cinco de Mayo Parade* on May 1st.
- National Alliance of Mental Illness (NAMI), San Joaquin:
The request was presented by Marcus Williams, on behalf of the San Joaquin Chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$250.00 to sponsor member Jennie Montoya's participation in the *NAMI San Joaquin County Walk* on May 7th.
- Eritrean Exodus Film:
The request was presented by member Nidia Abaunza. The BFC approved to purchase ten (10) tickets, at a total of \$130.00, to the screening of the *Refugee: The Eritrean Exodus* film on April 28th in Emeryville. The film is a depiction of the Eritrean refugee crisis.

There were no requests presented at the April 15th meeting that were not passed by the BFC.

San Francisco Rebuild Campaign:

It was explained there was an additional item that did not go before the BFC, as it emerged after the BFC meeting. As the International is preparing for the Convention, they are reviewing outstanding bills each local owes. The local was invoiced for the *San Francisco Rebuild Campaign* in 2012 in the amount of \$58,034.85. However, through an audit by our accounting department it was determined the outstanding amount owed was decreased to \$13,668.33. It was M/S/C (Alexander/Landry) to pay the outstanding bill for the San Francisco Rebuild Campaign.

ACTION ITEMS:

- Resolution – Gender Neutral Bathrooms:
A written resolution was presented. Alysabeth Alexander gave an overview of the reasons behind how the resolution was developed. The resolution would support making all single bathrooms gender neutral, which is also being based on a new bill going before the State. It was M/S/C (Alexander/Jameyson) to support the resolution as presented.

- Resolution – In Support of 1021 Local Work on Climate Change:
A written resolution was presented. Derrick Boutte gave an overview of the resolution. He explained that SEIU has a workgroup participating in this work and would like to get as many people as possible involved. It was M/S/C (Teon-Nichols/Correa) to support the resolution, with the caveat to add “community choice aggregation” as an area where this work will be incorporated.

- Ethic Liaison:
It was explained that due to recent changes adopted by the International on the *SEIU Code of Ethics and Conflict of Interest Policy*, the Board will need to adopt a new Ethics Liaison. The Head of Operations/Labor Relations formerly held this role; however, staff are no longer eligible to serve as the liaison. President Sanchez is recommending that Larry Bradshaw be appointed as the Local’s *Ethics Liaison* and is asking for the Board’s approval. It was M/S/C (Schardt/Jimenez) to accept recommendation.

- Committee Appointments:
President Sanchez gave an overview of committee appointments she is recommending to the Board for approval. She explained that if accepted, committee members can determine who will serve as the *Chair* of their particular Committee.
 - Appeals Committee:
M/S/C (Jiménez/Alexander) to appoint Al Fernandez, Omar Medina, Teresa Rutherford, Yeon Park and Janice Wong on the Appeals Committee.
 - Building Committee:
M/S/ C (Santiago/Arantes) to appoint Amos Eaton, Cynthia Landry, Joseph Bryant, Rhea Davis, Tina Diep and John Arantes.
 - Policy Committee:
M/S/C (Jiménez/Schardt) to appoint Akbar Bibb, Eric Stern, Felipe Cuevas, Monique Broussard, Pete Albert, Tom Popenuck, Cynthia Landry and Richard Greenwood.
 - Training Committee:
M/S/C (Santiago/ Correa) to appoint Derrick Boutte, Jan Schardt, Joseph Bryant, Lorraine Bowser, Norlissa Cooper, Theresa Rutherford, Mercedes Riggleman and Ramses Teon-Nichols.
 - Personnel/Staffing Committee:
M/S/C (Alexander/Boutte) Angel Valdez, Gary Jiménez, Joseph Bryant, Marcus Williams, Mary Sandberg, Sunny Santiago, Theresa Rutherford, Tom Popenuck, Dan Jameyson.

Hayward PERB Case:

It was M/S/C (Cuevas/Correa) to approve an expense of \$8,000 to be paid to the law firm to answer the exceptions in the lawsuit that supports our members.

May Board Meeting:

President Sanchez explained that with the SEIU Convention fast approaching, she is recommending that the main focus of the May 14th Board meeting be dedicated to preparing for the Convention. Delegates

need to discuss many items, such as who will be the “WHIP”, voting process and review resolutions. M/S/C (Sandberg/Landry) to accept the recommendation.

There was a question raised regarding the issue David Williams addressed during member comments. President Sanchez stated that she would inquire with the International as to who the point person is to contact for Caucus chairs/members to be invited to the Convention. She added that due to the timeline being compressed, there was not enough time to set a criteria, including setting a budget, for guests at the Convention.

Lost-Time Form Change:

Seth Schapiro gave a brief overview of the need to modify the current lost-time form. He explained that there is not a good system in place authorizing dues deduction from lost-time checks. It was said that the modified form will be developed, and may possibly be sent to the Board for approval via poll; or brought forward at its next regular meeting.

Fremont Office:

Seth Schapiro reported that at the last meeting there was a discussion on continuing to retain the Fremont office location. It is recommended that we do a one (1) year renewal so that outreach to the members can be conducted. M/S/C (Albert/Diep) to extend the lease, as presented.

Resolution - Solidarity for John Penilla:

As discussed earlier by Steve Gilbert and John Penilla during member comments, a written resolution was presented. M/S/C (Medina/Eaton) to accept the resolution, with the caveat that in addition to John Penilla, add Kristian Kim; and change the word prosecution to *persecution*. It was asked to have this sent to other area unions, so they can add their support.

ANNOUNCEMENTS:

It was announced that the Oakland Housing Authority Chapter ByLaws (Maintenance & APA/HAR Units) were reviewed and found to be in compliance. There were no objections raised.

Poll Announcements:

A written report of poll actions conducted since the March 21st meeting was announced. The Board approved to submit the following Resolutions to the Convention: **Resolution on Retiree Health Care;** and **Resolution on Presidential Endorsement.**

Policy Committee Report:

A first reading of the proposed *Policy on Protecting Union Members and Leaders* was presented by Richard Greenwood, on behalf of the Policy Committee. It was said that the 2nd reading will be on the agenda at the June meeting. Any questions or suggested changes should be sent to Eric Stern.

The Board moved to closed session at 11:35 a.m.

EXECUTIVE SESSION:

Temporary Employees Extension:

It was M/S/C (Cuevas/Sandberg) to extend temporary employees, Dana MacPherson, Kim Carter-Martinez, Catherine Bundy and Gail Byrdsong through up to June 30, 2016.

Unrepresented Staff Salaries:

There was discussion on a recommendation from the BFC around Unpresented Staff Salaries. It was agreed to table this item to the May meeting.

The Board moved to open session at 11:55 a.m.

Secretary Jan Schardt announced the motions passed during closed session on temporary employee extensions.

GOOD & WELFARE:

Richard Greenwood announced that he is retiring from his employment with the North Bay Regional Center, and as a result will have to resign from his position on the Executive Board.

The meeting was adjourned at 12:10 p.m.

Respectfully submitted by,

Jan Schardt
SEIU 1021 Secretary

Propose Resolution – Gender Neutral Bathrooms

Background:

CA Assemblymember Phil Ting recently introduced CA AB 1732 that would do the following:

Existing law requires a public agency, as defined, that serves the public or is open to the public and maintains toilet facilities to make those facilities available to the public free of charge. Existing law requires publicly and privately owned facilities where the public congregates, as defined, to maintain a sufficient number of temporary or permanent toilet facilities to meet the needs of the public at peak hours. Existing law also requires each business establishment to provide, within reasonable access, a sufficient number of toilet facilities for the use of the employees.

This bill would require any business or place of public accommodation to identify a toilet facility that has only one water closet as an all gender toilet facility. The bill would authorize health officers or inspectors to inspect for compliance with these provisions during any inspection.

This bill has been referred to committee and is championed by the LGBT community as a move towards recognition and respect for the Transgender community and fairness for bathroom access for all without facing questions or comments about why one is using the bathroom.

"Restrooms are a necessity of life. Access to them influences our ability to participate in public life," Ting **said in a statement** announcing the bill's introduction. "Signs restricting single-use restroom access by gender create problems of convenience, fairness, and safety. They defy common sense, which is why many of us ignore them. 'All gender' signs will end these problems and ensure everyone's rights are protected."

Resolution:

SEIU 1021 is committed to inclusionary practices for all of our members. We recognize that bathroom access and ease is important for good health and an opportunity to break down barriers that cause anxiety or long waiting times for our members. Transgender and cis female gendered members regularly report that bathroom access is a source of anxiety and can lead to uncomfortable and inappropriate questions from colleagues. Our members have reported being asked if they used the "correct bathroom" which is never a question anybody should face. Our union should be on the leading edge of inclusion and eliminate this barrier by declaring all single stall/water closet bathrooms "All Gender" bathrooms and by adopting one of the signs or a similar sign as included below (please excuse formatting, these are copied and pasted from the internet and are different sizes):



Proposed Resolution In Support of 1021 Local Work on Climate Change

- I. Climate Change is real. It is here. It is advancing. The only question is how bad things will become. We in Local 1021, our neighbors, and communities are already experiencing the effects of Climate Change in our work and lives. In California, headlines have focused on the drought caused by climate change, but the real effects will be far deeper and more severe than even that.
- II. The world's scientists are almost unanimous in reporting that our environment is about to cross a point of no return that could endanger human life itself. This past year, SEIU leaders and members were in Paris for the COP21 meeting where the United States and 158 other countries established the ambitious goal of limiting the world's temperature rise to between 1.5 and 2 degrees Celsius, in order to avoid the worst effects of climate change.
- III. Climate Change is largely fueled by carbon energy sources whose emissions are overwhelming our earth's ability to absorb that carbon. The buildup of carbon in our atmosphere is trapping heat and cooking our planet.
- IV. Our economic system depends on extracting and depleting resources and creating waste at unsustainable levels. The environment is treated as an unlimited resource and waste dumping ground. Products are designed to be disposable to spur new sales and waste.
- V. The same economic system that treats our environment as disposable also treats workers as disposable—leading to our country's extreme economic inequality. When corporations search the globe for ever lower wages and working conditions to produce the same product, it means wealth for a few but reductions in standard of living for the rest of us.
- VI. SEIU's 21st Century Blueprint Committee report identified Climate Change and Income Inequality as major trends that are inherently linked, and that pose major challenges to all of us. The committee report states that: "...it is poor and working people who typically bear the greatest impact of pollution and extreme weather. In

this respect, climate change is not only a global threat, but also major expressions of inequality.”

- VII.** The combination of Economic Injustice and Environmental Injustice dumps a double dose of hurt on poor people, communities of color and other marginalized people that have historically borne the brunt of pollution and environmental hazards in their neighborhoods, resulting in severe and chronic health problems as we see in lower income communities from Richmond to Fresno to South LA.
- VIII.** For too long, our government at all levels and our public employees have been subjected to unprincipled attacks that undermine the value of our democracy and the services our communities rely upon. As Climate Change deepens, only public institutions will be able to develop the plans and marshal the resources needed to mitigate its worsening impact.
- IX.** As Public Employees and Members of SEIU Local 1021 we are in a unique and strategic position to prove that government and our Unions defend the “Common Good” and are a force for good in our community. As Union Members and Working People, we have the ability to fight for solutions to climate change that specifically prevent disproportionate impacts on our communities and are “dedicated to improving the lives of workers and their families and creating a more just and humane society.”
- X.** As public sector workers, we are responsible to education and create good environmental programs, policies, and solutions. We must demand the resources, training and capacity to do so; and must also fight to capture savings from innovations and efficiency so they are equitably shared with workers.
- XI.** We know that Winning for Working People requires building strong organizations and Alliances with Allies to fight for both Economic and Environmental Justice; and both SEIU and Local 1021 have begun to build these alliances through local and national fights for economic and environmental justice.

Therefore be it resolved:

- SEIU Local 1021 Leaders recognize Climate Change as a challenge and threat to the welfare of our Union’s Members, workers, and communities everywhere;

- SEIU Local 1021 Leaders recognize that while our Union’s program of Organizing works to build power for members to win greater economic, social and racial justice, our efforts alone are not enough to win the “more humane society,” all workers deserve; and we must partner with Allies in all progressive movements, and particularly Climate Change and Environmental Justice movement if we are to protect the healthy planet that all workers deserve;
- SEIU Local 1021 Leaders also recognize that we must work with our Allies to recognize and fight for Climate Change solutions that recognize the legitimate rights of workers to organize, their demands for economic justice and security, and the need for a Just Transition for workers in industries impacted by the move away from carbon to renewable energy sources.
- To Accomplish these Goals SEIU Local 1021 Leaders commit to making Climate Justice a part of our Union’s Program. Some of these goals may include:
 - Educating Members, Officers and Staff about climate change and the need for climate justice. To include illustrating the interconnectedness and impact on, working people and our larger fights for economic and racial justice.
 - Developing a program of Action on Climate Change that puts to use our skills and expertise as Union Members and Public Employees to promote solutions that contribute to mitigating and adapting to the Climate Crisis and that protect and advance the rights and interests of all workers and our communities as a part of our Union Work, including areas such as but not limited to:
 - Common Good Campaigns
 - Bargaining Demands
 - Labor Management Partnerships
 - Political, Policy and Budgeting Work
 - Participation in State, County, Local “tables,” where mitigation and adaptation policies are being developed
 - Movement Coalition Building with Allies
 - Mobilizing Members to Action



Roxanne Sanchez
President

Crawford Johnson
Region A

Tom Popenuck
Region B

Gary Jimenez
Region C

Larry Bradshaw
Region D

Marcus Williams
Region E

Pamela Holmes-Morton
Secretary

Paul Camarillo
Treasurer

Karen Joubert
Vice President of Representation

Alysabeth Alexander
Vice President of Politics

Ramses Teon-Nichols
Vice President of Organizing

Executive Board

Priscilla Agbunag
Pete Albert
Nancy Atwell
Akbar Bibb
Derrick Boutté
Gina Castillano
Gayle Chadwick
Gregory Correa
Evelyn Curiel
Rhea Davis
Karla Faucett
David Fleming
Nancy Ghanim
Cynthia Landry
Andrea Longoria
Renato Pena
Patricia Reynolds
Mercedes Riggelman
Valoria Russell-Benson
Eric Stern
Renita Terry
Denis Villanueva
Erika Watkins
Jim Wise

Resolution of Solidarity with John Penilla and Kim Kristian

(Submitted to the 1021 Executive Board on April 24, 2016)

Whereas: The Student Labor Committee (SLC), composed of UC Berkeley undergraduate students, AFSCME 3299, and outsourced workers on this campus, fought and won insourcing for nearly 100 custodians and parking attendants during the Justice4UCWorkers Campaign (subcontracted workers were previously making half the wage, receiving little or no benefits, and did not have the same rights as UC workers who were performing the same jobs), and

Whereas: Prior to the victory on March 18th 2016, the organizers of the campaign led an eight-month long struggle against the exploitative labor practices of University management, which included delegations to administrators, rallies, marches, forums, sit-ins, and finally a speakers' boycott, and

Whereas: This victory, which has an impact on all unionized workers on campus as it sets an important precedent against outsourcing came at a price, which is the political persecution of two undergraduate students, and

Whereas: One of these students, John Penilla, a member of the SLC, is facing unjustified charges of trespassing and battery after an action on March 2nd 2016, and

Whereas: One of these student, Kim Kristian, a member of the SLC, is facing unjustified charges by the University of California Berkeley,

Whereas: We understand that the targeting of these students is intended to suppress students' First Amendment activities, regardless of the DA decision, and to discourage students from further organizing and in particular from any student-labor solidarity on campus,

Let it be resolved that: The SEIU 1021 stands in solidarity with John Penilla and Kim Kristian, and asks the DA and the UC Berkeley administration to drop the charges and put an immediate end to this persecution.

Adopted by SEIU Local 1021 Executive Board on
April 24, 2016

Executive Board Budget & Finance Committee

Theresa Breakfield Kathryn Cavness Tina Diep Richard Greenwood
Doug Marr Julie Meyers Peggy La Rossa Paul Little Nadeen Roach

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**SEIU 1021 Executive Board Meeting
May 14, 2016, Fairfield, California
MINUTES**

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

Executive Board Members Excused: Gregory Correa, Angel Valdez, Monique Broussard, Mercedes Riggleman, Cristin Perez, Mary Duncan

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio

President Roxanne Sanchez called the meeting to order at 10:00 am. It was announced that a quorum was reached.

Review Agenda: By consensus, the Board approved the agenda as presented.

Member Comments: None

Review Minutes of the April 24, 2016 Meeting:
M/S/C (Wise/Williams) to approve the minutes as written.

Budget and Finance Committee Report:
Summary of motions approved by the BFC at its May 11, 2016 meeting was presented by Treasurer Amos Eaton.

The BFC approved the following items:

Convention travel costs for David Williams:

Roxanne Sanchez explained that David has been invited to attend the convention as an International guest for the Disability Caucus but needs assistance for the hotel and airfare. It was requested that we pay for his airfare and hotel. The BFC approved to pay for the flight and hotel expenses not to exceed the costs that are provided for the board members. This has however changed as the International is paying the airfare and hotel costs for David Williams.

Community/Allies Requests:

The BFC approved the following community/allies requests:

- **North Bay Organizing Project Annual Dues:**
The request was submitted by Omar Medina, tier 1 request; North Bay Organizing Project is one of our two Tier 1 community allies in Sonoma County. This is a request for paying the SEIU Local 1021 annual dues. The BFC approved to pay the annual dues of \$6,000.

- **North Bay Organizing Project Noche Sabrosa Fundraiser:**
The request was submitted by Omar Medina, tier 1 request; On 4/5/2016-Sonoma County COPE voted so sponsor NBOP's annual fundraiser at the \$5,500 level-which includes 20 tickets plus a

full page program ad in the fall public meeting program. The BFC approved \$3000 for a half page ad and 2 tables.

- North Bay Jobs for Justice Fundraiser:
This request was submitted by Omar Medina, tier 1 request; Sonoma County COPE has voted to sponsor the North Bay Jobs for Justice “Connecting Labor and Community” celebration on Friday, June 10, 2016. North Bay Jobs for Justice is going to be honoring 1021 for the contract work that we have done along with honoring SEIU 2015. The BFC approved the \$2500 request.
- Peace and Justice Center of Sonoma County:
This request was submitted by Tom Popenuck, tier 3 requests. This organization supports all of our Labor Actions in Marin, Sonoma and Mendocino Counties. They are deeply involved in the Progressive Campaigns in Region B. Their building is in need of some basic repairs and it is proposed that we fund \$500.00 to support their efforts. The BFC approved the \$500.00 to support this group.
- Stockton Police Youth Activates:
This request was submitted by Marcus Williams, tier 3. On April 5, 2016 the San Joaquin County Chapter approved donating \$250 to the Stockton Policy Youth Activities Celebrity Benefit Basketball Game to benefit disadvantaged youth. The Chapter is recommending the Chapter donate \$125 and Community Allies Committee donate \$125 for a total of \$250. The BFC approved to support the \$125.00 cost for this event.
- Veterans of Foreign Wars of the U.S. Luneta Post No. 52:
This request was submitted by Marcus Williams, tier 3. The San Joaquin County Chapter approved on April 6, 2016 to make a donation of \$250 to the VFW to support programs providing assistance to homeless Veterans and Honor/Color Guard services for Veteran funeral expenses. The Chapter is recommending \$125 from the Chapter and \$125 from the Community Allies Committee. The BFC approved to fund this \$125 request which is shared with the chapter.
- Child Abuse Prevention Council:
This request was submitted by Marcus Williams, tier 3. The San Joaquin County Chapter and SEIU 1021 Community Allies Committee funded this event last year for a total of \$500. The San Joaquin County Chapter voted to approve donating \$500 for this event to raise money for the Child Abuse Prevention Council programs. The Chapter is recommending a donation of \$250 and the Communities Allies contribute \$250. The BFC approved to fund the full \$500.00 from Community Allies to cover this event.
- Council of Community Housing Organizations [CCHO]:
This request was submitted by Alysabeth Alexander, tier 2. This request is to fund their annual event. This organization is the main policy “think tank” of housing measures in San Francisco; they have written almost every housing funding and policy measure over the last 10 years. This request is for their organizational expenditures and not part of their political requests. The BFC approved to fund \$500.00.
- East Bay Alliance for Sustainable Economy [EBASE]:
This request was submitted by Alysabeth Alexander, tier 1. They are honoring Gary Jimenez this year. The \$25,000 request is their annual fundraiser which is their only ask; and they do not have annual dues. The BFC approved to fund from Community Allies with half of the funds to be included in further discussion about moving half the cost to the Resource Agreement unspent prior year Organizing money.

- One Safe Place:
This request was submitted by Sunny Santiago, tier 3. The Far Northern Regional Center Chapter would like to request \$250 to support the efforts in providing services to our local homeless population in Redding. The BFC approved the request of \$250 to sponsor One Safe Space.
- Torres Community Shelter:
This request was submitted by Sunny Santiago, tier 3, The Far Northern Regional Center Chapter would like to request \$1000 to support the efforts in providing services to our local homeless population in Chico. The BFC approved to fund this request in the amount of \$500.00 as per tier 3 guidelines.

There were no requests presented at the May 11th meeting that were not passed by the BFC. Currently we have spent \$67,500 in this budget out of \$75,000. Amos Eaton will be talking to Board Members and staff about this line item. The next meeting of the BFC has been scheduled on July 16th.

It was announced that there is an executive session report from the BFC that will be discussed in Executive Session.

The Board moved to closed session at 10:20 a.m.

Executive Session:

M/S/C (Stern/Landry) moved to extend temporary staff Gail Byrdsong, Guadalupe Rosas, Catherine Bundy, Dana MacPherson and Kim Carter-Martinez up to September 30, 2016.

M/S/C (Santiago/Jameyson) to make a one-time exception to the 356 day policy for Catherine Bundy, Dana MacPherson, and Kim Carter-Martinez.

M/S/C (Jameyson/Santiago) for the unrepresented and lost time officers to receive the 1.5 increase in June and the unrepresented staff and lost time officers salary bands to be increased by 1.5% as well.

The Board moved to open session at 11:45 a.m.

Secretary Jan Schardt reported the motions made in executive session.

Yeon Park was sworn into office by President Sanchez.

The meeting was temporarily suspended at 11:50 a.m. for a lunch break and reconvened at 12:15 p.m.

SEIU International Convention:

The EBoard reviewed the agenda and protocols for the upcoming SEIU International Convention in Detroit. This will be a paperless convention and attendees will be assigned an iPad. Program schedule will be held at the Cobo Hall in the Detroit Convention Center. A review of the convention schedule was made.

- May 20th: There is a local dinner at a restaurant at the hotel. Guest speakers will come and give more detail on the convention during the dinner. There is a reception that evening sponsored by Global Guest Reception.
- May 21st: There are division meetings and Workers Assembly where Tina Diep will be speaking. This is a required meeting for us to attend. There is a Fight for \$15 and a Union Party Celebration that evening.
- May 22nd the convention opens which is also mandatory for the Executive Board. That evening there are no events in the evening, you will be on your own for dinner, etc.

- May 23rd: the convention reconvenes which is mandatory for our Executive Board. There will be a celebration that evening.
- May 24th: the convention reconvenes and is mandatory for our Executive Board and will adjourn when business is concluded.

The Board was asked to notify Kristin Lynch, if interested in staffing the Climate Justice booth. There is an art show and some of our new members, who are adjunct-faculty, will be there with their art work.

It was asked to have text loops and calendar invites for all attending, so we are all aware of what we need to be doing. Amos Eaton and Alysabeth Alexander will work on this.

At the public division there will be 5 child care workers from our Local to give a presentation.

It was asked if there will be a per diem for travel costs and meals that are not provided. The procedures will be sent out to the Board on Monday, May 16th.

Resolutions and Constitutional Amendments: On May 20th the Resolution Committee will meet at 9:00 am, Constitution and Laws Committee at 2:00 pm. There will also be an election of the International Officers at the convention. The Committee Procedures was shared with the board. The rules from the last convention in 2012 were shared so that all attending can see what is expected.

The Board reviewed the resolutions being brought forward by the International. There was a discussion on the voting process. Controversial resolutions to be aware of are number Resolution 115 to have AFSCME and SEIU to work together as experiments to consider in the future a merger to create a new entity.

Request to support Resolution on Okinawa: The request was presented by Ed Kinchley (via teleconference) from the APALA Executive Board who met last November in Okinawa. There is movement to put in a military base the people of Tokyo are in favor of this but the people of Okinawa are not in favor of having a navy base in their area. This came from the Peace and Solidarity Committee and then on to SEJ and approved by them. M/S/C (Landry/Brakefield) to support the resolution.

The Board continued discussion on resolutions to be presented at the International Convention. Resolutions 201 through 223, which have been brought forward by individual locals, were reviewed. Resolution 222 is a 1021 resolution for Retiree Health Care to bridge the gap for those who do not qualify for Medicare when they are between the ages of 50 and 64 years. Resolution 222 is a 1021 resolution for Democracy and Member Voices in the SEIU Presidential Endorsement this resolution is to address the process so that members can have a direct voice.

Constitution and Laws Committee: Reviewed items that would amend the constitution of the International.

There was a question about our having our own rooms at the convention; however, it was said that the hotel rooms are sold out.

The meeting was adjourned at 3:00 p.m.

Respectfully submitted,

Jan Schardt
Secretary

OKINAWA RESOLUTION

WHEREAS SEIU1021 is deeply committed to peace and justice, and opposed to the Trans Pacific Partnership (TPP);

WHEREAS the vast majority of the people of Okinawa are opposed to the proposal to expand the U.S. military base in Henoko, Okinawa;

WHEREAS a group of courageous peace and labor activists have staffed encampments in Henoko and Takae 24 hours a day, seven days a week, for many months to protest U.S. military base expansion;

WHEREAS the people of Japan have staged massive demonstrations against Prime Minister Abe's proposals to re-militarize Japan:

WHEREAS the TPP is both a corporate trade agreement which would cause untold suffering for workers in the Trans Pacific region, but also is a military agreement to prepare for war and aggression in the Pacific region;

THEREFORE BE IT RESOLVED that SEIU 1021 stands in solidarity with the people of Okinawa in opposing the building of new bases at Henoko and Takae, and the expansion of current U.S. military bases in Okinawa;

SEIU 1021 will write to President Barack Obama and key members of Congress to express our opposition to the expanded U.S. military base in Okinawa; and

SEIU 1021 will forward this resolution to the SEIU International Union and to the Central Labor Councils where we have members to encourage them to support the people of Okinawa and oppose the expansion of the U.S. military bases in Okinawa.

SEIU 1021 Executive Board Meeting
Saturday, June 25, 2016, San Francisco Office
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP of Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas, Omar Medina (by teleconference), Jim Wise, Karla Faucett, Eric Stern, Cynthia Landry, Derrick Boutte, John Arantes, Gregory Correa, Yeon Park, Angel Valdez, Robert Taylor, Monique Broussard, Theresa Breakfield (by videoconference), Evelyn Curiel, Lorraine Bowser, Al Fernandez, Akbar Bibb, Mary Sandberg, Cristin Perez, Tina Diep, James Harris, Jr., Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Pete Albert, Janice Wong, Dan Jameyson, Mercedes Riggleman, Kathryn Cavness, Rhea Davis

Executive Board Members Absent: Norlissa Cooper

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Lisa Morowitz, Bill Petrone, John Shaban, Kim Alvarenga, Lisa Maldonado

Call to Order: President Roxanne Sanchez called the meeting to order at 10:00 am.

Review of Agenda: Add to the following - Budget and Finance report: final decision on San Francisco building lease; Action Items: San Joaquin strike sanction and Reports website discussion. Approved by consensus.

Member Comments:

Darla Brown, Highland Hospital: She spoke about an FMLA issue.

Amaka Watson, City of Oakland: She spoke about issues at her worksite. She also addressed issues around the recent City of Oakland chapter election; and has requested that the Executive Board review the Oakland Election Committee report. A formal appeal was made to the Board. President Sanchez announced that a special meeting of the Executive Board will be held to address the appeal.

Blanca Leggett, City of Oakland: She spoke about an injury at her worksite and ADA accommodations.

Denise Escobar, City of Oakland: She spoke about a termination.

Stephanie Hamilton, City of Oakland: She spoke about projects and issues in the temporary part-time unit. She also spoke about issues around the recent City of Oakland chapter elections.

Jacqueline Kinnebrew, City of Oakland: She spoke about a termination and addressed issues around representation.

Bonita Henry, City of Oakland: She spoke about medical issues, as well as worksite issues.

Martha Muller, City of Oakland: She spoke about concerns/issues in the temporary part-time unit and concerns around Union staffing changes.

Belinda Calvin, City of Oakland: She spoke about issues affecting members in the temporary part-time unit, as well concerns with racism in the City of Oakland. She also addressed issues around the City of Oakland chapter election.

Monica Cedillo, City of Oakland: She spoke about an issue pertaining to an investigation and asked for the Union's support.

Al Marshall, City of Oakland: He formally requested that the Board address the appeal around the City of Oakland chapter election. He also spoke about the chapter bylaws template, and suggests that members should have access to a hard copy of the template at Oak St.

Tim Glasper, City of Oakland: He spoke about the chapter bylaws template and challenges around the City of Oakland chapter election.

Greg Marro, Retiree: He spoke about chapter bylaws.

Implementation of Vision for Power Document:

At the 1021 Member Convention in September 2015, the delegates adopted the *Vision for Power* document, which has four parts: Grow our Labor Movement, Build our Worksite Power, Reclaim our Democracy and Unite with our Communities. These four parts are not separate or distinct; and we can't accomplish one of them without accomplishing all of them. President Sanchez introduced Sam Kaner, with Community at Work, who has been working with the local to assist with implementing the *Vision for Power* plan. An overview was explained on how to address, change and accept the challenges facing us.

The meeting was temporarily suspended at 12:30 p.m. for a lunch break and reconvened at 1:00 p.m.

Implementation of Vision for Power Document (continued):

The members requested that we build something and that is the Vision for Power document. We have the document now, and need to establish how and to whom we will be involved. It is our responsibility to transform this union to reach the goals and build the union that the Vision for Power document has mandated.

The Transformation Process:

1. The work since January
2. The planning framework, Part 1
 - a. Presentation of the tool
 - b. Discussion
3. Exploring the core goals for transformation
 - a. Conversations
 - b. Whole group
4. Planning framework, Part 2
 - a. Presentation of the tool
 - b. Discussion
5. Next Steps

- a. Agreement #1
- b. Agreement #2

Stage 1 – Understand

Stage 2 – Re-design

Stage 3 – Nuts & bolts

Agreement #1- The board has agreed to the following. We agree to engage in the transformation process. M/S/C (Correa/Stern) to approve agreement #1.

Agreement #2- We agree to, and authorize the concept of an architect group that goes away, draws a blueprint to materialize the vision for power document and brings the blueprint back to the board for review. Discussion, revision and final approval of the blueprint in principle, and agreement to the first stage of transformation. M/S/C (Stern/Boutte) to approve agreement #2.

Minutes of the May 14, 2016 Meeting: M/S/C (Wise/Taylor) to approve the minutes.

Budget & Finance Report:

Treasurer Amos Eaton reported on behalf of the BFC.

The BFC approved the following items:

1. Contra Costa County Campaign:

The Local is using this campaign to build the chapter and to strengthen the membership; at this time the membership is 76% the goal is 90%. Safety and staff turnover are major issues in the workplace along with wages and benefits. The BFC approved to accept the campaign plan and budget, as the membership requested, at a total cost of up to \$47,200. The budget includes costs for items such as publication needs, office space rental and costs for various actions/events. It was recommended that the budget include additional member lost time.

2. SEIU Local 668 Leader Visit:

Roxanne Sanchez explained how 2 member leaders with SEIU Local 668 in Pennsylvania would like to come and see how our Local works. She has invited them to come and meet with the Board at the September meeting. The request is to cover the cost of the hotel and flight. The BFC approved to fund this request at a cost of up to \$3,000 to bring 2 member leaders to the September meeting.

3. Patrick Waters, Consultant:

The BFC approved to extend Patrick Water's contract through up to September 30, 2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours. His current rate is \$50.00 per hour at up to 100 hours of work per month. He is currently assisting with IT work. Note: We are in the process of screening applicants to fill this position.

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

A. RBC Wealth Management Presentation:

Catherine Chen presented on our performance of our investments for the most recent quarter ending March 31st. Third Quarter 2015 the markets took a down turn with the huge drop in the price of crude oil. This year is expected to be volatile because of low oil prices and Britain's upcoming vote on EU membership.

RBC is recommending that we move funds from Wedgewood management to Granite because of poor performance. There is no charge to move the funds. The BFC recommends the move to transfer funds from Wedgewood to Granite. M/S/C (Jimenez/Wise) to approve the move to Granite.

B. COPE Disbursement Policy:

A sub-committee met and drafted a policy for COPE expenditures. This policy does not change how COPE or the BFC currently operates. It clarifies that Local COPE has authority over PAC account expenditures. The BFC recommends that this policy be approved. This was the first reading of the policy, it was requested that some practical examples be provided at the next meeting. In section 3 COPE account needs to read as PAC account.

C. Fred Beal, Consultant:

The BFC recommends extending Fred Beal's contract through up to December 31, 2016 at the same contract terms, with the understanding that the contract max would need to be adjusted for the additional hours. His current rate is \$80.00 per hour at up to 100 hours of work per month. Note: Fred will help lead the work around the new Fair Labor Standards Act (FLSA) mandates. He is doing this work in Alameda and we would like to have him do assessment in the rest of the counties and the regional centers in the Local.-Cynthia Landry asked to move this item to executive session.

D. Nato Green, Consultant:

The BFC recommends extending Nato Green's contract through up to December 31, 2016, with the understanding that the contract max would need to be adjusted for the additional hours. His current rate is \$70.00 per hour at up 120 hours of work per month. He is leading the adjunct chapters' first contract campaigns for 3 chapters. M/S/C (Jimenez/Boutte) to approve the extension.

(Extend the meeting: M/S/C (Schardt/Jimenez) to extend the meeting to 5:30.)

E. Steve Sommers, Consultant:

The BFC recommends extending Steve Somers' contract through up to July 31st. He is working on the joint equity study for the City of Oakland and is wrapping up Hayward. M/S/C (Fernandez/Jimenez) to approve the extension.

F. SF Building Project:

○ 939 Ellis St:

Seth Shapiro reported that we have signed a letter of intent for 939 Ellis Street. The landlord has changed their terms.

1. The stairs are not up to fire code for assembly areas that hold more than 100 people this could add up to \$.5 million dollars in our costs.
2. The zoning for the property has been residential/office. The landlord was going to cover the legal costs of the rezoning for our use (including assembly) and now they are backing out of that agreement.

- 350 Rhode Island:
Our current landlord is now willing to renew our lease. They have now responded to the offer we made with terms close to what we offered.

There was a discussion around cost, parking, size and timing of the move which will very likely happen during bargaining in San Francisco (most of our San Francisco members will go into bargaining next year.)

Current rent and parking is \$1,149,000. Average rent/parking over term for 939 Ellis \$1,653,137 and for 350 Rhode Island 2,096,297: In other words annual costs approximately 1 million more for current location, and \$600,000 more for 939 Ellis) Overall it would still be less costly going to 939 Ellis but more uncertainty than was previously discussed.

The BFC recommends to stay at 350 Rhode Island and to withdraw from negotiations at 939 Ellis.

There was a discussion stating all of the pro and con of moving to Ellis Street. Seth Shapiro explained in detail that the differences. M/S/C (Schardt/Fernandez) that we remain at 350 Rhode Island Street.

The following is a report out on previous community/allies requests that were to be considered as part of the Resource Agreement (RA):

- North Bay Jobs of Justice annual dues of \$10,000: half will be paid by the RA and half from Community Allies.
- North Bay Organizing Project Dues of \$6,000 will be moved to the resource agreement.
- Statewide Self-Advocacy Conference request of \$3,500 will go through the resource agreement.

The BFC approved the following Community Allies Requests from June:

- San Francisco Dyke March:
The BFC approved to sponsor the event in the amount of \$300.00. This request was presented by the Social Economic Justice Committee, as a tier 3 request, which will provide advertisements on the Port o' Putty Ad, Dyke March website and Facebook page, name/business mention during the Dyke March rally and events leading up to the march.
- SF Tran March:
The BFC approved to sponsor the event in the amount of \$300.00. This request was presented by the Social Economic Justice Committee, which will provide our name being listed in all Trans March related media, displayed on the Trans March website, name recognition at the My MCs event and a space to table at the march.
- S.F. Living Wage Coalition:
The BFC approved to purchase a table in the amount of \$1,000 for the annual S.F. Living Wage Awards Dinner. Alysabeth Alexander explained how this organization works with our union in a variety of ways. They have one fund raiser a year, which is in lieu of dues.
- Organize Sacramento:
The BFC approved to donate \$150.00 to support the group's Summer 2016 Community Mixer event. The Sacramento COPE committee is working with this community group which provides training and education for community organizing along with other functions.
- Capital Region Organizing Project (CROP):

The BFC approved \$300.00 to sponsor the group's Freedom & Power Summit event. This is a community organizing training with six 1021 members attending. The event is June 18th at the Sacramento Office.

- Hayward Zucchini Festival:

The BFC approved to rent a booth at the Hayward Zucchini Festival on Aug. 20-21 at a cost of \$500.00. The Alameda County COPE Committee is requesting support for this event. The request of \$1,000.00 was reduced to \$500. This would be to have a booth at the festival August 20-21 to publicize our campaigns for the November ballot. It was requested to flag this as it needs to be reviewed by the political department.

- Oakland Rising:

The BFC approved to sponsor the group's Townie Awards event in the amount of \$1,000. Gary Jimenez brought this request explaining that it is their only fund raising means. They are working with us on rent control and have worked with us on the living wage campaign. They partner with the labor council on value based politician training. This was requested that it be pulled as COPE has already funded it.

NOTE:

There were no requests presented at the June meeting that were not passed by the BFC.

ACTION ITEMS:

San Joaquin Strike Action: Marcus Williams reported that the chapter has voted to strike. M/S/C (Jimenez/Taylor) to approve the strike sanction.

BFC Region D position: The member that had been elected resigned due to time and family. President Sanchez would like to appoint Julie Meyers to fill this position. M/S/C (Faucett/Taylor) to appoint Julie Meyers at the additional BFC Region D position. Julie Meyers was sworn into office.

Shasta Area Representative Position- Geneva Haines will be brought forward next month as she was unable to attend today's meeting. M/S/C (Amos/Arantes) moved to table to the July meeting.

S.F. Living Wage Coalition: It was requested that we have a table at this event. This has already been approved by the BFC as a community/allies request so it does not need further discussion.

California Federation for Climate Change: The proposed resolution was distributed. It was explained that this request will be sent via poll, in order to allow time for the Board to review and consider. There was a discussion over the process. The Climate Justice Committee has reviewed this and is in full support.

Support for Railroad Workers: M/S/C (Stern/Curiel) to approve as presented.

Website: Eric reported on the motion that he sent out via email over revising the website. Eric would like to pull the motion for at least a month while it is being reviewed. It was requested to have Joseph Bryant, Yeon Park, Eric Stern and John Stead-Mendez to build a blueprint and measurable timeline to revise the website. M/S/C (Teon-Nichols/Boutte) to table this topic to the July meeting.

Reports:

Draft of Chapter Bylaws Approval Policy: Eric Stern reported on what the policy committee has come up with around a policy on chapter bylaws approval process. This was the first reading and will be discussed at the July meeting. It was announced to contact Eric Stern with any questions.

Announcement:

It was announced that the Sacramento Unified School District Bylaws has been reviewed and found to be in compliance. There were no objections raised by the Board.

The board moved into executive session at 5:15 p.m.

Executive Session

Extension of Fred Beal's contract: M/S/C (Schardt/Boutte) to approve the extension of the consultant contract for Fred Beal.

The board moved into open session at 5:41 p.m.

Secretary Jan Schardt announced the motion that was in closed session.

The meeting was adjourned in memory of Erica Watkins, Roy Russell Dietrich and Patricia Newell.

Meeting adjourned at 5:45 p.m.

Respectfully submitted,

Jan Schardt
Secretary



Railroad Workers United

Solidarity • Unity • Democracy

The Rank & File in Action!

Railroadworkersunited.org • (202) 798-3327 • Info@railroadworkersunited.org

April 25, 2016

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Docket Management Facility
U.S. Department of Transportation
1200 New Jersey Avenue SE. W12-140
Washington, DC 20590

Re: Docket Number FRA-2014-0033

To Whom it May Concern:

Thank you for the opportunity for us to comment upon the FRA Proposed Rule identified by Docket Number FRA-2014-0033. Railroad Workers United (RWU) - Composed of hundreds of railroad workers across dozens of crafts - is a rank-and-file organization which brings thousands of years of railroading experience to the FRA proposed rulemaking. While it is notable that the FRA has acknowledged the dangers of single person crew operations, and commendable that the U.S. railroad regulatory agency is taking some small steps toward protecting both worker and public safety, the rule is not strong enough. It is our combined assessment that both option 1 and option 2 of proposed FRA rule 49 CFR part 218 do little to protect the safety of railroad workers and the general public. Both options present a roadmap for railroad carriers to implement single crew member operations. At no point is running an over-the-road operation safe with fewer than two crew members. *It is the RWU position that a minimum of two qualified members should be in the crew of every train operation.*

We commend the FRA for taking notice of this important safety issue and for proposing an open rule making process for the public to participate. Some of the worst tragic accidents in recent times all involved a single employee in the cab: the Lac-Megantic train explosion in Quebec, Canada; Amtrak # 188 wreck in Philadelphia, PA; the Metro North wreck at Spuyten Duyvil, NY; and the Metrolink wreck at Chatsworth, CA. In combination, they have all helped trigger the need for the FRA to take action. All of these incidents involved a single person in the crew or a single crew member in the controlling locomotive. It is our contention that with another crew member on the scene or in the cab, these accidents could have been prevented. A flaw of the proposed rule is that it doesn't remedy this problem.

Despite our support for FRA action on the question of minimum requirements for train crew size, here are a few more of the troubling, misleading or contradictory points in the FRA Proposed Rule:

Technology alone is not a fix. Carriers increasingly cite technology as a replacement for human beings when it comes to safety. But those of us who have been working on territories with decades of old forms of train control similar to PTC know all too well that these technologies are simply an added layer of protection, and one which is prone to failure. Train control alone does not prevent all accidents. The two highest profile accidents on the railroad in recent years, the Lac Megantic explosion and the Amtrak #188 crash both involved technological as well as policy failures. Both of these accidents prove that another crew member would have helped improve safety in each circumstance. We do not oppose technology such as PTC - as added layers of protection can greatly assist us in our jobs - but no technology has been developed which replaces human judgment and experience in emergency situations. As we see in heroic incidents of rescue, technology will not yet pull a human being to safety.

Human beings are part of emergency response. The FRA cites - in the Casselton North Dakota train wreck - an example of the critical expedited emergency response due to the crew size, which included two employees. Diminished crew size greatly reduces ability to respond in emergency situations. Had there been just one employee on board at the time of the Casselton wreck, the outcome could have been much worse.

Exceptions are the rule. The proposed rule cites at least five exceptions (Section 218.127 a-e) and is proposed as "Influencing How Railroads Approach Future One-Person Operations," (Section 5, A) as if it were possible for rail carriers to guarantee the safety of trains operating with single person crews. If exceptions are made it opens the door for potentially unsafe operations. The railroad is a dangerous industry with fatalities among the workforce and the public regularly. A blueprint to single person crews promises little to correct this problem.

The rule would not correct all problems leading to recent tragic wrecks involving single employee crews. As noted above, an extra employee could have prevented the worst railroading accidents in recent history. While the rule takes steps to identify hazards it doesn't add human redundancy to the cognitive team operating the train.

Railroad industry input is misleading. In the executive summary the rule cites "railroad industry input" pointing to two person crews creating "additional incidents caused by crew distraction". It is again mentioned in passing in the Lac-Mégantic accident recap. Anybody who has worked on a railroad train crew would scoff at the notion of a two person crew distracting from the task of safely operating a train. If anything, the opposite is true. By reducing crew size to just one, a railroad worker is *more* likely to be distracted and lose focus, causing an unsafe condition. Two persons in a crew increase the situational awareness and help maintain focus. "Job briefings" - so essential to safe operations - are rendered impossible when there is no one to job brief with! For the FRA to rely on industry input in this regard is certainly a case of the fox guarding the henhouse. For this viewpoint to be incorporated into the proposed rule-making is troubling as it does not contain any factual basis, nor can it be shown to make for a safer operation.

FRA acknowledgement of need for two person minimum safe requirement. On the one hand the FRA seems to acknowledge the issues while actually doing little in terms of concrete protections for safety. Beyond a waiver in option 2 or a review in option 1, little in the way of specifics is spelled out to ensure that safe train operations are assured when crew size is reduced from two to one. As mentioned above, the FRA acknowledges the rule is more roadmap or blueprint for companies wishing to reduce crew size, rather than a ban on the practice.

Both options leave railroad safety to the carriers as governed by current regulation. Leaving railroad carriers to develop and implement safety programs has allowed them to emphasize "behavior based" safety programs that focus on worker behavior rather than hazard elimination. This Proposed Rule does not contain concrete safety solutions, leaving us concerned that the rail carriers will simply emphasize worker behavior as the key to safely implementing single employee train crew operations.

While we generally support FRA action on the issue of minimum crew size, we hope these points are taken into consideration to further strengthen the rule when published in its final form.

Sincerely,

Ron Kaminkow
General Secretary
Railroad Workers United
secretary@railroadworkersunited.org

cc: RWU Steering Committee

**SEIU Local 1021 Executive Board Meeting
Saturday, July 23, 2016 - San Francisco Office
MINUTES**

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

Executive Board Members Excused: John Arantes, Lorraine Bowser

Executive Board Members Absent: Janice Wong, Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Maldonado, Tim Gonzales, Kimberly Alvarenga, Dana MacPherson, David Canham

Guests: Sam Kaner

The meeting was called to order by President Roxanne Sanchez at 10:02 a.m.

REVIEW AGENDA:

The following items were added under Action Items: Release time for Amos Eaton, August meeting “dark hall”, San Joaquin strike fund; under reports added: Retirement Security and September Board meeting. The agenda was approved by consensus.

EXECUTIVE BOARD VACANCIES:

President Sanchez introduced members Geneva Haines and Dellfinia Hardy. She asked the Board to consider her recommendation to appoint Geneva Haines as the *Shasta County Area Representative*; and Dellfinia Hardy as the *Healthcare Industry Chair*. A brief bio was also presented for both. It was M/S/C (Jimenez/Taylor) to approve the appointment, as recommended by President Sanchez. Both members were sworn into office.

MEMBER COMMENTS:

- Darla Brown (Highland Hospital): She spoke about FMLA and a termination from her job.
- Sally Buchman (Retiree): She spoke the Oakland Pride parade on Sept. 11th, where the Lavender Caucus will have a booth.

IMPLEMENTATION of VISION for POWER DOCUMENT:

At the June meeting, the Board agreed to engage in the transformation process to *Implement the Vision for Power* document; and to authorize the concept of an “architect group” to work on a blueprint to

bring back to the Board. Sam Kaner gave an overview of the work that has been done, since the June Board meeting. The next phase of this process was introduced. The Board participated in a breakout session.

The basic *Titles* of the transformation goals that the Board brainstormed at the June meeting were: Leadership is Connected to the Field; Resilience; New Forms of Worker Organization; Transformed Worksite Power; Raised Consciousness; Innovation; Democratic Union; and Wider Movement.

M/S/C (Stern Boutte) to adopt the following and move forward with sending to Tim Redmond to the re-draft/wordsmith and bring back to the Board: Democratic Union; Resilience; Transformed Worksite Power; and Raise Consciousness.

The Board further discussed whether or not to move forward with these items: Leadership is Connected to the Field, New Forms of Worksite Organization, Innovation and Wider Movement.

Leadership is Connected to the Field: There was a discussion on the wording and how it was difficult to understand and that we have internal work to do to reach these goals. Others felt that the language needed to be edited down so that it is easily understood by all the membership of the local. M/S/C (Taylor/Stern) to move this forward to be edited by Tim Redmond and brought back to the Board.

New Forms of Worker Organization: Some feel that the image is not coming across like the words used for the fast food worker campaign. We get lost in the language and with social justice we are getting lost in words that are being used instead of language that everyone can understand. The language should be more condensed. Eric Stern recommended that we ask for a copy of the motion that was passed at the International convention. M/S/C (Teon-Nichols/Sandberg) to look at the resolution that was passed at the International convention and make an initial rewrite to make it more understandable and bring it to the Board. There was further discussion about the section on collective bargaining and how it does not fit into the sentence and creates confusion. It was suggested that we include definitions for the terms.

Innovation: There was a suggestion to make sure that communication also includes the public at large. Suggested that we include the words implement and interactive. Add creative and utilize technology to connect with our members and the community at large. Add improve member engagement. Change *test and develop* to *create or initiate*. M/S/C (Stern/Correa) to send this to Tim Redmond for a final rewrite. Discussion is that this should read as creating new methods in using the existing technology.

Wider Movement: This language is reflective of the commitments made by the International. It is missing LGBT, an economic piece, put in a different order to make the connections more clear. Would like to see structural racism be dismantled and the subjects grouped together. A bit wordy and the flow need to be changed so the issues are framed and flows; this goes with the current social movement and consciousness and needs to be married back together. Supporting issues is not giving full commitment and we need to consider this, as an organization we need to state our commitment. Would like to see “connect our Fights for economic justice” to overcome other structures of oppression. Change the title to better understand what it means. M/S/C (Teon-Nichols/Correa) to send this to Tim Redmond for editing and rewriting and bring it to the Board. It was asked if we could use these terms and the language to move the transformation forward. It was said that this language will be shared with the directors and staff.

M/S/C (Jameson/Curiel) to accept all the *Titles* that were presented and to move forward with sending to Tim Redmond to wordsmith

The meeting recessed for lunch at 12:20 p.m. and reconvened at 12:56 p.m.

Implementation of Vision for Power Document (continued):

The Personnel/Staffing Committee held its first meeting to drive the first part of the transformation process. There is an assumption that the architect group will continue meeting as they have not set the clear stage of work, which will be presented in the fall. The directors and supervisors will be meeting in August to bring them up to date. As this rolls out, more Board members will be added to the groups. Currently, there are 2 groups: the “Architects” (blue group) and the Personnel Staffing Committee (green group).

Charge of the Personnel Staffing Committee:

Part 1 - Think through how we will approach our work, in light of the goals for transformation.

Part 2 - Drive the transformation by:

- Developing relationships with committees (such as Development & Training, Finance, etc.), with industries and with chapter leadership
- Engage in the work with all groups, etc.

The Board was asked to consider allowing the Personnel Staffing Committee the authority to work broader than the scope of the committee that we originally had charged them.

M/S/C (Schardt/Riggleman) that the Personnel Staffing Committee be authorized to work broader and to include the goals for transformation into the committee scope of operations. The maker of the motion accepted a friendly amendment from Dan Jameyson to adopt the PSC charge as presented. There was a discussion on the concept and how this will impact the committee and the local.

REVIEW/APPROVE MINUTES of the JUNE 23, 2016 MEETING:

M/S/C (Popenuck/Faucett) to approve the June 23rd minutes as presented.

BUDGET & FINANCE COMMITTEE REPORT:

The BFC approved the following items:

Capital & Main:

Is a strategic partner does news and policy reporting on issues important to our members and the working class. We have been partners for the past 2 years and the request is to renew our agreement from July 30, 2016 through August 1, 2017 at the current funding level of \$30,000. This group reports on issues that influence policy, politics and works with legislators; they have an email list and a website. They also get republished in other news media (e.g. Huffington Post). M/S/C (Jimenez/Williams) to approve the expenditure of \$30,000 to come out of the resource agreement.

BFC Recommendations:

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

A. Lodging Policy Discussion:

There was a discussion to recommend that if trips for the Executive Board last longer than 2 nights; Board members should have their own rooms.

M/S/C (Cavness/Sanchez) moved that this is a recommendation to go to the Executive Board. M/S (Sandberg/Taylor) to approve the change in policy. This motion was not approved due to a substitute motion passing. M/S/C (Richmond/Harris) Substitute motion to allow the Executive Board to have single rooms anytime there is an overnight stay. Sunny Santiago made a friendly motion that this be sent back to the BFC. There was a discussion both pro and con on the effects this would have on the budget and Executive Board. Omar Medina called the question; it was approved by consensus to call the question. Amos Eaton will have the finance department cost this out. It will be sent to the policy committee to review and adjust the policy. Dan Jameyson would like to do a study on giving each person a \$10 alcohol stipend; this will be assigned to the BFC to cost out and then move to the policy committee. There was a discussion on those who had to pay the cost of their own room at the International convention; if the policy is approved, those who paid for a single room at the convention will be reimbursed for their cost.

B. LL616 Employee Benefit Association Account:

There is a trust for this legacy local that needs oversight. M/S/C (Williams/Jimenez) to appoint Yeon Park, Pete Albert and Rocky Morrison to oversee this trust. M/S/C (Jimenez/Medina) to approve the trust oversight as recommended from the BFC.

C. Sam Kaner (Community at Work):

Specializing in collaborative organizational change, Community at Work has been providing us with the tools needed to make an organizational change and implementing the Vision for Power Document. M/S/C (Popenuck/Jimenez) to recommend to the Executive Board to extend the contract through the end of December with additional funding of \$120,000. M/S/C (Popenuck/Jimenez) to approve this expenditure. M/S/C (Popenuck/Medina) to purchase the book that Sam Kaner wrote and give each Board member a copy. It was pointed out that the books are approximately \$36.00 each. There was a discussion on the cost of this consultant; Seth Shapiro gave an overview and how this is working for us.

Community/Allies Requests:

- Fairfield Indian Baseball Club:
Tier 3 request in the amount of \$500.00 to sponsor this group, which helps develop young people for their future.
- SCCLO Sonoma County Coalition of Labor Organizations:
Tier 1 request in the amount of \$250.00. This is a coalition of labor organizations that has helped move the Health Care Task Force in Sonoma County.
- Asian Health Services Annual Gala Benefit:
Tier 2 request in the amount of \$3,500.00 to support their annual fundraising endeavor. This gala supports their dental campaign in an effort to build a 10 room clinic to address the unmet oral health needs of low-income children and families.
- Oakland Pride:
Tier 2 request in the amount of \$1,500.00 for the Oakland Pride organization that is part of SEJ Lavender Caucus and their work. This is to cover a booth and advertisements for the Pride event on September 11th.

- AFRAM BBQ:
Tier 3 request in the amount of \$250.00 to support a BBQ for a community based organization on July 30th.

NOTE: There were no requests presented at the July meeting that were not passed by the BFC.

ACTION ITEMS:

- Contra Costa Strike Sanction:
Dan Jameyson asked for a strike sanction with member support. The county is offering a 3 year contract of 4/3/3 but retention is a major factor and the difficulty in providing services. The county general fund impact is small as most of the funds are from the State and Federal government. They are also tying this into political campaigns. M/S/C (Stern/Diep) to approve the strike sanction.
- San Joaquin Strike Fund:
Marcus Williams reported that the chapter has a strike fund of \$35,000 and has requested that the Local match these funds per the Local's policy on union strike funds. Marcus clarified that there are 2 parts to the policy and this is M/S/C (Stern/Santiago) to approve the expenditure.
- Amos Eaton Release Time:
The Board was asked to authorize full release time for Treasurer Amos Eaton through March 2017. It was explained that there is a heavy workload ahead that requires the Treasurer's time, such as dues structure and traveling to chapter meetings for budget presentations. M/S/C (Bryant/Santiago) to approve the full release time.
- August EBoard – "Dark Hall":
M/S/C (Taylor/Santiago) to have a dark hall in August. It was noted that requests may be sent via poll, if there are important or time sensitive items.

REPORTS:

- Communications team:
Joseph Bryant presented a written report on the first meeting that was held by this group. Shum Preston, communications coordinator, has recently put in his resignation. The communication department will continue to work on the website, as the sites are "canned" based on sharing the International platform, which is at no cost and can only be customized with a limitation of options based on how the template has been set up. They are discussing better utilization of Facebook; the trends show that this is the method that people are using to communicate. Pete Albert, Cynthia Landry and Omar Medina asked to be included in this team. Kristin Lynch reported that most members are getting involved with having regional pages, emails and text blasts. The purpose of this group is to give John Stead-Mendez feedback; this group is not a committee, it is a workgroup.
- Chabot-Las Positas Community College District Chapter Bylaws:
Gregory Correa reported that the bylaws are important due to a pending election.

- Draft Policy on Protecting Union Members and Leaders:
Eric Stern presented the first reading of the policy. Question for the Board is, “Should this be sent to all our employers and posted on union bulletin boards at the worksites?” There was a discussion on how this policy applies to all of our employers. It was suggested in item 2 that it should include chapter leadership. There was discussion of both pros and cons on posting this and sending it to our employers.
- Retirement Security Report:
Cynthia Landry reported that there is a retirement security lobby day on Thursday, August 11th in Sacramento to promote the passing of SB1234 and explained what the bill would provide. She also reported on the Sonoma County pension fund and would like to have a truth squad go out to Sonoma County. She has asked Sarah Zimmerman to support this and to be out in the media. Pete Albert reported that the Sonoma County Board of Supervisors has appointed a tax payer group to study this.
- September EBoard meeting:
It was announced that there will be a 2-day meeting in September. Location and agenda has not been established. M/S/C (Alexander/Jameyson) to make an exception for single occupancy lodging for Board members who request overnight stay for the September meeting.

Consent Calendar:

- Draft Chapter Bylaws approval policy and COPE disbursement policy:
M/S/C (Stern/Jameyson) to approve these policies, as presented.

ANNOUNCEMENTS:

- Poll Announcements: The following requests were approved by the Board, via poll:
 1. Resolution on Climate Change
 2. “Google Bus” Appeal: The request was to authorize Seth Schapiro to enter into a retainer agreement for costs of up to \$20,000 to appeal the case.
- Chabot-Las Positas Community College Bylaws: It was announced that the Chabot-Las Positas Community College Chapter Bylaws was reviewed and found to be in compliance. There were no objections raised by the Board.
- Those Angels Foundation: Theresa Rutherford announced that Claude Joseph, field staff, has been instrumental in starting a school in Haiti and is hosting a fundraising event on July 30th, 5:30 at the San Francisco Office. The goal is to raise \$10,000 at the fundraiser. It was asked that a flyer be emailed to the Board.

The meeting was adjourned at 4:00 p.m.

Respectfully submitted,

Jan Schardt
Secretary

**SEIU Local 1021 Executive Board Meeting
Saturday-Sunday, September 24-25, 2016, Fairfield Office
MINUTES**

Saturday, Sept. 24, 2016 Meeting, 3:00pm-6:00pm:

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

Executive Board Members Excused: Eric Stern, Mercedes Riggleman, Rhea Davis, Julie Meyers

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio Dana MacPherson, Lisa Maldonado Karen Ridley, Kim Carter-Martinez, Rocky Morrison

President Roxanne Sanchez called the meeting to order at 3:25 p.m. on Saturday, September 24th. A quorum was reached. It was announced that the only agenda item this afternoon will be the Budget & Finance Committee report. The Board will take a recess, and then resume the next morning.

Budget and Finance Committee Report:

Quarterly Review:

The January-June 2016 quarterly review was presented by Rocky Morrison. He reviewed the report section by section. The total income was 2.65% more than projected. Non-organizing expenses was on budget. The overall cash flow was also reviewed. There was discussion on quarterly reports for PAC accounts.

BFC Summary Report:

Treasurer Amos Eaton reviewed the BFC summary report from its August and September meetings.

The BFC approved the following items:

1. **CDARS Accounts (Aug. meeting):**

The BFC approved to authorize Rocky Morrison to move funds from Reserves into CDARS (Certificate of Deposit Account Registry Service) accounts as needed.

2. Unionware Upgrade (Aug. meeting):
The BFC approved to upgrade the Unionware database software package at a cost of \$29,747.30. Note: This expense would be a one-time cost. The next anticipated upgrade would be in approximately another seven (7) years in 2023.
3. Microphone System (Aug. meeting):
The BFC approved a subcommittee to research the feasibility of a *microphone system* (i.e. wireless vs. wired system) for use at Executive Board meetings; and to authorize up to \$20,000 towards purchasing a new system.
4. Phil Giarizzo, Consultant (Aug. and Sept. meetings):
At the August meeting, the BFC approved a consultant contract with Phil Giarizzo at \$5,000 per month for the months of August and September 2016, to advise on negotiations strategy and to act as the spokesperson related to the San Joaquin County bargaining campaign.

At the September meeting, the BFC approved to extend Phil Giarizzo's contract through November 30, 2016 at the same contract terms.
5. Jim Ross, Consultant (Aug. meeting):
The BFC approved a consultant contract with Jim Ross at a cost of \$7,500 per month for up to 3 months, plus expenses and a 15% fee, to assist with political communication pieces for the November 2016 election.
6. "Google Bus" Lawsuit (Aug. meeting):
A retainer fee of \$20,000 was previously approved to file an *appeal* on the "Google Bus" lawsuit. The BFC approved to authorize Seth Schapiro to enter into the retainer agreement with the law firm of Richard Drury understanding that the \$20,000 will go both towards the appeal and a new lawsuit.
7. BrightNow Dental Oakland (Sept. meeting):
The BFC approved to *permit the Bright Now Dental bargaining team to negotiate* a mailing to 1021 members in designated regions *to be determined*, which would offer discounted dental services for our members, with the caveat that the Union will review/approve the advertisement and the mailing would be done once a year for the term of the contract. Note: The members are currently in bargaining and hope to use this as leverage during negotiations. If agreed to, the Union will provide the mailing list to the vendor of the Union's choice and the employer will cover the cost of the mailing.

The BFC approved the following Community/Allies requests:

- Brightline Defense (Aug. meeting):
The BFC approved to sponsor the organization's *Sustainability Summit* on Sept. 7, 2016 in the amount of \$2,000, which includes 2 tickets for a reception following the event.

- Those Angels Foundation (Aug. meeting):
The BFC approved to match the amount the group raised at their July 30th fundraiser, which was held at the SF Union Hall, with the caveat that the donation amount not exceed \$2,300.
- Homeless Outreach First Christian Church Suisun (Aug. meeting):
The BFC approved a donation of \$250.00 to support the Homeless Outreach program of Solano County.
- Coalition on Homelessness (Aug. meeting):
The BFC approved to sponsor the organizations *Transformation Art into Action* event on Sept. 15th in the amount of \$250.00, which includes 5 tickets to the event.
- Oakland Community Organizations (Aug. meeting):
The BFC approved to sponsor the organization's 39th Anniversary Dinner on Sept. 11th in the amount of \$1,400, which includes a full page ad and a table for 10 guests.
- Kappa Alpha Psi Fraternity (Aug. meeting):
The BFC approved to donate \$1,000 to support the group's scholarship program for graduating high school seniors in Solano County.
- SF Tenants Union (Sept. meeting):
The BFC approved to sponsor the organization's 45th Anniversary Celebration event on Oct. 8th in the amount of \$5,000.
- SF Jobs with Justice (Sept. meeting):
The BFC approved to pay the *SF Jobs with Justice* annual 2016 dues in the amount of \$20,000 some portion of which may come out of the Organizing budget, as part of the *Resource Agreement*.
- SF Labor Fest (Sept. meeting):
The BFC approved to donate \$250.00 to support the organization's annual month long festival that includes labor history tours, panels on International and labor struggles.
- National Alumni Assoc of the Black Panther Party (Sept. meeting):
The BFC approved to sponsor the organization's 50th Anniversary Celebration on October 22nd in the amount of \$750, which includes a table for 10 guests.
- Communities United for Restorative Youth Justice (Sept. meeting):
The BFC approved to sponsor the organization's 5th Year Anniversary Celebration on October 13th in the amount of \$800.00, which includes a table for 8 guests and a sponsor listing.

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

A. Tim Redmond, Consultant (Aug. meeting):

The BFC recommends to the Board to extend Tim Redmond's contract through up to December 8, 2016 at the same contract terms. His current rate is \$4,000 per month. He is assisting with the *Worker Power* magazine, as well as editing work around the *Transformation* plan. M/S/C (Schardt/Curiel) to approve the request, as recommended by the BFC.

B. Lodging for Board Members (Aug. meeting):

The BFC recommends making an exception on the current lodging policy to allow single room occupancy for Board members when required to travel. M/S/C (Sandberg/Jamison) to approve the request, as recommended by the BFC

C. Felipe Cuevas Release (Sept. meeting):

The BFC recommends to the Board to compensate Felipe Cuevas (City of Oakland chapter President/Cities Industry Chair) for *Standby Pay*, based on the formula and salary for his classification (heavy equipment mechanic), as outlined in the Oakland CBA (*Article 5.5.4-Standby Pay, Article 5.1.1-Salary Increase, Appendix 1-Salary Schedules*), for eight (8) weeks a year at 28 hours of regular pay per a standby week (current cost would be \$1,066.24 per week, plus payroll taxes based on the formula specific in the CBA.) Note: As negotiated in the City of Oakland CBA, the chapter president is on paid full-time release by the employer, which covers regular wages, but not premium pay, such as *Standby* hours. M/S/C (Bryant/Boutte) to approve the request, as recommended by the BFC. Note: Felipe Cuevas abstained from the discussion and approval of this request.

It was announced that there is an item from the BFC report that will need to be discussed in closed session. The Board moved to closed session at 5:10 p.m.

Executive Session:

It was reported that per policy, the BFC approved an expenditure for a staff settlement issue, within their authority.

The Board moved to open session at 5:18 p.m. There was no action to be reported out from Executive Session.

The Board took a recess at 5:20 p.m. The meeting will resume tomorrow (Sun, Sept. 25th) at 9:00 a.m.

Sunday, Sept. 25, 2016 Meeting, 9:00am-1:00pm:

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

Perez, Kathryn Cavness, Tina Diep, Rhea Davis, Julie Meyers (by teleconference), Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Eric Stern, Angel Valdez

Staff in Attendance: Seth Schapiro, John Stead-Mendez, Joanne Cansicio

President Roxanne Sanchez reconvened the meeting at 9:00 a.m. on Sunday, Sept. 25th. A quorum was established.

Review Agenda:

A request from the *BART Foreworkers* unit was moved up as the first item on the agenda, considering the number of members from BART who have come to the meeting to speak on this issue. By consensus, the Board approved the agenda.

Action Item:

- **BART Foreworkers Classification – request to join BART Professional Chapter:**
Member Keith Davis spoke on behalf of members, who work as *Foreworkers* at BART, that have presented a petition requesting to move from the *BART Chapter (Maintenance/Clerical)* to the *BART Professional Chapter*. He gave an overview on the reasons for the request and spoke on reasons to support it.

Olivia Rocha, current BART Professional Chapter President, spoke about the history of how the *Professional Chapter* was formed. She addressed concerns around resources that her chapter may not be able to provide, if the *Foreworkers* classification is moved to the Professional chapter.

John Arantes, current BART Chapter (Maintenance/Clerical) President, spoke on behalf of the chapter and the concerns around moving the *Foreworkers* out of their chapter. He explained that the chapter has 3 subchapters that consist of Clerical, Foreworkers and Maintenance classifications; and each has about 3 stewards, a chief steward, along with a representative during negotiations. A petition was presented signed by Chief Stewards of the *BART Chapter* requesting that the Foreworkers remain in the BART chapter.

Several other BART members/leaders from both chapters spoke on this issue. President Sanchez stated that given the lengthy discussion and presentation from both supporters and non-supporters of the request, she recommends to give Board members ample time to process and review the various presentations in order to determine a well thought-out resolution. She recommends to place this request in abeyance and suggests to form a sub-committee that will help guide the Board in this process, with the understanding that the sub-committee will keep the parties involved (John Arantes, Keith Davis and Olivia Rocha) abreast during this process.

It was M/S/C (Sanders/Bibb) to accept the President's recommendation to form a sub-committee to be chaired by Tom Popenuck to find a resolution in this matter.

Review of Minutes:

It was M/S/C (Landry/Taylor) to approve the minutes of the Special Executive Board meeting on July 16, 2016 and the regular monthly meeting on July 23, 2016.

Action Item (continued):

- Sacramento County Supervisors Chapter Strike Sanction Request:
Mercedes Riggelman presented a request on behalf of the Sacramento County Supervisors Chapter, requesting for the Board's support to authorize a strike sanction. She reported that their chapter has been in negotiations since February, and there has been no movement on the various takeaways that management has proposed. It was M/S/C (Taylor/Bibb) to authorize a strike sanction for the Sacramento County Supervisors chapter.

Announcements:

- San Lorenzo USD Chapter Bylaws:
It was announced that the San Lorenzo Unified School District chapter bylaws were reviewed and found to be in compliance with the 1021 bylaws template. There were no objections raised.

Poll Announcement Report:

A report of poll actions taken by the Executive Board since its last meeting on July 23, 2016 was presented:

- Contra Costa County Campaign Escalation:
The Executive Board passed via poll a request to approve an additional cost of up to \$60k for a mix of paid media buys, as recommended by the BFC.
- San Joaquin County Campaign Escalation:
The Executive Board passed via poll a request to approve up to \$80k for a mix of paid media buys, as recommended by the BFC.
- Political Budget :
The Executive passed via poll the following:
 - Request 1: To move \$250,000 (existing political budget) from the General Fund to the Issues PAC.
 - Request 2: To authorize \$100,000 of new money from the General Fund to the Issues PAC.
 - Request 3: To authorize two (2) additional monthly payments (September and October) into our Candidate PAC, based on the existing formula of \$2.95 per member, per month at an approximate total of \$200,000 (new money).
- Election Compensation for Part-time Members:
The Executive Board passed via poll to adopt a policy around election work compensation for part-time members. The proposed policy is only applicable during an election cycle. Alysabeth

Alexander reported on how this concept came about and how we need to have equity with the workers.

The Board moved to closed session at 11:05 a.m.

Executive Session:

- Temporary Employees Extension Requests:

It was M/S/C (Landry/Jimenez) to extend Gail Byrdsong, Maria Rosas, Dana MacPherson, Kimberly Carter-Martinez, Catherine Bundy and Ed Kinchley up to December 30, 2016, with the caveat to make an exception around the 365 days limit, per policy, for Bundy, MacPherson, Carter-Martinez and Byrdsong.

The Board moved to open session at 12:02 p.m.

Secretary Jan Schardt announced the motion passed during Executive Session.

Action Item (continued):

- Resolution Against the Dakota Access Pipeline:

A draft Resolution was presented. The project was explained and the federal government has put a moratorium on the project and it hopes to be a permanent moratorium. It was explained that the request was time sensitive. The Board reviewed the resolution and provided feedback. It was M/S/C (Schardt/Correa) to adopt the resolution with the following changes: correction to the second resolved to state “to transition to sustainable jobs...”; strike out the financial request; and to add “Resolved that the federal government immediately stop the brutal attacks and protect the first amendment rights of peaceful protestors”. There was a suggestion to invite speakers to a Board meeting, who can educate the members on this issue.

Announcements:

- Gregory Correa: Chabot Los Positas district is hiring part time workers, with what they are calling interns for various positions. He provided a number to call and suggested Board members pass on the information to anyone interested.
- Pete Albert: He provided an update on how the retiree council is working with Eileen Kirlin with the International Executive Board to help lead policy development.
- October meeting: The next meeting will be held on Monday, October 24th at the Fairfield office.

The meeting was adjourned at 12:25 p.m.

Respectfully submitted,

Jan Schardt
Secretary

**SEIU Local 1021 Executive Board Meeting
Monday, October 24, 2016, 10:00 a.m. – 5:00 p.m.
Fairfield Office, Fairfield California**

MINUTES

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

Executive Board Members Excused: Sunny Santiago, Geneva Haines

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio Kristin Lynch, Bill Petrone, David Canham, Kim Carter-Martinez, Lisa Maldonado, Lisa Morowitz, Nely Obligacion, Tim Gonzales.

President Roxane Sanchez called the meeting top order at 10:05 am.

Review Agenda:

The following items were added: a) Under BFC report - Contra Costa strike fund request; b) reports from Pete Albert and Joseph Bryant under Executive Board reports. The agenda was approved by consensus.

Member Comments:

There were no member comments.

Approval of September 24 and 25, 2016 Minutes:

M/S/C (Eaton/Boutte) to approve as presented.

Budget & Finance Committee Report:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee. A report of BFC actions approved at its October meeting was presented.

The BFC approved the following items:

1. 1021 Medicare for All Committee:

The BFC approved up to \$2,000 to cover costs for registration, airfare and hotel to send two (2) members of the 1021 Medicare for All Steering Committee to the 2017 National Single Payer Strategy Conference in New York in January, with the caveat that in the future such requests should be presented to the SEJ for consideration, given that the 1021 Medicare for All Committee falls under the umbrella of the SEJ. The SEJ has been allotted funds in their budget for expenses such as conferences.

2. Unity Events:

The BFC approved up to \$45,500 for “end of the year” regional Unity Events, as allocated by location listed below, with the caveat to allow an additional \$4,500 to cover any contingencies:

<u>Region A:</u>	<u>Region B:</u>	<u>Region C:</u>	<u>Region D:</u>	<u>Region E:</u>
○ Fairfield: up to \$3.5k ○ Sacramento: up to \$1k ○ Chico/Redding up to \$3k	○ Crescent City/Del Norte: up to \$3k ○ Sonoma/Santa Rosa: up to \$3k ○ Ukiah/Mendocino: up to \$2k	East Bay: up to \$15k	San Francisco: up to \$10k	○ Amador/Calaveras: up to \$2k ○ San Joaquin: up to 3k

3. Laguna Honda Hospital – Appreciation Dinner:

The BFC approved to sponsor two (2) tables at a cost of \$300.00 per table for the Laguna Honda Hospital Years of Service Appreciation Dinner on Oct. 28th to come out of the Healthcare Industry budget. Note: Requests for additional tables will be brought to the Board meeting on Oct. 24th, if needed. Theresa Rutherford asked to increase the amount, this will be discussed by Roxanne Sanchez and Theresa at a later time.

Community/Allies Requests:

• Reinvent South Stockton Coalition:

The BFC approved to match the San Joaquin County chapter’s donation in the amount of \$250.00 to sponsor the 2nd annual Reinvent South Stockton Resident Summit.

• Labor Project for Working Families:

A request was recommended by the SEJ to donate \$1,000 to the *Labor Project for Working Families*. The BFC **tabled** this request in order to obtain further information about the organization.

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

A. 1021 Issues PAC Account:

The BFC recommends to the Board to approve moving \$50,000 from the General Fund into the 1021 Issues PAC account to support our sister local SEIU 721 in their campaign to defeat *Los Angeles City Charter Amendment RRR*. Note: To date, SEIU 721 has committed \$500,000+ towards this fight. Other unions have also committed funding, such as AFSCME (\$500,000), SEIU International Public Division (\$100,000), as well as commitments from other SEIU Locals, the Teamsters and the State Council. M/S/C (Bibb/Correa) to approve the request as recommended by the BFC.

Legacy Local 616 Employee Benefits Association:

The Board previously appointed trustees to oversee the Employee Benefits Association (EBA) account. Treasurer Eaton explained that the trustees were appointed to run day to day issues. However, the final responsibility lies with the 1021 Executive Board. It was said that this report is for informational purposes only.

Contra Costa Strike Fund Request:

The Contra Costa County membership went out on strike for a total of six (6) days. A report that shows the count by member (per sign-in sheets) of those that were at the strike lines was presented. There was discussion on how the strike has impacted the membership and the issue of fee payers becoming members to qualify for hardship funds. There were questions on the current Strike Hardship Fund policy. It was suggested to have the policy committee revisit the policy and discuss issues that were addressed, such as possibly adding language around fee payers. Board members were asked to send suggested changes on the policy to Eric Stern. There was discussion on how the issue of those who were at the strike lines but may not have signed in will be addressed. At the November 19th meeting, the Board can review and consider a second proposal, if needed, of those who said that they had hardships, but were not on the initial report from the sign-in sheets.

M/S/C (Eaton/Landry) to make an exemption on the current policy around *any day out* and on the cap; and approve funds from the local at up to \$64,475, with the chapter matching funds of up to \$22,025; and with the understanding that the chapter will develop the criteria on eligibility.

Consent Calendar:

- **Policy on Protecting Union Members and Leaders:**

The first reading of this policy was presented to the Board at its July meeting. M/S/C (Correa/Park) to adopt the policy with the following revisions: remove the internal note/question at the bottom of the document, as it is not part of the policy; and in the 3rd paragraph add to the end of the first sentence “Local’s Vice President of Representation or the appropriate field director”.

The meeting was temporarily suspended at 12:05 pm for a lunch break and resumed at 12:35 pm.

REPORTS:

Ethics Policy:

Larry Bradshaw reviewed how we are doing on compliance monthly and it will be assessed in a year to see how each local is doing on SEIU Ethics Code Certification and training. Training is required for all members of the executive board and of senior staff. All staff will have to take the training but it has to go through the agreement process. The compliance element is minimal and we need to be at 100% by the end of the year.

Training Committee Report:

Jan Schardt reported on the number of trainings so far for this year, the number of cancellations and the number of participants. Reported on the types of outreach that are being done and that the largest number is from staff and the website.

EXECUTIVE BOARD MEMBER REPORTS:

- Joseph Bryant reported on negotiations that are taking place in the city of San Francisco with the largest unit.
- Cynthia Landry reported that the governor signed AB 2028 and SB 1234 and what this means for members.

Director Reports:

- Seth Shapiro will be doing his report in Executive session and reported that the lease has been extended in San Francisco.
- John Stead-Mendez reported on the election push and how people have been walking, phone banking and going to Nevada. He also announced that director reports for this month were sent out by email.

- Kristin Lynch reported that we are endorsing and supporting 180 issues and candidates and how we are getting out there.
- John announced that Kim Carter-Martinez is the interim director for the East Bay. Kim Carter-Martinez reported on the Contra Costa strike and how they have built a strong campaign with 85 – 90% compliance. There is starting to be some movement at the table.
- Bill Petrone reported on San Joaquin and how they are not going to allow business go on. They are doing actions at every board meeting.
- Lisa Morowitz reported on staff Development for our staff and improving opportunities. In the last month there was Advanced Stewards training. PEPRAs training and new employee orientation.. There are requests of inclusion trainings and staff wants trainings on equality, competency and inclusiveness in the local and in the chapters. SF COPE has requested an inclusion training to discuss racial tension and training.

Board went into executive session at 1:25 pm. and reconvened into open session at 2:17pm.

There were no motions to report out in open session.

M/S/C (Jimenez/Bibb) to adjourn at 2:18 pm.

Respectfully submitted,

Jan Schardt
Secretary

**SEIU 1021 Executive Board Meeting
November 19, 2016 – 10:00 am – 5:00 pm
Fairfield, California**

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

Executive Board Members Excused: VP Region-B Tom Popenuck, Derrick Boutte, Yeon Park, Mercedes Riggleman, Al Fernandez, Geneva Haines, Julie Meyers

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Bill Petrone, Lisa Morowitz, Tim Gonzales, Nely Obligacion, Dana MacPherson, Lisa Maldonado, Christina Miyabe

President Roxanne Sanchez called the meeting to order at 10:05 am.

Review Agenda:

The following items were added to the agenda: Policy Committee Report, leader reports by Cynthia Landry, John Arantes, Felipe Cuevas and Dan Jameyson; request to close the meeting in memory of Mary Jane Logan. By consensus, the agenda was approved.

Member Comments:

- Tina Tapia, Alameda County General Chapter: She spoke about the Alameda County General Chapter bylaws, and asked the Board to support acceptance of their bylaws.
- Greg Marro, Retiree: He spoke about the November election and reaching our members.
- Claire Zvanski, Retiree: She spoke about the upcoming SF Retirement Benefits Board election and the need to develop a campaign plan.

Approval of the October 24, 2016 Minutes:

Cynthia Landry pointed out a correction on Page 4 under Consent Calendar, Policy on Protecting Union Members and Leaders section, which should read “Local’s Vice President of Representation..” It was M/S/C (Wise/Correa) to approve the minutes with the correction.

November Election Report:

Alysabeth Alexander, Joseph Bryant, and Gary Jimenez reported on the losses and wins and gave highlights over some of the State and regional outcomes. The local’s Member Political Organizers (MPO’s) were honored with an appreciation plaque for their work (Bruce Boyer, Lorraine Bowser, Omar Medina and Theresa Breakfield). Bruce Boyer and Lorraine Bowser spoke on what their experience was

like working as an MPO. Other board members shared their reactions and thoughts on wins and losses in their areas, as well as the national election.

The meeting was temporarily suspended at 11:40 am for a lunch break and resumed at 12:15 pm.

Update - Implementation of Vision for Power:

The Board previously agreed to engage in a transformation process to *Implement the Vision for Power* document; and to authorize the concept of an “architect group” (*blue group*) to work on a blueprint, which includes the following principles as part of the transformation goals: *Leadership is Connected to the Field, Resilience, New Forms of Worker Organization, Transformed Worksite Power, Raised Consciousness, Innovation, Democratic Union and Wider Movement*. The Board also agreed that the way the Personnel/Staffing Committee (*green group*) should approach its work should have the transformation goals in mind.

President Roxanne Sanchez gave an update of the work that has been performed thus far. As the work rolled out, other teams, such as the “purple” and “pink” groups were developed. Joseph Bryant gave an overview of the four (4) stages of the transformation process. Several charts were presented on the work and outcomes/goals of Stage 1. Several Board members reported on behalf of the various groups they are a part of - Mary Sandberg/Angel Valdez for the PSC (green group); Ramses Teon-Nichols for the “purple” group and Seth Schapiro/John Stead-Mendez for the “pink” team. It was announced that as the work progresses, a report/updates will be provided to the Board.

Poll Announcement:

A report of poll actions taken by the Executive Board since its last meeting on Oct. 24, 2016 was presented:

- **Consultant Contract, Pete Castelli:**
The Board approved a consultant contract with Pete Castelli at \$100.00/per hour for up to eighty (80) hours of work per month, plus expenses. The scope of the work is to help lead negotiations and consult on negotiations through June 2017 for upcoming bargaining campaigns. Initially, he will be assigned to the Alameda Health System – San Leandro hospital bargaining, which expires in December. The term of the contract is up to June 30, 2017.

Draft 2017 Executive Board Calendar:

A draft schedule of Executive Board meetings for 2017 was presented. The Board was asked to review the schedule and send any suggested changes. The final draft will be placed on the consent calendar at the December Board meeting.

Budget & Finance Committee Report:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee. There were no actions/recommendations of the BFC from its November 18th meeting.

Action Items:

- **Sonoma County Superior Court Strike Sanction Request:**
The Sonoma County Superior Court chapter is seeking authorization from the Board for a strike sanction. Jim Wise and Amos Eaton gave a brief report on some of the keys issues the chapter is fighting in negotiations. The chapter has held actions and is ready to strike. It was M/S/C (Eaton/Arantes) to approve the strike sanction.

Announcements:

- **Chapter Bylaws:**
It was announced that the following chapter bylaws were reviewed and found to be in compliance: **a) Alameda County General Chapter Unit; b) Mendocino-Lake Community College Chapter; c) Dominican Adjunct Union Chapter.** There were no objections raised.
- **East Bay Unity Event:** Gary Jimenez announced that the East Bay unity event will be held on Friday December 16th.

Reports:

Training Committee:

Jan Schardt reported on the board request made at the October meeting. A copy of the evaluation form was provided. The evaluations from September – November was provided, with the headings that show the relationship to the evaluation. Also provided was a list of trainings that have been provided to staff from January – to an upcoming training in December.

Strike Policy Review:

Eric Stern reported on a meeting that occurred to review the strike policy, as a follow up from the discussion at the October Board meeting. Those who participated felt that the policy should be left as is; and that an effort needs to be made to obtain signatures from those participating in strikes to sign in on the sign in sheets.

Action Items (continued):

- **Contra Costa Strike Fund Request:**
At the October meeting, the Board approved strike hardship funds for the Contra Costa Strike, which was based on the data collected from sign-in sheets at the strike lines. Dan Jameyson reported on the number of applications that have been received at this point. He anticipates that the amount to be paid out to those eligible will be within the amount (or less) than what was initially approved. He asked for the Board's approval to accept paystubs as proof of participation in the strike. It was M/S/C (Stern/Davis) to accept pay stubs from members as verification, if not on a sign-in sheet, as eligibility for hardship, within the scope of the amount that was previously approved.

Executive Board Member Reports:

- **Cynthia Landry:** She reported on items from the Retirement Security Committee. She spoke about the retirement board in San Francisco and the upcoming election. She also spoke about the implementation on Senate Bill 1234 and the Marin County lawsuit, which the Alameda Central Labor council wrote a strong letter in support of the petitioner's side
- **Dan Jameyson:** He spoke about layoffs of workers in the Covered California Call Center. All of the people have been placed into vacant positions within the county.
- **John Arantes:** He reported on new COPE members, who are new hires in the past four months, and trying to get workers involved from the beginning.
- **Felipe Cuevas:** He spoke about cars that were broken into at the Oak St. office, and addressed safety issues with the lighting in the parking lot.

Directors Report:

Seth Shapiro will cover his report in executive session.

Bill Petrone reported that San Joaquin County reached a tentative agreement for a 3 year contract, which includes a bonus of \$800 to be given to each member by December 16th.

Nely Obligation reported on the Education team's participation during the election cycle. In Oakland, members will receive 15%, in San Francisco they have the partial tax and will be receiving a 25% increase. They focused on member participation and converting fee payers to members.

Kristin Lynch: November 29th is the national day of action and we need to participate in this, as we need to connect the Fight for \$15 and the San Francisco Airport Workers along with Uber and Lyft drivers that will be participating.

John Stead-Mendez announced that director reports were sent out via email. He spoke about bargaining and what's ahead. He also spoke about labor practices and how we have been addressing them.

The board moved into closed session at 3:20 pm.

Executive Session:

- Personnel/Staffing Committee Report:
A request was presented to extend the following temporary employees:
 - Gail Byrdsong, extend up to 1/30/2017
 - Rosalind Reyes-Woodall, extend up to 12/12/2016
 - Dina Robinson, extend up to 12/9/2016
 - Maria G. (Guadalupe) Rosas, extend up to 1/30/2017
 - Catherine Bundy, extend up to 1/30/2017
 - Dana MacPherson, extend up to 2/28/2017
 - Kimberly Carter-Martinez, extend up to 2/28/2017

It was M/S/C (Stern/Jimenez) to approve the above extension requests, as presented.

The board moved into open session at 3:37 pm.

Secretary Jan Schardt announced the motion that was discussed in closed session.

The meeting closed in memory of Mary Jane Logan and Francesca Rosa.

The meeting adjourned at 3:45 pm.

Respectfully submitted,

Jan Schardt
Secretary

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

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

Executive Board Members Excused: Angel Valdez, Mercedes Riggelman

Executive Board Members Absent: Monique Broussard

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

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

Review Agenda:

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

Update: BART Foreworkers Request:

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

Member Comments:

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

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

Action Items:

- Update: BART Foreworkers Unit Request (continued):

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

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

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

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

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

Review Minutes:

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

Update – Implementation of Vision for Power:

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

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

Childcare Campaign:

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

Update – Implementation of Vision for Power (continued):

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

Action Items of Transformation process:

Four Stages:

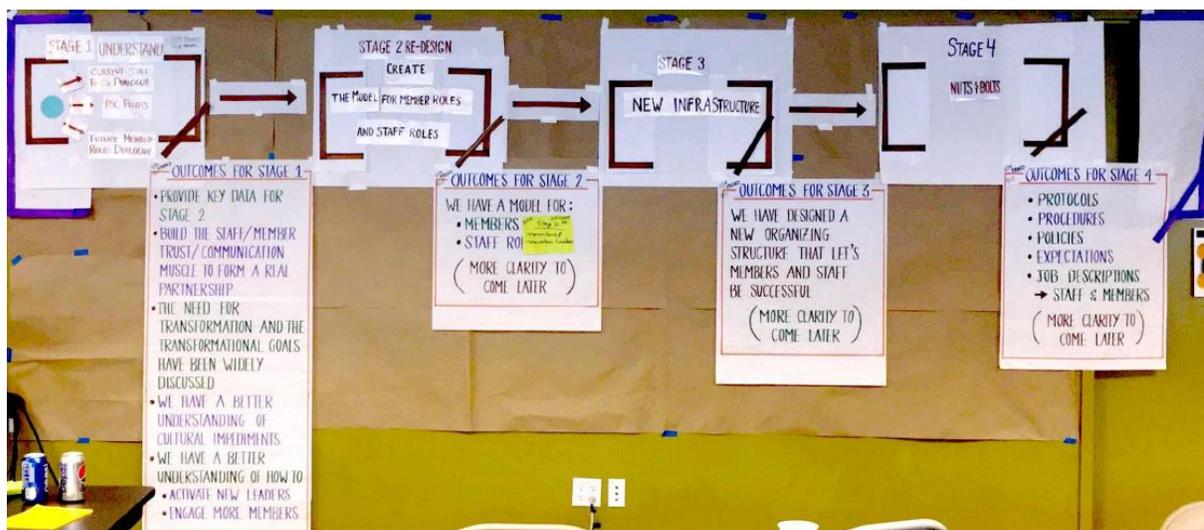
It was M/S/C (Stern/Diep) to adopt the following comprehensive concept of the four-stages of the Transformation plan:

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

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

Stage 3: New Infrastructure

Stage 4: Nuts & Bolts



Outcomes of Stage 1:

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

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

Purple Group:

The following Goals of the Purple Group were presented:

Goals of Purple Group:

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

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

Pink Group:

The following Goals of the Pink Group were presented:

Goals for Pink Group:

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

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

Our New Reality:

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

Building Towards the Jan. 20th Inauguration:

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

Budget & Finance Committee Report:

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

BFC Action Items:

The BFC approved the following item(s):

1. Timothy West, Consultant:

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

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

A. San Francisco Bargaining Campaign:

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

B. Alameda Health System Bargaining Campaign:

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

C. Fred Beal, Consultant:

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

D. Tim Redmond, Consultant:

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

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

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

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

The BFC approved the following Community/Allies requests:

- Chico Oaks Youth Rugby Club:

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

- University Preparatory School:

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

- Standing Rock Sioux Tribe:

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

- Performing Stars:

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

Sacramento City Schools Resolution:

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

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

Executive Session:

Personnel/Staffing Committee:

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

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

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

Secretary Jan Schardt announced the motions passed during Executive session.

Announcements:

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

Consent Calendar:

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

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

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

Respectfully submitted by,

Jan Schardt
Secretary