

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Monday, January 29, 2018 – 10am-5pm, Fairfield, California
MINUTES

Executive Board Members in Attendance: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols (by videoconference), VP-Politics Gary Jimenez, VP Region-C Yeon Park, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas (by videoconference), Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong (by videoconference), Cynthia Landry, Derrick Boutte (by videoconference), John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor (by videoconference), Michael Magana (by videoconference), Sandra Wall, Mercedes Riggelman (by teleconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan (by teleconference), Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP-Region B Tom Popenuck, Dan Jameyson, Al Fernandez, Cristin Perez

Executive Board Members Absent: Norlissa Cooper, Pete Albert, Monique Broussard

Staff in Attendance: John Stead-Mendez, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Kaden Kratzer, Peter Masiak, Tim Gonzales, Gustavo Arroyo, Robert Li, Dana MacPherson (by videoconference), Jason Klumb (by videoconference), David Canham (by videoconference), Karen Ridley, Cecille Isidro

Call to Order:

President Roxane Sanchez called the meeting to order at 10:02 a.m.

At the December E-Board meeting, Sandra Lewis was appointed as an Alameda County Area Representative. She was sworn into office.

Review Agenda:

Add on action items: Repeal the Costa-Hawkins Ballot Measure and Bylaws Question on Contract Ratification Tie Vote for the City of Piedmont; add to executive session: bargaining update on OPEIU. The agenda was approved by consensus.

Member Comments:

- Anne Almendral, Alameda Health System: She thanked the Board for their support; and she also spoke about being more involved with the Union's work.
- Greg Marro, Retiree: He spoke about the *#metoo* movement.
- Kristin Loomis, Retiree: She gave a report back on the Bayard Rustin event, which the Union supported.
- Carolyn Duffy, SFAI: She spoke about their chapter's first contract, which was completed in the Spring of 2017. She also spoke about being involved in a metro group of faculty and would like to attend the next meeting to discuss issues that impact adjunct faculty.

Approval of the December 16, 2017 Minutes: M/S/C (Stern/Wise) to approve the minutes as presented.

LOCAL 1021 Convention:

President Sanchez reported that an initial logistics committee (Roxanne Sanchez, Larry Bradshaw, Lisa Morowitz, Karen Ridley, Joanne Cansicio, Cecille Isidro, Kathryn Ballard) was formed to review/discuss potential venues for the September 22-23 convention. It was reported that the location/venue selected is the Hilton Hotel in Concord, CA.

Delegate Election Process:

Karen Ridley and Larry Bradshaw presented a draft power point, which gave an overview of the process and materials that will be given to field staff. The goals are to elect delegates, engage members, inform members and to participate. A list of the ***Convention Delegate Allocations*** count by chapter (as of 1/24/2018), was also provide. There was a review of the eligibility criteria that was adopted for the 2015 Convention. A proposal for eligibility for the 2018 convention was presented. M/S/C (Stern/Bibb) to adopt the following:

Eligibility (Delegates and Officers)

In order to run for and serve as 1021 Convention delegate, candidates shall be employed within a bargaining unit represented by the Chapter AND:

- (1) Be members in good standing and membership dues are current as reported by the most recent payment submitted by the employer;*
- (2) **Any** member is eligible to vote (including those who complete a membership app at the time of the vote).*

NOTE: Some chapter bylaws may specify that elected chapter officers shall serve as automatic delegates to the convention (in this case, no election is necessary). All other eligibility issues refer to delegate election committee.

E-Board Members Running for a Delegate position:

The Board reviewed the prior motion that was approved for the 2015 Convention, which read: *In order to maximize the member-at-large participation in the 2015 Member Convention, 1021 Executive Board Members are encouraged not to run for chapter delegates; and where appointed by chapter bylaws, 1021 Executive Board Members are encouraged to step down in favor of a member-at-large.*

The Board discussed whether or not a similar motion should be adopted for the 2018 Convention. M/S/C (Landry/Stern) to table the discussion to the February meeting.

Convention Suggestions:

The Board provided suggestions for potential speakers. A suggestion form was also provided. Board members were asked to submit any ideas they have on items such as workshops topics, key note speakers or volunteer opportunities.

Ethics Chair/Co-Chair Report:

- **2017 Ethics Scorecard:** Larry Bradshaw and Yeon Park gave an overview of the Local 1021's 2017 *Ethics Scorecard*. The International recently created a new database/system for 2018. There is information, which may not have carried over, that may have resulted some inaccuracies on the scorecard, which we will work to rectify. Our overall report is strong. We hope to showcase positive examples that Board members/staff have demonstrated.

- 2018 Ethics Compliance Work: A draft outline for the 2018 Ethics compliance work was presented.

The meeting was temporarily suspended at 11:55 a.m. for a lunch break and resumed at 12:30 p.m.

Budget & Finance Committee Report:

2016 Audit Report:

The Auditors' Report to the Executive Board for 2016, as well as the Independent Auditors' Report and Financial Statements for 2015 and 2016 were distributed. Karin Hendrickson gave an overview of both reports. Board members were reminded that the Auditors' report is intended solely for the use of the BFC, Executive Board and management and should not be shared with others.

BFC Summary Report:

A summary report of motions approved by the BFC at their Jan. 19th meeting was reviewed by Treasurer Amos Eaton.

1. City of Berkeley Contract Campaign:

The BFC approved the City of Berkeley (Berkeley Maintenance/Clerical Chapters) contract campaign budget proposal in the amount of \$43,000. The budget includes costs for various actions, media needs and 1 lost-timer for 1/day per week. The lost-time program will focus on member engagement, including gathering COPE and membership cards.

2. Oak St. Office Security Guard:

The BFC approved to hire a Security Guard for the Oak Street office for up to \$31,000, to work Tuesdays through Thursdays from 5pm-8pm at \$37.00/per hour during the winter season (approximately 9 weeks).

3. United Farm Workers Pledge:

The BFC approved to donate \$5,000 to the United Farm Workers (UFW) to help with legal fees pertaining to a lawsuit filed against UFW. Note: The request was made by the State Council to all SEIU Locals. The International has committed to make a matching donation.

4. DD Council – Jan. 20th Meeting (LA):

The BFC approved via poll on Jan. 5, 2018 to fund up to \$5,500 for twelve (12) members to attend the DD Council's Jan. 20th meeting in Los Angeles.

Community/Allies Requests:

- Vallejo Naval and Historical Museum:

The BFC approved to contribute \$100.00 (tier 3) to the Vallejo Naval and Historical Museum to go towards a screening on the Life of Bayard Rustin event.

- Ministers and Community United, MLK Jr. Event:

The BFC approved a matching donation to the San Joaquin County Chapter in a total amount of \$286.00 (tier 3) towards 4 tickets and a program Ad for the 2018 Martin Luther King Jr. community event hosted by Ministers and Community United in Stockton.

- Wealth and Disparities in the Black Community:
The BFC approved to contribute \$4,000 (tier 1) to Wealth and Disparities in the Black Community to support the group's 3 events in 2018 in San Francisco (Town Hall w/ AG Becerra in the Bayview in February; Mario Woods Remembrance Day in July; 3rd Annual Execution of Mario Woods in December)

Action Items:

- BFC Recommendations:
 - A. RBC Wealth Management:
The BFC recommends to the Board to authorize reallocating \$2 million from cash liquid reserves into long term assets, as recommended by the RBC Wealth Management. M/S/C (Stern/Landry) to approve reallocating \$2 million from cash liquid reserves into long term assets.

The BFC also recommends to reallocate the large cap and emerging market funds, as recommended by RBC Wealth Management. M/S/C (Schardt/Bryant) to approve reallocating the large cap and emerging market funds.
 - B. Pete Castelli, Consultant:
The BFC approved to recommend to the Board to extend Pete Castelli's contract through up to March 31, 2018 at the same contract terms. His scope of work is to help lead the Port of Oakland negotiations. M/S/C (Stern/Sandberg) to approve extending Pete Castelli's contract, as recommended.
 - C. Fred Beal, Consultant:
The BFC recommends to the Board to extend Fred Beal's contract through up to March 31, 2018 at the same contract terms. He is currently assisting with meet & confers work with the Alameda County chapter. M/S/C (Sandberg/Park) to approve extending Fred Beal's contract, as recommended.
- Local 1021 Retirement Plan Investment Committee:
Due to Seth Schapiro's (former Head of Operations/Labor Relations) recent retirement, it was explained that a replacement would need to be appointed to take his place on the 401k Retirement Committee. The recommendation is to appoint Karin Hendrickson to serve on this Committee. M/S/C (Stern/Correa) to approve the recommendation to appoint Karin Hendrickson to serve on the 401k Retirement Committee.
- 2018 Executive Board Meeting Schedule:
A draft meeting schedule was presented. M/S/C (Bryant/Park) to approve the 2018 meeting schedule.
- Repeal Costa-Hawkins Ballot Measure (Affordable Housing Act):
Gary Jimenez gave an overview of a request around a proposed ballot measure known as the Affordable Housing Act. The proposed ballot measure would give cities and counties the power to adopt rent control necessary to address the State's housing affordability crisis by repealing the Costa-Hawkins Rental Housing Act. M/S/C (Arantes/Stern) to support the state ballot measure to repeal Costa-Hawkins.

- City of Piedmont Chapter – Contract Ratification Vote:
John Stead-Mendez and Dana MacPherson gave an overview of a contract ratification vote in the City of Piedmont Chapter, which resulted in tie vote. The language in the current chapter bylaws template does not address the issue of a tie vote. Per the Local 1021 Bylaws, the body that would be empowered to act in this situation would be the Executive Board. It was explained that the chapter membership were informed that the tie-breaker would need to go to the Board. A summary report of the Tentative Agreement that was provided to the members was presented. M/S/C (Landry/Correa) to break the tie in favor of ratifying the Tentative Agreement.

Executive Board Member/Committee Reports:

- Training Committee Report:
Jan Schardt reviewed the annual 2017 Training Committee report. Joseph Bryant reported on the Leadership Academy training that has happened up to this point in 2018.
- Retirement Security Report:
Cynthia Landry reported on the SF Retirees group and supplemental COLA from the Amicus Brief, and she spoke about a request for the Local to sign onto the Amicus Brief. The SF Retirees also have discussed divesting in fossil fuels as the Retirement Security Board has not proceeded, since they determined they would in 2015. They are starting a work plan to see what they want to divest from. Roxanne announced that a board poll will be sent out over this item, pending information from our attorney.

Director Reports:

John Stead-Mendez reported that the 2017 Year-End director reports were sent by email to the Board. He also spoke about the Unionware *dashboard report* that is sent to the Board monthly. John also shared a letter from the Asian Health Services CEO, asking for the Local's support to publicly speak out against a policy change that attacks health and other services for immigrants.

Announcements:

- E-Board Poll Item: It was announced that the Board passed a motion via poll on 1/12/2018 to extend the Community At Work (Sam Kaner) contract date until approximately 20 hours of unused time, per the contract, has been consumed. There was not an additional financial ask for this request.
- #WeRise Spokesperson Training: Kristin Lynch announced that spokesperson training will be held on Feb. 11th in preparation for the *Janus* hearing on Feb. 26th. A sign-up form was distributed. Those interested were asked to complete the form and return to Cecille Isidro.
- Black History Month: Joseph Bryant spoke on activities and responses over comments about African Nations. A poll will be sent out in regards to participation.

The Board moved to closed session at 2:32 p.m. into Executive Session; and moved to open session at 3:25 p.m.

Announcement - Executive Session Actions:

Secretary Jan Schardt reported out the following motions taken during closed session:

- M/S/C (Stern/Park) to ratify the CWA 9410 severance package negotiated, via impact bargaining.
- M/S/C (Arantes/Park) to modify the previous Board action April 1, 2018 layoff date to two (2) weeks after the Supreme Court decision.
- M/S/C (Sandberg/Landry) to notice affected employees on Feb. 22nd that layoffs will be effective April 13th or two (2) weeks after the Supreme Court decision.
- M/S/C (Stern/Sandberg) to extend the following temporary employees through up to March 31, 2018: Catherine Bundy, Jason Klumb and David Mulvey
- M/S/C (Schardt/Arantes) to award Robert Li the Head of Operations and Labor Relations position, with the understanding that the normal external hiring process will be waived.

The meeting adjourned at 3:30 p.m.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, February 10, 2018 – 10am-5pm, Fairfield, California
MINUTES

Executive Board Members Participating: Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols (by videoconference SF), VP of Politics Gary Jimenez, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference Stockton), VP of Representation Theresa Rutherford, Felipe Cuevas, Dan Jameyson, Jim Wise, Karla Faucett (by videoconference Stockton), Dellfinia Hardy, Eric Stern, Pete Albert, Cynthia Landry, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Michael Magana, Sandra Wall, Al Fernandez (by videoconference SF), Evelyn Curiel (by videoconference SF), Lorraine Bowser, Geneva Haines, Akbar Bibb (by teleconference), Cristin Perez, Rhea Davis, Tina Diep (by videoconference SF), Julie Meyers (by videoconference SF), Mary Duncan, Peggy LaRossa (by videoconference Stockton)

Executive Board Members Excused: President Roxanne Sanchez, VP Region-C Yeon Park (temp coverage as of Jan. 2018), Derrick Boutte, Mary Sandberg

Executive Board Members Absent: Norlissa Cooper, Janice Wong, Monique Broussard, Mercedes Riggleman

Staff in Attendance: Lisa Morowitz, Joanne Cansicio, Bill Petrone, Jason Klumb, Tim Gonzales, Gustavo Arroyo

Call to Order:

Vice President of Region B Tom Popenuck chaired the meeting on behalf of President Roxanne Sanchez, who was out ill. He called the meeting to order at 10:04 a.m. It was announced that a quorum was reached.

Review Agenda:

The following modifications were made: add under Reports - Dellfinia Hardy - ASW action in Sacramento, Cynthia Landry – Secure Retirement, Joseph Bryant - San Francisco City County, Dan Jameyson - Counties Industry, Amos Eaton – announcement of a poll to the BFC, Ramses Teon-Nichols – Child Care Campaign and Gregory Correa – Chabot- Los Positas College Chapter. The agenda was approved by consensus.

Reports:

- **Arbitration Report:**

Theresa Rutherford and Kerianne Steele gave a report on arbitrations along with indicating trends, issues and the areas that have frequency. An arbitration report summarizing various cases from 2017 was presented. They also spoke about the work of the Local's Appeals Committee, which has done productive work.

- **ACERA Pension Lawsuit Update:**

Ann Yen reported on the Alameda County Employees Retirement Association pension plan lawsuit. This lawsuit is for the counties that are not under the Public Employees Retirement System (PERS). The decision for the Alameda and Contra Costa Counties were in our favor. The Marin County case was not in our favor, but had been put on hold until the Alameda and Contra Costa case were decided.

Member Comments:

- Kristen Edwards, Member - Notre Dame De Namur University: She spoke about being a new member. SEIU higher education faculty members are interested in learning more about the work of the 1021 Executive Board.
- Greg Marro, Retiree: He about his previous arbitration case, the upcoming court decision on the *JANUS* case, and on scrap the cap on Social Security and the wealthy.

Transformation: Stage 2 Process:

Larry Bradshaw and Amos Eaton presented Stage 2 of the Transformation process. They gave an overview of the prior Board approval of the overall Stage 1 through Stage 4 plan, along with *Vision for Power* document, which was adopted at the September 2015 convention. The Stage 2 process is to create a model for member and staff roles to wield power for working families in a voluntary organization. There are 7 buckets of work for members to be involved in: membership, organizing, bargaining, representation, communication, leadership development and politics & community. The process for both members and staff has been designed as suggestions for the Board to consider with comparison steps for cost and impact. At pre-convention meetings, members will be able to start the debate process to determine what items will go forward to the convention. Given the hard deadline, it's recognized that there may be some obstacles, such as the *Janus* case that may delay the process, which could result in adjustments to the overall plan. There was a suggestion to reach out to Retirees to help with the work.

The Board broke out into small groups to discuss: How do you help prepare Delegates for the debate/discussion at the Convention?

Group report backs:

Group 1-

- Have pre-convention regional meetings with only delegates or all members
- Video presentations on right to work from people from right to work states
- Zoom conferences with the people from right to work states
- Why we value unions, in common
- Why these models were picked Summary of each model
- Have conversations about non-profits and how it affects them.

Group 2-

- Create a packet to use as a guide to inform us how to train them informing and training of delegates that we can pass out to the attendees. Why the transformation process? Why did the union embark on the transformation process? What is the final goal of the transformation and what is the process that we took
- Put on a training and information about the transformation using zoom and/or a phone conversation with our members.
- Connect the transformation process with the defense against the Janus attack, membership retention and the union's survival in this new world.

Group 3-

- Give a background summary as to why we are doing the transformation process
- Discuss creating scripts for messages for those talking to the delegates and members over what the transformation is and why

- Making sure we have prep meetings for the delegates and members so their chapters can have part of the decision making process

Group 4-

- Link to existing members currently engaged such as the Chapter Leadership Academy to serve as leaders to inform delegates about the transformation.
- Identify key members or “influencers” at the local level to educate them about transformation and help to promote the message
- Develop and disseminate, simple, easy to read materials/information
 - a. Outreach through social media
 - b. Educational campaign with materials

Group 5-

- Create a basic tool kit with talking points to members and non-members
- Member buy-in to accept the ideas and to listen to them, establishing and trust, get out there as leaders along with the chapter leaders to talk to the members.
- Start with chapter leaders - ask them something by creating a communication campaign such as talking to 2 people and getting them to talk to 2 more, etc. to spread the news

Group 6-

- Need to get the members engaged
- Need to get the delegates elected right away and start sharing the information at the chapter meetings

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

Transformation: Stage 2 Process (continued):

Joseph Bryant spoke on the transformation work on the basis of the organization and the work we maintain to do. Lisa Morowitz reported on the Stage 2 design. A quick preview of the buckets of work and role of members in a transformed union was given. This will be discussed in detail at the March meeting. The role of staff in a transformed union has also been discussed. Staff engagement meetings will be held so that they can share their perspective on how this would impact them as well.

Approval of the January 29, 2018 Minutes:

One correction was the spelling of Lorraine Bowser’s last name. M/S/C (Stern/Wise) to approve the minutes with the correction.

Local 1021 Convention:

Lisa Morowitz reported on the notification of the convention, which can also be found on the main page of the website. Email and text blasts were also sent to members. The convention website, 1021convention.org, will have delegate information and will be regularly updated as new information becomes available. There was a request to have flyers posted on union bulletin boards.

- E-board members running for a Delegate position:
This issue was tabled from the January meeting. It was reported that our law-firm looked into the issue around whether the Local’s Bylaws permit Board members to serve as delegates outside of the chapter-elected delegates. It’s the attorney’s opinion that the Local Bylaws does not allow for this. This is covered under Article 6. Meetings, under Section E. and there is no

reason that the bylaws should not be followed. M/S/C (Jameyson/Valdez) to adopt the same policy from the 2015 convention for the 2018 convention, which reads:

In order to maximize member-at-large participation in the 2015 2018 Member Convention, 1021 Executive Board Members are encouraged not to run for chapter delegates; and where appointed by chapter bylaws, 1021 Executive Board Members are encouraged to step down in favor of a member-at-large.

- **Convention Delegate Election:**
At the January meeting, the Board established a start date to hold convention delegate elections. However, the cut-off date was not yet determined. The recommendation from the convention planning committee is to establish June 20, 2018 as the deadline to conclude convention delegate elections. This would allow for delegate meetings to be scheduled during the summer. M/S/C (Stern/Taylor) to set June 20, 2018 as the cut-off date for convention delegate elections.
- **Convention – Delegate Election Credentials Committee:**
President Sanchez has recommended that the committee be composed of Michael Magana, Mary Duncan, and Theresa Rutherford, with the alternate to be Tom Popenuck. M/S/C (Stern/Correa) to approve the delegate credentials committee. 5 Board members joining the meeting by videoconference from the San Francisco office asked it to be noted in the minutes that they are all not in favor of holding a Local wide convention. They were asked to send correspondence to President Sanchez with their reasoning.

Executive Board Member/Committee Reports:

- **Training Committee Report:**
Jan Schardt reported on the Leadership Academy trainings that have been held as per last month's board request.
- **ASW:**
Dellfinia Hardy reported on a requirement for a law and ethics exam that must be passed to retain positions due to licensing and their participation in the Board of Behavioral Science meeting to discuss with them the legislation. Gustavo Arroyo reported that these are the boards that the governor appoints so this is an item to be aware of. Local 721 was also contacted due to their members having issues as well.
- **Secure Retirement:**
Cynthia Landry reported that the West Bay Retirees have asked to sign on to the Amicus brief which has been vetted by the law firm and Local 1021 has signed on to the brief.
- **San Francisco Region:**
Joseph Bryant reported on the usage on as needed workers which have been a fight that has been going on for years. In 2012 contract language was developed which moved 500 positions into permanent positions. The City is continuing to abuse this and through the grievance process and arbitration the City was forced to convert over 100 people to permanent, which included a monetary settlement costing the City over \$1 million to the affected employees. In the 2nd phase with the Together We Rise work in San Francisco that has brought out over 100 leaders in the region. They have now met with an additional 200 leaders to build a chapter structure to build a fight back; on February 26th there will be a rally when they begin the hearings.

- County Industry:
Dan Jameyson reported that they have found a project for the industry which is a change in the foster care policy and how it is impacting members in their jobs.
- Budget and Finance Committee:
Amos Eaton reported that on Sunday, a poll will be sent out to BFC members as a Community Ally request from AFRAM and SEJ for a time sensitive event happening within the week.
- Child Care Campaign:
Ramses Teon-Nichols reported on a rally that happened in Alameda to have their board of supervisors discuss child care.
- Chabot-Los Positas College:
He spoke about a recall at Chabot-Los Positas College taking place next month.

M/S/C (Jimenez/Rutherford) to close the meeting in memory of Geneva Haine's father, who recently passed. The meeting adjourned at 2:32 p.m.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 SPECIAL EXECUTIVE BOARD MEETING
Saturday, March 10, 2018 – 10am-11am, San Francisco, California
MINUTES

Executive Board Members in Attendance: President Roxanne Sanchez, Secretary Jan Schardt (by teleconference), Treasurer Amos Eaton (by videoconference), VP-Organizing Ramses Teon-Nichols, VP-Politics Gary Jimenez, VP-Representation Theresa Rutherford (by teleconference), VP Region-A Sunny Santiago (by teleconference), VP Region-B Tom Popenuck (by videoconference), VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Dan Jameyson, Jim Wise (by videoconference), Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Cynthia Landry, John Arantes, Angel Valdez, Greg Correa (by videoconference), Sandra Lewis, Robert Taylor (by teleconference), Michael Magana (by teleconference), Sandra Wall (by videoconference), Mercedes Riggleman (by videoconference), Evelyn Curiel, Lorraine Bowser, Geneva Haines (by teleconference), Akbar Bibb (by videoconference), Cristin Perez (by videoconference), Rhea Davis, Tina Diep (by teleconference), Julie Meyers, Mary Duncan (by teleconference), Peggy LaRossa (by teleconference)

Executive Board Members Excused: Yeon Park, Felipe Cuevas, Janice Wong, Pete Albert, Derrick Boutte, Mary Sandberg

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

Staff in Attendance: John Stead-Mendez, Robert Li (by teleconference), Joanne Cansicio

Call to Order:

President Roxane Sanchez called the meeting to order at 10:05 a.m. It was announced that a quorum was reached. She gave an overview of the purpose for calling an emergency Board meeting, which is to discuss the TA reached with OPEIU Local 29. The discussion will be held in closed session.

The Board went into Executive Session at 10:06 am.

M/S/C (Stern/Bryant) to approve the contract tentative agreement and the severance package with OPEIU Local 29, as stated.

The Board moved to open session at 10:48 a.m.

Secretary Jan Schardt reported on the motion from Executive Session.

The meeting adjourned at 10:52 am.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, March 24, 2018 – 10am-5pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Gregory Correa

Executive Board Members Absent: Norlissa Cooper, Janice Wong, Monique Broussard, Al Fernandez

Staff in Attendance: John Stead-Mendez, Kristin Lynch, Robert Li, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, David Canham, Tim Gonzales, Kaden Kratzer, Peter Masiak, Gustavo Arroyo, Jason Klumb

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

Review Agenda:

It was requested to close the meeting in memory of Cleveland Etter, Terry Lewkowitz and David Kramer. It was asked that we keep those in mind that are participating in the *March for Our Lives* today. The following items were added: Del Norte Area Representative and Credentials Committee member. The agenda was approved by consensus.

Member Comments:

- Dwayne Jusino, Amaka Watson and Eddie Simlin - City of Oakland Chapter members:
The members presented a petition to form a new chapter which would be civilian employees within the Oakland police department. It was explained that the Union's membership team will first need to verify signatures, per policy. Once this step is completed, a workgroup appointed by President Sanchez will be created to review the chapter's request, which includes meeting with chapter leaders. The workgroup will then bring a recommendation Board within the next 2-3 months.

1021 Convention:

- **Convention Logo/Theme:**
The communications department presented the proposed convention logo, which is: "*Sparking the Change – Igniting Our Power*"; and tagline: "*For ourselves, our co-workers, our families, and our community*". M/S/C (Jimenez/Diep) to approve the logo presented. M/S/C (Landry/Sandberg) to approve this as the Convention theme, as well. Board members were encouraged to add this logo in their email signature, along with a link to the convention site.



**Sparking The Change
Igniting Our Power**
For ourselves, our co-workers, our families, and our community.

- Credentials Committee Report:

Mary Duncan reported on behalf of the committee. The committee is recommending the following, which is also consistent with the 2015 convention eligibility recommendation:

All newly organized chapters, without a ratified contract, are eligible as honorary delegates. Any "suspended" chapters are eligible for delegates if we determine the employer is responsible for delaying the dues payment.

M/S/C (Stern/Riggleman) to approve the recommendation of the credentials committee.

- Policies (Lodging, Registration Deposit, Lost-time for Delegates, Alternate Delegate deadline):

Larry Bradshaw reviewed the various draft convention policies for the Board's consideration:

1. Lodging for Delegates:

- *Lodging will be provided for Delegates¹ and Guests². The room and tax fees will be paid for by the Union. Delegates and Guests are responsible for incidental costs and will be required to present a credit card to the hotel, upon check-in. 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. Single room requests will be reviewed, but it cannot be guaranteed.*
- *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).*

¹*Delegates: Delegates represent their chapter at the convention, communicate convention decisions to chapter members, and provide leadership in enacting the major plans and projects of the Union, as approved at the convention. Delegates must be available and committed to attending the September 22-23, 2018 convention.*

²*Guests: Guests such as speakers or other special guests may attend by invitation only.*

M/S/C (Popenuck/Stern) to approve the language as presented.

2. Lost-time for Delegates:

Lost-time will be covered under the Local's lost-time policy for convention Delegates whose regular work day falls between 12:01am on Saturday, Sept. 22nd to 12:00am on ~~Sunday~~, Monday, Sept. 23rd 24th with the understanding that flexibility beyond the stipulated dates and times will be considered due to hardship.

M/S/C (Stern/Duncan) to approve the language, with the modification to change Sunday, Sept 23rd. to Monday, Sept. 24th.

3. Convention Delegate Alternates:

*Convention Delegates who become ineligible, or unable to attend, shall notify the 1021 Convention Election Credentials Committee in writing **no later than August 20, 2018**. Any requests for exceptions to this policy must be submitted to and approved by the Credentials Committee.*

M/S/C (Popenuck/Wall) to approve the language with the modification to add the sentence: *any exceptions to this policy must be submitted and approved by the credentials committee.*

4. Non-Delegates/Members-at-Large Requirements:

- Registration Deposit for Non-Delegates/Members-at-Large

³*Non-delegate SEIU Local 1021 members at large may attend the Convention. They will be required to pay a \$50.00 refundable registration fee deposit to attend the Convention. Online registration must be paid by credit card. Credit card payments will be pre-authorized. Paper registration must be mailed, along with the registration deposit check in the amount of \$50.00. A check deposit payment will be held (it will not be cashed), then returned to the member at the Convention during registration. Deposits will be refunded to members, who attend the Convention or cancel their registration at least five (5) days prior to the Convention. The deadline for cancellation must be received by 3:00 p.m. on Monday, September 17, 2018. No refunds (checks or credit card) will be issued to registrants, who do not show up or cancel their registration by the designated deadline. (The registration fee will not apply to Delegates.)*

○ Lodging for Non-Delegates/Members-at-Large:

Non-Delegate SEIU Local 1021 members at large may book and pay for their own hotel room at a discounted group rate, if they choose to stay overnight. Room availability will be on a first come first serve basis and cannot be guaranteed.

³*Non-delegate SEIU Local 1021 members at large attending may participate in all aspects of Convention except voting, if there should be voting on the agenda.*

M/S/C (Riggleman/Wall) to approve the language, as written.

● Delegate Elections:

Board members were asked to inform their chapter leadership about the convention and do an outreach to get members engaged and encourage members to be a delegate.

Action Items:

● Del Norte County Area Representative:

President Sanchez presented a recommendation to appoint Zak Congler, Del Norte County member, to the Del Norte County Area Representative seat on the Board. M/S/C (Popenuck/Stern) to approve the recommendation.

● Convention Credentials Committee:

It was announced that Michael Magana was recently promoted out of the bargaining unit. His former seat on the Executive Board as the Calaveras County Area Representative is now vacant. He also served on the Convention Credentials Committee, which will need to be filled. M/S/C (Jimenez/Sandberg) to approve Sandra Wall as a member on the convention credentials committee.

Transformation: Stage 2 Process/Together We Rise:

Robert Li reported that the directors and line staff have been preparing for the *Janus* decision. He spoke about the various on-going work and what has been accomplished to date.

Amos Eaton and Larry Bradshaw reported on the Transformation Stage 2 work. They reviewed the 7 buckets of work, which are Membership, Leadership Development, Bargaining, Communication, Representation, Organizing, and Politics and Community.

It was announced that the East Bay leadership will do a presentation on the work they have been doing at next month's meeting.

The meeting was temporarily suspended at 12:45 pm. for a lunch break and resumed at 1:15 p.m.

Transformation: Stage 2 Process/Together We Rise (continued):

Breakout session to review membership roles in regards to key transformational role and radical change in members' role.

John Stead-Mendez reported on the staff Transformation process. An all field and program staff meeting was held in March to bring staff into the Transformational Roles Process, to enable staff to understand the members' thinking about the their new *Member Roles* and to tap specialized knowledge, skills and experience of union staff to help members rise up and organize and win. He reported that a second meeting will be held on May 14th, where information will be brought back to the Board in May.

Approval of the Feb 10th and March 10th, 2018 Minutes:

M/S/C (Lewis/Wise) to approve the minutes of the February 10, 2018 meeting and the March 10, 2018 Special meeting.

Budget & Finance Committee Report:

A summary of motions approved and recommendations by the BFC at their February 21st and March 17th meetings was presented by Treasurer Amos Eaton.

1. Staff Engagement Meeting – 3/5 and 5/14 Food Order:

At the February meeting, the BFC approved to fund a lunch order for the March 5th field and program staff engagement meeting at \$7.50 per person for 100 people.

At the March meeting, the BFC approved to fund up to \$1,580 to cover food costs (at \$7.50 per person) for the May 14th field and program staff engagement meeting, as well as any overage costs from the March 5th meeting. Note: At the 3/5 meeting, approximately 105 people were in attendance.

2. Access Invoice:

The BFC approved to pay an invoice to Access at up to \$21,000 to close out box storage accounts. Note: The boxes will be removed from storage and delivered to our SF and Oak St. offices. The files in storage are mostly files that date back to legacy Local 790.

3. City of Hayward Contract Campaign (March meeting):

The BFC approved the City of Hayward contract campaign budget at \$39,525 to go towards costs for items such as various actions, community events and media public materials. The budget includes an escalation plan, which could lead to a potential strike campaign.

4. Education Industry Summit (March meeting):

The BFC approved funding in the amount of \$23,675 towards the Education Industry Summit to be held in May 2018. The budget will go towards costs for items such as venue rental, buses, t-shirts, program book, post card mailing and other supplies.

5. East Bay Leadership Team:

The BFC approved the East Bay Leadership Team (EBLT) member engagement budget in the amount of up to \$15,000. The budget will go towards costs for items such as various chapter leadership meetings, meeting space rentals, postcard mailings and food expenses. One of the goals of the EBLT includes a plan to reach, engage and inoculate all Eastbay chapter leaders and members to strengthen power at the worksites, build political power in communities and build the Union by securing a contract.

6. Labor Notes Conference:

The BFC approved to fund up to a total of \$6,000 to send 3 members to give presentations at the Labor Notes Conference on April 6-8th in Chicago. Labor Notes reached out to our Local to present on three topics: Effective use of Strikes; Bargaining for the Common Good and Berkeley United Against Hate.

7. DD Council Conference – Sacramento:

The BFC approved to fund up to \$1,900 to cover travel expenses for members attending the SEIU CA DD Conference and Lobby Day on April 15-16th in Sacramento.

The BFC approved the following Community/Allies Requests:

- AFRAM/SEJ Black History Month (BFC poll):
The BFC approved to fund up to \$1,500 towards the AFRAM/SEJ Black history month event on Feb. 16th at the SF Union hall.
- Lunar New Year –SF (BFC poll):
The BFC approved to fund up to \$1,000 towards a Lunar New Year event on Feb. 21st at the SF Union hall.
Note: Although funding was approved, the event was subsequently cancelled.
- Stockton Firefighters Local 456 (Feb. meeting):
The BFC approved a matching donation of \$250.00 for the San Joaquin Chapter towards one table for the Stockton Firefighters Local 456 dinner on Feb. 2nd.
- Monument Impact (Feb. meeting):
The BFC approved to donate \$1,000 to pay for costs for a fundraiser dinner held on Jan. 11, 2018.
- Labor Council for Latin American Advancement (Feb. meeting):
The BFC approved to contribute \$500.00 to support the organization's 18th annual Cesar Chavez march on March 31, 2018.
- Coalition of Asian American Government Employees (Feb. meeting):
The BFC approved to purchase 10 tickets at 35.00 each towards the annual Lunar New Year luncheon on Feb. 23rd at S.F. City Hall.
- APALA (Alameda chapter) Lunar New Year Dinner (Feb. meeting):
The BFC approved to sponsor the APALA AFL-CIO (Alameda chapter) Lunar New Year event on March 14th in the amount of \$2,500.
- Alemanly Farm (March meeting):
The BFC approved a contribution of \$200.00 to support the organization's Earth Day celebration on April 21st.
- RYSE Center (March meeting):
The BFC approved a contribution of \$5,000 to support the RYSE annual fundraiser on April 27th in Richmond.

Recommendations:

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

- A. 2018 Organizing Budget and Resource Agreement (Feb. meeting):
The BFC recommends to the Board to adopt the 2018 Organizing Budget and 2018 Resource Agreement. M/S/C (Stern/Jameyson) to approve the 2018 Organizing Budget and Resource Agreement.
- B. Fred Beal, Consultant (Mar. meeting):

The BFC recommends to the Board to extend Fred Beal's contract through up to April 30, 2018 under the same contract terms. He is currently assisting with work around negotiations in the Alameda County chapter. M/S/C (Stern/Albert) to approve the Fred Beal extension up to April 30, 2018.

C. Credit Card Agreement (Mar. meeting):

The BFC recommends to the Board to adopt the following Resolution around our credit card agreement with City National Bank, with the understanding to have our law firm review the resolution before proceeding:

City National Bank requests a Resolution from the Executive Board, certified by its Secretary, (i) approving the commercial credit card account to be issued by City National Bank to the union on such terms and amounts as the President and Treasurer in their judgment agree upon, (ii) specifically indicating that the President and Treasurer (and providing their names) are authorized to obtain the commercial credit card account and execute on behalf of the Union all documents, including without limitation an application for credit, and all amendments, modifications, renewals and substitution of such documents, in connection with the commercial credit card account, and (iii) ratifying all actions previously taken by the President and Treasurer with respect to such commercial credit card account from City National Bank, including the completion, signing and submission of the Business Lending Application to City National Bank for the commercial credit card account.

M/S/C (Sandberg/Rutherford) to approve the credit card agreement.

Amos Eaton reported that he is working on forming 2 workgroups - one on food and the other is on how to work with industry requests.

Action Items (continued):

Executive Board Election Committee:

Roxanne Sanchez reported that a poll will need to be sent to the Board to approve appointing an Election Committee for the Executive Board election.

West Virginia Resolution:

A video presentation was shown on how low wages impact the teachers in West Virginia and the fight they held to finally win. In Oklahoma, the teachers have not had a raise in 11 years and have called for a state wide strike on April 2nd for all public workers. We are asking our members to do something to show support the Oklahoma workers. The following Resolution was presented for the Board's approval:

Whereas, Working families in the U.S. have experienced a 40 year assault on our standard of living. This steady erosion of wages, benefits, working conditions and respect on the job are connected to weakening of our unions, a reduction in public services, and a crumbling infrastructure; and

Whereas, President Trump has accelerated this process and is now waging an all out war on working people and the planet; and

Whereas, the looming Janus v. AFSCME Supreme Court ruling is intended to weaken public unions, starve SEIU 1021 of financial resources and undermine the ability of SEIU 1021 Members to bargain strong contracts; and

Whereas, some 33,000 members of the West Virginia Education Association, the American Federation of Teachers - West Virginia and the West Virginia School Personnel Association, representing teachers, cafeteria workers, clerical staff and bus drivers, staged a 9-day strike that ended in an amazing victory and showed that when we stand together and fight - we can win; and

Whereas, West Virginia is a so called 'right to work' state, where state workers do not have collective bargaining rights, where strikes by public workers are 'illegal', where West Virginia teachers rank 48th in pay among the 50 states and District of Columbia and is the state where Donald Trump won by the highest margin of any state

Whereas, despite these obstacles, West Virginia teachers and classified employees, 75% of whom were women, struck all 55 counties, filled the capital rotunda with their chants of “We are worthy, we are worthy”, winning a 5% pay raise for all state workers, rolling back anti-union legislation that would have gutted seniority, prohibited dues deduction and further weakened unions; and

Whereas, in doing so, the courageous and tenacious public employees of West Virginia took a decisive stand for their communities, their families and the children in the public school system of West Virginia; and

Whereas, the victorious public worker strike in West Virginia struck a chord throughout the country with teachers and classified employees in Arizona, Kentucky, Pennsylvania and Jersey City being inspired to take action. The Oklahoma Education Association has set April 2nd for a state wide strike. Oklahoma teachers are the lowest paid teachers in the country and the workers are demanding a \$10,000 raise and a stop to privatizing public schools. The Oklahoma public employees union announced it will joining in the strike; and

Whereas, a victory for the union movement in Oklahoma, coming on the heels of a victory for the union movement in West Virginia, would be a victory for the entire union movement across the United States; and

Whereas, West Virginia and Oklahoma teachers and classified school employees are showing the entire country what can happen when we stand together in solidarity; Therefore

Be it resolved, that SEIU Local 1021 stands in solidarity with the public employees in Oklahoma who may strike on April 2nd. If Oklahoma workers strike, the Executive Board of SEIU Local 1021 encourages Local 1021 Members to participate in a ‘day of action’ on April 2nd to support the Oklahoma workers. “Day of Action” solidarity can take the form of a unity break, purpling up, wearing stickers or armbands, passing the hat among your co-workers, buying a few pizzas for the strike line or any other action your Chapter deems appropriate. Be creative! Whatever you do, take a selfie and send it to our communications team (mike.richardson@seiu1021.org) so we can forward them to the strike lines in Oklahoma. Any funds that you raise can be sent to workers in either West Virginia or Oklahoma

*<https://www.gofundme.com/oklahoma-teachers-united>
<https://www.gofundme.com/wv-teachers-strike-fund> or*

forwarded to your field rep so they can be sent to our Brothers and Sisters in Oklahoma.

M/S/C (Sandberg/Schardt) to approve the resolution.

Executive Board Member/Committee Reports: None

Director Reports:

John Stead-Mendez reported on membership, how we are doing and what needs to be done to reach over 90% membership in each chapter.

Announcements:

Poll Announcement:

OS3 Position- Date of Poll: February 27, 2018

- As recommended by the BFC, the request was to fund an OS III clerical admin position through the end of 2018 to prepare and conduct two high priority union events. The first event is our Local Convention and the second event is our Local E-board election.
- The cost will be funded from the existing convention line to ensure that this does not have an impact to the E-Board approved 2018 fiscal budget. Poll Result: The poll was approved (26 = Yes; 1 = No; zero = Abstentions)

City of Novato Chapter ByLaws:

It was announced that the City of Novato Chapter Bylaws were reviewed and found to be in compliance with the Local’s chapter bylaws template. There were no objections raised.

Executive Session:

The Board moved into Executive Session at 3:40 pm and resumed open session at 4:25 p.m.

David Mulvey, Temp. Employee:

M/S/C (Curiel/Stern) to extend David Mulvey up to 5/31/2018.

OS-2 MRC Position:

M/S/C (Stern/Riggleman) to extend one (1) OS-2 MRC position through December 31, 2018. Amos Eaton asked that a friendly amendment be made stating with costs to be offset by moving \$50,000 from the temporary staff budget line to the staff budget line.

Clerical/Facilities Director Position:

M/S/C (Schardt/Albert) to extend the position of Clerical and Facilities Director through December 31, 2018 , with costs to be offset by leaving the Clerical Supervisor position vacant when the incumbent retires this Spring.

Announcements - Executive Session Actions:

Secretary Jan Schardt reported out the motions made from Executive session.

Adjourn:

The meeting was adjourned in memory of Cleveland Etter, Terry Lewkowitz, David Kramer and Shirley Breyer-Black.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, April 28, 2018 – 1pm-5pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Gary Jimenez (temp coverage as of Jan. 2018), VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Yeon Park (temp coverage as of Jan. 2018), VP Region-D Joseph Bryant, VP of Representation Theresa Rutherford, Dan Jameyson, Jim Wise, Karla Faucett, Dellfinia Hardy, Janice Wong, Cynthia Landry, Derrick Boutte, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Sandra Wall, Mercedes Riggelman, Al Fernandez, Evelyn Curiel, Geneva Haines, Akbar Bibb, Rhea Davis, Julie Meyers, Mary Duncan

Executive Board Members Excused: Marcus Williams, Lorraine Bowser, Felipe Cuevas, Eric Stern, Cristin Perez, Peggy LaRossa, Mary Sandberg

Executive Board Members Absent: Pete Albert, Norlissa Cooper, Tina Diep, Monique Broussard

Staff in Attendance: Lisa Morowitz, Joanne Cansicio, Karen Ridley, Nely Obligacion, John Stead-Mendez, Kaden Kratzer, Peter Masiak, Bill Petrone, Jason Klumb, Tim Gonzales, Gustavo Arroyo, Robert Li

Call to Order:

President Roxanne Sanchez called the meeting to order at 1:07 pm. A quorum was reached.

Review Agenda:

The following modifications were made: Added to *Reports* - Retirement Security, Courts Industry, DD Council and report from Evelyn Curiel (re SFCC parking issue); Added to *Executive Session* - Human Resources position, CWA 9410 tentative agreement and management staff severance package; and an Announcement from Cynthia Landry.

Member Comments: None

East Bay Leadership Team Presentation:

Members of the team include Gary Jimenez, Yeon Park, Angel Valdez, Sandra Lewis, Doug Marr and Felipe Cuevas, with Ramses Teon-Nichols assisting. The team reviewed their goals, work plan, how they connect with *Together We Rise*, member convention and leadership academy. They spoke about what they have learned and the interactions they have had with the East Bay member leaders.

1021 Convention Report:

- **Communications:**

A short video to advertise the convention was shown. The video will be available on the convention website and will also be sent via email to members. Other ways to promote the video are through training sessions, chapter meetings and other events where there is member engagement. It can also be used to encourage members to run for a convention delegate. Members can be referred to the convention website for any questions about the convention.

It was reported that the convention theme/logo has been refined with changes suggested by the Board at the April meeting. The revised logo was presented.

- Delegate Election Report:
It was reported that to date there are 22 chapters that have completed their delegation elections, with 66 certified delegates and 7 alternates. There are some chapters that have not filled all their allotted delegate seats. The deadline for all delegate elections to be completed by is June 20th.
- Convention Credentials Committee Report:
Theresa Rutherford reported on behalf of the committee. The committee granted eligibility for a member at Mills College, who initially did not meet the dues requirement, per policy. It was found that the member's work schedule varies per school semester; therefore, dues are paid when the member is on the schedule. The committee also reviewed other requests from the Head Start chapter to allocate 2 additional delegates and La Clinica chapter's request to allocate a total of 8 delegates – both requests are based on the total member headcount calculation. It was reported that lost-time officers will be reaching out to the Board to engage chapters, where there may be lack of interest, to encourage members to attend.
- Program Update:
The confirmed speakers thus far are Mary Kay Henry and Paul Engler. The program convention team is working to confirm other speakers.
- Workshops:
Tentatively there will be 3 sessions of each workshop – 2 on Saturday and 1 on Sunday – between approximately 8 to 20 workshops, with some being repeated. We are looking to incorporate the transformed member roles to be inspiring and capture member interests; and where possible, member and staff leaders, who are doing this work, will be highlighted
- Logistics:
A written summary of action items through March 2018 was presented. A sample of the “congratulatory” letter that will be sent to certified delegates was shared with the Board. Board members were provided with registration instructions and were notified to register.

Approval of the March 24, 2018 Minutes:

M/S/C (Correa/Valdez) to approve the March 24, 2018 minutes as written.

Budget & Finance Committee Report:

A summary of motions approved by the BFC at their April 28, 2018 meeting was presented by Treasurer Amos Eaton.

1. ResCare Contract Campaign:
The BFC approved a budget of up to \$3,000.00 for the *ResCare* first contract campaign. ResCare is a nationwide campaign coordinated by the International. In California we are organizing with Local 721. The campaign encompasses 5 counties and 23 locations throughout Northern California. The budget includes items for mailings, printed materials and other items such as t-shirts to for visibility at the worksites.
2. Local Union Election Project Manager:

The BFC approved to hire a project manager through a temp agency to oversee the Executive Board election at up to \$20,000.00 to come out of the Local Union Election budget.

3. Transdev Contract Campaign:

The BFC approved the *Transdev* contract campaign budget at up to \$8,200. The budget includes costs for worksite meetings, “purple” items and media needs.

4. Terry Lewkowitz:

The BFC approved to fund up to \$700.00 towards food expenses for a union event celebrating the life of Local 1021 ROC member and Retiree, Terry Lewkowitz.

The BFC approved the following Community/Allies Requests:

- 48hills.org: The BFC approved to contribute \$5,000.00 (tier 1) to the *48hills.org* Fifth Annual Fundraising Gala on May 1st in San Francisco.
- ACCE Sacramento: The BFC approved to donate \$300.00 (tier 1) to Alliance of California for Community Empowerment (ACCE) Sacramento.
- APALA SF Chapter: The BFC approved to contribute \$2,020.00 (tier 2) to the Asian Pacific American Labor Alliance (APALA) S.F. Chapter Asian Heritage Month event on May 24th.
- APRI SF Chapter: The BFC approved to donate \$5,000.00 (tier 1) to the A. Philip Randolph Institute (APRI) S.F. Chapter to support the group’s April 21st fundraiser.
- S.F. Dyke March: The BFC approved to contribute \$300.00 (tier 3) to the S.F. Dyke March on June 23rd.
- East County Branch of the NAACP: The BFC approved to contribute \$500.00 (tier 2) to the East County Branch of NAACP banquet on April 28th.
- Oakland Rising: The BFC approved to contribute \$5,000.00 (tier 1) to the Oakland Rising fundraiser on June 28th.
- United Seniors of Oakland and Alameda County: The BFC approved to contribute \$500.00 (tier 3) to the United Seniors of Oakland and Alameda County convention on May 25th in Oakland.
- Youth Violence Prevention Council of Shasta County: The BFC approved to donate \$500.00 (tier 3) to the Youth Violence Prevention Council of Shasta County 6th annual Shasta Mud Run fundraiser on May 12th.
- Coalition of Mexican American Organization:
The BFC approved a matching donation of \$250.00 (tier 3) to the San Joaquin Chapter towards the Coalition of Mexican American Organizations 2018 Cinco de Mayo parade in Stockton.

Transformation – Stage 2 Work:

President Sanchez reported that at the May Board meeting, the Stage 2 work will be presented with a review of the draft models of member and staff roles. The transformation work and models will be presented at delegate meetings, then at the Convention. The delegate process is to hold 4 sessions with delegates with the idea to hold these meetings virtually by using technology, such as web-based software like *Zoom* or *CoVision*.

Community At Work (Sam Kaner), consultant:

It was explained that although Sam Kaner's initial contract expired (in January 2018), he continued to voluntarily work with the Stage 2 team, as well as individually with Roxanne Sanchez and John Stead-Mendez during the last 3 months on the Transformation work.

A request was presented to enter into a contract with Sam Kaner (Community At Work) for the months of May, June and July for his assistance during the delegate election process. The funding request is for a total of \$125,000, with \$75k to come out of the existing 2018 convention budget line and \$50k to come out of the existing 2018 training budget line. M/S/C (Jimenez/Popenuck) to approve the request.

Action Items:

- Executive Board Election Committee:

President Sanchez presented a request to appoint the following as the Election Committee for the 2019 Executive Board election: Donna Shane (Chair), Blessings Augustus, James "Rusty" Petrella, Cheryl Williams and Mary Coughlin. M/S/C (Boutte/Meyers) to approve the names recommended as the Election Committee. It was said that the names presented are also those who served on the committee during the last election.

- Letter to Governor Jerry Brown re: Global Climate Action Summit:

Gary Jimenez presented a request for Local 1021 to sign-on on a letter, along with other organizations, to Governor Jerry Brown regarding *Global Climate Action Summit*. Gary reported that the climate summit is in San Francisco this coming week. We would like for the Governor to stand up and hold our beliefs on this issue. M/S/C (Popenuck/Landry) to approve including SEIU 1021 as a supporter on this letter.

In addition to the letter to Governor Jerry Brown, an additional request was presented to endorse an action scheduled on Sept. 8th on Climate, Jobs and Justice. It was explained that by endorsing this action, it will allow for Local 1021 to have a representative take part in the planning committee with Peoples Climate Movement for this action. Gary Jimenez, Martha Hawthorne and Meredith Staples are working collaboratively to ensure that Local 1021 will be represented on the planning committee. M/S/C (Landry/Meyers) to support and endorse the Climate, Jobs and Justice action.

Executive Board Member Reports:

- Sunny Santiago: She thanked the BFC for funding and supporting the DD lobby day and reported on its success.
- Evelyn Curiel: She reported a concern on needing help with the members in San Francisco with parking.
- Jim Wise: He reported that the Courts have not been funded in the past 4 or 5 years. This year the governor is putting in money to fund the courts. The judicial council is now on the court

workers side and the needs of the courts along with working on having court reporters put back into family court and to raise the transcript fees which have not been increased in 28 years.

- Cynthia Landry: She reported on the Senate Retirement Security hearings. The name of the Retirement Savings Program has now been changed to the CalSavers Program. She also reviewed some of the bills that may be of interest.

Director Reports:

Political Action:

Gustavo Arroyo gave a legislative update on Cost Containment: AB 3087 by Ash Kalra. This is the cost containment piece on single payer health care, which will regulate the health care industry, so that they can't raise rates when they want to. He spoke about the housing issue with a measure to have signatures on the November ballot. Statewide elections – he reviewed the SEIU California endorsements. There is a signature gathering for the Soda Tax initiative for local governments to pass tax increases and can be retroactive to June. It is recommended to not sign the petitions. He also reviewed county races and propositions. Member to member engagement is happening through phone banking, a mailer is about ready to go out from the Local, the State Council will be sending out 5 pieces to members. There is a new process of voting in Napa and Sacramento Counties; there will be an additional mailing from the State Council with information on this. Election information profiles will be made for each area. Upcoming lobby days in May were reviewed.

John Stead-Mendez: He reported on the *Together We Rise* membership report, which shows chapters who have moved up to at least 80% membership. He also spoke about solidarity with AFSCME Local 22 (University of California workers), who will be going on strike. He spoke about a number of *May Day* actions that will be occurring.

The Board moved to closed session at 4:20 p.m.

Executive Session:

CWA 9410: M/S/C (Jimenez/Park) to approve the CWA 9410 Tentative Agreement.

Management Severance Package: M/S/C (Jimenez/Landry) to approve the management severance package, as recommended by the BFC.

The Board moved to open session at 4:35 p.m.

Secretary Jan Schardt reported out the motions made from Executive session.

Announcements:

Cynthia Landry announced that an event to Celebrate the Life of Terry Lewkowitz will be held on May 5th.

Meeting adjourned at 4:40 pm.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, May 19, 2018 – 3:00 pm-6:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Politic Gary Jimenez, VP of Representation Theresa Rutherford, VP of Region-A Sunny Santiago, VP of Region-B Tom Popenuck, VP Region-C Yeon Park, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas (by teleconference), Dan Jameyson, Jim Wise, Karla Faucett (by teleconference), Dellfinia Hardy, Eric Stern, Janice Wong (by videoconference), Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes (by teleconference), Angel Valdez, Gregory Correa (by teleconference), Sandra Lewis, Robert Taylor, Geneva Haines, Akbar Bibb, Mary Sandberg, Julie Meyers (by videoconference), May Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: Ramses Teon-Nichols, Joseph Bryant, Sandra Wall, Al Fernandez, Evelyn Curiel, Lorraine Bowser, Cristin Perez, Rhea Davis

Executive Board Members Absent: Norlissa Cooper, Monique Broussard, Tina Diep

Staff in Attendance: John Stead-Mendez, Robert Li, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Tim Gonzales, David Canham, Peter Masiak, Jason Klumb, Gustavo Arroyo, Kaden Kratzer, Karen Ridley

Call to Order:

President Roxanne Sanchez called the meeting to order at 2:20 pm. A quorum was reached.

Review of Agenda:

Add to reports - Retirement Security Committee. The agenda was approved by consensus.

Member Comments:

Eric Stern spoke on a concern a healthcare worker, who works part-time at the San Leandro hospital, brought to his attention around dues.

1021 Convention Report:

- **Communications:**
A copy of the convention poster was shared, which will be posted at worksites and in 1021 offices. Board members were asked to pass on to members to visit the Local convention website for updates.
- **Delegate Election Report:**
It was reported that to date 34 chapters have completed their delegate elections, with 132 delegates and 8 alternates that have been certified. He also reported that lost-time officers will work to meet with chapters where they may not be fully engaged about the convention.
- **Program Update:**

- *Workshops*: A list of 18 possible workshops was shared. The list was reviewed by the Board in a “dot” exercise to find the most compelling workshops, which are still being developed.
- *Speakers*: To date we have Mary Kay Henry and Paul Engler confirmed as speakers. Michael Tubbs (Stockton Mayor), Marian Hincapie (National Law Immigration Project), Tom Steyer and Bill Fletcher are pending confirmation. Invitations and outreach to a variety of other potential speakers or workshop facilitators have also been sent, including Rev. William Barber and Elizabeth Warren. It was asked to diversify the speaker list and identify local people we can highlight.
- *“This is an Uprising”*:
The Board had a lengthy discussion about the book, “This is an Uprising”, which was co-written by Paul Engler, who will be one of the speakers at the convention.

Approval of the April 21, 2018 Minutes:

M/S/C (Stern/Taylor) to approve the April 21, 2018 minutes as written.

Budget & Finance Committee Report:

A summary of motions approved by the BFC at their May 16, 2018 meeting was presented by Treasurer Amos Eaton.

The BFC approved the following items:

Del Norte County Contract Campaign:

The BFC approved a budget of up to \$3,500.00 for the Del Norte County Chapter Contract Campaign. The budget includes items such as print materials, advertising, t-shirts/buttons and other food/water related costs for unity breaks.

Courts Industry May 23rd Lobby Day:

The BFC approved to fund a charter bus/van that is suitable based on RSVP’s received to transport members from San Francisco, Oakland and Fairfield to the May 23rd Courts Industry Lobby Day in Sacramento.

NAACP Convention:

As recommended by the SEJ Committee, the BFC approved up to \$2,000.00 of airfare, lodging and registration costs for Delois Richard (Solano County member) to attend the NAACP Convention on July 14-18 in San Antonio, Texas. Food will be included with the registration cost.

Pride At Work Convention:

As recommended by the SEJ Committee, the BFC approved up to \$2,000.00 of airfare, lodging and registration costs for Aaron Rubman (Alameda County SSA member) to attend the Pride At Work Triennial Convention on August 23-26 in Phoenix, Arizona. Food and/or ground travel expenses will be reimbursed in accordance with 1021 Travel Expense policy.

California Alliance for Retired Americans (CARA):

The BFC approved up to \$150.00 to cover hotel costs for two (2) retirees to attend the CARA Leadership Academy on May 22-23 in Fresno, CA

Strategic Allies:

The BFC agreed that funding requests for the following organizations, which the Union has a specific partnership with, will be funded from the 2018 Resource Agreement:

- East Bay Alliance for a Sustainable Economy (EBASE);
- North Bay Jobs with Justice;
- North Bay Organizing Project;
- Oakland Rising;
- Richmond Progressive Alliance;
- S.F. Jobs with Justice;
- S.F. Tenants Union

Oakland Rising:

The BFC agreed that the previously approved contribution of \$5,000.00 to Oakland Rising will be reallocated from the Community/Allies budget to the Resource Agreement.

Richmond Progressive Alliance:

The BFC approved a contribution of \$5,000.00 to the Richmond Progressive Alliance to come out of the Resource Agreement.

North Bay Jobs with Justice:

The BFC approved the annual dues payment of \$10,000.00 to the North Bay Jobs with Justice to come out of the Resource Agreement

The BFC approved the following Community/Allies Requests:

- Trans March SF
The BFC approved a \$400.00 (tier 3) sponsorship for the Trans March on June 22, 2018 in San Francisco.
- Child Abuse Prevention Council (Stockton):
The BFC approved a matching donation of \$250.00 (tier 3) to the San Joaquin County Chapter towards the Child Abuse Prevention Council Annual Ducky Derby on May 12th in Stockton.
- Sacramento Housing Alliance:
The BFC approved a payment of \$600.00 (tier 2) to the Sacramento Housing Alliance for annual membership fees.
- LaborFest:
The BFC approved a half-page ad in the amount of \$500.00 (tier 3) towards the 2018 LaborFest 25th anniversary event.

Treasure Eaton also reported that the Food Committee workgroup has been working on ideas and will report back to the BFC. The Industry & Committees are looking on how to resource the requirements of funding requests, since there is no longer an allotted budget in 2018 for the industries or committees. There will be additional information next month, after the next committee meeting.

Action Items:

- **City of Berkeley Chapter – Strike Sanction Request:**
Sandra Lewis presented the request. The contract expiration date is June 16, 2018. The bargaining team is prepared to have marathon negotiation sessions, if necessary, in order to reach a tentative agreement. Sandra also reported that the Union has filed ULP charges. M/S/C (Jimenez/Valdez) to authorize a strike sanction for the City of Berkeley chapter.
- **DD Council Request:**
Eric Stern presented a funding request to approve lodging costs for members attending the June 2nd DD Council meeting in San Jose. Treasurer Eaton explained that details of the event were not provided in time for the May 16th BFC meeting, in order for the committee to consider the request; therefore, the request is being presented to the Board. M/S/C (Valdez/Santiago) to approve lodging costs, in accordance to the 1021 travel policy, for up to four (4) members to attend the June 2nd DD Council meeting in San Jose.

Executive Board Member Reports:

Labor Notes Conference Report:

Larry Bradshaw reported on the conference that was held in Chicago. We were invited to facilitate 4 workshops. Gary Jimenez did a workshop on Common Good Campaigns and reported on the workshop. Akbar Bibb did a workshop on Effective Use of Strikes. Larry Bradshaw did a workshop on what will happen after *Janus*. A report will be sent out to the Board.

Retirement Secure Committee Report:

The CalPERS endorsement was held via a town hall last Tuesday. Bob Feckner, who represents education, was unopposed and therefore elected. Pria Mather was endorsed.

Directors Reports:

Written director reports were sent by email to the Board. John Stead-Mendez reported on the ASFCME strike. He passed on a message from AFSCME with their appreciation of 1021's support during the strike. He also provided a written *Together, We Rise* – membership report.

The Board moved to closed session at 4:05 p.m.

Executive Session:

M/S/C (Stern/Taylor) to extend the Special Assistant to the Executive Director position through the end of 2018.

The Board moved to open session at 4:13 p.m. Secretary Jan Schardt announced the action taken during closed session.

The meeting adjourned at 4:15 p.m. in honor of member leader Patrick Ikeda.

Respectfully submitted,

Jan Schardt

Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, June 23, 2018 – 10:00 am-5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: Secretary Jan Schardt, Treasurer Amos Eaton, VP-Politics Gary Jimenez, VP-Representation Theresa Rutherford, VP-Region C Yeon Park, VP-Region D Joseph Bryant, VP-Region E Marcus Williams (by videoconference), Felipe Cuevas, Dan Jameyson (by teleconference), Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong, Pete Albert, Cynthia Landry, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Mercedes Riggelman, Lorraine Bowser, Akbar Bibb, Cristin Perez, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: President Roxanne Sanchez, VP-Organizing Ramses Teon-Nichols, VP-Region A Sunny Santiago, VP- Region B Tom Popenuck, Derrick Boutte, Sandra Wall, Evelyn Curiel, Geneva Haines, Mary Sandberg

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

Staff in Attendance: Robert Li, Nely Obligacion, Lisa Morowitz, Bill Petrone, David Canham, Tim Gonzales, Peter Masiak, Jason Klumb, Kaden Kratzer, Gustavo Arroyo

=====

Call to Order:

It was announced that President Roxanne Sanchez was out ill. Joseph Bryant, San Francisco Regional Vice President, will chair the meeting in her absence. He called the meeting to order at 10:11 a.m. A quorum was reached.

Review of Agenda:

Peralta Community College District Election Committee report was moved to action items. The following items were added: Under Executive Board Reports - Retirement Security Report; under Action Items – adopt *Transformation* models and pre-convention delegate workshop schedule; under Director reports – letter to employers regarding *Janus*. The agenda was approved by consensus.

Member Comments:

- Martha Hawthorne, Retiree and SEJ Climate Justice Chair: She spoke on the Climate Justice March to be held in September. She also spoke on the coalition that has been built.

- David Williams, Retiree: He spoke on the Workers with Disabilities Committee and a resolution from the SF Labor Council in regards to support of member Cheryl Thornton to bring her back to her position. Spoke on the racism and bullying going on from the City and County of San Francisco towards African Americans. The resolution has been supported by SF COPE and SEJ. They would like to have the board support this.

- Brenda Barros, SFGH Member: She spoke about educating members’ local wide on anti-bullying or discrimination.

- Molly Sealund, Peralta Chapter Member: She spoke about the Peralta Community College District chapter election, and she addressed concerns and disagreement about the process and how it was handled.

- Mark McAllister, Dominica College Chapter: He spoke about the Higher Ed workers. He also spoke about his chapter's negotiations and acknowledged the Board's support.
- Richard Thoele, Peralta Chapter: He spoke about the Peralta Community College District chapter election, and expressed high voter turn-out in this recent chapter election, compared to prior years.
- Terrance Fisher, Peralta Chapter: He spoke about the Peralta Community College District chapter election, and asked for the Board's support to accept the Peralta Chapter's Election Committee report.

Peralta Community College District Chapter Officers Election: Chapter Election Committee Report

It was explained that a formal appeal was made to the Local Executive Board regarding the Peralta Community College District (PCCD) Chapter Election. The chapter election committee - Sylvia Espinosa, Kye Ocasio-Pare and Anna O'Neal presented the committee's final report, with assistance from Lisa Morowitz. The final report outlines the election committee's determination of all of the challenges to the PCCD officer election on May 10, 2018. The report includes key dates and an overview of the election process. It was reported that 61% of the membership voted. M/S/C (Jimenez/Arantes) to accept the election committee's final report and to move to swear-in the new chapter officers immediately.

1021 Convention:

Delegate Election Report:

It was reported that the delegate election deadline has passed, which was 6/20. To date, there are 456 certified delegates, 19 certified alternates and 2 honoree delegates. There are chapters that are pending certification.

Credentials Committee Report:

The credentials committee would like to propose to the Board to continue to recruit members from chapters that do not have their full complement of delegate seats. Furthermore, if there are non-delegate members who show interest and register for the convention by the registration deadline of Aug. 20th, chapters can petition the credentials committee to certify the member as a delegate. M/S/C (Schardt/Jimenez) to accept the credentials committee's proposal.

Program Update:

- Tools were distributed to bring members to the convention, as the registration is now open to all members at large. Posters are available for worksites. Board members were reminded to register, and they were notified to contact Larry Bradshaw if they would like posters or flyers.
- Speakers: A new flyer was presented on the keynote speakers that have been confirmed as of today.
- Workshops: A list of draft workshop titles were shared, which includes about 18 workshops, with some being repeated. Saturday morning of the convention will be designated for the transformation process. We will ask delegates to pre-register for workshops in order to determine workshop room assignment at the hotel.

Announcement:

It was announced that Alysabeth Alexander has resigned as the VP of Politics due to new employment outside of Local 1021. The Board honored Alysabeth for her work and dedication, and expressed good wishes on her new job.

The meeting was temporarily suspended at 12:15 p.m. for a lunch break and resumed at 1:45 p.m.

It was asked to move the transformation process to the next agenda item. By consensus this was agreed to.

Transformation Process - Stage 2 models:

Amos Eaton gave the presentation, which will include the pre-convention delegate meetings, the *Covision* request and how the models came about.

- Pre-Convention Delegate Process:

There will be 2 sets of pre-convention delegate meetings. The first set will be held in July and second set in August. The following proposed schedule was presented:

EVOLUTION, 'MODELS APPROACH TO TRANSFORMATION' & TRANSFORMATIONAL ROLES		MODELS & STAFF ANALYSIS		CONVENTION	
"MEETING ONE"		"MEETING TWO"		"MEETING THREE"	
SATURDAY MORNING: LOCATION A 9:30am-2:30pm	7/21	SATURDAY MORNING: LOCATION B 9:30a-2:30p	8/18	SATURDAY MORNING	9/22
SUNDAY MORNING: LOCATION B 9:30am-2:30pm	7/22	SUNDAY MORNING: LOCATION A 9:30a-2:30p	8/19	SUNDAY MORNING	9/23
SATURDAY MORNING: LOCATION ZOOM 9am-12:30pm	8/4	SATURDAY MORNING: ZOOM 9-12:30p	9/8		

- Covision:

Covision is an interactive tool with a real-time data capture system. A proposal was presented to introduce this tool at the pre-convention meetings and the Convention. A written proposal was presented. There was a discussion on the benefits of using *Covision* as a tool to get people to participate and a richer way to capture more information from more people. M/S/C (Stern/Duncan) to adopt the Pre-Convention Delegate Meeting schedule and to accept the *Covision* proposal at a cost of up to \$68,000. Amos Eaton will further research the cost difference of the iPads for the pre-convention meetings and the Convention. It was pointed out that the Board should attend the pre-delegate meetings, as well as help with turnout.

- Stage 2 Models:

The Models the Board helped designed are a strong way to have a conversation with our members about the convention. The models are the methods we are going to have concrete discussions over changing our roles as members.

The following four models were presented: *Collective Action – Using Membership, Participation and Solidarity to Win; Reclaiming our Democracy for the 99%; The Ripple Effect of Developing Leadership; and Worker-to-Worker Relationship Building and Communication.*

M/S/C (Taylor/Stern) to adopt the four models, as presented; and to introduce these documents to delegates at the pre-convention meetings to generate conversations. Eric Stern mentioned that we need to develop follow-up meetings with the members to keep them updated after the convention.

Approval of the May 19, 2018 Minutes: M/S/C (Correa/Arantes) to approve as presented.

Budget and Finance Committee Report:

The BFC approved the following items:

1. CARA Conference:
Request for \$450.00 to pay for Pauline Brooks to attend this conference. This is not a Community Allies request. It is a travel request to a community ally board event. It will come out of member travel. The BFC approved to cover the cost of expenses for a member to attend the conference.
2. WhoopDeDupe (Poll Results):
Poll on UnionWare improvement for \$12,000 rush programming to make UW compatible with Whoop DeDupe, which is a productivity tool that formats member information and dues revenue that will simplify what our staff has to manually do. The reason this was done by poll was to get the request into Unionware due to requests that are being received in light of Janus. The poll passed. Robert Li reviewed the benefits of WhoopDeDupe and how it has already started working for us.

The BFC approved the following Community/Allies Requests:

- S.F. Tenants Union Fundraiser:
Request to support the S.F. Tenants Union to be a sponsor for their annual fundraising event. This is a tier 1 request. The BFC approved the request for \$5,000.00 to come out of the Resource Agreement.
- Oakland Pride (SEJ/Lavender Committee):
This is an annual event we support through SEJ support the event. This a Tier 3 request for \$1,500. The BFC approved sponsoring this event for \$1,500.
- Napa Relay for Life:
This is a Tier 3 request to sponsor Shelly Engleman, Napa City member. The BFC approved to support the request for \$250.00.
- S.F. Foster Youth Softball Tournament:
This is a 2 day event to raise money for foster youth and all SF city departments participate in this event. This is a Tier 3 request in the amount of \$250.00. The BFC approved this request.
- Support Life Institute:
This is a Tier 3 request for \$500.00 which supports a conference that is put on for DD (part of our nonprofit industry) clients. It was asked that we track this as an industry request. The BFC approved this request for \$500.00.
- EBASE:

This is a Tier 1 request for \$10,000 for their annual event. The BFC approved this request for \$5,000 to come out of the Resource Agreement. They are an ally and have asked how they can help us with Janus. They have helped us with the Fight for \$15 and other actions.

Amos reported that the food committee will be meeting this coming Tuesday (6/27). The industry committee will be meeting again but the date has now been set.

Action Items:

E-Board Appointments Update:

There had been a temporary shifting of positions when Alysabeth Alexander went on maternity leave last December. M/S/C (Schardt/Stern) to permanently appoint Gary Jimenez as the VP of Politics, Yeon Park as the VP of Region C and Sandra Lewis as the Alameda County Area Representative, for the remainder of this Executive Board term.

Executive Board Member/Committee Reports:

Training Committee: Jan Schardt shared the guidelines to be used when requesting training funds. She announced that the next training brochure will be sent out next week. The schedule will go through September 11th due to the convention. She advised the board that there is a survey for Stewards Power and that more people need to respond.

San Francisco County Resolution Request: David Canham spoke on the treatment of a member that has brought this resolution to the E-Board. He shared research that has been held in promotions, probations, and hiring by race, gender and age. They have asked the City to track the positions and see how they are racially populating specific conditions. They are now meeting once a month to discuss the situation in the Department of Public Health and some improvements have been made. There will be a hearing on July 18th with the Board of Supervisors to ask them to pass legislation to report on the demographics, hiring, and promotions of their employees. Joseph Bryant, Theresa Rutherford and David Canham will continue to work on this issue with the members.

Retirement Security Support: Cynthia Landry reported that there is a CalPERS trustee seat, which will be voted on beginning this September. The CalPERS retirement committee would like to have their leadership attend chapter meetings to encourage them to vote. Cynthia reported that the field staff will be sent letters asking them to support Priya Mathur, who has been endorsed.

San Ramon PERB Ruling: Gary Jimenez reported that in 2011 in the City of San Ramon, a PERB ruling that an employer can ever lawfully impose its LBFO in contract negotiations. This decision makes it very legally risky for an employer to do so.

Director Reports:

- Nely Obligation reported that the field reps have been distributing a member leader guide to get out to our members, which are important to share with the members. Communication staff has been prepped on talking to the press when decision day comes. An email has also been developed to send to members along with a flyer with talking points for members. Peter Masiak reported on issues in Alameda Health Care System and in other agencies. He shared statistics over probation releases, etc.

- Nely Obligacion gave an overview of letters that have been sent to employers on how to operate in a post Janus environment.
- Gustavo Arroyo presented a written political department report, which gave an overview of the June primary election work and results.

Announcements:

- Poll Announcement:
It was announced that the Board passed via poll the extension of temporary employee David Mulvey through up to August 31, 2018, under the same conditions of his current contract. He is currently covering a field representative vacancy in the SF Region.
- Family Day of Action: Gary Jimenez announced an action alert for the Family Day of Action at the West County Detention Center which has the only ICE center in the Bay Area on June 26th 7am through 7pm. There are also actions on June 30th.

The meeting adjourned at 4:15 p.m.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, July 28, 2018 – 10:00 am-5:00 pm, Fairfield, California
DRAFT MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Politics Gary Jimenez, VP of Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Yeon Park, VP Region-D Joseph Bryant (by teleconference), VP Region-E Marcus Williams (by teleconference), Felipe Cuevas (by teleconference), Dan Jameyson, Janice Wong, Cynthia Landry, John Arantes (by teleconference), Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Evelyn Curiel, Lorraine Bowser, Akbar Bibb, Mary Sandberg, Cristin Perez (by teleconference), Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by teleconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: Jim Wise, Karla Faucett, Dellfinia Hardy, Eric Stern, Pete Albert, Derrick Boutte, Sandra Wall, Al Fernandez, Geneva Haines

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Tim Gonzales, Jason Klumb, David Canham, Gustavo Arroyo, Peter Masiak, Kaden Kratzer

=====

Call to Order:

President Roxanne Sanchez called the meeting to order at 10:10 a.m. A quorum was reached.

Sunny Santiago reported on the Redding Fire and the impact it has had on the community and our members.

Review Agenda:

The meeting will be adjourned in memory of Derrick Boutte’s father and Dellfinia Hardy’s aunt. The agenda was approved by consensus.

Member Comments:

- Jeff Nelson, Chabot Los Positas Community College:
He spoke about a complaint and about seeking a statement in the Union newswire.

- Sally Buchman, West Bay Retiree:
She asked for the Board’s support to adopt a resolution supporting the Oakland Pride. It was explained that the resolution is included in the E-Board packets for consideration.

- Gregory Correa, E-Board Member:
Gregory Correa as reported on what is going on at Chabot Los Positas College District and that the District Attorney is investigating the college district for corruption and asked for leader support from the Board.

Pre-Convention Delegate Meetings Report:

Board members, who attended the pre-convention meetings in San Francisco and Stockton, shared their feedback on the outcome of the meetings. *Covision* has proven to be a good tool. A suggestion was made that each group be made up of three people, so that the person recording the comments can keep up. It was asked that we encourage delegates, who were not able to attend either SF or Stockton, to attend one of the upcoming meetings in Fairfield or Oakland. At the August Board meeting, time will be allotted on the agenda to prepare the Board in their leadership roles, as well as go over other convention items, such as the workshops or other logistics.

1021 Convention:

- **Communications (video presentation):** A video featuring keynote speaker Reverend William Barber was shown. A suggestion was made to have the video available on our website.
- **Program Update:**
A flyer with confirmed keynote speakers was shared, which includes Rev. William Barber, Bill Fletcher, Jr, Mary Kay Henry, Maria Elena Hincapie, Paul Engler, Tom Steyer and Michael Tubbs.
- **Workshops:**
The convention program team is continuing to finalize the workshop selections. Currently there are 18 workshops. It was asked if the workshops would be videotaped to use in the future. Most of the convention will be videotaped but the recordings will be limited. Some of the workshops are based on work that we are currently involved with in regards to racial justice and inclusivity.
- **Credentials Committee Report:**
Mary Duncan reported on behalf of the committee. She reported on additional certification requests that were made and/or approved by the committee.
- **Delegate Certification Report:**
As of July 25th, there are 601 certified delegates, 25 alternate delegates and 2 honorary delegates for a total of 628 from chapter elections. Total allocated delegates are 790 with total chapters 204.
- **Registration:**
It was explained that once a delegate is certified, the member is sent a congratulatory letter that includes the process for registration. To date, a little over half of the certified delegates have registered. The current deadline to register is Aug. 20th.

Together We Rise Report:

Robert Li, John Stead-Mendez and Nely Obligacion provided an update on the *Together We Rise* (TWR) work. They gave an overview on the outcome of the *Decision Day* plan that was implemented.

The meeting was temporarily suspended at 12:20 p.m. for a lunch break and resumed at 12:45 p.m.

Together We Rise Report (continued):

Robert Li reported on the protocol that the MRC staff follows, when there is a drop inquiry call received. It was asked that member leaders have the same protocol that the MRC uses so we have the same information. This will be added to the next board agenda. A membership density report was provided through the month of June 2018.

Executive Director Report:

John Stead-Mendez shared the new Member Application Payroll and COPE authorization card for the public sector. He explained the language on the new card has been reviewed and approved by our law firm. The Board broke out into small groups to discuss and provide feedback on the new membership card.

Head of Operations and Labor Relations Director:

Robert Li spoke about a Uniform Dues structure. He introduced tools on capturing and improving various data, such as the Beta Calculator. As this work develops, a report will be provided to both the BFC and E-Board.

Approval of the June 23, 2018 Minutes:

M/S/C (Riggleman/Park) to approve the minutes as written.

Budget and Finance Committee Report:

A summary of motions approved by the BFC at their July meeting was presented by Treasurer Amos Eaton.

The BFC approved the following items:

1. Alameda County Court Reporters:

The BFC approved to pay the Alameda County Court Reporters Association member dues to the California Court Reporters Association at a total cost of up to \$9,000.

2. Berkeley Community Services Unit and Part-Time Recreation Leaders:

The BFC approved to fund the Berkeley Community Services Unit and Part-Time Recreation Leaders contract campaign budget at up to \$4,450.00. The budget includes costs for items such as t-shirts, print materials and food costs for actions.

3. SEIU International Latino Caucus:

The BFC approved a contribution of \$5,000.00 to the SEIU International Latino Caucus to support the group's work, such as immigration rights, fight for racial justice, support for Puerto Rico and Latino leadership development.

4. Member Engagement Lawn Signs:

The BFC approved to fund ordering an additional 2,000 *lawn signs* as part of the Member Engagement and Inoculation program at a cost of \$8,670.24.

5. Community At Work (Sam Kaner):

The BFC approved to reallocate the previously approved funding for the Community At Work Contract from the convention budget line to the training budget for staff/member leader development work. Note: The Board previously approved \$50k to come out of the training budget and \$75k to come out of the convention line.

The BFC approved the following Community/Allies Requests:

• S.F. Living Wage Coalition:

The BFC approved to sponsor the S.F. Living Wage Coalition dinner on July 20, 2018 in the amount of \$5,000.00 (tier 1).

BFC Recommendations:

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

A. RBC Wealth Management:

As recommended by the RBC Wealth Management, the BFC recommends to the Board to increase the bond allocation by 10% for a total of 25%. M/S/C (Schardt/Duncan) to accept the recommendation to increase the bond allocation by 10%.

B. Food Workgroup Recommendations:

• Member/General Food Recommendations:

The BFC recommends adopting the following *Food Workgroup* Member/General food recommendations as presented, with the caveat to include additional language in the “Philosophy” section that summarizes the reasons for the recommendations and to add clarity around “soft recommendations”:

(Recommendation from the Food Work Group)

Philosophy:

We express what we value by what we resource. Food may be provided to add value to the events and actions that are important to the Union program. It should not be an expectation every time 2 or more people get together for union business.

The longer the event the more important food becomes.

Member/General recommendations

- *No RSVP, no food*
 - *A soft roll out across a couple of months, a pizza for \$30 can feed 7 or 8 people, snacks or finger foods can offset/help with the soft roll out, Costco or other sandwich trays, loaf of bread and cold cuts idea,)*
 - *There are meetings where snacks are more appropriate than full meals*
- *Simple foods (e.g. pizza, sandwiches or burritos vs Chinese or other multi entrée meals)*
 - *Foods that require less set up and clean up time.*
 - *Requesting vendors provide wrapped half sandwiches or burritos*
- *Snacks instead of meals*
 - *Shelf stable stuff (e.g. bars, nuts, certain pastries)*
 - *Places to provide snacks might be at actions, after work meetings*
- *No soda*
- *No breakfast (unless it is a 24 hour facility **and** we are holding the night crew over)*
- *No food at shift bids or other short interaction*
- *No coffee travelers for meetings in our halls*
- *Tips for delivery – lessor of 5% or \$15*

The Board discussed the BFC’s recommendation. It was explained that the \$7.50 limit per person still applies. It is recommended that we need to consider healthy options. There is no change in the type of events that are requiring food except the breakfast option. A suggestion was made to strike out the words “instead of meals” in the 3rd bullet. It was explained that the chapter fund policy is not being addressed at this time, which will allow the chapters to continue to operate. M/S/C (Davis/Duncan) to approve the recommendation with the modification to strike out the words “instead of meals” in the 3rd bullet.

- Staff and Executive Board Travel Meal Reimbursement Recommendations:

The BFC recommends adopting the following *Food Workgroup* recommendations for Staff and Executive Board travel meal reimbursements:

(Food Work Group Recommendation):

Recommend breaking the \$50 a day meals reimbursement up into breakfast at \$11, lunch at \$13 and dinner at \$26 for travel within the 1021 Region. In addition, meal reimbursement for travel outside of the 1021 Region will be at the federal per diem rate of \$17 for breakfast, lunch at \$18 and dinner at \$34, with the caveat that the agenda of the meeting must be included with the receipts.

The Board discussed the BFC's recommendation. It was explained that if approved, this would be a policy change for staff. M/S/C (Schardt/Duncan) to adopt the policy.

- Staff Travel (for further consideration):

The BFC recommends to authorize the Executive Director and Head of Labor Relations to enter into a meet & confer with CWA 9404 to discuss ending the practice of meal reimbursement for day trips, with the understanding to make an exception for dinner reimbursement for work that entails travel of 75 miles or more, same-day flight travel or a 10 hour or more work day. M/S/C (Schardt/Park) to approve the recommendation which would affect all staff.

Action Items:

- Rally Against Hate in Berkeley Resolution:

Larry Bradshaw presented a resolution to endorse the peaceful *Rally Against Hate* on August 5th from 2:00 p.m. to 3:00 p.m. at Ohlone Park in Berkeley, called by Solidarity Against Fascism East Bay (SAFE Bay). A financial request was also included in the resolution to consider covering costs of organizing the rally. M/S/C (Duncan/Landry) to adopt the resolution, along with a contribution of up to \$500.00.

M/S/C (Taylor/Park) to extend the meeting until 5:45 pm.

- Resolution for Support of Oakland Pride:

A resolution to support the Oakland Pride by the Alameda County Central Labor Council was presented. M/S/C (Landry/Meyers) to approve the resolution as written.

- Executive Board Election Committee:

A request was presented to appoint Jan Schardt as an alternate on the Election Committee. M/S/C (Jimenez/Eaton) to approve the request.

Executive Board Member/Committee Reports:

- Ethics Report:

This item was tabled to the next meeting, as the information is not time sensitive.

- Retirement Security Report:

Cynthia Landry reported on the CalPers Election that is going to be held in August. Gustavo Arroyo, political director, will work with Cynthia on her plan and request for funds.

- VP of Politics Report:

Gary Jimenez reported on items that the political team has been working on. Working on the State Council to endorse Opposition of Costa-Hawkins, which has been moved forward and it is now endorsed state-wide; and has also been endorsed by the Democratic Party, as well as endorsement at the CalFed Labor conference. He also spoke about endorsements in Alameda and Contra Costa counties.

- Mercedes Riggleman:
She reported on the Alta Regional Center election of officers and installation of officers has been held. In the Sacramento County Supervisors chapter, she spoke about excellent work from the law group.

Announcement:

John Stead-Mendez reported that People's Action is bringing together cookouts to ask folks to pass a hat to support the works of bringing families together.

The Board moved to closed session at 5:37 p.m.

Executive Session:

M/S/C (Landry/Rutherford) to extend the Membership Director position through December 31, 2018.

The Board moved to open session at 5:40 p.m.

Secretary announced the action taken during closed session.

The meeting adjourned at 5:41 p.m. in memory of Derrick Boutte's father and Dellfinia Hardy's aunt at 5:40 pm.

Respectfully submitted by,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, August 25, 2018 – 10:00 am-5:00 pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Jim Wise, John Arantes, Al Fernandez, Cristin Perez, Mary Duncan

Executive Board Members Absent: Norlissa Cooper, Pete Albert, Monique Broussard

Staff in Attendance: John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Bill Petrone, Tim Gonzales, David Canham, Lisa Morowitz, Peter Masiak, Karen Ridley, Jason Klumb, Gustavo Arroyo, Kaden Kratzer, Ed Hanley

=====

Call to Order:

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

Review of Agenda:

The following modifications were made: Add under Action Items - introduction of Jessica Nila (proposal to appoint as Calaveras County Area Rep) and Convention Code of Conduct; add under Executive Board reports - Retirement Security Report and report from Gregory Correa. The agenda was approved by consensus.

Action Items:

- **Calaveras County Area Representative:**
President Sanchez and Marcus Williams introduced member Jessica Nila (Calaveras County Chapter). The Board was asked to consider appointing Jessica Nila as the *Calaveras County Area Representative*. M/S/C (Stern/Taylor) to approve the request. Jessica was sworn into office.

Member Comments:

- **Martha Benioff and Rakita O’Neal, SF Dept. of Homelessness and Supportive Housing (HSH):**
The members spoke about a new department (HSH) that was created in the City and County of SF. They explained that members in that department have been engaged in discussion around whether to form a new chapter or be part of an existing chapter.
- **Greg Marro, Retiree:**
He spoke about addressing non-members.

Approval of the July 28, 2018 Minutes:

M/S/C (Taylor/Riggelman) to approve the July 28, 2018 minutes, as presented.

Preparation for the Convention:

Workshops:

The workshop selections for the Convention was presented, as well as the count of how many sign-ups has been received thus far for each workshop.

Registration:

Currently, there are about 463 registrations received out of the approximately 597 certified delegates, with about 134 delegates, who have not yet registered. A list of unregistered delegates will be sent to the Board. The Board was asked to assist with reaching out to delegates in their area to ask them to register.

(The convention discussion was temporarily put on hold.)

Action Items (continued):

- **Executive Board Election Committee Report:**

Donna Shane, Election Committee Chair, reported on behalf of the committee.

Election Administrator:

She reported on the committee's recommendation to hire *UniLect* as the vendor to help administer the election. Costs of the election was also reviewed, which is approximately \$265,600.00. M/S/C (Stern/Curiel) to approve *UniLect* as the Election Administrator for the 2019 Executive Board Election, including the applicable costs involved.

Election Notice:

The draft *Notice of Election* was presented, which includes the election schedule. The committee recommends adopting the same language as the 2016 Election Notice, with certain suggested modifications. Donna Shane reviewed the document, including the sections with proposed changes. The Board provided feedback and asked for more clarity around the rule pertaining to wearing "purple stuff", as well as clarification that members are defined by the Bylaws. Based on the Board's feedback, it was asked that the Election Committee be allowed to work on the changes during the lunch break. Discussion will resume after the lunch break.

Preparation for the Convention (continued):

Workshops:

It was said that the plenary sessions will be recorded; however, the workshops will not be. There was discussion around whether or not to also record some of the workshop sessions. The Board discussed the pros and cons of recording workshops. The Board took a straw poll on this issue to see if workshops should be recorded. The straw poll results is the Board would like to convention planning team to look into the possibility of recording certain workshops.

The meeting was temporarily suspended at 12:20 p.m. for a lunch break and resumed at 1:00 p.m.

Preparation for the Convention (continued):

Outcome of Covision/Pre-Convention Delegate Meetings:

Amos Eaton gave a brief report on the outcome of the pre-convention delegate meetings. He reported on the approximate count of delegate attendees at these meetings. The technology of using *Covision*, as a way to engage member participation and feedback, was well received by members. The overall feedback of the pre-delegate meetings was positive.

Action Items (continued):

- **Executive Board Election Committee Report (continued):**

Election Notice (continued):

Based on the Board's feedback, the Election Committee presented suggested changes to provide more clarity in Section 15 (Campaigning) around wearing "purple stuff" when campaigning, Section 16 (Union/Employer Resources) around the use of social media and Section 25 (Eligibility to Vote) to add that members in good standing should be in accordance with the Local's Bylaws. There was further discussion to have more clarity in Section 15.

M/S/C (Stern/Rutherford) to adopt the *2019 Nomination and Election Notice* document in its entirety, with the exception of Section 15. The Election Committee will continue to work on modifying the language in Section 15. A poll of the Election Committee's recommendation will be sent to the Board, specifically around "purple stuff" in Section 15.

Together We Rise (TWR) Update:

Kristin Lynch and Nely Obligacion gave an update on the TWR work. A member leader guide to New Employee Orientation and Welcome to Our Union booklet was handed out for the Board to use during new employee orientations. It was requested that we have a membership and COPE application in the brochure as well.

Budget and Finance Committee Report:

A summary of motions approved by the BFC at their August meeting was presented by Treasurer Amos Eaton.

The BFC approved the following items:

1. Capital and Main:

The BFC approved to renew the *Capital and Main* Agreement through August 2019 in the amount of \$30,000. This amount is a decline of \$10,000 from last year's agreement. The Board previously approved to form a partnership with *Capital and Main*, which includes a seat on their editorial board and working collaboratively on stories.

2. Senior Staff Training:

The BFC approved to fund food costs of up to \$5,500.00 for the 2-day Senior Staff training on October 25th and October 26th. Note: the training will be held at a hotel, which limits the options on meal choices since outside vendors are not allowed.

3. Americans with Disabilities Act Conference:

The BFC approved to pay registration fees for 3 members to attend the Americans with Disabilities Act (ADA) conference on September 24th- 25th at the Oakland Marriott at a cost of \$395.00 per person.

4. Travel for Del Norte County Convention Delegates:

The BFC approved airfare costs and 1 additional night of lodging (Sunday night, double room) for 2 Del Norte County Convention Delegates at a cost of up to \$700.00. Note: The members asked for this consideration, given that the drive from Del Norte County to the Convention is about 8 hours (one-way).

5. Consultant - Community At Work (Sam Kaner)

The BFC approved to modify the Community At Work (Sam Kaner) contract max from \$15,000.00 to \$24,000.00. He is currently providing development support for President Sanchez.

The BFC approved the following Community/Allies Requests:

• Senior & Disability Action:

The BFC approved to sponsor the Senior & Disability Action's annual 2018 community celebration in the amount of \$1,500.00 (tier 2).

- Brightline Defense Organization:
The BFC approved to contribute \$2,500.00 (tier 2) to *Brightline Defense*. The group is a public policy advocacy non-profit organization.
- Labor Working Group - Rise for Climate, Jobs & Justice:
The BFC approved to donate up to \$500.00 (tier 3) towards the “banner painting” event on Aug. 22nd at the SF Union hall, in preparation for the Rise for Climate, Jobs & Justice march on Sept. 8th in San Francisco.
- The American Lung Association (sponsor member Terri Kennedy):
The BFC approved to sponsor member Terri Kennedy for the American Lung Association fundraiser Walk on Oct. 27th in the amount of \$250.00 (tier 3).
- North Bay Organizing Project for Sonoma County Tenants Union:
The BFC approved to donate \$1,000.00 (tier 1) to the North Bay Organizing Project for Sonoma County Tenants Union.

BFC Recommendations:

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

- Covision:
The BFC recommends to approve additional costs to rent additional iPads needed for the Aug. 19th pre-convention delegates meeting in Oakland at a cost of up to \$1,000.00. The additional iPads are based on RSVP’s received. M/S/C (Stern/Correa) to approve this added expenditure.

Quarterly Report:

A report on the second quarter review was presented. Ed Handley reported on membership numbers and the changes that have been made, since *Janus*. Amos Eaton and Robert Li reported on the January – June 2018 Quarterly Financial Review showing both total income and expenses through June 30, 2018.

Action Items (continued):

- SEIU CA Fire Disaster Relief Fund:
Sunny Santiago spoke about the *Carr Fires* in Shasta County and how the fire has impacted members. President Sanchez reported that the St. Council is recommending that the Local contribute \$25,000 towards the fire relief fund, which is based on requests the St. Council has received thus far from our members seeking assistance. M/S/C (Stern/Landry) to contribute \$25,000.00 towards the SEIU CA Fire Relief fund.
- S.F. Homeless and Supportive Housing (HSH):
Joseph Bryant and David Canham provided background information on the SF HSH chapter affiliation process. The City and County of SF created a new department (HSH) in 2016, which consisted of 1021 members from 3 separate existing 1021 chapters (HSA, Mental Health and CPH). Since its creation, the department has hired new workers, who were not part of any of the existing chapters. A core committee of member leaders in HSH recommended that the members should ultimately decide which chapter they should be affiliated with or create a new HSH chapter. The core committee decided that the best method for members to voice their preference would be to circulate two petitions – one petition was to create a new HSH chapter; and the other was to join the HSA chapter. The final result of the petition was in favor of creating a new HSH chapter. It was explained this request was presented to President Sanchez just a few days prior to the Board meeting. Due to a time sensitive issue around bargaining team elections in

the City and County of SF, the Board was asked to take action to approve HSH as a new chapter. Per policy, it was also reported that the membership department verified all signatures from the petitions and confirmed that it is feasible to create the new chapter in our database. M/S/C (Stern/Rutherford) to accept *SFCC Homeless and Supportive Housing* as a new 1021 chapter.

- Convention Ground Rules:

Larry Bradshaw presented the draft Ground Rules for the Convention. M/S/C (Riggleman/Sandberg) to adopt the Ground Rules presented for the SEIU Local 1021 Convention.

Announcements:

- SF Community Public Health Chapter Bylaws:

It was announced that the SF Community Public Health chapter bylaws were submitted for review and found to be in compliance with the Local's bylaws template. There were no objections raised.

Executive Board Member/Committee Reports:

- Ethics Report:

Larry Bradshaw reported that our documentation to the International has been reviewed. The Union's overall ethics score for 2017 was strong. At this time our code training and certification score is at moderate.

- Berkeley Rally Against Hate:

Larry Bradshaw gave a report back on Rally Against Hate in Berkeley, which was overall peaceful. We had 250 participants with only one medical issue which was one person with a sunburn. Speakers were great and it was worth our doing it.

- Chabot College:

Roxanne Sanchez reported that she has not had a chance to work with Kaden Kratzer on the email Jeff Nelson has asked to be reviewed, and will do so as time allows, since it is not a detriment to the member's work.

- Secure Retirement Report:

Cynthia Landry reported that the ballots are to go out on the trustee election. She reported on health insurance increases and on the last Secure Choice Health Care meeting.

- Napa Valley College:

Jan Schardt reported that SEIU and Napa Valley College reached a settlement over the part-time temps becoming union members. They will be their own chapter with contract and will have our guidance.

Action Items (continued):

- Rules for Convention Discussion and Debate Process:

It was explained that a direction should be set for the voting and mandate process of the Convention. The transformation strategy documents, which were discussed at each pre-convention delegates meeting, will be presented at the Convention. Delegates will be asked to review the 4 strategy documents and to vote on which strategy document(s) to adopt (*The Ripple Effect of Developing Leadership; Collective Action: Using Membership, Participation and Solidarity to Win; Reclaiming our Democracy for the 99%; and Worker-to-Worker Relationship Building and Communication*). M/S/C (Landry/Jimenez) to approve the process that Delegates will select the transformation strategy document(s).

The Board moved to closed session at 4:08 p.m.

Executive Session:

M/S/C (Schardt/Jimenez) to extend the meeting to 5:30 p.m., if necessary.

Executive Director and Head of Operations/Labor Relations Agreement:

Kerianne Steele from the law firm joined by phone to give an overview of the proposed agreement.

M/S/C (Meyers/Landry) to approve the employment agreements between SEIU 1021 and John Stead-Mendez, Executive Director; and to approve the agreement between SEIU 1021 and Robert Li, Head of Operations/Labor Relations.

Membership Requirement:

M/S/C (Park/Lewis) to give President Sanchez authority to mandate that in order to be seated at the table at Board meetings - the Executive Director, Head of Operations/Labor Relations, Deputy Executive Director and Deputy Director of Advocacy/Internal Organizing must be members of Local 1021.

Temporary Employee Extension:

M/S/C (Stern/Valdez) to extend David Mulvey through September 8, 2018.

The Board moved to open session at 5:40 p.m.

Secretary Jan Schardt reported out the actions taken in closed session.

The meeting adjourned at 5:43 p.m.

Respectfully submitted,

Jan Schardt
Secretary

(The Executive Board did not meet in September 2018)

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, October 27, 2018 – 10:00 am-5:00 pm, Fairfield, California**

MINUTES

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

Executive Board Members Excused: Pete Albert, Derrick Boutte, Jessica Nila, Al Fernandez

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Robert Li, Nely Obligacion, Joanne Cansicio, Bill Petrone, David Canham, Lisa Morowitz, Jason Klumb, Gustavo Arroyo, Kaden Kratzer, Karin Hendrickson

=====

Call to Order:

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

Review of Agenda:

The following modifications were made: Add Executive Board Election Committee and Ethics Report.

Member Comments:

- Cara Williams, Alameda County SSA chapter president:
She addressed issues around the Alameda County SSA chapter funds and is requesting for information. President Sanchez indicated that the issue will be looked into and reported out at the next Board meeting.
- William Wills, Alameda County SSA chapter:
He spoke about the Alameda County SSA chapter funds and would like to see transparency.
- Dana Williams, Alameda County SSA chapter:
She spoke about becoming a fee payer due to feeling the Union was not present, then rejoining to become a member.
- Alameda County SSA chapter members (Jose Alvarez, Thelma Page, Jeffrey Davis, Valerie Perez, Tracy Scott-Jefferson):
The members came to the Board in support of their chapter president.
- Zem Hines, Alameda County SSA chapter:
She spoke about the member convention and thanked the Board.

- Alyssa Jones-Garner and Nicole Christina, SF City & County Chapter:
The members spoke about the Americans with Disabilities Act Conference they attended and how it effects them as City workers and union members. They suggested the Union do ADA centered trainings throughout the Local.

Approval of the August 25, 2018 Minutes:

M/S/C (Taylor/Stern) to approve the minutes.

1021 Convention Debrief:

A short vide of convention highlights was shown, which will be made available to members. The results of the electronic survey from the convention was presented. The responses show the numeric responses, not commentary. It was asked to have a list of all the staff and members, who helped with the convention so that they can be thanked.

The Board shared their thoughts on:

- A. One thing you were responsible for that you were most pleased about. (Union pride)
- B. One thing you were responsible for that you would do differently in the future. (Share your reflection)
- C. Looking back, what would you do the next time to increase delegate attendance? (Share your inspiration)

The meeting was temporarily suspended at 12:10 p.m. for a lunch break and resumed at 12:33 p.m.

1021 Convention Debrief (continued):

An overview of Module 3 of the Leadership Academy with specific goals was presented. The module incorporates the work coming out of the convention. The four parts of the module was reviewed along with a form to report "Worker to Worker Communications".

Election Committee:

Donna Shane, Election Committee Chair, responded on behalf of the committee to questions that were asked at the Board meeting around the term of office, the Healthcare Industry in San Francisco and mailings. It was said that the election committee will respond to specific questions, if sent to the election committee email, in a timely manner. It was explained that clarifications by the election committee on specific questions are posted on the Local's website.

Budget & Finance Committee Report:

Planning for 2019:

Amos Eaton went over items considered for planning the 2019 budget. Considering membership, uniform dues structure, as part of the ideas discussed. November 9th and 10th are the next planning meeting dates to develop the 2019 budget. He also reported that the Union's financial advisor presented a review to the BFC of the Local's long term investments, which are currently stable.

Karin Hendrickson gave an overview of the Auditors' report for 2017. There was a question around fossil fuel investments, which will be looked into. It was asked if we should do more than an annual audit. It was explained how the audit works and that it is only annual. Internal audits need to be developed for items such as assets, etc.

A summary of motions approved by the BFC at their September and October meetings was presented by Treasurer Amos Eaton.

The BFC approved the following items:

1. Consultant, Josie Camacho (Sept. meeting):
The BFC approved to go into a contract with Josie Camacho through the Nov. 6, 2018 election. The scope of her duties is to provide consulting services around political work. The contract rate is \$100.00 per hour, at up to 95 hours through Nov. 6, 2018, with a contract max of up to \$9,500.00.
2. Concur - web-based travel & expense software (Sept. and Oct. meeting):
The BFC approved a payment of \$12,309.00 to continue with a pilot program to implement the “accounts payable” aspect of *Concur*. The pilot program was implemented in April 2018 using the “free trial” version. The payment is to cover the costs for August, September and October.

The BFC also approved to incorporate *Concur* as an on-going cost for the 2019 budget.

The BFC approved the following Community/Allies Requests:

- S.F. Coalition of Homelessness (approved via poll, 8/28/18):
The BFC approved funding of \$500.00 (tier 3) for four (4) tickets to the S.F. Coalition of Homelessness fundraiser on Sept. 8th.
- Vallejo NAACP Chapter Annual Banquet (approved via poll, 9/5/18):
The BFC approved funding of \$500.00 (tier 3) for five (5) tickets to the annual NAACP Vallejo Chapter banquet on Sept. 8th.
- San Joaquin County (SJC) Diversity Luncheon (Sept. meeting):
The BFC approved a matching donation of \$208.00 (tier 3) with the SJC chapter for the 21st Annual Diversity Luncheon in Stockton.
- Sow A Seed Foundation Casino Night (Sept. meeting):
The BFC approved matching donation of \$175.00 (tier 3) with the SJC chapter to purchase one (1) table to the Sow A Seed Foundation annual Casino Night fundraiser.
- S.F. Jobs with Justice (Sept. meeting):
The BFC approved to pay the 2018 SF Jobs with Justice annual dues, retroactive to 2/14/2018, in the amount of \$20,000.00 (tier 1) to come out of the Resource Agreement.
- Officers for Justice (Oct. meeting):
The BFC approved to donate \$1,500.00 (tier 2) to *The Officers for Justice* to support their 50th Gala Dinner.

BFC Recommendations:

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

- A. Full-Time Release for Treasurer (Oct. meeting):

The BFC recommends extending full time release for Treasurer Amos Eaton through April 2019. His current release agreement is through 12/31/2018. M/S/C (Schardt/Park) to approve the BFC recommendation.

Action Items:

- Political Request:
Gustavo Arroyo presented a request regarding a contribution towards the Governor's race in the State of Ohio. He explained that the SEIU CA State Council has asked CA locals to consider contributing \$50,000 towards the campaign of the candidate that labor has endorsed. He explained that the Union has checked with our law firm to confirm that this request was legally feasible. M/S (Stern/Jimenez) to approve the contribution of \$50,000, plus pay the tax liability expenditure of \$10,500, if paid from the general fund. There was discussion on the pros and cons of this contribution. The motion was carried.
- Alameda County Office of Court Reporters Association (ACOCRA):
The affiliation agreement was shown from this chapter, which was first recognized with Legacy Local 616. The chapter leaders met with President Sanchez requesting to continue honoring this agreement. The agreement includes language that the chapter has a separate budget that was initially set at \$18k for expenses that the chapter deems appropriate. It was also said that their State Bar Association dues are also paid for by the Local. The request is to allocate \$5,000 towards their chapter budget. M/S/C (Stern/Park) to approve the request with the understanding that the Union will renegotiate the terms of the existing agreement.

Executive Board Member/Committee Reports:

- Training Committee:
Theresa Rutherford reported on the 3rd quarter training report, which includes the pre-conference workshops. The zoom pre-conference workshop was pointed out due to low attendance. Also presented was the convention summary tracker showing what attendance at the various workshops were. It was asked why people don't show up for the trainings. It was explained that although members are given a phone call reminder, some still don't attend. It was suggested that instead of phone calls, we should send reminder text messages. It was asked if we can video the trainings and then share them with the chapters. Both text messages and videoing trainings will be added to the next training committee agenda. Shasta County would like us to do trainings to meet their needs.
- Public Charge:
Tina Diep spoke about members that have public services. If this is revoked then it will hurt families and our members, who will have their job impacted. We should vote to support this.
- November Election:
It is 10 days until the election. There is a lot of action going on with a master calendar and a schedule of GOTV dates being created to be sent out. Political actions will be happening everywhere and we need to plug into them to give support.

Action Item (continued):

- Action Item - UPE Local 1:

John Stead-Mendez reported that UPE Local 1 has been talking to our members in San Joaquin, in order to attempt to take some of our members. M/S/C (Landry/Eaton) that SEIU Local 1021 maintain a principled position against predatory union raiding strategies and practices that pit union against Union rather organizing the unorganized; and that SEIU Local 1021 will commit staff and resources as necessary to defend our members against any such efforts by other organizations including but not limited to communication with and organizing of the raiding organization's bargaining unit members.

Director Reports:

- Robert Li:
His report will occur in executive session.
- John Stead-Mendez:
City of Napa Part-Timers are now a part of the union. Napa Valley College part-timers are about to become members. The Local is at 84 percent membership and are working on reports by shop.

Field staff and directors attended a training on leading field and program campaigns including one-on-ones and other topics.

San Francisco are holding actions on race relations and racism in the worksites. An arbitration was won in San Francisco to build a child care center for the workers of San Francisco City and County.

Contra Costa County is working with 9 other unions to have better health care for their membership.

He reported on pickets of other unions that we are supporting, such as Unite Here Local against the Marriott hotels in San Francisco and Oakland and AFSCME Local 3299 strike against the UC Hospitals.

M/S/C (Schardt/Jimenez) to extend the meeting to 5:15 p.m.

Announcements:

- Ethics Report:
The certification form was given out to be signed and turned in.
- Community Housing Partnership Chapter Bylaws:
It was announced that the Community Housing Partnership Chapter bylaws were reviewed and found to be in compliance with the Local's bylaws template. There were no objections raised.
- Executive Board Poll Actions Conducted between Meetings (since the 8/25/18 E-Board meeting)
It was announced that the Board approved the following items by poll:
 - A) Item: Executive Board Election - Rule Modifications
Date of Poll: Sept. 7, 2018
Overview of Request: The Election Committee recommended the below modifications:

Item 1 – “Purple Stuff” rule:

In a careful and deliberate conversation and with our attorney and our election administrator, Unilect, on the “purple stuff” rule, the election committee recommended to approve the following rule:

No SEIU paraphernalia such as shirts, keychains, or other items should be distributed or used by any candidates or their supporters as an electoral campaign activity from now until the election is completed in March 2019 (This does not preclude SEIU paraphernalia being worn or used during the normal course of union business so long as no electoral campaign activity is taking place.)

The core reasons for their recommendation are the following:

1. Our attorney advises us that this rule helps to maintain the integrity of the election and reduces potential challenges to this election.
2. This is in line with the Department of Labor Rules.
3. This minimizes perceptions of misuse of union resources for campaigning.
4. This minimizes perceptions of SEIU endorsements of particular candidates.
5. This minimizes perceptions of unfair advantage to candidates who have not had access to SEIU Local 1021 t-shirts, logo etc.

Item 2 – “Eligibility to Vote” rule #25, minor correction:

The election committee also recommended to the board to approve a minor correction to the “eligibility to vote” rule #25 in the following way:

... A member in good standing is defined as a member who is current in dues payment and other financial obligations owed to the union based on dues having been received in-for November 2018...

B) Item: Covision Contract Addendum

Date of Poll: Sept. 17, 2018

Overview of Request:

The request was to amend the *Covision* contract to authorize an additional cost of up to \$8,435.00 to rent additional iPads for the 2018 member convention. The initial agreement was based on 500 participants. The amendment was to target 540 participants.

The Board moved to closed session at 5:03 p.m.

Executive Session:

Local President Vacation Accrual:

M/S/C (Sandberg/Stern) - prospectively moving forward to adopt for the Local President the same language on vacation time accruals that is in the *Executive Director and Head of Operations/Labor Management* agreements to begin when the person begins serving as President, as recommended by the PSC and BFC.

Comp-Time Accrual for the Lost-Time Officers:

M/S/C (Stern/Santiago) – prospectively moving forward to adopt for Lost-Time Officers on full-time release the same language on compensatory time accruals that is in the *Executive Director and Head of Operations/Labor Management* agreements, effective the first day of the first month after Board approval, as recommended by the PSC and BFC.

The Board approve to extend the meeting to 5:30 p.m.

Reclassification of the Special Assistant to the Executive Board Position:

M/S/C (Sandberg/Santiago) to reclassify the position of the Special Assistant to the Executive Board to Coordinator of the Executive Board to include project management, leading and directing staff within the existing Coordinator salary band that was previously approved by the Board.

M/S/C (Taylor/Jimenez) to extend the meeting until 5:40 p.m.

The Board reconvened into open session at 5:35 p.m.

Secretary Jan Schardt reported out the motions from executive session in open session.

Meeting adjourned in memory of Joy Barros, daughter of Brenda Barros.

Respectfully submitted,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, November 17, 2018 – 10:00 am-5:00 pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Karla Faucett, Pete Albert, Al Fernandez, Geneva Haines

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

Staff in Attendance: John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, David Canham, Kaden Kratzer, Jason Klumb, Gustavo Arroyo, Peter Masiak, Karin Hendrickson, Boyan Biandov

=====
Call to Order:

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

Review of Agenda:

The following modifications were made: The meeting will close in honor of those, who lost their homes and lives in the *Camp Fire*. The agenda was approved by consensus.

Member Comments:

- Shonette Steiger, Alameda Health Systems:
She spoke about her termination related to a reduction in the work force in August 2018.
- Cheryl Thornton, SF City & County of San Francisco DPH:
She spoke about a problem pertaining to women of color in the workplace. She also spoke about her case, where she was wrongfully removed from her position; however, she won a settlement and returned to her worksite. She also spoke about the Local's grievance process.
- Jeffrey Davis, Alameda County SSA Chapter:
He spoke about the Alameda County SSA chapter funds to ensure the funding is in order.
- Joyce Robertson, Alameda County SSA Chapter:
She spoke about the Alameda County SSA chapter dues.
- Sharon Klein, Alameda County SSA Chapter:
She spoke about the Alameda County SSA chapter dues and funds.

- Roberto Pages, Alameda County SSA Chapter:
He spoke about the Alameda County SSA chapter dues and funds.
- Will Wells, Alameda County SSA Chapter:
He spoke about the Alameda County SSA chapter funds.
- Cara Williams, Alameda County SSA Chapter President:
She reported that the chapter leaders met with President Roxanne Sanchez, Treasurer Amos Eaton and Union staff from the finance and membership departments, to address the issues around the Alameda County SSA chapter funds. A follow-up meeting has been scheduled to continue discussion on resolving any issues.

The Board moved to closed session at 11:20 a.m.

Executive Session:

- Personnel/Staffing Committee Report

The meeting was temporarily suspended at 12:20 pm for a lunch break and resumed at 12:55 pm.

Executive Session (continued):

There were no actions taken during Executive Session.

The Board moved into open session at 2:23 pm.

Political Report:

- November Election Debrief:
Gustavo Arroyo reviewed the outcome of the November 2018 elections.
- COPE/Political Budget:
Gustavo Arroyo reported that the budget started at \$2,161,901, encumbered \$1,943,524, ending \$218,377. The final report is not yet available. He also reported that the encumbered and ending balance numbers are not finalized.

Approval of the October 27, 2018 Minutes:

M/S/C (Stern/Duncan) to approve the minutes with a correction on the spelling of Zem Hines' first name.

Budget and Finance Committee Report:

2019 Draft Budget Review:

Ed Handley reviewed the members' headcount and members' dues only 12 months total reports. He explained that this report includes new members, salary increases for members, etc. Karin Hendrickson gave a snapshot of the 3rd quarter of the 2018 budget.

Amos Eaton presented a draft working copy of the 2019 budget, which was reviewed line by line. There was a lengthy discussion on t-shirts and needing to give them out to our members. It was pointed out that we need to track these items based on potential audits by the DOL.

Regular BFC Business Items:

A summary of motions approved by the BFC at their November meeting was presented.

The BFC approved the following items:

1. Kitaguchi Litigation:

The BFC approved up to \$40,000 of legal expenses for the *Kitaguchi* case.

2. Reimbursement to Peter Albert:

The BFC approved a reimbursement of \$60.00 to Pete Albert (Retiree Council Chair) for a registration fee expense to the CA Retired Employees Association conference to come out of the Training budget.

3. Reimbursement to Pauline Brooks:

The BFC approved a reimbursement of \$217.96 to Pauline Brooks (Retiree) for airfare costs to the CA Alliance for Retired Americans Executive Board meeting, pending receipt of appropriate documentation.

4. Community/Allies Request - City of Richmond Commission on Aging:

The BFC approved \$480.00 to purchase 2 tables to the City of Richmond Commission on Aging Winter Ball event (tier 3).

BFC Recommendations:

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

A. Oakland 29th St. and Santa Rosa Offices:

M/S/C (Schardt/Stern) to pay off mortgages for the Oakland 29th Street office and Santa Rosa office out of the Reserves up to the amount owed at the time of the payoff.

B. Camp Fire:

M/S/C (Sandberg/Landry) to donate \$25,000 to the State Council Fire Relief Fund for members affected by the Camp Fire, in addition to the \$25,000 not used from the Carr Fire, and amended to include approve \$4,600 in gift cards to those that lost their homes.

Action Items:

Alameda County Court Reports Agreement:

M/S/C (Bryant/Taylor) to table this item until a future date.

401K Investment Committee:

Due to a recent retirement of the HR Manager, it was reported that there is a vacancy in the 401K Investment Committee, which needs to be filled. M/S/C (Stern/Arantes) to appoint Robert Li to this committee.

Executive Board Member/Committee Reports:

- Alameda County SSA Chapter Report (SSA):

This was reported on during member comments.

- Training Committee Report:
Jan Schardt reported back about the question on how members are notified of workshops they have signed up for. There are 3 points of contact: they are emailed a confirmation, just before the workshop they receive a reminder email and the workshop presenters also contact them as a reminder via phone call or text. Lisa Morowitz reported on a staff and leader training that was held on Fundamentals of Leading Effective teams.
- Angel Valdez:
He reported on a toy drive that they are holding in the East Bay. It was requested to bring an unwrapped toy to the next board meeting on December 15th.
- Sandra Wall:
She shared that her chapter (Contra Costa County) now has a tentative agreement on their health care. The county has agreed to pick up all of next year's healthcare costs.
- Jim Wise:
He announced that his chapter (Solano County Courts) ratified their contract for 1 year, with 4% and 6% of their healthcare costs, along with a change in their vision plan to annually being provided with frames and lenses.

Director Reports:

Robert Li:

His report was covered in the executive session.

John Stead-Mendez:

He shared a private sector and public sector density reports showing our membership and areas where we need to recruit. He reported on an attack by another Local, who have been talking to our members. We demanded a signed letter on their letterhead, with an agreement to not contact our members. He also spoke about a press conference and hearing in San Francisco on Nov. 27th on race relations.

2019 Executive Board Calendar:

A proposed calendar for January thru March 2019 was provided for a first reading. The Board will be asked to adopt the schedule at the December meeting.

Adjourn:

The meeting adjourned at 4:55 pm in respect for the members of the Butte Community, who have suffered loss of life and homes in the Camp Fire.

Respectfully submitted,

Jan Schardt
Secretary

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

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

Executive Board Members Excused: Jessica Nila, Cristin Perez

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

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

=====

Call to Order:

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

Review of Agenda:

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

Member Comments:

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

Local 1021 Election Appeal:

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

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

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

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

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

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

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

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

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

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

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

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

Approval of the Nov. 17, 2018 Minutes:

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

Budget & Finance Committee Report:

2019 Draft Budget Review:

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

SEIU CA Developmental Disabilities (DD) Council Work:

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

The BFC approved the following Community/Allies Requests:

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

Regular Business BFC Action Items:

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

A. 2017 SEIU COPE Unders:

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

B. Handyperson Services:

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

Purple Goods and Strike Fund - Committees/Work Group:

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

1. Purple Goods:

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

2. Strike Fund:

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

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

Action Items:

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

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

Reimbursement Policy Change (Fastrak):

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

2019 January to March E-Board Calendar:

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

Co-Ethics Liaison:

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

Green New Deal:

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

Executive Board Member/Committee Reports:

January E-Board meeting/Training:

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

Retirement Security:

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

Lost-Time Officers/Sr. Staff Discussions:

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

Director Reports:

John Stead-Mendez:

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

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

Robert Li:

His report was covered in closed session.

Meeting adjourned at 5:00 pm.

Respectfully submitted,

Jan Schardt
Secretary