

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

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

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

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

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

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

REVIEW AGENDA:

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

MEMBER COMMENTS:

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

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

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

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

APPROVAL of DECEMBER 12, 2015 MINUTES:

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

FRIEDRICHS CASE:

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

ACTION ITEMS:

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

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

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

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

EXECUTIVE SESSION

Temporary Employee Extensions:

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

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

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

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

Secretary Jan Schardt announced the motions passed during Executive Session.

TRAINING COMMITTEE REPORT:

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

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

EXECUTIVE DIRECTOR REPORT:

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

HEAD of OPERATIONS REPORT:

Building Committee Report:

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

Member Benefits Program:

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

EXECUTIVE BOARD MEMBER REPORTS:

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

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

Respectfully submitted by,

Jan Schardt
Secretary

