

**SEIU Local 1021 Executive Board Minutes
January 22, 2011
2300 Boynton Avenue
Fairfield, CA 94533-4354**

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, Second Vice President, Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela L. Holmes-Morton, Treasurer, Kathy O'Neil, Saul Almanza, Nancy Atwell, Kathy Basconillo, Akbar Bibb, Karen Bishop, Kenneth Blomberg, Gina Castellano, Gregory Correa, Sheila Darvell, Amy Dooha, David Fleming, John Gales, Gladys Gray, Karen Joubert, Andrea Longoria, Michelle Rodrigues, Jan Schardt, Jacqueline Sowers, Eric Stern, Ken Tam, Renita Terry, Celeste Thompson, David Turner, Denis Villanueva

Executive Board members participating via telephone conference: Gayle Chadwick

Executive Board members excused: First Vice President Gary Jimenez, Alysabeth Alexander, Harry Baker, Dolores Dawson-Gholar, Mynette Theard, Mary Sanders-Tucker

Executive Board members absent: Jim Nebel, Oliver Tarap

Budget & Finance Committee members present: Amos Eaton, Peggy La Rossa, Mary Jane Logan, Mercedes Riggelman, Nadeen Roach, Michael Tong

Budget & Finance Committee members excused: None

Budget & Finance Committee members absent: Danielle Johnson, Dann Solomon

Staff in attendance: Tim Gonzalez, Bill Steck, Kerry Newkirk, Seth Schapiro

Guest: Phil Giarrizzo consultant, Nina Schulman International staff

President Roxanne Sanchez re-convened the Executive Board meeting at 1:00PM

Bill Steck 1021 Political Director – Reporting: Presentation on 2011 Bargaining Timeline & California State Budget Legislative cuts: Handout distributed – Draft for Discussion and Input for 2011 Bargaining Timeline. Mr. Steck reported that we have over 100 contracts affecting almost 27,000 members to settle in 2011. Factors affecting our work this year in such a difficult environment include: The Economy, The Assault on Public Employees, The Political Environment, Competing demands, Member Skepticism & Merger Hangover. Mr. Steck discussed engaging members in a meaningful way to achieve the best possible outcomes and recommends the Local sets principles and criteria to guide our work and decisions: Set clear priorities, Use simple, effective planning and evaluations tools, Commit to developing staff and member leaders go our capacity to be successful and Use our limited resources strategically.

President Sanchez requested that Industry Chairs plan next steps (with Facilitator - Ken Smith IFC) for a February, 2011 strategy planning meeting of all Industries (Joint Industry meeting) to address the Governor's Budget cut proposals and how we mobilize our membership to be a part of the discussion to minimize the impact on our membership.

Review Agenda - Roxanne Sanchez: Agenda item added – Bylaws Report

Approval/Adoption of October, November, December, 2010 Minutes: President Sanchez entertained a motion from the floor to adopt the October 2010 minutes. President Sanchez stated that minutes have been approved in the past pending the proposed amendments. President Sanchez advised that the minutes would not be posted until the Board has seen the amendments, and she would conduct a poll for the amendments. President Sanchez stated that she needed to have the Board tell her that the Board is going to move the October, 2010 minutes with Karen Bishop's amendments.

Board member Karen Bishop inquired if the amendments to the October, 2010 minutes were available at today's Executive Board meeting and she was told no.

President Sanchez explained and entertained that if the Board does it differently which she is more than capable of doing with the Board's direction she will poll the Board and work with the Secretary and Karen Bishop to distribute the proposed amendments for the Board to read and conduct a poll by the end of next week. The motion on the floor will be held pending the reading of the amendments and the voting will be conducted on line. Hence, President Sanchez announced the vote will be suspended and that the motion on the floor by Andrea Longoria seconded by Gina Castellano the vote will not be held until the amendments are reviewed by the Board and the President will poll the vote online next week.

Board member Bishop objected to polling the adoption of minutes via online because she voiced one doesn't even hear the conversation or the comments from other Board members for one to be able to make a confirmed decision of whether one wants to approve the minutes or not. Kerry Newkirk Assistant to the

President and the Executive Board stated that she had some suggestions for the October 2010 minutes also.

President Sanchez informed the Board that she along with Karen Bishop, Kerry Newkirk and Secretary Holmes-Morton would work to rectify the minutes and help in dealing with them. President Sanchez advised that the Board could have their exchange and make comments on the email and she would poll the Board at the end of next week. President Sanchez advised that she did not need a motion but she just needed consensus that the Board will allow her the latitude to get the minutes moved in the manner she advised. President Sanchez advised that the October, 2010 window is closed and that the only amendments before the Board are Karen Bishop's.

Motion made by Second Vice President Crawford Johnson, seconded by Ken Blomberg to adopt the November 2010 minutes in the same manner as the October 2010 minutes.

Motion Kathy O'Neil seconded Celeste Thompson to postpone adoption of the December 18, 2010, minutes until the February 26, 2011, Executive Board Proceedings. M/S/C 20-5-1.

Motion Amy Dooha seconded Jan Schardt that once October & November 2010 minutes are approved by polling that they are posted on the SEIU 10210 website. M/S/C 25- 2-0.

Secretary Holmes-Morton voiced concern about the rushed process to adopt the minutes. Additionally, Secretary Holmes-Morton again requested that all motions must be in writing. Secretary Holmes-Morton also reminded the Board that they have had the October & November 2010 minutes to review for sometime. Secretary Holmes-Morton advised receiving proposed amendments two days prior to the Board meeting is not timely and one should not expect the proposed amendments available for Board review. Additionally, Secretary Holmes-Morton advised that proposed amendments will not result in the Secretary changing the initially recorded minute record.

Board Member Nancy Atwell shared the view that her concern with the minutes is that their not just factual but that there is editorializing, emotion and opinions.

SEIU 1021 Board went into Executive session at 2:20PM – Executive session ended at 2:50PM

Chief Elected Officer Sin Yee Poon announced before Executive session began she was going on record as objecting to the changes in the agenda as the Chief Elected Officer was not noticed of any changes in advance; or that the Hearing Committee Findings would be an agenda topic. Chief Elected Officer Poon also noted that the Bylaws that the President, in collaboration with the Chief Elected Officer, shall cause an agenda to be prepared for each meeting of the Executive Board prior to that meeting. Additionally, Chief Elected Officer Poon advised that the draft agenda that Kerry Newkirk sent out did not note that the Hearing Committee Findings would be an agenda topic.

The following motions were reported out of executive session: Motion Eric Stern seconded Jacqueline Sowers to accept the Hearing Panels decision as read by Treasurer Kathy O'Neil, Chair of the Hearing Panel Committee. The January 12, 2011 Hearing Committee Report (emailed out to the Executive Board on 1/13/11) found that Chief Elected Officer Sin Yee Poon violated:

- Article XVII, Section 1 (1) of the SEIU International Constitution by violating the following portions of the Local 1021 Bylaws: Articles 4, 5.2.b, 5.2.h, 14, 15, 24 and the Member's Bill of Rights.
- SEIU International Constitution and Bylaws: Article XV (3) and XVII (1), (2), and (8).

President Sanchez recommended that the Executive Board (having reviewed the hearing panel's report) pass a motion that includes the following language:

- Admonish the CEO for the violations (listed above);
- Give the CEO an opportunity, moving forward, to comply with lawful and legitimate Board motions and policies.
- Interpret that the findings of the Hearing Committee places the CEO on an ongoing obligation to carry out the Executive Board resolution to carry out the Bylaw Amendment vote;
- Set weekly calls that shall be held with the CEO, President, Election Chair and key staff assigned to Bylaws Amendment vote to make sure the process (timeline, decisions etc.) is moving forward as set by the Election Committee.
- The Officers are hereby given delegated authority to immediately impose the suspension (with pay) on the CEO if the officers conclude (by majority vote) that the CEO is not complying with the decisions and timelines as set by the Election Committee intended to keep the Bylaw Amendment vote moving forward.
- No union resources shall be used by the CEO in any way to oppose the Bylaw Amendment vote as set by the board.

- Interpret that the findings of the Hearing Committee places the CEO on an ongoing obligation to comply with lawful and legitimate Board motions and policies;
- Direct the CEO to cease and desist interfering with the rights of the membership and the Board;
- Interpret that the findings of the Hearing Committee places the CEO on notice that any future violation will be viewed most seriously and shall result in serious repercussions.

Roll call vote requested by Secretary Holmes-Morton: Yes – Crawford Johnson, Larry Bradshaw, Kathy O’Neil, Gladys M. Gray, Renita Terry, Ken Tam, John Gales, Karen Joubert, Denis Villanueva, David Fleming, Katherine Basconcillo, Saul Almanza, Gregory L. Correa, Amy Dooha, Eric Stern, Michelle Rodrigues, Andrea Longoria, Jan Schardt, Ken Blomberg, Karen Bishop, Jacqueline Sowers, David Turner, Gina Castellano, Celeste Thompson, Sheila Darvell, Akbar Bibb, Nancy Atwell, No – Pamela L. Holmes-Morton, Abstain – Gayle Chadwick. Motion: Amy Dooha seconded Gregory Correa – M/S/C 26-1-0.

Motions reported out of Executive session (continued): Whereas revision to SEIU Local 1021’s bylaws are to be submitted to the membership for a vote; and Whereas certain actions must be taken so that the Bylaws vote process may go forward be it resolved that the Executive Board directs the CEO to send an email to “all staff” directing their attentions to 1) the motion passed by the Executive Board on 10/23/2010 which directs staff to distribute bylaws materials to the membership, but otherwise remain neutral on the issue and 2) the standing policy of the Executive Board preventing retaliation or discrimination against staff who may be working with members of the Executive Board on the election committee on the Bylaws process the motion and other policy shall be included as attachments.

This email is to go out to “all staff” by 5pm Monday, January 24, 2011.

Motion: Gregory Correa seconded Amy Dooha – M/S/C 26-1-0.

By February 1, 2011 the CEO will provide the following information to all members of the SEIU 1021 Executive Board: lists of current chapter leaders; dates, times and locations of February and March 2011 chapter, industry and regional meetings; a list of all current filed staff including all of their assignments.

Regular meeting of the Local 1021 Executive Board reconvened at 2:51PM.

Treasurer Report – Alameda Medical Center/San Joaquin/Solano County: Alameda Medical Center/San Joaquin County needs assessment – Treasurer O’Neil provided a brief verbal report on the presentation made before the BFC on 1/21/11 by Nina Schulman concerning the assessment conducted for San Joaquin County. Nina Schulman reported on San Joaquin County Medical Center needs assessment. Ms. Schulman also reported on discussions with leadership, former leadership and spoke of member dissatisfaction, frustration as it relates to grievances and a lack of union visibility. Ms. Schulman spoke of the need to revitalize the entire Stewards program and structure and implement a campaign that has a community local municipality component. Ms. Schulman suggested a dial down version of the ACMC campaign for San Joaquin and could include Solano County as well with a \$25,000.00 per month six (6) month minimum campaign. Ms. Schulman advised that approval has been authorized from the International to utilize funds from Organizing. Nina Schulman reported on the status of ACMC and advised that the International staff started on 1/10/11 and that every Field Representative has 200 members working as a team with the current 1021 staff. Ms. Schulman reported that the goal is to identify new Leadership or reactivate the existing leadership for the next month as one-on-one meetings with the membership are conducted. Additionally, another goal is to conduct a survey focused on the contract re-opener (wages) which occurs for both units in March. The campaign team anticipates completing approximately 1600 contract surveys by March also.

Celeste Thompson called the question – M/S/C 24-1-0. Motion: Amy Dooha seconded Crawford Johnson – M/S/C 22-0-2. To fund two additional staff positions up to \$25,000.00 from organizing budget for six months to evaluate and assist identified jurisdictions – i.e. San Joaquin & Solano County, and possibly other jurisdictions in the future with an eye to the needs of the local.

Chief Elected Officer Sin Yee Poon pointed out that \$95,000 per month is now being spent from organizing funds in this fashion and that if the International is will to grant waivers in this manner then they should and have in the past granted waivers to shore up 1021 jurisdictions that may be pending decertification. CEO Poon noted that a written report or a recommendation concerning the ACMC assessment conducted has yet to be generated by the International. CEO Poon noted, it is Important to assess where we are going to put our resources, and have a more deliberative process for all jurisdictions.

Committee and project reports:

Public Services Campaign - President Sanchez reported that on January 31, 2011 the PSC research

contracts are set to expire unless the Executive Board passes a motion to extend them. President Sanchez is recommending that the Executive Board vote today to extend the PSC through April 30, 2011. No additional funds are requested at this time. Motion: Amy Dooha seconded Jan Schardt – M/S/C 25-0-3.

Member Resource Center stakeholders group – Motion: Gina Castellano seconded Jackie Sowers – M/S/C 27 Unanimous. Make a motion not to extend the MRC contract when it expires June 30th.

Election Committee – Amos Eaton reported to the Executive Board that the Election Committee had completed all the work to date and that the Chief Elected Officer has expressed a willingness to sign the contract and has provided a deposit to proceed with the Bylaws vote. Mr. Eaton reported that the Election Committee met last night to address a new time line and reported that as of 12/31/2010 members in good standing would be eligible to vote and that on or about March 1, 2011 ballots will be mailed and must be returned by 9:00 AM March 25, 2011.

Bylaws Report – Jon Meade Retiree and Amy Dooha Alameda County Area Representative challenged those Executive Board members who are in support of the Bylaws amendment that they work hard and reach out to members, leaders and educate them to cast a yes vote. Additionally, she informed those Executive Board members, Budget and Finance committee members to use every method of communication at their fingertips.

Member Comments:

Kay Walker – City of San Francisco retiree member spoke to and voiced her opinion that the Bylaws process has been un-democratic. Additionally, she voiced displeasure with the targeting of the Chief Elected Officer's right to decent and stated that she does not believe that now is the time to change the Bylaws. Kay Walker read a poem by Eleanor Roosevelt.

Terrie Vargas – City of Berkeley member and Treasurer reported that there are approximately 1600 members. Ms. Vargas spoke of lay off notices going out to members within the next 1 ½ months and requested that the Union provide the membership with consistent respectful help and that the Local moves forward stronger together.

Ramses Teon Nichols – City of San Francisco Non-Profit member voiced alarm and concern about the social service budget cuts Governor Brown is proposing. Mr. Nichols shared that Rank & File are upset at the Union Leadership and the Labor Council due to political turmoil in Sacramento and City Hall.

Brenda Barros – City of San Francisco member and Chapter Vice President at San Francisco General Hospital voiced her displeasure with Negotiations. Ms. Barros provided duplicate copies of written charges filed with Secretary Holmes-Morton against Chief Elected Officer Sin Yee Poon addressed to The Executive Board of SEIU 1021. Additionally, member Brenda Barros provided copies for distribution to Executive Board members at the February 26, 2011 Executive Board Proceedings. The charges are from: Brenda Barros, San Francisco General Hospital, Chapter Vice President; Debbie Dobson, Laguna Hospital leader; Teresa Rutherford, Laguna Honda, Chapter officer; Rosa Lopez, San Francisco General Hospital; Joeanne Roy, San Francisco General Hospital; Al Fernandez, DPH chapter president; Bob Hernandez, chapter president mental health. Brenda Barros – Member read the following statement: We as members charge the CEO, Staff and PEC Committee members of overstepping their bounds and denying us a vote on financial concessions. We believe that by their actions they have systematically moved the power from members into the hands of a small group of people. There are about 17000 workers and all of these decision related to us giving up our benefit of free health care were made by a small group of people. We charge that they nor anyone else has a right to take our ability to vote away. I am making the same argument that you made about the CEO not allowing members to vote on bylaws. I am asking you to practice what you preach and allow the members to vote

Vicki Reed – Special Districts Bart member thanked the Executive Board for sponsoring the workshop on Union Strategies for Hard Times training. Ms. Reed also voiced her support to vote yes on changing the Bylaws.

Chief Elected Officer Report: Chief Elected Officer Sin Yee Poon discussed the need and requested that the Executive board entertain a motion to extend Helen Horn's contract through March 31, 2011. Motion: Nancy Atwell seconded Celeste Thompson – M/S/C 25-0-0.

CEO Poon voiced concern about scheduling teleconference for members to participant in the Budget and Finance Committee meetings and the 1021 Executive Board Meetings.

President and Leaders Reports:

President Sanchez distributed her written report to the Executive Board

Third Vice President Larry Bradshaw distributed his written lost time report for January 2011.

Additionally, he gave a verbal report on surveying jurisdictions with great newsletters. Mr. Bradshaw introduced Josh Smith who will be charged with developing and producing chapter newsletters with chapter leaders.

Third Vice President Larry Bradshaw reported on behalf of Phil Giarrizzo (who had to leave) on the status of the Public Services Campaign. Larry Bradshaw distributed current bargaining contract expiration report and SEIU Local 1021 Area/Region Map.

Special Districts Chair – Saul Almanza requested Executive Board member support of the Housing Rights Committee of San Francisco which works closely with the San Francisco Housing Authority. The organization is sponsoring a fund raiser on January 27, 2011 from 6:00 PM – 8:30 PM at the Make Out Room in San Francisco at 22nd and Mission Streets entitled: Rent is Too Damn High.

Secretary Pamela L. Holmes-Morton - distributed to the Executive Board copies of correspondence from Donna Shane Election Committee Chair addressed to Chief Elected Officer Sin Yee Poon dated 12/13/2010. Also distributed was correspondence Secretary Holmes-Morton received on 12/18/10 from Donna Shane, Chair of the Election Committee for the Bylaws revision vote advised that the name of the committee should be different as there is no election.

Charges against the following Officers and Members were filed in duplicate with Secretary Holmes-Morton of SEIU Local 1021: 1) President Roxanne Sanchez, 2) Third Vice President Larry Bradshaw, 3) Alysabeth Alexander, 4) Mary Sanders-Tucker, 5) Amy Dooha, 6) Jacqueline Sowers, 7) Andrea Longoria, 8) Harry Baker, 9) Karen Joubert, 10) Mary Jane Logan, 11) Brenda Barros. Secretary Holmes-Morton served a copy of the charges personally to: President Roxanne Sanchez, Third Vice President Larry Bradshaw, Executive Board members Jacqueline Sowers, Amy Dooha, Karen Joubert, Budget and Finance Committee member Mary Jane Logan, Local 1021 members: Brenda Barros. Secretary Holmes-Morton agreed to provide copies of the charges to the executive board.

Nursing Industry Chair – David Fleming withdrew his request seeking recognition of the San Francisco Health Care Committee for Executive Board consideration pending a meeting with Health Care, Larry Bradshaw and the Nursing Industry Chair.

San Joaquin County Area Representative – Gina Castellano reported on an upcoming bus trip to a casino on February 13, 2011. It is the first fundraiser for Head Start Teachers. Email notification with details is forthcoming to Executive Board members.

Counties Industry Chair Ken Tam reported and distributed an email addressed to the 1021 Executive Board dated 1/18/2011. The Counties Industry Council has passed two motions to submit to the SEIU 1021 Executive Board for approval. The two motions are listed below: Motion: Ken Tam seconded Nancy Atwell – M/S/C 25-0-2. / 1) Motion made: Nancy Atwell; SEIU provide a mechanism for member review and input prior to endorsing any future pension reform measures and before there is a vote the SEIU 1021 State Council representatives shall obtain the endorsement of the SEIU 1021 Executive Board before making any decisions regarding pension reform at the state council. Motion: Ken Tam seconded Gregory Correra – M/S/F 8-4-11 – Motion Failed

2) Motion made by Cynthia Landry; SEIU 1021 develop our own pension reform legislation plan.

Kerry Newkirk Assistant to the President and Executive Board informed the Board that IFC Facilitator Ken Smith would conduct training meetings designed specifically for the following Executive Board Members on the dates noted below. Please contact Kerry Newkirk for additional information and RSVP attendance: Industry Chairs – January 27, 2011; Area Representatives – February 4, 2011.

Treasurer Report – Kathy O'Neil: Treasurer O'Neil reported on the USLAW funding matter. Motion: Amy Dooha seconded Karen Bishop - M/S/C 14-1-8. Check for \$4,250 be cut for affiliation with USLAW from general funds. Additionally, \$4,250 will be deducted from Social and Economic Justice Committee budget. Peace & Solidarity Committee will pay \$750 toward USLAW affiliation (total of \$5,000).

Treasurer O'Neil distributed the draft 2011 Organizing Budget. Treasurer O'Neil inquired if Board members would like time to review the budget and ask questions at the Executive Board meeting on February 26, 2011 the Board was in consensus. Seth Schapiro reported on behalf of Organizing Director Tim Gonzalez on the unspent organizing resources from prior years - line items 67, 68 & 69 of the Draft 2011 Organizing budget. Additionally, Treasurer O'Neil reported that the Organizing budget would be updated to reflect an additional \$150,000 for the San Joaquin/Solano County campaign under campaign support services and \$100,000 for the purchase of two vans. Motion: Eric Stern seconded Ken Blomberg - M/S/C 19-0-3. To adopt the Draft 2011 Organizing budget to reflect the above noted expenditures.

Treasurer O'Neil informed the Executive Board that she would distribute the quarterly budget review and 2008 audit at the February 26, 2011 Executive Board meeting.

Building Committee Report: Seth Schapiro reported on the status of commercial rental lease space in Redding, CA. Property listing comparison for 2861 Churn Creek, 2520 Goodwater and 2525 Park Marina Drive in Redding, CA were distributed for Executive Board review. Motion: Amy Dooha seconded Gina Castellano – M/S/C 23-0-1. To authorize for staff to enter into negotiations and finalize a lease of the Churn Creek office location in Redding, CA.

Schapiro reported on the status and distributed the Lease proposal comparison of the Metro Building and Waterfront property in Stockton, CA. Seth Schapiro recommended that we continue to negotiate. Motion: Amy Dooha seconded Gina Castellano – M/S/C 20-0-2. To authorize for 1021 staff to enter into negotiations and try to finalize a lease of the Waterfront Building location in Stockton and bring back final cost to board for final approval of Lease.

New Business – General Fund Transfers: Political Director Bill Steck provided an overview of the SEIU 1021 Board Resolution to Implement General Fund Transfers to 1021 Political Action Committees. Motion: Eric Stern seconded Celeste Thompson – M/S/C 21-0-1. Implement General Fund Transfers to 1021 Political Action Committees 1) Candidate PAC: Transfer \$0.50 member per month to the SEIU 1021 Candidate PAC for member dues received January 2011 and thereafter, until otherwise modified by Board Resolution. 2) Issues PAC: Transfer \$26,250 per month to SEIU 1021 Issues PAC for member dues received January 2011 and thereafter, until otherwise modified by Board resolution. 3) Independent Expenditure PAC: Transfer \$0.11 per member per month to the SEIU 1021 Independent Expenditure PAC until otherwise modified by Board resolution.

New Business – Resolution #1 from SEJ to Executive Board: Motion Larry Bradshaw seconded Akbar Bibb – M/S/C 18-1-0. SEIU 1021 Executive Board Resolution Endorsing the Campaign for New Priorities

Whereas leaders of a broad coalition of peace and economic justice organizations have initiated a campaign to end our country's involvement in wars in Afghanistan and Iraq, and to bring home the war money to be used to meet critical needs at home in the United States, and

Whereas the New Priorities of the Campaign for New Priorities are three: end the wars in Afghanistan and Iraq; major systematic reductions in the Pentagon budget; and immediate and significant increases in domestic spending for jobs, infrastructure, new technologies, education, health care, environmental protection, an effective social safety net, defense of Social Security and Medicare from threatened cuts, and all other efforts that enhance the Common Good of our society; and

Whereas the Pentagon budget has too long been considered to be a "taboo" subject while Congress and the President are proposing drastic cuts in domestic programs, many of which fund the jobs performed by our members,

Therefore be it resolved that SEIU 1021 endorses the SF Bay Area Campaign for New Priorities. We will tell our members about this campaign, and encourage members to participate.

New Business – Resolution #2 from SEJ to Executive Board: Motion: Eric Stern seconded Amy Dooha - M/S/C 19-0-0. SEIU 1021 Executive Board Resolution Endorsing Spring 2011 Peace Actions in San Francisco:

Whereas there are two pro-peace actions being organized by coalitions to be held in San Francisco in the Spring of 2011, on 3/19/11 and 4/9/11; and

Whereas the 3/19/11 peace march will include a rally at United Nations Plaza and then a march to the hotels that Local 2 will choose as targets as part of their on-going contract fight; and

Whereas it is important for our Union to join other Unions and community organizations by participating and endorsing these events to educate the public and pressure our government to stop spending billions on war, and to re-direct the war dollars to necessary services here at home in the United States, and

Whereas, endorsement of these events has been recommended by the Peace & Solidarity Committee and the Social Economic Justice Committee;

Therefore, be it resolved that SEIU Local 1021 endorses both of these pro-peace actions. We will tell our members about these events, and encourage member to participate.

New Business (continued): Motion: Nancy Atwell seconded Eric Stern - M/S/C 19-1-0. Nancy Atwell, Sonoma/Lake County Area Rep. move that the policy committee be charged with establishing a standard format and content of Executive Board minutes to be discussed at the February 2011 Board meeting.

Motion: Karen Bishop seconded Eric Stern. Motion: During bargaining, a schools/college jurisdiction with multiple sites, is allowed to do a number of mailings (postal) to their members to keep them updated on the progress of negotiations. Substitute Motion passed accepted. Gina Castellano called for the question

M/S/C by consensus. Substitute Motion Eric Stern accepted Karen Bishop – M/S/C 16-1-5.

Motion: Pamela L. Holmes-Morton seconded Michelle Rodrigues – M/S/C 18-3-1 to extend Executive Board meeting until 5:30PM.

Motion: Pamela L. Holmes-Morton seconded Nancy Atwell by consensus to extend Executive Board meeting until 5:40PM.

Motion: Akbar Bill seconded Eric Stern by consensus to extend Executive Board meeting until 5:55 PM.

President Roxanne Sanchez adjourned the Executive Board meeting at 5:54PM.

**Respectfully Submitted by Pamela L. Holmes-Morton
SEIU Local 1021 Secretary**

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING MINUTES
Saturday, February 26, 2011
2300 Boynton Avenue, Suite 200
Fairfield, CA 94533-4354

Board members present: President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza (by videoconference), Nancy Atwell, Harry Baker, Kathy Basconcellos, Akbar Bibb, Karen Bishop, Ken Blomberg, Gina Castellano (by videoconference), Gayle Chadwick (by videoconference), Gregory Correa, Sheila Darvell, Amy Dooha, John Gales, Dolores Dawson Gholar, Gladys Gray, Karen Joubert, Andrea Longoria (by phone), Jim Nebel (by phone), Jan Schardt, Jacqueline Sowers, Eric Stern, Renita Terry, Mynette Theard, Celeste Thompson (by videoconference), Mary Sanders Tucker, David Turner, Denis Villanueva

Board members excused: David Fleming, Michelle Rodrigues, Ken Tam,

Board members not present: Oliver Tarap

Budget & Finance Committee members present: Amos Eaton, Dann Solomon, Michael Tong

Staff present: Stephanie Batey, Leah Berlanga, Tim Gonzales, Ed Hanley, Rocky Morrison, Kerry Newkirk, Seth Schapiro, Bill Steck, Pattie Tamura, Sandy Tibbets

Members present: Jon Meade, Sin Yee Poon

Guests present: Ebony Bibb, Bernard Morton

Meeting called to order at 10:15 p.m. by President Roxanne Sanchez.

Agenda review: Wisconsin update at 3:00 p.m.

Member comments:

- Tina Torres, Stockton Head Start, asked about replacement of a field representative on leave.
- Brenda Barros, San Francisco City/County, asked about a complaint she had submitted.

Meeting minutes:

- January 22, 2010: It was M/S (Schardt/Atwell) to change "proceedings" to "minutes." Motion carried (21-4-0). It was M/S (Tucker/Atwell) to postpone adoption of the minutes to the next meeting. Motion carried (26-1-1)
- October 23, 2010: It was M/S (Tucker/Jimenez) to accept the minutes with corrections as proposed by President Sanchez. Motion carried (28-1-0). President Sanchez read a portion of her report and suggestions for meeting minutes and taping: "Kerry Newkirk will see that a backup recording is taped and kept readily available for board members to review upon request. The secretary shall work with Kerry Newkirk to resolve any concerns or changes to the minutes in an expeditious manner as to avoid the situation we are currently dealing with. Changes to the minutes must be submitted to the secretary within three days after the minutes have been sent to the board for review." Secretary Holmes-Morton stated she considered the suggestions to be harassment and discriminatory, as well as outrageous. She stated minutes prepared by Sanchez and Newkirk should be marked as "not prepared by the secretary."

President/leader reports: Secretary Holmes-Morton distributed member complaints from Brenda Barros (v. CEO, staff, and PEC re: "overstepping bounds") and Holmes-Morton (v. Sanchez, O'Neil, and Tucker re: fiduciary responsibilities). President Sanchez read a portion of her report: There is no basis for the complaint and a written report will be provided to you and presented at the next budget

and Finance Committee. There is a team working on addressing the deliberate misrepresentation regarding the union's financial dealings."

State budget and legislation: Bill Steck reported on the status of the budget and distributed the legislative analyst's summary of the impact of proposed budget cuts. He also distributed a "1021 action alert." State legislation has been proposed that threatens pensions and collective bargaining. Only three to four weeks remain to deliver a message to Sacramento in support of a balanced approach to the budget crisis, to let voters decide on revenues to support services, and that public sector workers are not the problem. All board members were asked to make calls to their legislators and distribute "1021 action alert" flyers. 1021 will launch voter registration and vote-by-mail campaigns for the anticipated special election in June. Alysabeth Alexander described a worksite member education campaign. Sacramento lobby days are happening every Friday; more will be planned. When the special election is announced, voter registration and vote-by-mail campaigns will be launched. The Homeowner Protection Act and foreclosure fees were discussed.

Chief Elected Officer report: CEO Sin Yee Poon stated her suspension was illegal as there was no due process and no written charges have been provided.

State budget and legislation (continued): There was discussion of lobby days and by consensus it was agreed the best approach would be a well-planned lobby day with the Board delegates and members approaching Republicans. Lobbying can be done at the home offices on Fridays rather than in Sacramento. Another idea is to send Republican members to see the Republicans.

President/leader report (continued): President Sanchez reported a summary of February 12 and 22 officers' meetings was emailed to board members. It was M/S (Jimenez/O'Neil) to suspend the CEO. An addendum was proposed regarding the CEO's return to work for San Francisco City/County. The discussion was suspended pending the arrival/participation of legal counsel.

Lunch from 12:05 p.m. to 12:34 p.m.

Committee/project reports:

- **Bylaws Committee:** It was M/S (Bradshaw/Tucker) to approve up to \$20,000 to fund a bylaws election campaign.
- **Policy Review Committee:** It was M/S (Dooha/Gray) to adopt a proposed policy on meeting minutes (attached). The question was called and carried unanimously. The motion carried (29-1-2). Secretary Holmes-Morton stated for the record the policy was "offensive," "harassment," and an "insult." Chair Eric Stern proposed a policy that "The board will use a speaker sign-in list to include the name, chapter, and topic the member wishes to speak to. The sign-in list will be attached to the official minutes and become part of the record of the meeting. The minutes of the meeting will record only members' names, chapters, and topics (no description, interpretation, or transcription of the members' comments)." It was M/S (Jimenez/Joubert) to adopt the policy. Following discussion, the motion was withdrawn and the policy referred back to the committee.
- **Election Committee:** Chair Donna Shane reported the Election Services Solutions contract has been signed, payment authorized, and a new schedule adopted for the bylaws vote. Ballot deadline is March 25.

President/leader reports (continued): Following discussion with counsel Vin Harrington, the motion to suspend the CEO and addendum were carried (31-1-0).

Alameda County Medical Center: Nina Schulman, Carlos Hernandez, and Larry Alcott from SEIU reported on the chapter rebuilding campaign. Members have been surveyed; 43 attended the first contract action team meeting. Members Steve Swift, Liz Walker, Robin Greer, and Gina Burns also reported. A campaign goal is to train 25 new stewards a month over four months.

Break from 2:12 p.m. to 2:25 p.m.

Committee/project reports (continued):

- **Bylaws Committee:** The motion to approve up to \$20,000 to fund a bylaws campaign was carried (28-1-0).

The board went into executive session at 2:30 p.m.

- Legal counsel Vin Harrington reported on ongoing legal action.
- It was M/S (Gray/Schardt) to approve a motion on “severance package enhancement” as amended. Motion carried (31-1-0).
- It was M/S (Tucker/Jimenez) to accept the OPEIU tentative contract settlement. Motion carried (27-0-2)
- OS4 contract: bargaining is ongoing.

At 4:05 p.m. the board participated in a conference call with AFSCME member Mike Imbrogno in Madison, Wisconsin. He reported “incredible optimism” at a rally where 150,000 participated.

The executive session resumed at 4:20 p.m.

- The local’s 2009 audit and report were reviewed. It was M/S (Schardt/Sanders) to accept the report and return the confidential documents. Motion carried (25-0-4).

At 5:00 p.m. it was M/S (Schardt/Stern) to extend the meeting to 6:00 p.m. Motion carried (25-1-1).

The need to introduce of all staff to each other and the board was discussed. It M/S (Theard/Turner) that by the middle of April all staff will be introduced to each other and to the board. Motion carried (28-2-0). It was also suggested that a general membership meeting is needed.

Executive session ended at 5:20 p.m.

President/leader reports (continued):

- Alysabeth Alexander distributed a written report on the SEIU international executive board meeting in Puerto Rico. She reported SEIU will sponsor a three-day training in Los Angeles (“The Fight Forward”) on a fair economy, immigration reform, organizing, and secure retirement.
- Mary Sanders Tucker distributed a NOC training guide and explained the purpose of the t-shirt that was handed out at the January meeting. Jan Schardt will email the guide to board members that are not present.
- Harry Baker distributed draft minutes of a Capital Stewardship Committee meeting. A training is scheduled for March 19. Committee procedures will be submitted to the board for approval. He stated a procedure is needed on how to make decisions regarding pension legislation (to replace an earlier board decision that 1021 State Council delegates could not vote on pension issues at council meetings without a previous executive board vote on the issue).

Committee/project reports (continued):

- **Building Committee:** Seth Schapiro reported a lease on Redding office space is being reviewed. He anticipates the move to the new space will happen by April 1st. Negotiations are underway for new office space in Stockton. One year remains on the Myrtle Street office lease (Oakland); potential storage space is adjacent.
- **Member Resource Center stakeholders committee:** Seth reported the committee will meet Monday and draft a recommendation for board consideration at the March meeting.

Treasurer's report: Treasurer Kathy O'Neil reported:

- Two agenda items were tabled to the next meeting: (1) policy on reporting financial information to members, and (2) Budget Committee recommendations.
- The 2011 Local 1021 budget was distributed.
- A report on the quarterly budget review was tabled to the next meeting but an executive summary was distributed.
- Kathryn Cavness has been nominated to serve on the Budget and Finance Committee.

It was M/S/C (Holmes-Morton/Stern) by consensus to extend the meeting to 6:15 p.m.

Treasurer's report (continued):

- The Budget and Finance Committee has recommended the board approve a request by Bright Now Dental to send a mailing to 1021 members. It was M/S (Stern/Dooha) to approve the mailing. Following discussion, the motion failed (1-16-11).

New Business:

- It was M/S (Bradshaw/Jimenez) to approve the appointment of Kathryn Cavness to the BFC. Motion carried (26-0-1).
- Michael Tong reported the Asian Pacific Islander Caucus is neutral on the proposed bylaws amendments.
- It was M/S (Stern/Atwell) to approve RN Industry David Fleming's request to form a San Francisco Health Care Committee. Motion carried (26-1-2).

The meeting was adjourned at 6:20 p.m. in memory of Berry Bingham and Art Grubel.

POLICY on MEETING MINUTES

The purpose of meeting minutes is to record actions taken at meetings. Minutes serve as the official record, the legal record, and (often) the public record of what was decided at meetings.

The Local 1021 bylaws provide that the secretary shall "keep, or cause to be kept, a correct and impartial account of the proceedings of each membership and executive board meeting."

This policy provides guidelines for the taking of minutes by the local's secretary, but also for those taking minutes at chapter, committee, industry, area, etc. meetings. The duty of the secretary is to record what is done at a meeting, not what is said by the members.

Robert's Rules of Order recommends that minutes should include the following:

- type of meeting (regular, special, etc.)
- name of the group
- date, place, and start and end time of the meeting

- names of the presiding officer and secretary
- members in attendance
- establishment of a quorum
- action taken on the minutes of the previous meeting
- exact wording of motions, the maker of the motion, outcome of the motion (passed, failed)
- vote counts if the votes were counted (v. voice or hand vote)
- names of members and their votes if a roll call vote is conducted
- notices given/announced
- points of order and appeals
- reports—name of the committee, industry, officer, etc. and the reporting member

Committee, industry, officer, and other submitted reports should be attached to the official (filed) copy of the minutes. Written motions should also be attached.

Robert's Rules of Order recommends that the following not be included in minutes:

- opinions or interpretations of the recording secretary
- judgmental phrases like "heated debate" or "valuable comment"
- discussions
- motions that are withdrawn
- flowery language
- detailed reports
- transcripts of the meeting (i.e., minutes should not be taken down verbatim)

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
MINUTES
Saturday, March 26, 2011
2300 Boynton Avenue
Fairfield, CA 94533-4354**

Board members participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Saul Almanza (by videoconference), Nancy Atwell, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Ken Blomberg, Gayle Chadwick (by phone), Gregory Correa, Sheila Darvell, Amy Dooha, David Fleming, Dolores Dawson Gholar, Karen Joubert, Jim Nebel (by phone), Michelle Rodrigues, Jan Schardt, Jacqueline Sowers, Eric Stern, Ken Tam, Mynette Theard, Celeste Thompson (by phone), Mary Sanders Tucker, David Turner.

Board members excused: First Vice President Gary Jimenez, Alysabeth Alexander, Gina Castellano, John Gales, Gladys Gray, Andrea Longoria, Renita Terry, Denis Villanueva

Board members not present: Sheila Darvell, Oliver Tarap

Budget & Finance Committee members participating: Amos Eaton, Peggy LaRossa (by videoconference), Mary Jane Logan, Nadeen Roach, Michael Tong

Staff present: Stephanie Batey, Leah Berlanga, Tim Gonzales, Ed Hanley, Rocky Morrison, Kerry Newkirk, Seth Schapiro, Pattie Tamura

Members participating: Brenda Barros, Rachelle Carbajal (by videoconference), Alyse Ceirante, Cheryl Harris, Cynthia Landry, Teresa Lewkowitz, Sabrina Lott, Jerry Mahoney, Jon Meade, Delois Richard, Angela Radford, Winford Ruggs, Donna Shane, Josh Smith, Marcus Wilson, Jim Wise

Meeting was called to order at 10:15 a.m. by President Roxanne Sanchez.

ANNOUNCEMENTS: President Sanchez announced some board members are in Los Angeles for the SEIU Member Leadership and Action Conference. She also announced that some staff and members will leave the meeting early to attend a memorial for Art Grubel. President Sanchez announced the results of the bylaws election.

AGENDA REVIEW:

- Approval of the Alameda County Social Services Chapter bylaws was added to the consent calendar.
- The resolution in support of SB 810 was moved from new business to committee and project reports.

MINUTES: It was M/S (Stern/Sowers) to adopt the minutes of the November 20, December 18, and January 22 meetings as amended. The motion carried unanimously. The minutes will be posted on the website as amended.

COMMITTEE AND PROJECT REPORTS:

- **Election Committee:** Committee Chair Donna Shane presented a written report (attached) on the bylaws election: 5,656 valid ballots were counted; there were 4,693 votes in support of the revised bylaws and 963 votes in opposition. The committee will follow up on a request for an analysis of votes by industry. It was M/S (Dooha/Tucker) to accept the report. The motion carried unanimously.

- **Building Committee:** Seth Schapiro reported a lease has been negotiated for a new office location in Redding; it is expected the office will be operational by mid-April.

President Sanchez administered the oath of office to Budget and Finance Committee members who are now executive board members (per the revised bylaws): Amos Eaton, Peggy LaRossa, Mary Jane Logan, Nadeen Roach, Michael Tong.

COMMITTEE AND PROJECT REPORTS (continued):

- **Member Resource Center Committee:** Seth Schapiro presented a written report (attached). The local's contract with the MRC in Pasadena will expire July 1, 2011. The committee's report recommends the local create its own call center. The new call center would be based at the local's 29th Street office in Oakland. Initially, there will be two staff assigned. Ultimately, four or five staff will work at the center. A team leader position should be established as soon as possible to coordinate the system. It was M/S (Stern/Dooha) to adopt the committee's recommendations, recruit and hire a team leader, and authorize the committee and staff to develop and implement a transition plan. In response to questions, it was reported the local is working on a means of tracking grievances. The call center cost is projected to cost \$30,000/month (less than the current MRC). The team leader salary (with benefits) will be roughly \$92,000/year; the job description will be based on current the current team leader job description (the job may be filled as an "acting team leader" pending the hire process). Calls to the center will be tracked and reports will be generated on the calls, referrals, and responses. It is anticipated the center will be open from 8:00 a.m. to 6:00 p.m. The motion carried unanimously.
- **San Joaquin County:** Stephanie Arellano, SEIU organizer coordinating the San Joaquin campaign, made a power point presentation on the contract campaign. She reported the number of bargaining surveys submitted doubled in one week and attendance at contract action team meetings has doubled as well. The campaign will be launched in mid-April. Members Sabrina Lott, Angela Radford, Donna Shane, and Marcus Wilson thanked the local for the support and resources—training, research, communications—that are making the campaign to revitalize the chapter a success.
- **Resolution in support of SB 810:** Member Ed Kinchley asked the board to adopt the resolution in support of single payer health care and attend an April 27 hearing on the legislation. RN Industry Chair David Fleming and Health Care Industry Chair Karen Joubert spoke in support of the resolution. It was M/S (Sowers/Correa) to adopt the resolution (attached). Motion carried unanimously.

PRESIDENT'S REPORT:

- **Research and bargaining department:** At the request of President Sanchez, it was M/S (Basconcillo/Tucker) to approve the development of an in-house research and bargaining department to continue the work of the Public Services Campaign. A proposal will be drafted for presentation to the Budget and Finance Committee in April or May. The proposal will then be presented to the board for approval in June. The issue will be discussed at the next Public Services Campaign steering committee meeting. The motion carried unanimously.
- **General membership meeting:** It was M/S (Theard/Sowers) to begin planning a general membership meeting. A committee of board members and others will be named to develop a proposal for Budget and Finance Committee review. The motion carried unanimously.

BUDGET AND FINANCE COMMITTEE REPORT: Seth Schapiro distributed a list of contracts that have been approved and recommended by the committee: Seven:59 Events and

Marketing (bargaining support services in Sonoma County), Trujillo/Caston Solutions (campaign support in San Joaquin County), Paul Worthman (temporary staff for Oakland negotiations), Rael & Letson Actuarial Services (in Sonoma, Napa, and San Francisco counties). He stated the committee will be working to clarify protocols on approval of contracts and expenditures.

- It was M/S (Stern/Tucker) to approve the Seven:59 contract in the amount of \$25,000 (funds will be sought from the Public Services Campaign, the balance will be charged against the negotiations budget line item). The question of who initially approved the Seven:59 contract was referred to the BFC. The question was called and sustained. The motion carried.
- Trujillo/Caston: It was M/S (Stern/Baker) to approve the Trujillo/Caston contract in the amount of \$93,000. The motion carried unanimously.
- Paul Worthman: It was M/S (Eaton/Stern) to approve the Worthman contract (up to \$19,000). The motion carried unanimously.
- Rael & Letson: It was M/S (Stern/Bibb) to approve up to \$75,000 (although it is anticipated additional work will be needed). Additional funding will be requested from the PSC. The motion carried unanimously.
- Service fee project: Ed Henley reported on the work that the finance and membership departments are doing to compile member and fee payer information so that work can begin on campaigns to convert fee payers into members by region.

Meeting adjourned for lunch at 1:10 p.m. and reconvened at 1:40 p.m.

CONSENT CALENDAR: Amy Dooha explained how the Alameda County Social Service Agency Chapter bylaws process was being handled and how the bylaws were completed by a subcommittee consisting of members from three chapters that had merged into one chapter. It was M/S (O'Neil/Eaton) to approve the chapter bylaws. Following discussion on the process, the motion carried. Larry Bradshaw asked that the board create a workgroup to work with the Policy Review Committee to set a process for chapter bylaws.

MEMBER COMMENTS: Brenda Barros reported she would serve, in Gladys Gray's absence, as Social and Economic Justice co-chair. She added Gladys Gray thanks everyone for the flowers and card and is expected to recover soon. She also thanked the leadership for the positive changes that have been made.

BUDGET AND FINANCE COMMITTEE REPORT (continued):

- An executive summary of the fourth quarter budget review was distributed at the February board meeting. Treasurer O'Neil reported a presentation on the fourth quarter budget review was requested by a chapter. The chapter did not show for the noon meeting and notified Treasurer O'Neil at 4:00 p.m. that day they would not be attending.
- Contributions to community partners: The intent was that these requests for financial contributions would be handled at the industry level but the requests have been falling through the cracks. As a result, a committee has been formed to address this need. There was a discussion on the need for a process to be developed and how to avoid duplicate requests. This needs to be done with the BFC and industry chairs.
- The BFC has recommended a plan of action regarding chapter accounts with deficit balances (attached). It was M/S (Eaton/Tucker) to accept the recommendation. The motion carried.

NEW BUSINESS:

- **Women's History Month Presentation:** Karen Bishop and Karen Joubert introduced Theresa Shanley a member and nurse at San Francisco County jail. Ms. Shanley was honored for her role in saving the life of a child and the capture of the child's kidnapper.

COMMITTEE AND PROJECT REPORTS (continued):

- **Policy Review Committee:** Eric Stern reported the committee recommends that the proposed policy on board minutes and the recording of member comments, as presented at last month's meeting, be adopted. It was M/S (Atwell/Turner) to accept the recommendation of the committee. Following discussion on the pros and cons of the policy, it was recommended that the board look at the minutes of SEIU Local 521 and other unions to see how member comments are handled. Motion did not carry and was referred back to the committee.

OLD BUSINESS:

- **Executive Board Meeting Location Committee:** Mary Sanders Tucker reported the committee will meet after the board meeting to set future meeting locations.

CHIEF ELECTED OFFICER REPORT: CEO Sin Yee Poon reported she had no report as she has been suspended. She advised litigation is pending.

LEADER REPORTS have been submitted via email or distributed.

NEW BUSINESS (continued):

- **Request to name Myrtle Street office meeting room in memory of Berry Bingham:** It was M/S (Holmes-Morton/Doocha) to name the Myrtle Street large conference room in memory of Berry Bingham. The motion carried unanimously.

EXECUTIVE SESSION: President Sanchez reported there was no need to meet in executive session to discuss the member complaint regarding financial transactions and fiduciary responsibilities. She has sought legal counsel on the matter and will seek an outside auditor to review the allegations and materials submitted.

The board adjourned into executive session at 3:56 p.m. The board reconvened into open session at 3:59 p.m.

The meeting was adjourned at 4:00 p.m. in honor of Karen Champaign, a member who passed away unexpectedly, and Art Grubel, past executive director of SEIU Local 1280.

**SUPPORT FOR SINGLE PAYER HEALTH CARE
SB 810 (Leno) - California Universal Health Care Act**

Whereas SEIU 1021 has consistently supported state and federal Single Payer legislation, including introducing a resolution at the 2008 SEIU International Convention in support of the concept and specific legislation; and

Whereas other public sector Unions and important community and advocacy organizations such as CA Teachers Association, CA Federation of Teachers, CA Nurses Alliance, CA Alliance of

Retired Americans, Dolores Huerta Foundation, California Council of Churches have endorsed SB 810; and

Whereas ever-increasing health care costs to our public employers places an escalating strain on our governments' ability to provide needed public services; and

Whereas public sector workers in California, and throughout the U.S., are under intense attacks sponsored and led by billionaires and right-wing politicians, including unjustly blaming government workers for skyrocketing health care costs even though the workers are not to blame; and

Whereas the U.S. spends twice as much as other developed nations on health care, yet ranks a dismal 37th in the world in indicators of good health according to the World Health Organization; and

Whereas Medicare is a good model for health care financing that is cost-effective, and it makes good sense to expand this concept to cover all residents in California, with potential savings of \$29 billion in the first year;

Therefore be it resolved that SEIU 1021 continues to support a "Medicare for All" style single payer health care reform plan for California, specifically endorses and supports SB 810 (State Senator Leno), and will actively participate with other Union and community allies in the legislative efforts to make it law; and

Be it further resolved that SEIU 1021 will incorporate education and advocacy for a "Medicare for All" style single payer health care reform plan for California in our work in our Industries, regional bodies, Chapters, and websites as appropriate, to educate our members and encourage them to participate in lobbying, advocacy, and education about this needed reform; and

Be it further resolved that SEIU 1021 will recommend to other SEIU Local Unions in California, and the CA SEIU State Council that they endorse SB 810 and make passage into law a priority in the State Council's legislative priorities.

CHAPTER ACCOUNTS WITH DEFICIT BALANCES RECOMMENDATIONS FOR ACTION

A number of jurisdictions with chapter accounts have deficit account balances. A great majority of funds in these chapters is spent on food for meetings. In response to this ongoing problem, the Budget and Finance Committee recommends the following actions be taken:

- (1) Forgive all deficit balances one last time.
- (2) ALL chapters are to follow the \$10.00 per person food cost limit (change from current practice).
- (3) Provide mandatory training for chapter leaders whose chapter accounts have been in a deficit. If the chapter leaders do not attend the training, their chapters cannot order any more food for chapter meetings.
- (4) In the training, chapters will be informed:
 - (a) The amount of their per member rebate rate and average monthly rebate total.
 - (b) If a chapter spends more than its rebate balance and incurs another deficit, it will be prohibited from ordering food for chapter meetings until the deficit has been corrected by future rebates.
- (5) Provide open training to ALL chapter leaders who want to learn about chapter rebates, account balances, ordering food, flowers, etc.
- (6) Provide open training to staff (field representatives, political, and clerical) so that everyone can be on the same page.
- (7) Notify staff and member leaders in writing about chapters that cannot order food.
- (8) Provide instructions for staff and member leaders to complete the standard food order form, including "the type of meeting" line to assure proper accounting.

SEIU Local 1021 Executive Board
April 30, 2011
Santa Rosa
MINUTES

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Treasurer, Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Kenneth Blomberg, Gina Castellano, Gregory Correa (by phone), Amy Dooha, Amos Eaton, John Gales, Dolores Dawson Gholar, Peggy LaRossa, Andrea Longoria, Michelle Rodrigues (by phone), Mary Sanders-Tucker, Jan Schardt, Jacqueline Sowers, Eric Stern, Ken Tam, Michael Tong, David Turner, Denis Villanueva

Executive Board members excused: David Fleming, Gladys Gray, Secretary Pamela L. Holmes-Morton, Karen Joubert, Mary Jane Logan, Jim Nebel, Nadeen Roach, Dann Solomon, Renita Terry, Mynette Theard

Executive Board members absent: Kathryn Cavness, Gayle Chadwick, Sheila Darvell, Mercedes Riggelman, Oliver Tarap, Celeste Thompson

Staff in attendance: Stephanie Batey, Leah Berlanga, Harvey Hecht, Fran Jefferson, Carolyn Lopez, Rocky Morrison, Kerry Newkirk, Seth Schapiro, Pattie Tamura

Guest members: Chip Atkin (Sonoma County), Ron Colbert (retiree), Mike Donaldson (Peralta CCD), Cynthia Landry (Alameda County), Jerry Mahoney (retiree), Greg Marro (retiree), Jon Meade (retiree), Tom Popenock (Sonoma County), Nadeen Roach (Solano County), Irene Rosario (Sonoma County), Josh Smith (retiree), Duke Westphal (Santa Rosa City Bus)

Meeting was called to order at 10:30 a.m. by Nancy Atwell. Nancy welcomed delegates and introduced Sonoma County members in attendance. She then introduced Sean Hamlin, representing Assemblyman Michael Allen. Mr. Hamlin spoke briefly on the state budget and AB 1036, a bill introduced by Assemblyman Allen that would amend the Public Resources Code and eliminate arcane language (such as employed "at the pleasure of the general manager") regarding park and open space workers.

AGENDA REVIEW: President Sanchez added (1) resolution regarding Cal-OSHA submitted by the Social and Economic Justice Committee and (2) extension of Josh Smith's contract.

MEMBER COMMENTS:

- Jon Meade urged members' participation in the state budget fight (May 9-13 in Sacramento).
- Cynthia Landry spoke in support of a resolution regarding CalOSHA workers.
- Josh Smith updated the board on his chapter newsletter project (smith489@juno.com).
- Ron Colbert stated retirees still have a place in SEIU.

MEETING MINUTES: In the absence of the secretary, Kerry Newkirk reported on the status of the February and March minutes. It was M/S (Stern/Johnson) to accept the minutes of the February 26 meeting as amended. Motion was carried. It was M/S (Turner/Atwell) to table the minutes of the March 26 meeting. Motion carried. The secretary will be reminded that she is to use the term "minutes" and not "proceedings" when preparing the minutes of meetings.

COMMITTEE AND PROJECT REPORTS:

- **Building Committee:** Seth Schapiro reported the new Redding union office is open. The Building Committee will be working with Napa County leaders regarding meeting space. Negotiations are ongoing, but not going well, regarding the sale and relocation of the Stockton office.
- **Member Resource Center:** Seth Schapiro reported staff are working to meet a June 30 deadline for transition from the SEIU MRC to a Local 1021 call center.
- **Director reports:** Directors provided written reports. Lead Director Stephanie Batey reported members are facing takeaways, cuts, furloughs, etc. at almost every bargaining table—but members are

also rising to the occasion. She reported on actions at Mendocino County, Peralta College District, Napa County, and San Joaquin County. Fran Jefferson updated the board on the Alameda County Medical Center campaign. Pattie Tamura reported on the pension/retirement negotiations in San Francisco and a statewide public health care conference. Leah Berlanga provided an update on some of the 39 bargaining tables open in her jurisdictions, including Solano County and San Francisco Housing Authority as well as industry retreats.

- **Resolution to protect health and safety at Cal-OSHA, end the Cal-OSHA inspector furloughs and hire medical professionals for Cal-OSHA:** It was M/S (Tucker/Stern) to adopt the resolution (attached) presented by Amy Dooha. Motion carried unanimously.
- **Personnel/Staffing Committee:** Jan Schardt summarized the recent meeting of the committee. The committee will next meet on May 6-7 to begin dealing with new staff positions, representation criteria (e.g., the number of contracts, the number of members, and geography in staff routes), a review of job descriptions and salaries, staff accountability, etc.
- **Capital Stewardship Committee:** Harry Baker reported on a successful pension workshop on April 16.
- **Fair Economy Campaign:** Alysabeth Alexander reported on national demonstrations in San Francisco, Oakland, and Stockton; a Wells Fargo shareholders meeting on May 3, support for the Homeowners Protection Act, enforcement of county tax laws, etc. She asked that the local adopt and implement a comprehensive Fair Economy Campaign and participate in various actions the week of May 13. It was M/S (Jimenez/Castillano) to adopt the campaign. Motion carried unanimously. Steve Gilbert made a brief report on a “tax the super rich” ballot initiative campaign for 2012 to impose a 10% tax on the top 1% of wage earners. A flyer and FAQ documents were distributed. Larry Bradshaw asked that an education module be developed and that information be posted on the website. President Sanchez stated the Social and Economic Justice Committee would play a key role in the campaign.
- **Policy Review Committee:** Chair Eric Stern presented a proposed amendment to the lost time policy (deletion of “CEO” and insertion of “Lead Director” as authority to approve members on lost time to replace staff vacancies). It was M/S (Jimenez/Dooha) to accept the revision. Motion was carried.

CONSENT CALENDAR/POLICY ON MEMBER COMMENTS AND EXECUTIVE BOARD MINUTES:

It was M/S (Jimenez/Bibb) to adopt the following policy: “The board will use a speaker sign-in list to include the name, chapter, topic, and support or opposition to the named topic. The minutes of the meeting will record only members’ names, chapters, topics, and support or opposition (if appropriate). The minutes will not include a description, interpretation, or transcription of members’ comments. The sign-in list will be attached to the official minutes and become part of the archived record of the meeting.” Motion was carried.

CHIEF ELECTED OFFICER REPORT: CEO Sin Yee Poon distributed her April 30 response to President Sanchez’s memo of April 27 regarding her revised role since the recent passage of bylaws amendments. President Sanchez pledged to work together on a smooth transition of revised CEO duties.

Lunch from 12:45 p.m. to 1:35 p.m.

COMMITTEE AND PROJECT REPORTS (continued):

- **Bylaws Committee:** Larry Bradshaw made a power point presentation on a “bylaws – phase 2” draft plan, including an outline of bylaws issues such as a uniform dues structure; chapter rebates and accounts; chapter spending policies; roles of executive board members, area representatives, and vice presidents; role of retirees; election rules and process; administrative/governance structure; chapter bylaws; regional representation; member bill of rights; status of board members if laid off, disabled, etc. He reported the phase 2 committee will be appointed and will represent all regions, industries, and legacy locals. The committee’s work must be completed by April 4, 2012.

- **Stockton Head Start:** Gina Castellano reported on a major rally on April 24 that generated television coverage. Teachers, state workers, Teamsters, and representatives of the local labor council participated. She also invited members to participate in the Stockton Cinco de Mayo parade.

TREASURER'S REPORT: Treasurer O'Neil and Rocky Morrison distributed a summary of the first quarter budget report as well as a comparison of budgeted and actual revenue and expenditures. The reports were reviewed line-by-line. Overall, income and expenses are very close to budget projections. The BFC and board will continue to monitor spending as it is anticipated revenue will decrease if the economy doesn't improve and if furloughs and layoffs continue.

The BFC is recommending the board adopt a proposed policy on expenditure review/approval/reporting. Following review and discussion of the policy, it was M/S (Stern/Dooha) to adopt the policy. Motion was carried.

NEW BUSINESS:

- **Organizing Department campaign:** It was M/S (Jimenez/Tong) to approve expenses associated with an organizing campaign for Local 503 in Oregon (estimated cost of \$60,000 to be paid from organizing funds). Motion was carried.
- **Lawsuit expenses:** It was M/S (Alexander/Tong) to approve up to \$35,000 in legal expenses (not covered by insurance) to defend the local in a recently-filed lawsuit. Motion was carried.
- **Sharepoint:** IT staff Harvey Hecht reported a site has been set up on union's Sharepoint system for executive board members. It is password-protected. Members and staff can share documents and post events, meetings, and announcements on the site. The system can also be accessed on I-phones and out-of-network computers.

OLD BUSINESS:

- **Bright Now! Dental:** Saul Almanza asked the board to reconsider its February decision not to allow Bright Now Dental to mail information on discount dental services to Local 1021 members in regions where there are Bright Now offices. He reported his concerns about the company have been addressed by Bright Now representatives. It was M/S (Tucker/Johnson) to reconsider the issue and approve a mailing. Motion was carried. A draft of the proposed mailing will be reviewed and approved by staff.

PRESIDENT/LEADER REPORTS:

- Mary Sanders Tucker stated she wants to meet with board members regarding the Organizing Department's training program.
- President Sanchez thanked those who have been attending actions. Larry Bradshaw and David Turner thanked the directors and staff for attending meetings and keeping the board informed.
- Jan Schardt reported she has met with rank and file leaders in Napa County.
- Eric Stern reported on the Private Sector/Non-Profit Industry's recent conference and the importance of building industry strength.
- Akbar Bibb reported on Solano County.
- Alysabeth Alexander asked about policies on bullying and sexual harassment. This will be placed on the next closed session agenda.
- **Board vacancy:** President Sanchez reported David Heiht (Napa County Area Representative currently on leave) would not be returning from his leave. At President Sanchez' request, it was M/S (Atwell/Sowers) to approve Jan Schardt to serve the remainder of David's term. Motion was carried.
- **Public Services Campaign:** President Sanchez distributed recent campaign reports and asked that the program be extended through June. It was M/S (Tucker/Bradshaw) to approve the extension. Motion was carried.
- **Chapter newsletter pilot project:** President Sanchez requested the project, staffed by Josh Smith, be extended through June (paid from Public Services Campaign funds). It was M/S/ (Atwell/Jimenez) to approve the extension. Motion was carried.
- **Member poll:** President Sanchez reported the May meeting agenda will include results of an opinion poll of Local 1021 members. If possible, an executive summary will be provided in advance.

- **Labor council per capita taxes:** There was discussion of the board decision to reduce labor council per capita taxes as part of an overall budget austerity program and the impact such cuts could have on labor council endorsements and political work as well as Local 1021's influence in councils.
- **Head Start workers:** Crawford Johnson reported on working with Head Start members—how to stand up for their rights, prepare for negotiations, and communicate.

NEW BUSINESS (continued):

- **Temporary staff:** It was M/S (Longoria/Bibb) to approve extension of temporary staff John Heise (working on Mendocino County campaign) and Reyna Arroyo (working on the San Joaquin County campaign) through July 30. Motion was carried. A waiver of CWA contract limits on the duration of temporary work will be necessary.

COMMITTEE AND PROJECT REPORTS (continued):

- **Meeting Location Committee:** Jan Schardt reported proposed meeting sites for 2011 are still being confirmed. The committee would like the local to research the possibility of setting up videoconference capability to allow member participation at more distant meeting locations (e.g., Crescent City). The committee will meet following the board meeting to reconsider some proposed meeting sites.

Executive session: The board went into executive session from 4:35 p.m. to 4:45 p.m. It was reported two motions were passed in light of the amended bylaws: The lead director's salary shall be \$110,222, retroactive to the date of her appointment. The chief elected officer's salary shall be set at the current rate of her (former) position with the City and County of San Francisco effective May 1.

It was M/S (Jimenez/Stern) to adjourn the meeting. Motion carried. Meeting was adjourned at 4:47 p.m.

Respectfully submitted,
Jan Schardt
Napa Area Representative

Resolution to protect health and safety at Cal-OSHA, end the Cal-OSHA inspector furloughs, and hire medical professionals for Cal-OSHA

Whereas the protection of the health and safety of California's workers is critical; and
 Whereas 196 Cal-OSHA inspectors have been furloughed by previous Governor Arnold Schwarzenegger; and
 and
 Whereas these inspectors' salaries are paid by grants and premiums from Workers Compensation Insurance; and
 Whereas their salaries have nothing to do with the state budget crisis; and
 Whereas the impact of a three-day-a-month furlough has a dangerous impact on the ability of these inspectors to enforce the rules and regulations of Cal-OSHA and protect the safety and health of California workers and the public; and
 Whereas the furloughs continue under Governor Jerry Brown's administration; and
 Whereas there are more fish and game inspectors than Cal-OSHA inspectors in California; and
 Whereas under Governor Schwarzenegger only on half-time doctor at Cal-OSHA remains for California's 17 million workers; and
 Whereas new dangers and diseases in biotech and nano-tech require professional medical training with MDs for investigation; and
 Whereas the right of California's workforce to have a professional medical staff in Cal-OSHA is crucial to their health and safety protection; and

Whereas in commemoration of the 100th anniversary of the Triangle Shirtwaist fire which killed 146 mostly Jewish and Italian immigrant garment workers in New York and the need to commemorate their fights for health and safety then and today; therefore be it

Resolved SEIU Local 1021 calls for the immediate cancellation of all furloughs of Cal-OSHA inspectors and the full staffing of seven doctors for a professional medical staff union in Cal-OSHA to protect the health and safety of California workers; and be it further

Resolved SEIU Local 1021 supports the San Francisco Workers Memorial Day in San Francisco on April 28, 2011 at ILWU Local 34 initiated by the California Coalition of Workers Memorial Day; and be it finally

Resolved SEIU Local 1021 calls on other affiliated bodies and organizations to concur in this action and send letters to their California legislative representatives and California Governor Jerry Brown on these requests.

**SEIU Local 1021 Executive Board
May 21, 2011
Red Bluff
MINUTES**

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Third Vice President Larry Bradshaw, Secretary Pamela L. Holmes-Morton, Alysabeth Alexander, Saul Almanza, Harry Baker, Kathy Basconciello, Akbar Bibb (by phone), Karen Bishop, Kenneth Blomberg, Kathryn Cavness, Gayle Chadwick (by phone), Amy Dooha, Amos Eaton, David Fleming, Gladys Gray, Dolores Dawson Gholar, Peggy LaRossa, Mary Jane Logan, Andrea Longoria, Nadeen Roach, Michelle Rodrigues, Mary Sanders-Tucker, Jan Schardt, Dann Solomon, Eric Stern, Ken Tam, Michael Tong, David Turner, Denis Villanueva

Executive Board members excused: Nancy Atwell, Gina Castellano, Gregory Correa, John Gales, Karen Joubert, Kathy O'Neil, Jacqueline Sowers, Renita Terry, Mynette Theard

Executive Board members absent: Second Vice President Crawford Johnson, Sheila Darvell, Jim Nebel, Mercedes Riggelman, Oliver Tarap, Celeste Thompson

Staff in attendance: Stephanie Batey, Harvey Hecht, Kerry Newkirk, Seth Schapiro

Guest members: Mike Donaldson (Peralta CCD), Cynthia Landry (Alameda County)

Meeting was called to order at 10:10 a.m. by President Roxanne Sanchez.

AGENDA REVIEW: The following items were added to the agenda: industry chair expenditures (Roxanne Sanchez) and resolution in support of AB 1244 (Eric Stern).

MINUTES: It was M/S (Longoria/Tong) to accept the minutes of the March 26 and April 30 board meetings as presented. Motion carried.

NEW BUSINESS:

- **Personnel/Staffing Committee report:** Gary Jimenez summarized the committee's May 6-7 meeting. The committee began a discussion of how to move the local forward and the concept of a "go to" center—a centralized resource center to support member campaigns (and replace the Public Services Campaign).
- **Member Resource Center:** Seth Schapiro reported the local will remain in the SEIU MRC system through August (at \$12,500/month) to provide more time for transition to a Local 1021 system. The new MRC will be based at the 29th Street office in Oakland. Needed technology (hard and soft ware) is being secured. Projected costs for the 1021 system may be lower than anticipated (\$30,000/month) as existing staff will be working in the center. Delegates were reminded SEIU requires local unions to have one-stop resource centers.
- **Industry chair expenditures:** It was M/S (Logan/Tucker) that industry chairs be authorized to expend industry funds between industry meetings as long as such expenditures are reported at the next industry meeting and in the meeting minutes. It was pointed out that the motion was in conflict with existing policy on industry expenditures. The motion was amended to cap expenditures at \$2,500 (Logan/Tucker) and to require approval by a poll of a majority of the members who attended the last four meetings of the industry (Dooha/Tucker). Discussion was suspended.
- **Member priorities:** Board members reviewed results of a survey of 524 members conducted by Hart Research Associates. The member sample was representative of member geography and density with a 4.8% margin of error. Overall, 69% of members

rated the local as excellent or good; 31% disapproved. The survey also included questions specific to San Francisco members. Those results were presented to the bargaining team in the city and county.

Lunch between 12:00 p.m. and 12:20 p.m.

- **Industry chair expenditures** (continued): The question was called (Tong/Rodrigues) and sustained. On the main motion, 9 voted in support, 15 voted in opposition, and 3 abstained. It was M/S (Solomon/Jimenez) to refer the issue to the Policy Review Committee. The committee and industry chairs are to meet to resolve the issue and make a recommendation to the Budget & Finance Committee and executive board. Any policy adopted will be applied to all industries and committees. Motion carried.
- **Resolution in support of AB 1244:** It was M/S (Logan/Turner) to adopt the resolution (attached) recommended by the SEIU Developmental Disabilities Council. Motion carried.

COMMITTEE/PROJECT REPORTS:

- **Bylaws Committee:** no report available.
- **Building Committee:** Seth Schapiro reported the committee will be checking on larger meeting space in Napa; the sale of the Stockton office building is apparently stalled; needed repairs are being made to the Oak Street building.
- **Policy Review Committee:** no report available.

BUDGET & FINANCE COMMITTEE REPORT: Seth Schapiro and Nadeen Roach distributed a report on recommendations and actions taken by the committee. It was M/S (Eaton/Stern) to approve up to \$103,364 from reserves for Cisco telephone hardware and software (part of the conversion to an in-house phone system). Motion was carried. Two other committee recommendations will be considered in executive session. The treasurer will report on the first quarter budget review at the next board meeting.

CHIEF ELECTED OFFICER REPORT: CEO Poon reported she would raise her concerns in executive session.

LEAD DIRECTOR REPORT: Stephanie Batey reported on the following jurisdictions:

- Alameda County Medical Center: campaign is successful to date; wage increases of 2.6% to 8% have been approved; 40 new stewards in place, 20 additional soon.
- San Joaquin County: 206 members attended recent CAT meeting; radio ad is running and keepourdreamalive.org website is up; building community support coalition.
- Solano County: response to member survey very positive. Nadeen Roach reported on her recent reinstatement following member solidarity rallies.
- San Francisco City/County: David Fleming reported on an apparently successful resolution of outstanding retirement/pension issues.

Stephanie asked board members to read reports submitted by the directors. 66 bargaining tables are currently open; research staff is assisting at 17. Written campaign plans are in place and include contract action teams, community visibility, public information lawsuits, training, voter registration, etc. Three research staff have been hired.

PRESIDENT/LEADER REPORTS:

- Mary Sanders Tucker reported 10 members and eight staff went to Oregon to help the campaign to organize 8,000 home health care workers. To date, 91% has voted yes.
- Andrea Longoria reported bargaining in Mendocino County is at impasse and huge wage and work week cuts are on the table. She asked for support at a May 24 action at the board of supervisors meeting.
- Dolores Dawson Gholar distributed a written report.
- Alysabeth Alexander reported on the state budget May revise and successful Fair Economy rallies on May 13 in San Francisco, Fresno, and Sacramento as well as an action at a Wells Fargo shareholders meeting with community partners. She reported on property tax reassessment campaigns against Chase bank, the Hilton, and Burger King in San Francisco as well as foreclosure/blight fines levied in Oakland. The campaign is working on legislation regarding the collection of property taxes. She added she would like to attend regional meetings and Social & Economic Justice meetings to discuss campaign plans.
- Ken Tam reported the county industry is reviewing pension legislation and seeking input from other industries. President Sanchez stated she would seek Bill Steck's assistance in the effort.
- Mary Jane Logan reported schools are being "hit hard" with layoffs, contracting out, reduction of hours, etc. She reported on actions at Oakland, Albany, Peralta, and San Ramon Valley school districts.

OLD BUSINESS: Secretary Holmes-Morton requested an update on plans for a general membership meeting. President Sanchez responded a team is being put together to work on logistics for a member convention in March of 2012 (no later than March 9). Board members were reminded chapters must elect delegates by secret ballot of the general membership (and chapter bylaws must be adopted and approved).

EXECUTIVE SESSION: The board went into executive session at 2:05 p.m. and reconvened in open session at 3:00 p.m.

- President Sanchez asked the Meeting Location Committee to meet following the board meeting to evaluate board meetings outside the Bay Area.
- It was M/S/C to accept the interim agreement with OS4 staff.
- It was M/S/C to eliminate the assistant to the CEO position (timing to be determined by HR).
- It was M/S/C to approve the assistant to the executive board job description. It was M/S the screening committee for the position will be Mynette Theard, Seth Schapiro, Gary Jimenez and the selection committee will be Seth Schapiro, Stephanie Batey, an elected chair, an area representative, a Budget & Finance Committee member, President Sanchez, and CEO Poon. The committee's selection will be confirmed by the executive board. The motion was carried by roll call vote: Jimenez, Sanders Tucker, Alexander, Almanza, Baker, Basconcillo, Bibb, Bishop, Blomberg, Chadwick, Dawson Gholar, Dooha, Eaton, LaRossa, Longoria, Roach, Rodrigues, Schardt, Solomon, Stern, Tam, Tong, Turner, and Villanueva voted in support. Holmes Morton voted in opposition. Cavness, Fleming, Gray, and Logan abstained.

- An incident reported by David Turner was tabled to the next board meeting.

It was M/S (Logan/Solomon) at 3:15 p.m. to adjourn. Motion carried.

Resolution in support of
AB 1244 (Chesro), Individual Choice Budgets

Whereas people with developmental disabilities seek to be included in the mainstream of community life and have greater control over their services and their supports; and

Whereas the Budget Acts of 2009 and 2011 contain increasing restrictions on services available to people with developmental disabilities and their families; and

Whereas Assemblymember Wes Chesbro has introduced AB 1244 which will create an Individual Choice Budget program that will allow families and consumers throughout California to manage their own services and hire their own workers; and

Whereas AB 1244 will create an "Individual Provider" workforce, similar to IHSS, of about 10,000 over the first five years and continue to grow after that. The bill will protect worker interests, mandating that the state set base compensation for those workers and that they shall be able to organize to represent their interests to the state. These workers will be within the jurisdiction of SEIU Public Division DD locals, including SEIU Local 1021; and

Whereas AB 1244 contains caseload protections for regional center workers serving program participants and provide career opportunities for direct support workers in provider agencies, workers represented by SEIU Local 1021; and

Whereas AB 1244 will give people with disabilities and the workers who support them greater opportunity to pursue happiness and better their lives; therefore be it

Resolved the executive board of SEIU Local 1021 supports AB 1244 and urges the SEIU State Council to advocate strongly to ensure its passage by the legislature and signature by the governor.

**SEIU Local 1021 Executive Board
June 20, 2011
San Francisco
MINUTES**

Executive Board members participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Gina Castellano (by video), Kathryn Cavness, Gregory Correa, John Gales, Gladys Gray, Dolores Dawson Gholar, Karen Joubert, Peggy LaRossa (by video), Mary Jane Logan, Nadeen Roach, Michelle Rodrigues (by phone), Mary Sanders-Tucker, Jan Schardt, Dann Solomon, Jacqueline Sowers, Ken Tam, Renita Terry, Mynette Theard, Celeste Thompson (by video), Michael Tong, David Turner, Denis Villanueva

Executive Board members excused: Secretary Pamela L. Holmes-Morton, Ken Blomberg, Amy Dooha, Amos Eaton, David Fleming, Jim Nebel, Mercedes Riggleman, Eric Stern, Denis Villanueva

Executive Board members absent: Gayle Chadwick, Sheila Darvell, Andrea Longoria, Oliver Tarap

Staff in attendance: Local 1021 staff Stephanie Batey, Leah Berlanga, Fran Jefferson, Tim Gonzales, Kerry Newkirk, Seth Schapiro, and SEIU staff Sascha Eisner and Nina Shulman

Guest: Mike Parker

Meeting was called to order at 10:20 a.m. by President Roxanne Sanchez.

AGENDA REVIEW: The following items were added to the agenda: President Sanchez announced the San Francisco retirees committee would address the board at 2:00 p.m. She added the board would recess at 12:00 noon for an update on a pending lawsuit for board members named in the suit.

MINUTES: It was announced Secretary Pamela Holmes Morton's minutes of the May 21 board meeting were not available and would not be available until the July meeting. Kerry Newkirk offered to forward her notes from the meeting to board members.

MEMBER COMMENTS: Lavender Solidarity Committee Chair Eileen Berkun spoke to the board in support of lesbian/gay/bisexual/transgender rights and training on LGBT issues. She distributed information on upcoming events and the following request:

The Lavender Caucus urges SEIU Local 1021 to take the steps to support transgender staff and members. These are workers' right and civil rights issues. Local 1012 needs to train staff, management, and member leaders on transgender rights and gender identity. SEIU Local 1021 needs to offer fully transgender inclusive health care for its staff as the SEIU International and some employers (like the City of San Francisco and now the City of Berkeley) whose workers we represent do. The local needs to also prioritize educating members and staff on LGBTQ inclusive contract language and why it is important. It is our role as a union fighting for social justice and workers rights to stand up for oppressed workers and to step up in these fights.

COMMITTEE/PROJECT REPORTS:

- **Building/office update:** Seth Schapiro reported the new Redding office is open and the Budget & Finance Committee approved new office space in Napa.
- **Policy Review Committee:** Kathy O'Neil reported on revisions to the policy on approval of chapter bylaws (attached) as recommended by the committee. It was M/S/C (Solomon/Atwell) to accept the revised policy.
- **Member Resource Center:** Seth Schapiro reported the local's MRC is anticipated to be functional by September 9. Ed Hanley is overseeing the transition and setting up protocols for the center. Initially, MRC staff will answer basic questions, enter data, and provide basic information. Calls will be logged and tracked. It has not been decided if all calls will be routed through the MRC. The plan at this time is to try to use current staff with no additional costs to the Local.
- **Shared Services:** Seth Schapiro reported on the ongoing transition from SEIU to independent Local 1021 database, website, MRC, phone, etc. systems. The previously frozen IT position is going to be opened in July as part of the transition. There are outstanding, disputed invoices from SEIU totaling roughly \$800,000; negotiations are underway with SEIU to settle the invoices.

OATH OF OFFICE: President Sanchez administered the oath of office to BFC and board members Kathryn Cavness and Dann Solomon.

COMMITTEE/PROJECT REPORTS (continued)

- **Personnel/Staffing Committee:** President Sanchez and Jan Schardt reported on recent committee meetings. The committee plans to review the current hiring policy and complaint procedure as well as draft a mission statement and "how-to" book for chapter presidents.
- **San Francisco chapter rebuild:** Larry Bradshaw reported on the challenges facing the chapters in San Francisco (bargaining, pension and health care attacks, contracting out, layoffs, mayoral race, etc.). He distributed a list of chapters in the city/county with member and fee payer totals. He proposed a campaign similar to those undertaken in San Joaquin County and the Alameda County Medical Center. Sascha Eisner reported on his meetings with leaders and staff to develop a plan to rebuild the chapter and steward structures, develop leadership, build capacity, and create a campaign model that can be duplicated in other chapters. Nina Shulman reported the SEIU Public Division had approved the use of organizing funds for the campaign. The Budget & Finance Committee recommends the board approve up to \$2.1 million from organizing funds (up to \$150,000/month for 14 months) for the campaign. The funds cover up to 12 staff to work on the rebuild campaign (staff and up to eight member organizers). It was reported the local's organizing carryover funds total \$2.7 million. It was M/S/C (Sowers/Tong) to approve the recommendation. There was discussion regarding campaign staff and member organizers, the steering committee, anticipated additional costs, etc.

The meeting was recessed from 12:10 p.m. to 1:00 p.m.

COMMITTEE/PROJECT REPORTS (continued)

- **Bylaws Committee:** President Sanchez reported phase two of the bylaws is about to get underway. Bylaw changes will include a uniform dues structure and roles and responsibilities of board offices. She proposed the three vice presidents serve as co-chairs

of the committee and campaign. She stressed the importance of board members taking responsibility for the bylaws campaign. Larry Bradshaw added it will be the board's responsibility to contact hundreds of chapters and unorganized chapters to assist with creation of governance structures, chapter bylaws, and election of officers and convention delegates. The existing Bylaws Committee must be expanded and broadened to get the work done.

- **Membership convention:** Mike Parker was introduced as a consultant hired to assist with planning for next year's convention. He stated the board must decide if the convention's function will be educational, decision-making, networking, or a motivational/solidarity/rally event. Other decisions must be made on content, theme, and the limited number of issues the convention—in one day or one and a half days—can take on. Board members were asked to submit ideas to the officers. Decisions will be made at the July board meeting. The location and date of the convention are not yet confirmed.

Seth Schapiro reinforced the monumental tasks facing the local—the bylaws/dues election and the local's first membership convention. He distributed a list of the estimated number of delegates each chapter would be eligible to send to the convention as well as the local's policy on acceptance of chapters and the chapter bylaws template. The local's bylaws require that members be organized in chapter structures but chapters are not defined in many areas and existing chapters are in various states of organization. Chapters must adopt bylaws and elect convention delegates (by the general membership in a secret ballot election) in time for the likely convention date (February 2012). It is anticipated a full-time project manager position will be necessary to oversee the bylaws/dues and convention/chapter projects. A proposal will be submitted at the July board meeting. President Sanchez announced she may convene a board meeting before the scheduled July meeting to start making convention decisions and begin planning for the two projects.

San Francisco retired members: David Williams spoke to the board about retired members' concerns regarding pension reform measures in San Francisco. He submitted two resolutions for executive board consideration:

SEIU West Bay retirees oppose both pension reform measures (Adachi and the mayor's PEC) and encourage SEIU members to attend the Rules Committee on June 23 at 9:30 a.m. in City Hall to speak on the measures.

Retiree health care and pension benefits are set by charter. The SEIU retirees object to having SEIU (or any other union) negotiate for or represent city retirees in terms of changing our pension and health care benefits without our input. In SEIU 1021, any time retirees' benefits are brought up during bargaining team meetings, SEIU retiree elected representatives are to be present to discuss possible broad consequences to our/their future pensions and health care benefits.

CONSENT CALENDAR: It was M/S/C (Tucker/O'Neil) to accept the lead director job description as recommended by the Personnel/Staffing Committee (attached).

BUDGET & FINANCE COMMITTEE REPORT: Treasurer Kathy O'Neil reported the two issues to be reported out of the committee had already been covered (San Francisco rebuild campaign and

MRC invoices). She offered to attend industry, chapter, committee, or other meetings to explain the local's budget and/or report on finances.

FIELD DIRECTOR REPORTS: Written reports were prepared by the directors and emailed in advance of the meeting.

- Tim Gonzales reported on SEIU Local 521 and SEIU Local 503 organizing campaigns, a booth planned for the APALA convention, and a July 22 Fight for a Fair Economy march/rally in Oakland.
- Fran Jefferson reported on APMC contract bargaining.
- Leah Berlanga reported on contract bargaining, extensions, and settlements and the local's training/education program schedule. She will provide a list of training topics/sessions available at the next board meeting.
- Pattie Tamura reported on bargaining in San Francisco and two Fight for a Fair Economy revenue measures regarding banks and foreclosures being considered by the San Francisco Board of Supervisors.
- Stephanie Batey reported on an upcoming pension workshop (July 8 at Myrtle Street in Oakland at 1:00 p.m.) and an all-staff meeting (July 15 at the Aquatic Center in Oakland)—board members are invited to attend. She reported staff will work with a consultant to conduct an audit of the local's communications.
- Stephanie Arrellano reported on the San Joaquin County campaign. She showed a video clip of media coverage and distributed print clips of newspaper coverage. She reported on CAT events, unity breaks, and the campaign's website, keepingourdreamalive.org.
- The political director's written report was distributed. COPE Chair Alysabeth Alexander's report will be forwarded at a later date.

HEAD OF OPERATIONS AND LABOR RELATIONS REPORT: Seth Schapiro reported Rocky Morrison is now responsible for payroll as Ed Hanley is overseeing the implementation of the MRC. Interviews will be conducted in July to fill a vacancy in the IT department.

ORGANIZING COMMITTEE REPORT: Committee Chair Mary Sanders-Tucker reported on the Local 521 and Local 503 organizing campaigns and plans for a Fight for a Fair Economy booth at the upcoming APALA convention. She reported train-the-trainer training will be kicked-off in August at the Organizing Institute.

OFFICER REPORTS/ANNOUNCEMENTS:

- Larry Bradshaw distributed a written report. He added tickets to the APALA convention dinner are available.
- David Turner offered to order SEIU windbreakers for board members.
- Jon Meade asked board members to participate in an on-line poll sponsored by New Priorities. He also offered to order "We Are One" t-shirts for board members.
- Gary Jimenez reported on a leadership academy sponsored by the Alameda County Labor Council and asked members to participate in a march sponsored by APALA.
- Ken Tam reported Counties Industry recommendations on pension legislation (28 pending bills) were forwarded to COPE and industry chairs for comment but there was no response. President Sanchez stated she would follow up with Political Action Committee Chair Alysabeth Alexander and conduct a poll of the board if necessary.
- Nancy Atwell distributed Sonoma County's first regional newsletter.

PRESIDENT'S REPORT: President Sanchez restated the importance of the bylaws/dues election and membership convention projects, and the need for dedicated staff to coordinate both—a project manager to keep track of the project and steps involved. She asked for volunteers to serve on the bylaws election committee and asked that members respond by July 5.

MEMBERSHIP CONVENTION: President Sanchez asked for membership convention theme suggestions. The following were offered: educate and decide, communication/education = empowerment, insight—fight—might, unionism forever, we're ready for a fight—how about you, unions yesterday—today—tomorrow, from Wisconsin to California, driving the member driven force, union labor providing quality public services.

EXECUTIVE SESSION: The board went into executive session at 4:05 p.m. The board discussed issues of staff accountability.

The meeting was adjourned at 4:27 p.m. in honor of Solano County member Becky Benson.

Submitted by Kerry Newkirk

CHAPTER BYLAWS REVIEW/APPROVAL PROCEDURE

The Chapter Bylaws Review Committee reviews bylaws submitted by chapters to ensure they are consistent with the chapter bylaws template, Local 1021 bylaws, and SEIU constitution. The following procedure governs the approval of bylaws and amendments for membership ratification vote:

- (1) For initial approval, chapters shall submit proposed bylaws electronically to the Chapter Bylaws Review Committee c/o the assistant to the executive board for review and recommendation prior to a membership vote.
- (2) For approval of amendments, chapters shall submit proposed amendments to the Chapter Bylaws Review Committee c/o the assistant to the executive board for review and recommendation prior to a membership vote. The chapter shall also submit previous bylaws (or the document submitted must indicate additions and deletions in the text by underlining new language and striking out language to be replaced or deleted).
- (3) All bylaws and amendments must be submitted electronically.
- (4) The Chapter Bylaws Review Committee shall review all bylaws submitted and make recommendations on acceptance, amendment, or rejection. Chapters shall be promptly notified of Committee recommendations. Chapter bylaws or amendments not accepted by the Committee shall be promptly returned to the chapter with an explanation for the rejection and/or description of missing language.
- (5) Chapter bylaws approved by the Chapter Bylaws Review Committee shall be submitted to the chapter membership for a ratification vote. The chapter shall notify the Chapter Bylaws Review Committee of the vote results. All bylaws approved by the chapter members shall be submitted to the Local 1021 Executive Board for acceptance. No chapter bylaws or amendments to bylaws shall be valid or become effective until approved by the Executive Board of the Local Union. The Executive Board shall delegate authority to approve chapter

bylaws to the Chapter Bylaws Review Committee. The committee shall provide regular reports to the Executive Board.

- (6) Unfavorable decisions of the Chapter Bylaws Review Committee may be appealed to the officers of the local union.
 - (7) All bylaws are to be posted on the Local 1021 website.
 - (8) In the absence of bylaws or until bylaws are adopted by a chapter, the business of a chapter shall be conducted in accordance with the “chapter bylaws template” adopted by the Local 1021 Executive Board.
-

LEAD DIRECTOR JOB DESCRIPTION

Job Purpose/Objectives: The Lead Director is a senior management position appointed by the board, responsible for assisting the President/Executive Board in a wide range of managerial, operational, and leadership roles, and in other specific areas as assigned by the President in accordance with the local’s bylaws. The Lead Director will supervise all internal and external field directors.

Principle Duties and Responsibilities may include:

- Coordinate the work of all departments and all cross-departmental work teams with Head of Operations and Labor Relations to ensure integration and communication among and between teams.
- Hire, fire and direct the work of field staff (includes program and organizing staff).
- Manage the day-to-day operation of all field, organizing and program activities.
- Work closely with internal and external field directors to determine the structure and alignment of work between departments.
- Lead the planning and execution of all staff meetings.
- In coordination with the Head of Operations and Labor Relations assist the board with annual strategic and budget planning.
- Serve as the personal representative of the President and Executive Board on various assignments.
- Ensure the continuous competence and capability of staff to grow and flex to adjust to the changing work environment.
- In coordination with the Head of Operations and Labor Relations, design and implement staff development (talent management) and learning programs union-wide.
- Assist the Executive Board in communicating the vision, mission, and values of the organization in the day-to-day operation of the union.
- May be delegated by the President to play specific roles in bargaining, employer relations, political campaigns, legislation, and community relations.
- Receive all complaints and grievances. Work with all officers to seek solutions to all complaints and grievances and delegate authority to seek solutions of same to the appropriate staff or member group. Report activities to the Executive Board, leadership meetings, membership meetings, and other special meetings. (Bylaws Article 16.2.A.2)

Scope and Nature of Supervision: The Lead Director reports directly to the President/ Executive Board of Local 1021.

Knowledge, Skills and Abilities Required:

- Ability to make decisions in an effective and timely manner.
- Demonstrated skill and comfort juggling multiple priorities.
- Ability to influence others and inspire trust.
- Strong interpersonal skills which enable the Lead Director to firmly support the Executive Board in setting and maintaining priorities.
- Ability to effectively build teamwork across all parts of Local 1021—to lead “horizontally” as well as “vertically.”
- Experience in managing a large number of employees, preferably in a union setting.
- Ten (10) or more years in SEU or an equivalent combination of advanced executive education, experience and skills in a comparable labor union, non-profit, political, or corporate environment.

All employees of SEU Local 1021 are expected to create and sustain a culture of hard work, accomplishment, pride, flexibility, innovation, and accountability union-wide.

**SEIU Local 1021 Executive Board
July 30, 2011 - Fairfield
MINUTES**

Executive Board members participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, Third Vice President Larry Bradshaw, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza (by video), Nancy Atwell, Harry Baker, Kathy Basconcillo, Karen Bishop, Ken Blomberg, Gina Castellano, Kathryn Cavness, Sheila Darvell (by video), Amy Dooha, Amos Eaton, David Fleming, Gladys Gray, Dolores Dawson Gholar, Karen Joubert, Peggy LaRossa (by video), Mary Jane Logan, Andrea Longoria, Mercedes Riggelman, Nadeen Roach, Michelle Rodrigues, Mary Sanders-Tucker, Jan Schardt, Jacqueline Sowers, Eric Stern, Ken Tam, Celeste Thompson (by video), David Turner, Denis Villanueva (by video)

Executive Board members excused: First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Secretary Pamela L. Holmes-Morton, Akbar Bibb, Gregory Correa, John Gales, Dann Solomon, Renita Terry, Mynette Theard, Michael Tong

Executive Board members absent: Gayle Chadwick, Jim Nebel, Oliver Tarap

Staff in attendance: Stephanie Batey, Leah Berlanga, Fran Jefferson, Linda Joseph, Tim Gonzales, Kerry Newkirk, Margot Reed, Seth Schapiro, Bill Steck, Pattie Tamura, Rocky Morrison and SEIU staff Nina Shulman

Meeting was called to order at 10:05 a.m. by President Roxanne Sanchez.

AGENDA REVIEW: The following items were added to the agenda: report on jackets by David Turner, Disabilities Solidarity Committee report by Amy Dooha.

MINUTES: It was M/S/C (Schardt/Riggelman) to accept the minutes of the May 21 and June 20 board meetings as presented.

MEMBER COMMENTS: There were no member comments.

MEMBERSHIP CONVENTION: President Sanchez provided an overview of the work required in preparation for the convention, scheduled for February 2012. Chapters must be established where there are no structures in place, all chapters must have approved bylaws, and chapters must elect delegates to the convention. She appointed the following to the convention planning committee: board members Alysabeth Alexander, Larry Bradshaw, Amos Eaton, Gary Jimenez, Michelle Rodrigues, Eric Stern; staff Kathryn Ballard, Stephanie Batey, Joanne Cansicio, Seth Schapiro, Sandy Tibbets; and consultant Mike Parker. She requested volunteers to serve on the Election Committee. The committee will oversee the upcoming bylaws election as well as certify chapter bylaws elections and convention delegates. Members of the Election Committee will be confirmed at the August board meeting.

From 10:30 a.m. to 11:10 a.m. board members met in small groups to discuss and propose convention workshop ideas, speakers, and a format for adoption of resolutions. Larry Bradshaw announced all draft resolutions submitted will be forwarded to chapters for comment.

A draft convention call was distributed and reviewed. A number of additions were proposed. It was M/S/C (Sanders-Tucker/Stern) to approve the call with the additions.

A chapter bylaws template that included a deadline of December 31, 2011 to complete chapter elections was distributed and reviewed. There was discussion regarding the status of

board members at the convention (as they are not automatic convention delegates) as well as the election of retiree delegates. Larry Bradshaw requested the Retiree Council submit a proposal on election of convention delegates by chapters or the Retiree Council.

A list of recognized chapters was distributed and reviewed. A critical element of convention preparation will be the establishment of a list of certified chapters to determine the chapters eligible to elect convention delegates.

It was M/S/C (Sanders-Tucker/Baker) to approve the appointed members of the convention planning committee.

A summary of estimated convention costs (\$200,000), approved by the Budget and Finance Committee, was distributed and reviewed. It was M/S/C (Schardt/Sanders-Tucker) to approve the anticipated convention expenses.

There was discussion of several convention-related issues—registration fee, hotel room rates, registration deadline, the need for a budget line item, etc. President Sanchez asked board members to submit additional questions and issues to the planning committee.

It was M/S/C (Atwell/Dooha) that executive board members will have “special guest status” at the convention. They will be able to attend all convention activities and be eligible for overnight accommodations at the convention hotel in accordance with local policy.

SEIU RESOURCE AGREEMENT: Nina Shulman provided an update on the Alameda County Medical Center and San Joaquin County campaigns. The resource agreement on APMC is due to expire in September and the San Joaquin agreement will expire on July 31. She proposed an extension of the agreement, with the same terms—\$70,000/month for APMC and \$25,000/month for San Joaquin—paid from unspent organizing funds, through January 1, 2012. It was M/S/C (Stern/Atwell) to approve the extension.

Lunch break from 12:45 p.m. to 1:05 p.m.

EXECUTIVE SESSION: It was M/S/C (Stern/Schardt) to approve a proposed consulting contract with Margolies and Potterton (approved and recommended by the Budget and Finance Committee) to oversee recruitment for lead director and director positions. The motion also included approval of a salary range for the lead director position of \$110,000 to \$120,000. It was M/S/C (Sanders-Tucker/Schardt) to approve the hiring committee’s recommendation that Joanne Cansicio be hired as the assistant to the executive board. Executive session ended at 2:10 p.m.

MEMBERSHIP CONVENTION (continued): It was M/S/C (Tucker/Schardt) to accept the list of recognized chapters with corrections as needed. Board members were asked to submit corrections to Pat Morones at the 29th Street office. The board will review the final list.

DISABILITIES SOLIDARITY COMMITTEE: Amy Dooha asked the board to endorse Caring Across Generations and Care Congress scheduled for August 20. It was M/S/C (Sanders-Tucker/Castillano) to endorse the organization and event.

BYLAWS COMMITTEE: Larry Bradshaw reported the three vice presidents (Gary Jimenez, Crawford Johnson, and Larry Bradshaw) will chair the Bylaws Committee. The existing committee’s membership will change to ensure members from all regions and legacy locals are represented. A list will be provided at the next board meeting. The vice presidents are working with the bylaws/convention project manager to develop a timeline for the bylaws election. The timeline and proposed bylaws language will be provided at the next board meeting.

BUDGET AND FINANCE COMMITTEE: Treasurer Kathy O’Neil, assisted by Rocky Morrison, presented the mid-year budget report. They reported the local is in a “better position than expected.” Revenue was \$16,382 more than projected and expenses were \$1,394,577 less than projected. Seth Schapiro reported on a negotiated settlement of disputed and unpaid SEIU Shared Services charges. The BFC is recommending acceptance of the \$700,000 settlement (compared to estimated charges of \$1,188,111). It was M/S/C (Stern/Eaton) to approve the settlement. An effort will be made to pay \$150,000 of the total from unspent organizing funds.

CHIEF ELECTED OFFICER’S REPORT: CEO Sin Yee Poon presented a written report on pension reform issues in San Francisco.

PRESIDENT’S REPORT: President Sanchez reported on the impact of budget cuts on the courts, health care, and the attacks on public workers. She introduced Steve Gilbert who reported on his proposed state “tax the rich” initiative. A “TaxtheSuperRich” white paper was distributed as well as a resolution of support. There was discussion regarding the need for the SEIU State Council as well as other major partners to support the effort and the expense of qualifying an initiative and running a statewide ballot campaign. It was M/S/C (Stern/Baker) to approve the resolution as amended (attached).

CHAPTER BYLAWS APPROVAL: President Sanchez reported she has appointed the officers to oversee the chapter bylaws approval process until a chapter bylaws review committee is established. Kerry Newkirk recommended the board consider delegating initial review of submitted bylaws to staff. She further recommended that only bylaws that are out of compliance with the Local 1021 chapter bylaws template, the Local 1021 bylaws, or SEIU constitution be referred to the committee for review and decision. She recommended the board accept bylaws submitted by Chico, Fairfield, Butte County Court, and San Joaquin County Court as they are in compliance. It was M/S/C (Eaton/O’Neil) to accept the bylaws submitted as well as the proposed procedure for review and adoption of chapter bylaws.

ORGANIZING COMMITTEE: Chair Mary Sanders-Tucker reported on committee activities at the Asian Pacific American Labor Alliance convention and Organizing Institute training scheduled later this week.

COMMITTEE ON POLITICAL EDUCATION: Chair Alysabeth Alexander reported on Fight for a Fair Economy campaign meetings in Oakland, Stockton, Santa Rosa, and San Francisco. She also reported a FFE research group has been established and committee members are preparing for upcoming elections in Oakland, San Francisco, Emeryville, and cities in Marin and Solano.

DIRECTOR REPORTS:

- Bill Steck reported on campaigns (courts, library, and county realignment), the hiring of three research staff, web steward training for the new website, and plans for the August congressional recess.
- Pattie Tamura reported on a San Francisco leadership retreat for the rebuild campaign team and local government and area representatives.
- Margot Reed reported on court budget cuts and fight-back campaigns.

It was M/S/C (Schardt/Logan) to extend the meeting to 5:30 p.m.

DIRECTOR REPORTS (continued):

- Fran Jefferson reported on building collaborative relationships with officers and area representatives.
- Leah Berlanga reported on contract negotiations and recent staff hires.
- Tim Gonzales reported on the APALA convention, the FFE campaign, training scheduled, organizing campaigns, organizing staff working on the San Francisco rebuild campaign, and a new communications staff hiring.

It was M/S/C (Turner/Logan) to extend the meeting by 20 minutes.

DIRECTOR REPORTS (continued):

- Seth Schapiro reported the BFC has recommended approval of up to \$150,000 for painting and repair of the Oak Street office building. It was M/S/C (Dooha/Alexander) to approve the expenditure. He reported Reyna Arroyo, Helen Horn, and John Heist are temporary staff who have worked for more than the contractual limit of 180 days. Pending approval from the staff union, it was M/S/C (Alexander/Eaton) to extend their employment by 60 days.

OLD BUSINESS: David Turner updated board members on the cost of Local 1021 windbreakers.

NEW BUSINESS: The board discussed the issue of retired members serving on the executive board (retirees in addition to the designated Retiree Council chair) and board members who have been laid off or otherwise terminated from their employment. Requests have been made from recently retired board members to remain on the board for the remainder of their terms.

At 5:55 p.m., it was M/S/C (Turner/Stern) to extend the meeting by 15 minutes.

The Local 1021 bylaws are silent on the question and there are many issues to consider (definition of member in good standing, dues payments, outside employment status, voting rights, etc.).

At 6:20 p.m. it was M/S/C (Turner/Roach) to extend the meeting until the issue was resolved.

President Sanchez will seek advice from legal counsel before any board action is taken. The Policy Review Committee will be asked to draft a policy (within 10 days) once legal advice is received.

The meeting was adjourned at 6:55 p.m. in memory of Becky Benton, Amare Walker, Larry Johnson, Yvette Jordan-Albert, Sean Wilson, Suzanne Atwell Grada, and Kathryn Ballard's mother.

Minutes respectfully submitted by,
 Jan Schardt, Napa Area Representative and
 Kerry Newkirk, Assistant to the Executive Board

RESOLUTION ON TaxTheSuperRich INITIATIVE

*Whereas a fair, long term solution to the California budget deficit is in the vital interests of the overwhelming majority of Californians and to our members in particular; and
 Whereas progressive taxation is an essential part of such a solution; and
 Whereas the ballot initiative process is the only way to implement progressive taxation because the two-thirds vote requirement blocks all efforts in the California legislature; and*

Whereas for a progressive revenue initiative to be successful requires building a broad consensus around it; and

Whereas the initiative proposal—embodied in the TaxTheSuperRich proposal—forms a sound, practical and popular basis for a progressive revenue initiative; and

Whereas the deadline for submitting final language to the attorney general to get on the November 2012 ballot is September 30, 2011; and

Whereas failure to take decisive action now will almost certainly result in four or more years of devastating service cuts and concession bargaining; therefore be it

Resolved that SEIU Local 1021 should reach out to other SEIU locals, other unions, central labor councils, community organizations, faith-based organizations, and student groups and urge them to consider the TaxTheSuperRich proposal, offer amendments if necessary, and make every effort to reach as broad a consensus as possible around a final version of the initiative by mid-September 2011; and be it furth

Resolved that SEIU Local 1021 will expand its work to educate and organize our membership and the public in preparation for a grassroots petition campaign for a tax-the-rich or other progressive revenue initiative which will start in November 2011. Specifically, Local 1021 will commit necessary resources to planning and preparing for a petitioning campaign, if a critical coalition is formed.

SEIU Local 1021 Executive Board Meeting
August 27, 2011 – Sacramento
MINUTES

Executive Board members participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, Third Vice-President Larry Bradshaw, Treasurer Kathy O’Neil, Mary Sanders-Tucker, Alysabeth Alexander, Gladys Gray, Dolores Dawson Gholar, Ken Tam, Saul Almanz, David Fleming, Denis Villanueva, Kathy Basconcillo, Ken Blomberg, Karen Bishop, Jacqueline Sowers, David Turner, Amy Dooha, Eric Stern, Jim Nebel, Andrea Longoria, Jan Schardt, Gina Castellano, Sheila Darvell, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Mary Jane Logan, Nadeen Roach, Amos Eaton

Executive Board members excused: First Vice-President Gary Jimenez, Second Vice-President Crawford Johnson, Secretary Pamela Holmes-Morton, Harry Baker, Renita Terry, John Gales, Mynette Theard, Karen Joubert, Gergory Corea, Michelle Rodrigues, Celeste Thompson, Michael Tong, Dann Solomon

Executive Board members absent: Oliver Tarap, Gayle Chadwick, Mercedes Riggelman

Staff in attendance: Stephanie Batey, Bill Steck, Pattie Tamura, Tim Gonzales, Leah Berlanga, Linda Joseph, Carlos Rivera, Boyan Biandov, Joanne Cansicio

Guests: Ed Kinchley, Mike Parker

Meeting was called to order at 10:05 a.m. by President Roxanne Sanchez.

Israel & Palestine presentation: Member Ed Kinchley, SFGH Healthcare worker, gave a power point presentation on his experience of meeting with labor organization representatives on his recent trip to Israel and Palestine.

AGENDA REVIEW: The following items were added to the agenda: Authorization of new committee on Single Payer by President Sanchez, Roles of Officers/Staff by Third Vice-President Bradshaw, and report on jackets by David Turner. Also added was an executive board session to discuss the roles of officers and staff. It was requested that next month’s agenda will include a report from the hearing committee.

Single Payer Committee: President Sanchez asked member Ed Kinchley, to give a brief presentation on his request from the board to authorize a committee on single payer. President Sanchez stated that this item will be open to further discussion during New Business.

Member Comments: Member Cynthia Landry, Alameda County – SSA, spoke on the Alameda County Pension plan.

MINUTES: It was M/S/C (Sanders-Tucker/Bibb) to accept the minutes of the July 30th board meeting with the following amendments: Rocky Morrison should be listed as staff present, Mercedes Riggelman should be moved from “excused board members” to “board members participating”, “Member Comments” should be added indicating there were none, under Executive Session - Schardt should be added as second name with Sanders-Tucker, under meeting adjourned – correct the spelling of Nancy Atwell’s sister to Suzanne Atwell Grada, and add “minutes submitted by Jan Schardt and Kerry Newkirk”.

MEMBERSHIP CONVENTION:

o Presentation:

Communications staff Carlos Rivera, presented a draft logo/theme of the 1021 member convention - “The first-ever SEIU 1021 Convention Championing our Jobs & The People we Serve – Oakland – Feb 2012”. The board members provided feedback/suggestions on the theme and logo for the convention. It was decided that we need to settle on the theme in September so that we can build on it.

Director Bill Steck handed out a worksheet on convention program and planning to ask board members for their thoughts and ideas of what are the most important things the Union should focus on in the next few years. The board broke out into small group discussions and was asked to complete the worksheet.

Consultant Mike Parker handed out a written proposed plan/process for Discussion, Input, and Ratification of Major Plans and Projects of the Union. He stated that members should start seeing the written plan in October. It was M/S/C (Stern, Sowers) to accept the proposed process with the following amendments to add “E. Chapter Meetings” in the 6th paragraph, and to add that the board should adopt the final proposal in December. Suggestions from discussion include limiting times on speakers. Also have a wrap up after the convention to review the outcomes.

Lunch break from 12:17 p.m. to 12:55 p.m.

MEMBERSHIP CONVENTION (continued):

o Chapter Building Phase:

Director Bill Steck, handed out a written overview of Chapter Building Phase from September-December. He stated the board should be clear on what staff roles are. Staff will be responsible for informing every chapter about the chapter delegate election, working with chapter leaders, and for making sure chapter delegate elections are held. Board members can be helpful by talking to members, and ask members to talk to their chapter leaders about communicating to their field representative to hold a chapter delegate election. Separate trainings will be held for board members and for staff. Communications staff will be working on developing a convention website that will include convention materials. Chapters that currently do not have its own Bylaws, will operate under the 1021 Chapter Bylaws template. The deadline for all chapter delegate elections is December 31st. Once the delegates are elected then there will be an orientation for them so they know what their roles are and what to expect from the convention.

Chapter Delegates List:

President Sanchez handed out an updated recognized chapters list. Changes/corrections that were provided between the July board meeting to the August board meeting were incorporated on the updated list. President Sanchez stated that this list will be the official list of recognized chapters. If there are further changes, board members were asked to submit to Bill Steck.

- Retiree Council Request:
Retiree council chair Dolores Dawson-Gholar presented a written request from the Retiree Council. The Retiree council requests for the board to grant retirees a voice at the 1021 Convention by allocating voting delegates to the retiree council, based on the number of retiree members per the formula used to allocate chapter delegates. The retiree council also requests approval from the board to provide funding to conduct a mail ballot retiree delegate election. Currently the retiree council consists of West Bay, East Bay, and ACRE (Alameda County). However, if approved, all dues paying retired members in the local will be notified of the retiree delegate election.

Bill Steck stated that generally the local picks up the cost for mail ballot elections, in particular for chapters where their membership is spread out geographically in different areas. The retiree council's request for funding to hold a mail ballot election may not be necessary, since it's been the general practice for the local to pick up the cost.

It was M/S/C (Bradshaw/Logan) to accept the proposal as presented, pending review of legal counsel. If legal advises against the board's approval of the proposal, then this would become null and void.

- Lodging/Registration Fee:
President Sanchez presented suggestions on lodging and registration fee.

Lodging will be provided for delegates and guests. All rooms will be double occupancy. For delegates and guests that want their own room, they will need to pay for half of the room cost. Requests for single occupancy should be sent to Kathryn Ballard.

Delegates and guests who travel 75 miles or more (one way) are qualified for Friday night lodging. All delegates and guests are entitled to Saturday night lodging (there is no required miles to qualify). Members at large can book and pay for their own room at a discounted group rate.

A \$50.00 refundable registration fee will be required for members at large. The registration fee will not apply to delegates. A check deposit payment will be held (it will not be cashed) then returned to the member at registration. Credit card payments will initially be processed, then refunded later. No refunds (checks or credit card) will be issued to registrants that do not show up.

There were several suggestions around transportation and making an exception to refund the registration deposit in a case of an emergency. It was reiterated that guests are defined as speakers and non-delegate board members.

It was M/S/C (Stern/Logan) to accept the plan for lodging and the \$50.00 registration fee.

The Board honored Mary Jane Logan and Karen Bishop on their retirements.

Break from 2:37 p.m. to 2:48 p.m.

COMMITTEE/PROJECT REPORTS:

- **BUDGET & FINANCE COMMITTEE REPORT:** Treasurer O'Neil reported on two budget items that are over \$50k, which require board approval.
 1. November Election: A budget proposal was presented to the BFC for work around the November 2011 internal campaign. The campaign funding total is estimated at \$87,000. This will be funded from the political department account. It was M/S/C (Stern/Dooha) to accept the proposal.
 2. Fight for a Fair Economy: A budget proposal was presented to the BFC for funding to add more resources. The funding total is estimated at \$59,000. This will be funded from the political department account. It was M/S/C (Sanders-Tucker/Eaton) to accept the proposal.
- **BY-LAWS PHASE II:** Third Vice-President Bradshaw provided a written outline of Issues Identified for Bylaws, Phase II. He reported that the BFC will work with the Bylaws committee when it comes to budget decisions. The Bylaws committee will consist of the same members from Phase I.
- **CONVENTION & BY-LAWS PROJECT:** President Sanchez provided a written overview and general preparation of the convention & bylaws field plan and timeline.

Convention: a price range of \$200,000 was set and the attempt will be to stay within that range. Allocations as they happen will be sent out as information items as they are approved by the BFC.

BY LAWS PHASE II: A list of the issues to be addressed was handed out by Larry Bradshaw. Retirees will work with us to address their issues and the BFC will help with the budget for this process and will work on the dues section that needs to be addressed. The Executive Board will work on the governance roles. Many of the Phase 1 members will continue on the committee with representatives from other areas being added. It was M/S/C (Stern/Tucker-Sanders) to adopt the written overview with an amendment to change the word "oversee" to "certify", under the date 7/30 in the timeline section on page 2, and field plan.

President Sanchez also asked for the board's approval to confirm Donna Shane as the Election Committee Chair. It was M/S/C (Alexander/Longoria) to accept.

- **IT REPORT:** IT Director Boyan Biandov reported on the MRC, phone and email systems.
 - Phone Systems: It was reported that cisco desk phones will no longer be filtered through the International's system. Instead it will run on our own system through the 29th Street office.
 - MRC: Beginning 8/30, all MRC calls will no longer be answered from Pasadena. All calls will be answered from the local's office at 29th Street. The new system can track the number of calls that come in and the duration of each call. Weekly reports of all calls will be provided to each Team Leader and Director. Ed Hanley is assigned to oversee the new MRC. There was discussion on several suggestions around the MRC.
 - Email: The email system phase will consist of moving the local's email system in-house (not through International) this transition will happen after the first of next year.

CHIEF ELECTED OFFICER'S REPORT: CEO Poon stated that there needs to be clarity on board members and staff roles. She also stated that the location of board meetings should be convenient for members, and that video and phone conference should be made available.

PRESIDENT'S REPORT: President Sanchez reported on the SEIU Convention, Chapter Bylaws, status of retired members on the board, and on the Personnel/Staffing Committee.

- SEIU Convention: All Executive Board members are delegates to the convention which is in May and located in Denver Colorado.
- For the Local convention a draft form will be created on the selection of guests and the application process, and will be sent to the board for review.
- Chapter Bylaws: President Sanchez will get a report from the subcommittee and will send out to the board. Requests for all chapter bylaws approval should be sent to Joanne Cansicio.
- Status of retired members on the Executive Board: President Sanchez reported on the legal findings from the law firm. When a board member retires, it constitutes a vacancy. When a board member is laid-off or terminated, it does not constitute a vacancy, until there is final separation. It was M/S (Sanders-Tucker/Atwell) that when a member is laid off or terminated this does not create a vacancy until expiration of recall or legal validation of termination. It was decided to table this issue to the next meeting until there is legal determination. This also needs to be addressed in Phase II of the Bylaws. M/S/C (Sanders-Tucker/Atwell) to table this discussion until we have a legal interpretation.

It was M/S/C (Atwell/Roach) to allow Mary Jane Logan and Karen Bishop, who have both recently retired, to keep their union cell phones and email active so they can assist with the Bylaws and convention.

- Personnel/Staffing Committee: President Sanchez will ask the committee to provide a recommendation on the status of the program staff structure. The program staff structure consists of staff in communications, research, politics and training. The next Personnel/Staffing committee meeting is tentatively scheduled on September 15th.

ORGANIZING COMMITTEE: Chair Sanders-Tucker reported on the Tax the Super Rich campaign. ROC members (Luisa Acosta, Liz Kimura, Terry Lekowitz, Al Haggett, and Ron Colbert) were invited to speak on various activities/actions they are working on across the local but specifically Chico and Sacramento, such as going to various town hall meetings and recruiting volunteers.

COMMITTEE ON POLITICAL EDUCATION: Chair Alexander reported on nationwide actions against banks on tax fairness. It was reiterated to board members that a motion was passed to support these actions. Board members were encouraged to participate. Requests for more information on the various actions should be sent to Chair Alexander.

DIRECTOR REPORTS:

- Lead Director Stephanie Batey announced recent staffing changes. Linda Joseph has been assigned as the Director in the East Bay cities. Leah Berlanga has been assigned as the director for the North Bay team. Yvonne Martinez will be the staff liaison for the SEJ and Retiree Council. Interviews for the OSIV-Confidential position are scheduled on next week. She also stated when board members and staff work

together on campaigns, we forge a stronger unit but we do need to have a plan before we start something. Screening is currently being done for OS4's and field representative positions.

- Tim Gonzales announced the recent hiring of Lynn Riordan in communications. He also reported on recent weekend blitz campaigns in the Healdsburg area. ROC members have been helpful in recruiting volunteers in Sonoma County. There will be another campaign for the Sonoma Valley Hospital where there is a bog boss fight.
- Leah Berlanga announced the hiring of new field representative Joe Keffer, who will be assigned to the cities team (under Linda Joseph). Bobbi Lopez was also recently hired a field representative for the Special Districts team. She also stated that her team has had 38 contracts to bargain.
- Pattie Tamura announced recent staffing changes. Jon Robles was hired in August as a field representative. Gus Feldman will be transferring from Fran's team to the SF team. Steve Pittochi is joining the Alameda County team, under Fran. Supreet Kabla will start as a field representative in September. Margot Reed will be resigning in September. She also reported that MUNI has a new GM, who contacted the Union to set-up a meeting to discuss concrete issues and setting new relationships. There were 2 potential ballot measures resulting in contracting out that were pulled by board of supervisor members, due to member Union participation.
- Bill Steck stated that his written report is a coordination of all the departments he is the director for – research, communications and politics.

A motion was carried to extend the meeting to 5:30 p.m.

OLD BUSINESS: David Turner updated the board on the Local 1021 windbreakers. The jackets will be delivered to Kathryn Ballard. She will send an email regarding payment information. Purchasing of the jackets will be open to the membership.

NEW BUSINESS:

- President Sanchez asked the board to confirm forming a new committee on Single Payer, per the request from member Ed Kinchley. It was M/S/C (Logan/Almanz) to form the committee.
- Gina Castellano asked the board for voluntary donations to purchase bottled water for a Farm Workers march. A hat was passed around to collect donations. A total of \$168.00 was collected.
- September board meeting: Larry Bradshaw asked for the board's approval to change the location of the September meeting from Oakland to Del Norte. It was M/S/C (Atwell/Stern) to move the meeting to Crescent City and to rent vans to transport board members.
- David Turner announced that the APRI dinner is tentatively scheduled next month. President Sanchez will be given an award at the dinner. A request to purchase a table will be made to the SF COPE committee.

At 5:35 p.m., it was M/S/C (Eaton/Stern) to extend the meeting to 6:00 p.m.

EXECUTIVE SESSION:

- Mary Jane Logan addressed the issue of excessive absences of board members.
- Larry Bradshaw addressed the issue of the CEO's role. Clarification is needed on whether the CEO is considered as staff. It was M/S/C (Roach/Stern) to move this discussion to a smaller committee, which should include the President, Vice-Presidents, CEO and legal counsel. Board members who requested to be on the committee are Jacqueline Sowers, Gina Castellano, Nancy Atwell, Jan Schardt, Amy Dooha, Alysabeth Alexander and Dave Fleming.

The meeting was adjourned at 6:13 p.m.

Respectfully submitted by,
Jan Schardt, Napa Area Representative &
Joanne Cansicio, Assistant to the Board

SEIU Local 1021 Executive Board Meeting

September 24, 2011 – Fairfield

Minutes

Executive Board members participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, First Vice-President Gary Jimenez, Third Vice-President Larry Bradshaw, Mary Sanders-Tucker, Harry Baker, Dolores Dawson Gholar, David Fleming, Kathy Basconcillo, Ken Blomberg, David Turner, Gregory Correa, Amy Dooha, Eric Stern, Michelle Rodrigues, Jan Schardt, Nancy Atwell, Peggy LaRossa, Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon, Kathryn Cavness, Debra Pearson, Ken Tam (by phone), Saul Almanza (by video), Gayle Chadwick (by phone), Sheila Darvell (by video),

Executive Board members excused: Second Vice-President Crawford Johnson, Secretary Pamela Holmes-Morton, Treasurer Kathy O’Neil, Alysabeth Alexander, Gladys Gray, Renita Terry, John Gales, Mynette Theard, Karen Joubert, Denis Villanueva, Jacqueline Sowers, Jim Nebel, Andrea Longoria, Gina Castellano, Celeste Thompson, Akbar Bibb,

Executive Board members absent: Oliver Tarap, Mercedes Riggelman

Staff in attendance: Stephanie Batey, Seth Schapiro, Joanne Cansicio, Bill Steck, Fran Jefferson, Leah Berlanga, Linda Joseph, Don Evans, Sequonite Buggs, Ed Hanley

Guests: Steve Gilbert, Vin Harrington

Meeting called to order at 10:05 a.m. by President Sanchez.

AGENDA REVIEW: The following was added: Update on jackets by David Turner during the lunch break.

MEMBER COMMENTS:

Members from Mendocino County, Chapter Vice-President Louise Gonyo (by video from Santa Rosa), and Dave Everly (by phone), thanked the local’s leadership for their support in an action, where the entire bargaining unit walked-off the job. Member participation is strong; they are unified and are taking action.

Member Allen Cohen, Contra Costa County, addressed concerns of lack of support their chapter is getting from staff in their contract fight. He requests for more help from the local with developing action plans.

Member Cynthia Landry, Alameda County, spoke about concerns for eligibility worker’s jobs being eliminated.

TAX the SUPER RICH CAMPAIGN: Steve Gilbert reported on the “Tax the Super Rich” campaign. Participation in the campaign is increasing. We are working with the state council and a number of SEIU locals on the campaign. He reported that the campaign is at a point where more resources are needed, such as data management; and that a plan needs to be developed on mobilizing members. It was announced that folks should contact Steve Gilbert to get more information on how they can help.

President Sanchez requested for the board's approval to allow Steve Gilbert as the local's point person on this campaign which will also cover his expenses. It was M/S/C (Solomon/Baker) to approve.

REVIEW MINUTES: The minutes of the August 27, 2011 meeting were reviewed. It was M/S/C (Gholardawson/Correa) to approve the minutes as presented.

MEMBERSHIP CONVENTION PLANNING:

- Implementation Team report:
Bill Steck reported that chapter delegate elections will be conducted in the next few months, through the end of December, for approximately 195 chapters. About 95% of staff has been trained on the process. The main goal for staff is to make sure that each chapter holds a delegate election and those members are notified that this is happening. Staff is also to provide information on how members can give their input. It was also announced that convention materials/templates can be found on SharePoint. President Sanchez stated that a list of chapters that includes the chapter presidents will be provided to the board.

- Framework Discussion:
A draft document "Be Part of Developing Local 1021's 2-Year Plan" was handed out. The convention program planning committee, which consists of board members Larry Bradshaw, Eric Stern, Amos Eaton and Michelle Rodriguez, helped draft the document. The draft plan was compiled based on various input and ideas provided by the board. Staff will begin to distribute the draft plan to members to get their input. A summarized/shorter version of the draft plan will also be developed. There was discussion about the need to clarify that there is a long and short version of the draft plan. Don Evans read the six page draft plan, and went through the six points of the plan. The board provided feedback and suggested the following amendments to the document:
 - Point #2: add "Faith based organizations" in the heading.
 - Point #2: develop language to include contracting out both in public and private sectors – how can we reconcile.
 - Point #4: move this as the 2nd point of the plan.

It was M/S (Baker/Roach) to approve the draft plan, with the 3 amendments; and as we get input from members and modify the draft plan, an updated document will be provided in October and November, with the final draft in December. The motion was carried.

- Convention Plan training:
Don Evans gave a presentation on the role of board members and staff. Board members can be most helpful by raising awareness of the convention to members in regular interactions with chapter leaders. Field staff are responsible for making sure that delegate elections are held for every chapter and that they get input from members. The following materials were handed out, which were used for staff trainings: "Chapter Building: Chapter Meeting Report Form" - this document was originally formatted for staff to fill out. An edited version will be created for

board members; “Championing our Jobs & the People We Serve”; and “Suggested Chapter Meeting Agenda”.

The board reviewed the “1021 Executive Board Special Newsletter”. President Sanchez requested for the board’s approval to do a mailing of the newsletter to the membership. It was M/S/C (Solomon/Baker) to approve the mailing.

The board broke out into small groups to do a brief five minute exercise on the convention.

Lunch break at 12:20 p.m. David Turner announced that the jackets have arrived, and it will be distributed during the lunch break.

The meeting reconvened at 12:48 p.m.

MEMBERSHIP CONVENTION PLANNING (continued):

- **Convention Workshop:**
A written draft of the “1021 Convention – Workshop Ideas” document was handed out and reviewed. Eric Stern read the draft list of workshops. There were suggestions to add in #6: “bullying at the workplace”, “defending our chapter leaders”, “protecting our union activity”.
- **Sample Convention Agenda:**
A written sample convention agenda was handed out and reviewed. Larry Bradshaw reported that a possible “action” or activity may be planned on Friday (the day before the convention) in Oakland. It was also reported that introduction of the entire Executive Board will be part of the opening of the convention. There was a suggestion to have a “breakfast reception” or morning activity on Sunday.
- **Convention Program Planning committee:**
Seth Schapiro reported that Mike Parker’s role (consultant), was originally to help structure the convention and to provide advice (based on his previous experiences with running conventions). However, his role started to change as the main “event planner”, which is not what he wanted to take on; therefore he decided to step down. The local is now currently looking for an “event planner”.
- **Speakers list report back:**
Gary Jimenez reported that the following guest speakers have confirmed their attendance at the convention: Mary Kay Henry, Bill Fletcher and Warren Helman. Other guests that were invited, but have not confirmed, are Robert Reich (UC Berkeley Professor) and Nina Turner (Ohio State Senator). Elected officials may be invited, but not to speak – they will not be given the podium.
- **Convention staffing and expenses:**
All staff will be invited to attend, but some staff will be given an assignment. It was requested to provide an updated budget of convention expenses thus far, by the next meeting.

- Update on Retiree Council convention delegates:
Vin Harrington provided his legal opinion on the board's prior approval, at its August meeting, to allow retirees to have delegates at the Convention. Based on his findings of what the ByLaws state, the retirees do not have the right to vote in a broader sense. The Executive Board has the authority to interpret the ByLaws, but it does not have the right to change the ByLaws, since the ByLaws are done by membership vote. There was a question raised about whether or not the board can appoint the Retiree Council Chair to be a delegate. It was stated that the board does not have the authority to appoint the Retiree Council Chair as a delegate, since the ByLaws clearly state how delegates are elected. There was a suggestion to invite up to five (5) retirees throughout the local as guests to the convention, and the retiree chair will be designated to provide the names. It was suggested that the issue of retiree voting rights at the convention be addressed by the ByLaws committee.

LAI-D-OFF WORKERS HOLDING A SEAT:

Vin Harrington provided his legal opinion on whether or not laid-off workers can hold a seat on a bargaining team or committee. He stated that the board would have to look at what category of membership in the bylaws would a laid-off worker fit in. A regular member is defined as a worker paying full dues. There is currently no structure around reduced dues rates. There are employers where a laid-off worker has reinstatement rights – some for up to five (5) years. A laid-off member that has reinstatement rights would need to continue paying regular full dues to maintain regular member status. It's a policy issue to determine what would be a reasonable timeframe a laid-off worker, who has reinstatement rights with their employer, can continue regular member status without being employed. It was suggested that the Policy Committee address this issue and come up with a proposal to bring back to the board in October. Eric Stern announced that the next Policy Committee meeting is scheduled for October 13th, and board members that would like to take part in this discussion should notify him. Seth Schapiro stated that laid-off workers, who were not paying regular full dues, that are reinstated are not eligible to run for a delegate seat because they would not be considered members in good standing.

COURTS INDUSTRY CHAIR:

President Sanchez reported that John Gales is currently on medical leave until January 2012. John recommended that Debbi Pearson, chapter Vice-President of Alameda County Superior Court, take his place temporarily as the Courts Industry Chair while he is on leave.

President Sanchez asked the board for approval to temporarily appoint Debbi Pearson as the acting Courts Industry Chair, until January 2012. It was M/S/C (Stern/Sanders-Tucker) to approve. Debbi Pearson was sworn in.

The Board went into Executive Session at 2:15 p.m.

EXECUTIVE SESSION:

- Staff 401 plan:
It was M/S/C (Solomon/Tong) to authorize updating the 401 plan document to make it consistent with the contract language around bonuses.
- Sr. Staff Recruitment:
It was M/S (Tong/Atwell) to approve the screening/interview committee, to consist of the President, 3 Vice-Presidents, Personnel Staffing Committee Chair, Lead Director and Head of Operations and Labor Relations. The motion carried.
- Social Economic Justice:
There was discussion about an email exchange between the women's caucus chair and SEJ chair. A motion was made (Sanders-Tucker/Rodrigues) that the SEJ leadership will be required to go to a mandatory sensitivity training; and to temporarily suspend the women's caucus chair from her duties, and that she is required to attend the sensitivity training scheduled on December 3rd. The motion carried.

The Board resumed open session at 3:05 p.m. with a report out of the motions carried during closed session.

COMMITTEE AND PROJECT REPORTS:

- Budget & Finance Committee report:
Amos Eaton, Michael Tong and Seth Schapiro reported on behalf of the BFC. The BFC approved a motion to increase the cap for new "purple" expenditures to \$60,000 for the remainder of 2011 (the previous amount adopted was \$50,000). It was M/S (Stern/Rodrigues) to approve the cap increase to \$60,000, with the understanding that "new" purchases will specifically be for contract campaign fights only. The motion carried.

It was also reported that the BFC agreed to do away with referring to holiday events as "parties", but instead call them "1021 Open House". The "open house" would be held at Union offices, when possible. If there is a request to rent a facility, it would require the Treasurer's approval. There was a discussion about the retiree groups and how some groups out of the legacy locals had supervisors and administrators in their associations and a determination needs to be made on who are actual 1021 retirees. This needs to be sorted out and discussed at a later time.

It was announced that the BFC retreat is scheduled in November. It was asked how industries were to have input into the budget process, which is yet to be determined, industry chairs will be notified by the Treasurer as to the process.

- Fight for Fair Economy report:

Gary Jimenez handed out a flyer "Make Banks Pay". He announced there is a week of actions in the Bay area, and encouraged board members to attend.

- Organizing Report:
Mary Sanders announced that her report was sent out electronically.

CONSENT CALENDAR:

It was M/S/C (Eaton/Atwell) to accept: 1) Staff Complaint Resolution Procedure; and 2) Industry/Committee Spending Guidelines, as recommended by the Policy Review Committee. 3) The Hiring Policy was tabled until it is in a final form before being approved.

CEO REPORT:

CEO Poon reported on the Amador County negotiations, where members are facing cuts and lay-offs. She also reported on the S.F. Adachi issue and handed a spreadsheet on "Comparison of Employee Contribution - Proposition C and D", which lists the contributions required for members. The local has endorsed Proposition C, and opposes the "Adachi" measure - Proposition D.

LOST-TIME OFFICERS:

There was discussion around the role of officers while on lost-time. It was stated that the board would need to have a broader discussion around this issue. It was M/S (Bradshaw/Dooha) that Officers on lost-time or working for the Union while acting in their office capacity, shall refrain from opposing (organizing against) the democratic decisions of bargaining teams, COPE and adopted programs of the local; and this would be an interim policy, and will go to the Policy Review Committee. The motion carried.

PRESIDENT'S REPORT:

President Sanchez handed out a written report.

- The ByLaws committee will begin phase 2 in October.
- Alternate Delegate Proposal: President Sanchez presented suggestions for the board's consideration. It was M/S/C (Solomon/Atwell) to accept the proposal as presented in President Sanchez's report.
- Chapter ByLaws: City of Lone Chapter ByLaws has been reviewed and found to be in compliance with the local's chapter bylaws template, and it was also approved by the majority of the Officers. Berkeley and BART's ByLaws are under review.
- International Convention: President Sanchez announced that SEIU will be given at least 2 hours on the agenda for the October board meeting, which will focus on three questions. She asked board members to review the three questions, as listed on her report; and to be prepared to discuss at the October meeting.
- Chapter Delegate Election Certification: President Sanchez asked the board to approve the proposed Election Committee names: Mary Sanders-Tucker, Gary Jimenez, plus 1 board volunteer (Jan Schardt volunteered). It was M/S/C (Stern/Turner) to accept. The board previously approved Donna Shane as the chair, at its August meeting.
- The status of Amador County was reported on and the steps for a chapter rebuild.

- State Council President Sanchez reported on the September retreat and what is expected to be discussed at the October retreat.
- President Sanchez reviewed the recent poll results on moving the September meeting and a discussion on the Major Plans and Project Document.

HEAD OF OPERATIONS REPORT:

- Seth Schapiro announced that the lease has been signed on the new Napa office. The office should be ready in the next two weeks.
- MRC Report: Ed Hanley reported that currently there are four office workers, plus himself, assigned to answer the phones. An average of about 200 calls come in per day. About 25% of calls that come in are intakes. The board acknowledged Ed Hanley and his team for helping make the transition of the new MRC efficient. It was suggested to allow more time on the agenda in a future meeting around the MRC, so that a visual presentation can be provided.

DIRECTOR REPORTS:

- Lead Director Report: Stephanie Batey reported on contract fights happening throughout the local. A Campaign Plan Worksheet was developed to help us better prepare for contract campaigns. It was suggested that a broader report will be provided outlining the various work and projects the lead director is doing.
- Director Reports:
 - Leah Berlanga reported on bargaining at Oakland Housing Authority. She also reported on the various actions members at Mendocino County have been leading.
 - Fran Jefferson reported on two major contract campaigns at APMC – General Unit and RN’s. She also reported that PNP has a variety of contracts in bargaining.
 - Linda Joseph reported on working on a system in her team to develop high standards of service to members and accountability. She is also working on including grievance tracking and staffing in her report.
 - Bill Steck reported on campaigns the local is working on for the November election – SF, Fairfield, East Bay and Marin. He stated that staff will be doing a lot of Saturday work, until the election, mainly in the SF election and Pam Bertani campaign.
 - President Sanchez asked the directors to provide a report to the board, before the October meeting, on what the plan is for Solano County and Contra Coast County.

NEW BUSINESS:

- Merged Industry Meetings: President Sanchez announced that she will reach out to industry chairs about arranging joint industry meetings in October, in order to engage members in the framework discussion.

ANNOUNCEMENTS:

- David Turner announced the APRI dinner will be held on October 7th. The local will have three tables. President Sanchez will be the recipient of the Dorothy Height award.

- Greg Correa announced an event in Dublin on Sunday, September 25th, at Barnes and Noble, where he and other musicians will be signing autographs.
- Sheila Darvell announced a protest on October 27th for IHSS workers for cuts in benefits and wages.
- Saul Almanza asked for donations to help raise money for the American Diabetes Association march on October 22nd in Oakland, in honor of his daughter, Jianna Almanza, who is a type 1 diabetic. \$179.00 was raised by “passing around the hat”.

It was M/S/C (Solomon/Fleming) that meeting adjourn. The meeting was adjourned at 5:30 p.m.

Respectfully submitted by,

Jan Schardt, Napa Area Representative and
Joanne Cansicio, Assistant to the Executive Board

SEIU Local 1021 Executive Board Meeting

Saturday, October 29, 2011 – Ukiah

MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, First Vice-President Gary Jimenez, Third Vice-President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O’Neil, Mary Sanders-Tucker, Alysabeth Alexander, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Debra Pearson, Saul Almanza, Mynette Theard, David Fleming, Denis Villanueva, Kathy Basconcillo, Jacqueline Sowers, David Turner, Amy Dooha, Eric Stern, Michelle Rodrigues, Andrea Longoria, Jan Schardt, Gina Castellano, Celeste Thompson, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Mercedes Riggelman, Michael Tong, Nadeen Roach, Kathryn Cavness, Gayle Chadwick (by phone)

Executive Board Members Excused: Second Vice-President Crawford Johnson, Karen Joubert, Ken Blomberg, Gregory Correa, Jim Nebel, Oliver Tarap, Sheila Darvell, Amos Eaton, Dann Solomon

Staff in attendance: Stephanie Batey, Seth Schapiro, Bill Steck, Joanne Cansicio

Guests: Leslie Frane (SEIU)

Meeting called to order at 10:05 am by President Roxanne Sanchez.

REVIEW MINUTES: It was M/S/C (Stern/Basconcillo) to accept the minutes of the September 24, 2011 with the following amendment: add Debra Pearson to “board members participating”.

REVIEW AGENDA: The following items were added: report on Occupy Wall Street by Gary Jimenez and Alysabeth Alexander, and report on the Governor’s plan on PERS by Amy Dooha.

MEMBER COMMENTS:

- Mendocino County Bargaining:
Members of the Mendocino County bargaining team gave a presentation and report of their on-going negotiations, which began in August 2010. The members asked the board for its support in providing dedicated resources to the Mendocino County negotiations. The members asked for funding to hire temporarily for six months, a former field representative, who has experience in Mendocino County.

OCCUPY WALL STREET:

Alysabeth Alexander and Gary Jimenez gave a report on the Occupy Wall Street movement. Nationally, labor leaders are in support of Occupy Wall Street. Our members and staff have been involved in Occupy Wall Street actions in various cities, such as Sacramento, San Francisco, Oakland, Santa Rosa, Chico, Napa, Ukiah, Solano and Petaluma. It was reported that the labor council has decided to support the Occupy Oakland general strike.

Alysabeth Alexander read a draft resolution in support of Occupy Wall Street events/actions and asked for the board to approve the resolution. It was reported that funding for the Nov. 2nd Occupy Oakland general strike will come out of the Fight for Fair Economy budget. It was M/S (Stern/Baker) to approve

the resolution, as amended to remove the budget line items from the resolution. The motion was carried.

GOVERNOR'S PLAN - PERS:

Amy Dooha gave a synopsis of the Governor's 12 point proposal on public employee's pension benefits. Harry Baker stated that a meeting of the Capital Stewardship will be scheduled by mid-December, in order to have a thorough discussion on the Governor's plan.

SEIU PRESENTATION:

Leslie Frane, Director of SEIU Public Division, gave a presentation in preparation for the SEIU Convention in May 2012. She reported that SEIU will be doing at least two meetings/presentations at all locals, to get feedback to help develop a program for the 2012 SEIU Convention.

Lunch break from 12:40 p.m. to 12:56 p.m.

SEIU PRESENTATION (cont'd):

The board broke out into small group discussions from 1:00 p.m. – 1:15 p.m. to do an exercise on vision/values priorities.

NEW BUSINESS:

- Resolution for Obama early endorsement:
President Sanchez asked the board to approve an early endorsement for Obama. It was M/S (Holmes-Morton/Bibb) to approve. The motion was carried. President Sanchez stated that the resolution will be sent to the board so that the endorsement language can be approved.

ANNOUNCEMENTS:

- SEIU Convention RSVP's: Joanne Cansicio reminded the board that RSVP's for the SEIU Convention was due on Oct. 29th.
- Chapter Bylaws: President Sanchez reported that the BART Professional Unit bylaws were reviewed and found to be in compliance with the local's chapter bylaws template.
- 2012 Calendar: A draft 2012 calendar was handed out to the board for their review. The board was asked to provide any amendments/corrections to Joanne Cansicio by the November board meeting where the calendar will receive final approval.

MEMBERSHIP CONVENTION:

- Field Report:
Bill Steck handed out a report on delegate elections. He reported on the chapter meetings that have taken place, and chapters that have conducted delegate elections since September.
- Member feedback/input on draft 2-year plan:

President Sanchez reported that feedback from members on the 2-year plan is being compiled into a report. A summary report of the feedback received will be provided to the board.

- **2-Year Plan Framework:**

An updated 2-year plan framework document was handed out. Feedback that was received was incorporated into the updated document. There was a suggestion that the next updated framework should be the “markup” version, which shows the sections where language was added or crossed out.

- **Chapter Delegates List:**

Joanne Cansicio read a list of amendments to the chapter delegates list, due to oversights on the previous list that was approved:

- Add Berkeley Housing Authority
- Del Norte County – list as 2 separate chapters: a) Del Norte Miscellaneous; b) Del Norte Solid Waste
- Los Rios CCD – list as 2 separate chapters: a) Los Rios CCD Campus Police; b) Los Rios CCD Maintenance
- City of Hayward – list as 2 separate chapters: a) Clerical & Related Unit; b) Maintenance & Operations

It was M/S/C (Almanza/Castillano) to approve the amendments.

CONSENT CALENDAR:

- **Organizing Department Vehicle Policy:**

Eric Stern stated that a commercial license issue still needs to be worked out, and that the policy may need to be revised around that issue. It was M/S (Atwell/Turner) to approve the policy with the understanding that it may need to be amendment to deal with the commercial license issue. The motion was carried.

BY-LAWS COMMITTEE REPORT:

Larry Bradshaw reported that the first meeting of the Bylaws Phase II Committee was held. The committee is being expanded geographically, and the final committee names will be provided at the November board meeting. The next committee meeting will be December 3rd, in Fairfield from 9-1.

Polling on uniformed dues rate:

Bill Steck reported that the local is exploring ideas on what would be the most agreeable questions/options to ask on the poll. The poll will be complicated, as it will not be a standard poll where all members will be asked the same question. Due to the complications of the poll, the estimate for funding to do a poll will be for up to \$30,000. It was M/S (Jimenez/Stern) to approve funding for up to \$30,000 to do a membership poll. The motion was carried.

The governance structure needs to be evaluated and this will be placed on the November board agenda as a 90 minute discussion.

CEO REPORT:

CEO Poon announced that she will provide her report in Executive Session.

The board moved into Executive Session at 3:02 p.m.

EXECUTIVE SESSION:

- Personnel/Staffing Committee report: The board discussed the realignment proposal presented by committee chair, Mynette Theard.
- CEO Report: CEO Poon reported on an issue at Port of Oakland.
- There was a suggestion that there be a quarterly review with Area Reps and the Directors. It was M/S (Dooha/Longoria) to send this suggestion on to the personnel committee. Carried.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted by,

Jan Schardt, Napa Area Representative and
Joanne Cansicio, Assistant to the Executive Board

**Occupy Wall Street
SEIU Resolution**

Whereas three years after the current financial crisis began, the unemployment rate in the United States is still at the highest level since the Great Depression; A record percentage of unemployed people have been unemployed for longer than 6 months; The median duration of all unemployment is also near an all-time high, for people who meet the strict federal criteria for "unemployed."; However when people working part-time who want to work full-time are included, as well as people who have given up in their search, unemployment is at 17%;

Whereas corporate profits just hit another all-time high and corporate profits as a percent of the economy are near a record all-time high; With the exception of a period in 2007 (just before the crash), profits are higher than they've been since the 1950s; CEO pay is now 350X the average worker's, up from 50X from 1960-1985; CEO pay has skyrocketed 300% since 1990; Corporate profits have doubled; Average "production worker" pay has increased 4%; However, after adjusting for inflation, average hourly earnings haven't increased in 50 years, and the top 1% of all Americans own 42% of the financial wealth in the United States and the top 5% own nearly 70%.

Whereas, according to IRS, the "net interest margin" made by US banks in the first six months of this year is \$211 Billion and that has helped produce \$58 billion of profit in the first six months of the year, near-record financial sector profits—while the rest of the country struggles with its staggering unemployment rate. The average banker in New York City made \$361,330 in 2010, and the average Wall Street salary was 6X the average private-sector salary, while banks are foreclosing on record numbers of homes for four consecutive years 3,500 homes going into foreclosure every day in the United States resulting in the displacement of families, plummeting property values, and increased,

Whereas major banks, like Chase, Bank of America and Wells Fargo crashed our economy, are creating new fees and skyrocketed their existing fees, making it harder and more costly for working families to access their own money in personal accounts, and forcing small businesses to lay-off workers and even close, by providing only a fraction of the small business loans they gave last year. These two banks also provide students--facing outrageous tuition hikes--with predatory loans averaging 7% more than public loans. And finally, they created and continue to benefit from the foreclosure crisis that will leave thousands of families in the streets.

Whereas, workers—especially unionized and public sector workers—are being scapegoated for the economic crisis and as a result have been forced to take furloughs, wage cuts, loss of health care benefits, and shortened hours while the public suffers from cuts in services, increased fees for services, and a poorer quality of life. Real wages for working people have fallen or increased slower than inflation for the last 30 years, and unionization in the private sector has fallen to 7%. Half of unionized workers are in the public sector, thousands of who are being threatened to lose their rights with the stroke of a pen or the vote of the public as in Wisconsin, Ohio, Michigan, and other places. The movement of the 99% is the hope against the downward spiral of wages and benefits, in that it questions the concentration of wealth in the hands of the very few and does not accept the scapegoating of workers,

Whereas many SEIU 1021 workers have faced or are facing the horrors of foreclosure, are paying underwater mortgages, or have lost good neighbors to foreclosure,

Whereas, an SEIU member's daughter was brutally attacked by Police officers the night of the October 25 for videotaping police brutality,

Therefore be It Resolved SEIU 1021 does actively support and encourages our membership to participate in support Occupy Wall Street events and actions, and stand in solidarity against violent police intervention of peaceful protest and First Amendment Rights,

Be it further resolved that SEIU 1021 recognizes that protestors, like workers on a strike line or in an organizing drive, maintain their right to peaceful protest 24/7, and that SEIU 1021 may provide in-kind donations to Occupy Locals through the Fight for a Fair Economy budget such as informational or service tents (staffed by SEIU 1021 members or staff), food, port-o-potties (a portion shared by others), buttons, etc, in connection with a member engagement plan that shows our members and staff are actively engaged in the processes of the movement,

Be it further Resolved that all members be encouraged to withdraw funds from the "big three" banks (Bank of America, Citi Bank, Wells Fargo) until they agree to loan modifications for all eligible home owners, stop promoting privatization of the public school system, degradation of the environment, restore credit for small businesses and non-profit organizations, stop investing in for-profit immigration detention centers and prisons, and offer transparent services to their customers, and put our money instead into local credit unions.

Be it further resolved that SEIU 1021 endorses the following actions and commits to the following resources:

Alameda County Central Labor Council:

Legal Defense Fund for affiliate arrestees: SEIU member's daughter and staff member were arrested along with organizers from National AFL-CIO, UNITE-HERE 2850, and CAN. Alameda County Central Labor Council law firm will represent any/all union members or union staff that are arrested in the Occupy Wall Street movement. We expect all charges to be dropped.

Pending request from the CLC for all union affiliates to share the cost of one staff member or lost timer. They are asking for experienced organizers who are from Oakland to be assigned if possible to be the CLC contact at Occupy Oakland.

Oakland General Strike, November 2nd:

Occupy Oakland is the first Occupy Wall Street affiliate to call for a General Strike. This "Day of Actions" has been endorsed by the City of Oakland Chapter Leadership and they request the following resources:

1. Lost Time for Officers and Chief Shop Stewards if they are not given Release Time by the City of Oakland;
2. Communicator to work on their Statement as drafted by the Chapter Leaders

Occupy our Schools: State-wide Week of Action against Privatization of Schools,

Banks profiteering off Student Loans, Rising Tuition Costs in City Colleges ,
UCS, and UC systems, Closing K-12 campuses, Tea Party interests in
California Public Schools, and more!

Thanksgiving Anti-Foreclosure Actions:

To be organized with Chapters and community Partners.

SEIU Local 1021 Executive Board Minutes
November 19, 2011
2300 Boynton Street, Suite 200
Fairfield, CA 94533-4354

Meeting called to order by President Roxanne Sanchez at 10:05A.M.

Executive Board Members Present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela L. Holmes-Morton, Treasurer Kathy O'Neil, Mary Sanders-Tucker, Alysabeth Alexander, Gladys M. Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Dave Fleming, Kathy Basconcillo, Mynette Theard, Amy Dooha, Eric Stern, Gregory Correa, Andrea Longoria, Ken Blomberg, David Turner, Akbar Bibb Nancy Atwell, Mercedes Riggelman, Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon, Kathryn Cavness, Jan Schardt, Debra Pearson (Temporary Courts Industry Chair)

Executive Board members participating via video conference: Karen Joubert, Celeste Thompson, Shelia Darvell, Peggy LaRossa

Executive Board members participating via telephone conference: Gayle Chadwick

Executive Board Members excused absence: Denis Villanueva, Saul Almanza, Michelle Rodrigues, Jacqueline Sowers,

Executive Board Members absent without notification: Jim Nebel (Butte County Area Representative), Oliver Tarap (Calaveras County Area Representative) Gina Castellano (San Joaquin County Area Representative).

Staff in attendance: Joanne Cansicio, Stephanie Batey, Seth Schapiro, Bill Steck, Timothy Gonzales, Pattie Tamura, Leah Berlanga, Fran Jefferson, Linda Joseph

Guests: Matt Gauger, Steve Gilbert

Review Agenda – President Roxanne Sanchez: Agenda changes and additions – EBoard consensus: Matt Gauger will speak and explain “Imposition” at approximately 10:30 A.M. Harry Baker pension workshop, Nancy Atwell, Andrea Longoria and Jan Schardt – Announcements.

Minutes: Motion Mary Sanders-Tucker, seconded Kathy Basconcillo to approve the minutes as written M/S/C.

Member Comments: Members from Solano County, San Joaquin County and Los Rios College Police Chapter expressed their dissatisfaction with their assigned Field Representative, the failure to receive adequate contract negotiation information specifically related to “Imposition”. Union Attorney, Matt Gauger, explained “Imposition”. He explained the law allows the employer to impose a last, best, and final offer, if parties are at impasse. He further explained three components of a Collective Bargaining Agreement being in place (versus not):

- CBA has an arbitration clause and the union can also go to court to enforce a contract.
- A zipper clause - neither side has the obligation to negotiation again until the contract expires.
- Management cannot change anything that the CBA does not allow them to change.

Where there is no CBA, the employer can just impose any change they want. Member inquiry of Matt Gauger, Is a grievance procedure gone during impasse and imposition? Union Attorney Matt Gauger stated, no, however arbitration is gone.

2012 Overview: Political Director Bill Steck reported on crucial projects and campaigns in the year ahead. He presented to the Local a timeline calendar of priorities for the 2012 year ahead.

Membership Convention Update: Bill Steck reported on chapter elections, chapter input and member surveys about the upcoming Member convention being held in February, 2012. 1st Vice President Gary Jimenez reported that he has reviewed the member survey comments received. The Summary Chart for the Draft 2 year plan – Chapter Meeting Input will be revised and made available for the December, 2011 EBoard meeting.

Meeting recessed for Lunch at 12:30 P.M.

Meeting resumed at 12:50 P.M.

Budget & Finance Committee Report: Treasurer Kathy O’Neil reporting. Treasurer O’Neil distributed and reviewed with the EBoard the 3rd quarter budget review report. Additionally, she presented and reported on the proposed 2012 budget for the Local. Treasurer O’Neil advised that the BFC will meet again, and will present at the December, 2011 EBoard meeting a revised budget for adoption by the EBoard.

Bylaws Committee Report: 3rd Vice President Larry Bradshaw distributed a written report on Local Union Governance. Motion made by Dan Solomon, seconded by Nancy Atwell, to table the (Local Union Governance) matter for discussion at the December, 2011 E Board meeting. M/S/C.

Political Action Committee (PAC) Report: Political Action Chair Alysabeth Alexander reported on Coalition talks to discuss local revenue measures, occupy updates and foreclosure clinic with ACCE for members. Additionally, she advised that she would forward to all EBoard members a calendar for future upcoming actions. Guest Steve Gilbert reported on the State Council election poll results and advised the calendar for 2012 is forthcoming. Additionally, he distributed a written report and explained the

“Millionaire’s Tax Initiative” and both proposals for “The California Restoration Act of 2012”. Motion made by Eric Stern, seconded by Harry Baker, to support proposal #2. M/S/C. Discussion ensued to choose 2 out of the three upcoming campaigns: Tax the rich, Paycheck deception or 2/3 majority. Motion made by Eric Stern, seconded by Dan Solomon, to support Alysabeth’s recommendation to choose the first two. It was M/S/C (Stern/Baker) to accept the higher numbers. There was a discussion on the proposal not including health care but funds education. There will be a meeting with the lawyer to make sure the language is correct. There was a discussion on what we need to prioritize in this upcoming election cycle. It was M/S/C (Stern/Solomon) to make as political priorities the pay check deception act and Tax the Super Rich.

Organizing Report: Organizing Chair Mary Sanders-Tucker reported on the outreach ROC members are conducting in the field talking to members and gather information.

Consent Calendar:

- Staff Hiring Policy – Motion made by Gary Jimenez, seconded Jan Schardt, to accept the consent calendar. It was M/S/C.

President & Leaders Report: - 3rd Vice President Larry Bradshaw reported on the proposal for electing the bargaining team for the City & County of San Francisco. Larry Bradshaw reported that SFCC chapter presidents voted in the majority to approve the proposal he submitted for review and adoption by the EBoard. Pro and con discussion ensued. It was M/S C (Riggleman/Solomon) to call the question. Nurses Industry Chair Dave Fleming wanted the record to note that the proposal does not include RN chapters. Motion made by Mary Sanders-Tucker, seconded by Harry Baker, to accept the SFCC Bargaining Team proposal as submitted by Larry Bradshaw. It was M/S/C.

Santa Rosa Area Representative: Nancy Atwell reported on the cancellation of a Unity event.

Capital Stewardship Report: Capital Stewardship Chair Harry Baker distributed a flyer and briefly discussed a Pension workshop being held on December 10, 2011 from 10:00 A.M. to 2:00 P.M. in Fairfield.

Secretary Report: Secretary Pamela L. Holmes-Morton distributed a written member complaint in accordance with Local 1021’s Bylaws to each Executive Board member.

Chief Elected Officer Report: CEO Sin Yee Poon spoke on officers being hired as staff and feels that this is an ethics violation. She also spoke on the realignment and hiring process for directors and a representational issue with a health and human services member, who she stated did not receive support from the director, which makes it difficult for us to protect our members. Chief Elected Officer Poon reiterated the need of accountability. 3rd Vice President Bradshaw advised that he would look into the matter and report his findings to the EBoard.

Head of Operations Report: Head of Operations Seth Schapiro reported that the sale of the San Joaquin Property appears to be in order and that it looks like the offer will be accepted. Once the offer is accepted the Local will have 9-10 months to look for a new office.

Lead Director Report: Stephanie Batey advised that Director report(s) were previously distributed. Stephanie Batey spoke of Bargaining & Economic challenges ahead of us and the need to commit to unity. S = Strength, W = Weakness, O = Opportunity, T = Timing (SWOT).

Dave Turner reported that he would like a circumstance looked into whereby he inquired about participating in a organizing event in Richmond and was told by staff he was not needed.

New Business: None

Old Business: 2012 Calendar tabled for discussion at the 12/11 EBoard meeting by consensus.

Announcements:

- President Sanchez advised that the noted chapters Bylaws were reviewed and in compliance with the Local's Bylaws chapter template:

City of Berkeley – Clerical Unit

City of Redding

Far Northern Regional Center

Workforce Investment Board

- Jan Schardt reported on the Black Angus restaurant in Vallejo for discriminating against labor. She stated that "they should be boycotted".
- Andrea Longoria reported that Richard Oaks Multicultural Center and San Francisco State University collaboratively have a display at Alcatraz Island, which is opening on November 20, 2011. She thanked the Native American Caucus for supporting the event.

Executive Session convened at 4:40 P.M.

Motion made by Gladys Gray, seconded by Eric Stern, to extend the Executive Session to 5:25 P.M.

Executive Session ended at 5:24 P.M.

Motion made by Nancy Atwell, seconded Gary Jimenez, to extend the Executive Board meeting until 5:30 P.M.

The Executive Board reconvened to open session at 5:25 P.M.

Motions out of Executive Session:

- Personnel/Staffing Committee: Chair Mynette Theard and Co-Chair Renita Terry reported on behalf of the committee. Motion made by Jan Schardt, seconded Dave Turner, to endorse the staff realignment program, as recommended by the Personnel Staffing Committee. It was M/S/C.
- Motion made by Dann Solomon, seconded by Gary Jimenez, to accept the report clarification related to the 401k plan. It was M/S/C.

Meeting adjourned at 5:27 P.M.

Respectfully submitted by,

Pamela L. Holmes-Morton
Secretary SEIU Local 1021

SEIU Local 1021 Executive Board Minutes
December 17, 2011
2300 Boynton Avenue, Suite 200
Fairfield, CA 94533-4354

Meeting called to order by President Roxanne Sanchez at 10:17 A.M.

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Treasurer Kathy O'Neil, Mary Sanders-Tucker, Alysabeth Alexander, Gladys M. Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Kathy Basconcillo, Mynette Theard, Amy Dooha, Eric Stern, Gregory Correa, Andrea Longoria, Ken Blomerg, David Turner, Akbar Bibb, Nancy Atwell, Karen Joubert, Denis Villanueva, Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon, Kathryn Cavness, Jan Schardt, Debra Pearson (Temporary Courts Industry Chair).

Executive Board members participating via video conference: Shelia Darvell, Peggy LaRossa, Celeste Thompson, Gina Castellano

Executive Board members participating via telephone conference: Secretary Pamela L. Holmes-Morton, Gayle Chadwick

Executive Board members excused absence: Saul Almanza, Jackie Sowers, David Fleming, Michelle Rodrigues, Mercedes Riggleman

Executive Board members absent without notification: Jim Nebel (Butte County Area Representative), Oliver Tarap (Calaveras County Area Representative).

Staff Present: Joanne Cansicio, Bill Steck, Stephanie Batey, Seth Schapiro, Tim Gonzales, Boyan Biandov, Frances Jefferson, Pattie Tamura, Leah Berlanga, Linda Joseph, Rocky Morrison

Guest: Martha Atwell

Review Agenda – President Roxanne Sanchez

Agenda changes and additions – E Board consensus: BFC Report before lunch, Internet access for the Secretary, Emergency Communications – Nancy Atwell, President & Leaders Report - Dolores Dawson Gholar, Karen Joubert, Old Business - Dave Turner, Membership Convention - Harry Baker.

Minutes: Review and Approval of the 11/19/2011 minutes will be tabled until the January 2012 EBoard meeting, due to Email communications failure during the week of 12/12/11. There was consensus by the EBoard.

Organizing report: Tim Gonzales discussed a campaign to organize workers at California Autism Foundation, which started in August, 2010. An 8 minute video was shown, whereby we have 192 new members.

Member Comments: Karen Bishop (retiree) prepared a written suggested policy when members are disabled, to remind them to pay their dues.

Greg Morrow (retiree) spoke on Employee exit interviews to determine and better track the status of all members (e.g. Member in good standing, Retiree, etc)? He is not sure if there is a Union Policy related

to the retention of Retirees and finding out the status of and/or creating designated areas of membership distinction that may not exist. Bring issue about to Retiree EBoard member, as these are her duties and responsibilities, and staff is available for support.

Nadeen Roach and Akbar Bibb spoke about the ratification of the Solano County contract.

Member Rochelle Cabrajal participated via video conference in Stockton.

Membership Convention Update: Bill Steck reporting - status as of Thursday, 12/15/11 at 5PM, currently 454 delegates. Report on delegate elections was distributed.

Draft 2-Year Plan Framework: Bill Steck reported that member input/feedback on the draft 2-year plan are being gathered from chapter meetings, as well as the on-line survey. Approximately 400 on-line surveys have been submitted. Delegates will have an opportunity to provide input and refine the framework at delegate orientation meetings.

The final reading of the 2-Year Plan Framework will be presented at the January board meeting for approval.

It was M/S (Solomon/Dooha) to adopt the 2-year plan draft plan as presented. A amendment to the motion was made by Harry Baker to add "Pension Protection" in the plan. The makers of the motion accepted the amendment. The motion passed unanimously.

CEO Poon requested that a Comprehensive piece about membership representation also be included in the Agenda at the Membership Convention.

President Sanchez asked the board to review the draft plan, and send all changes to Marguerite Fa-Kaji.

Bylaws Committee Report: 3rd Vice President Larry Bradshaw reporting. Governance Structure – Hand out of (reminder) laundry list re-issued. Uniform dues rate – Discussion about implementation needs to take place. 1st Vice President Gary Jimenez is soliciting input from the EBoard.

Secretary Pamela L. Holmes-Morton requested clarification from 1st Vice President Gary Jimenez about the implementation of a uniform dues rate plan in conjunction with our current Bylaws. 1st Vice President Jimenez clarified that he was soliciting input and discussion from the EBoard about the Uniform Dues Structure and any other proposed amendments to Local 1021's current Bylaws. Secretary Holmes-Morton requested that the Bylaws Committee, of which she also serve, consider her written proposal seriously this time, as they were ignored during the 1st phase of the Bylaws revisions. She spoke against the motion.

Chief Elected Officer Sin Yee Poon spoke against the motion and stated that the matter requires more in-depth discussion. David Turner, Amy Dooha and Larry Bradshaw spoke against the motion also.

Motion made by Dann Solomon, seconded by Mary Sanders-Tucker, to put off any implementation of Uniform Dues Structure until February 2013. The motion failed.

President Sanchez suggested that the EBoard attend the upcoming Bylaws Committee meeting and provide input, written and verbally about achieving a Uniform Dues structure in conjunction with the

current 1021 Bylaws. The Next Bylaws Committee meeting is scheduled to convene on January 21, 2012, 1PM in Fairfield. Retiree Sub-Committee Meeting and Bylaws Governance Meeting will also take place in January 2012.

Meeting recessed for Lunch at 12:15 P.M.

Meeting resumed at 12:35 P.M.

Continued with discussion of Bylaws reporting: Larry Bradshaw reporting.

Governance roll of Officers - *What would (we) want to change to make our successor's transition smooth or what would you like to change if (you) intend to run for office again or possibly another office?*

Specifically, what is the roll of the BFC, as members of the Executive Board (now) approved in phase I of the Bylaws? Phase I of the Bylaws did not address this. Third Vice President Bradshaw is requiring concrete change (in writing) and would like input by 1/14/2012.

Discussion ensued about addressing: Area Reps, BFC, VP's, Industry Chairs (e.g. Courts, Special Districts), PAC, CEO, SEJ, Capital Stewardship, Organizing Chair, etc. and/or possibly creating a new position that encompasses the needs of the membership via Chapters, Regionally, and so forth, that are sustainable. 3rd Vice President Bradshaw is requesting concrete written changes from EBoard members' currently serving in their capacity.

The board provided ideas/input on governance structure:

Chart notes:

- BFC members attend area reps meetings to give financial reports - separate budgets of industries and committees
- Some legacy local trustees or BFC members were members of the their boards
- # and jurisdiction of Vice President
- Look at regional VP's – regional model
- Sonoma Courts has not seen a VP
- Area reps need more info on chapter leaders and chapter mtg
- Role of COPE in Bylaws
 - Community allies
 - Strategic campaigns & union allies
 - Integrate role of politics into other board roles
 - COPE is political wing of our fights
- Organizing chair is ambassador
 - Need regional leaders ID'd by area reps
- Retiree ROC is asset/tool for areas/regionals
- Lack of solid representation limits member participation and involvement
- Concrete ideas/programs for area reps from Org chair/ROC
- VP's run from area they will serve
- Amount of work to be board member limits pool – sustainability
- Amount of work requires lost time, but many chapters do not have good MOU language
- Workshop panel at convention on running for local office

Guest: Martha Atwell, Teacher & Educator (retiree) shared her experiences as a labor representative.

Budget & Finance Committee Report: Treasurer Kathy O'Neil reporting.

2012 Budget Approval – Motion made by Gary Jimenez, seconded by Crawford Johnson, to change Staff realignment of line item #21 to reflect a revised budget of \$100,000 and not \$350,000. It was M/S/C. President Roxanne Sanchez chaired the remainder of the BFC 2012 Budget approval, as Treasurer Kathy O'Neil had to leave the meeting early.

The listed line items were pulled for in-depth discussion by the Executed Board:

***Line Item 24** \$56,400: Discussion - Motion made by Amy Dooha, seconded by Nancy Atwell, to cut 15% in stipend. The motion failed. Stipend at \$100.00 per month.

***Line Item 35** \$236,604

***Line Item 50** \$180,000: Discussion. Motion made b Gladys Gray, seconded by Pamela Holmes-Morton, to retain current line item of \$10.00 per person with accountability/RSVP by membership for meals. The motion failed.

***Line Item 52** \$382,931: Discussed & will not change.

***Line Item 53** \$100,000: Discussed & will not change.

***Line Item 54** \$200,000: Discussion - Motion made by Pamela Holmes-Morton to reduce to \$100,000. The motion failed due to lack of a second.

***Line Item 55** \$128,000

***Line Item 56** \$100,000: Discussed & will not change.

***Line Item 59** \$1,898,000

***Line Item 64** \$7,963: Discussed & will not change.

***Line Item 101** \$50,000: Discussed & will not change. President Sanchez stated that the Industry Budget will be assessed on a quarterly basis. The reduction in the budget does not mean a reduction in member services. New Industry Model - The Industries in the past have not been supported by the Local in an effective manner that grows membership involvement. This change (in funding) is designed to strengthen the Industries and empower them to be stronger. Evaluation - Efficiency in receiving needed & necessary resources. For example, will need staff, community leaders, Church-Faith Based Organization, Non Profit Organizations.

\$309,723 Total BFC recommended reductions.

\$559,723 Total overall reduction cuts for proposed budget year 2012.

Motion to approve the Budget with recommended changes. Motion made by Crawford Johnson, seconded by Nancy Atwell. It was M/S/C.

Afternoon recess at: 3:13 P.M. (Five Minute Break)

Meeting reconvened at: 3:18 P.M.

President Sanchez announced that Mary Sanders-Tucker has accepted a position with the Organizing Department and will be leaving the Executive Board as the Organizing Chair effective 12/17/2012. The Executive Board wished her well in her new capacity.

Budget & Finance Committee report continued:

Secretary – Internet Access

- Motion made by Gladys Gray, seconded by Dann Solomon, to approve \$85.00 for an internet access card for the Secretary of the Local. An amendment was made by Debbie Pearson to obtain the most economical internet access for the Secretary of the Local through the term of her office. It was M/S/C.

Policy change based on 2012:

Motion was made by Alysabeth Alexander, seconded by Larry Bradshaw, Mileage Policy (change) will be applicable to the EBoard members only with regard to immediate city traveling reimbursement. It was M/S/C.

Officers on Full-Time release: *“All Officers on full-time release will be paid a salary, based on a 40 hours per week, based on their wage with their current employer, except for the President, whose salary is set by the Executive Board.”* It was M/S (Sanders-Tucker/Tong) to approve the policy. The motion was carried.

E-mail System Update:

IT Director Boyan Biandov spoke on the recent email system crash, where emails and contacts disappeared. It was stated that the International is working on the recovery process and hope to restore all data by 12/9/2011. He advised the EBoard that he would send timely updates of the data recovery process.

Budget & Finance Committee Report continued:

Policy decision based on 2012 budget (continued)

Mileage modification for board members: *“Based on the reduction of the stipends for Executive Board members, the mileage reimbursement policy around the first 25 miles stipulation does not apply to board members.”* It was M/S (Alexander/Bradshaw) to approve the policy. The motion was carried.

Seth Schapiro reported on staffing needs and explained the Consultant contracts for 2012 fight back plan. Contracts distributed for review:

- Sue Oszewski
- Margaret Cunningham
- David Kersten
- Phil Giarrizzo
- Josie Mooney
- Whitehurst/Mosher Campaign Strategies and Media
- Trujillo/Caston Solutions

Motion was made by Eric Stern, seconded by Michael Tong, to accept (all) the above noted consultant contracts. It was M/S/C.

Consent Calendar:

- Form & Policy – Member Lost Time
- Policy Attorney/Client and Role of Attorney*
- Email and Internet Use*
- Financial Contributions to Community Organizations and Allies*
- Policy Staff Hiring

* Indicates Policies will appear on the consent calendar in January 2012.

It was M/S/C (Schardt/Eaton) to accept the Staff Hiring Policy and Lost Time policy. All other policies are first reading and will be brought to the January meeting for final reading.

Political Action Committee (PAC) Report: Alysabeth Alexander provided a verbal report.

Steve Gilbert provided a verbal status update on the California State Councils vote and actions. Political Action Committee Chair Alysabeth Alexander announced that a COPE retreat is scheduled on January 9th in Fairfield to plan for 2012. She also gave a review on how actions on foreclosures have been going and getting members back into their homes. Steve Gilbert spoke on where the “Tax the Super Rich Campaign” is headed and that paperwork has been submitted for the initiative for the Millionaire Tax.

The board agreed by consensus to extend the meeting by 30 minutes.

President’s and Leaders Report:

- Social and Economic Justice: Committee Chair Gladys Gray handed out the November minutes of the SEJ, as well as a factsheet, and asked the board to read the information provided.
- Emergency plans: Nancy Atwell proposed that the local come up with an emergency plan in case where local’s email system fails.
- Retiree Council: Chair Dolores Dawson-Gholar provided a written report.
- Healthcare Industry: Chair Karen Joubert provided a written report.
- Organizing Committee Report: Jan Schardt provided a written report on behalf of the committee.
- Shelia Darvell informed the EBoard of a Member Engagement event and is requesting EBoard participation.
-
- Jan Schardt distributed notes for a meeting held about the ROC Organizing. Several EBoard members and general members are assisting in the ROC organizing efforts.

Announcements:

- Chapter Bylaws: President Sanchez announced that the S.F. General Hospital RN Chapter bylaws and the BART Chapter bylaws amendment were both submitted for review and were found to be in compliance with the local’s chapter bylaws template. There were no objections by the board.

Old Business:

- 2012 meeting schedule: It was M/S/C (Alexander/Stern) to accept the 2012 calendar.
- Dave Turner – Advised that Jackets will available at next EBoard meeting.

Chief Elected Officer Report: Sin Yee Poon advised that Renita Terry, as Cities Industry Chair, is aware of a Cities matter and she will address the matter with the EBoard in Executive Session.

Lead Director Report: Stephanie Batey discussed the need to ban together, as we move forward toward bargaining. The fight is tough and we will need all resources, help, membership & staff unified as one

force. Written director reports were provided to the board. Fran Jefferson announced the ACMC General Unit and Contra Costa County contracts were settled. Linda Joseph reported that several charges were filed against City of San Ramon after the employer imposed. The City has now agreed to return to the table. Pattie Tamura reported that in San Francisco, they are preparing for bargaining. She also reported that meet and confers are happening with SF Superior Court on the impact of layoffs.

The board agreed by consensus to extend the meeting by 15 minutes. The board went into closed session.

Executive Session convened at 5:46 P.M.

Motions out of Executive Session:

401 K Plan – Seth Schapiro reporting & distributed handout. Motion made by Gary Jimenez, seconded by Amos Eaton. It was M/S/C.

Motion made by Nancy Atwell, seconded by Dann Solomon, to increase the Lead Director position to \$135K. Larry Bradshaw made an amendment to defer to the Personnel Committee for salary determination for the Lead Director position. It was M/S/C.

Cities Industry – member engagement events: It was M/S/C (Stern/Sanders-Tucker) to approve funding to come out of the Cities Industry for the following chapters to hold member engagement events:

- Berkeley Maintenance Chapter: \$1,500
- Berkeley Clerical Chapter: \$1,500
- Chico/Redding: \$500.00
- Oakland: up to \$2,500

By consensus, the EBoard agreed that the External Organizing Director position be referred to the Personnel Staffing Committee to prepare for the process to post the position.

EBoard consensus to extend EBoard meeting 15 minutes until 6:00 P.M.

EBoard consensus to extend EBoard meeting 30 minutes until 6:30 P.M.

EBoard consensus to extend EBoard meeting 15 minutes until 6:45 P.M.

EBoard consensus to extend EBoard meeting 15 minutes until 7:00 P.M.

Meeting adjourned at 7:00 P.M.

Respectfully submitted by,

Pamela L. Holmes-Morton
Secretary SEIU Local 1021