

**SEIU Local 1021**  
**EXECUTIVE BOARD MEETING**  
**Tuesday, January 12, 2010**  
**10:00 a.m. to 5:00 p.m.**  
**OAKLAND**  
**MINUTES**

**Members present:** Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Ed Kinchley, Andrea Longoria, Kathy O'Neil, Leea Rodriguez, Mary Sanders, Jan Schardt, Oliver Tarap, Norm Ten, Lacy Topolewski, Marcus Williams.

**Members excused:** Amanda Booker, Derrick Boutte, James Nebel, Vicki Reed

**Guest:** Dolores Gholar.

**Staff present:** Ed Hanley, Fran Jefferson, Ulysses Madison, Valerie McCan-Murrell, Rocky Morrison, Kerry Newkirk, Lety Salcedo, Seth Schapiro, Pattie Tamura.

President Damita Davis Howard called the meeting to order at 10:17 a.m.

**REVIEW AGENDA:** Add Hudson/activity reports, executive session, San Francisco Strategic Budget Committee.

**ANNOUNCEMENTS:** President Davis Howard introduced Oliver Tarap from Calaveras County Water District to the executive board, filling an at-large seat.

**REVIEW/APPROVE MINUTES:** It was M/S/C to approve the December 1, 2009 minutes as presented. It was M/S/C to amend December 14, 2009 minutes to include roll call votes.

**UPDATE ON OUTSTANDING/ONGOING ISSUES:**

**Activity reports:** Head of Operations/Labor Relations Seth Schapiro and Payroll/Membership Director Ed Hanley distributed activity report forms and instructed the board to complete the forms making qualified average percentages per activity for 2009. The reports are required. Ed Hanley described eight types of activity to be logged on the report.

**Resolution opposing Honduras coup:** It was M/S/C to accept the amended resolution and strike "Model Emergency" from the title ("Resolution on the Current Crisis in Honduras, 1/12/10").

**Hudson reports/management letter:** Budget/Finance Director Rocky Morrison distributed copies of the 2007-08 auditor's report, an independent report solely for this governing body as indicated within the management letter and recommendations presented. Rocky Morrison walked the board through the cover letter and indicated that the finance department had done a professional job. He reviewed boilerplate language regarding principles of accounting and qualifiers of report. It was noted that deficiencies had been corrected by September 2009. The issue of an investment policy is being addressed by the Budget and Finance Committee. Financial closing process is not entirely established, significant general ledger accounts are reconciled on a regular (quarterly/ monthly) basis to ensure there are no material misstatements. The rolling merger (since 2007) presented accounting challenges since mitigated by extra help and establishing better practices. Long delayed audit of 2007 started in 2008.

2009 audit will be started spring of 2010 and have a shorter turnaround time. Next board meeting will have report on pending issues. BFC reviewed and approved audit and IRS form 990. The auditor complimented 1021 accounting methods. Average audit cost is \$40-\$50,000.

**Funding requests:**

- Private Sector/Non-Profit Industry Chair Norm Ten requested \$500 for an APALA/LCLAA event on January 28 that is time sensitive and cannot be addressed by the Social and Economic Justice Committee. The event will feature recent books “Miguel Contreras, Legacy of a Labor Leader” and “Organizing on Separate Shores” about Vietnamese and Vietnamese American organizers. It was M/S/C by consensus to fund the event at \$500.
- Treasurer Sandra Lewis requested \$10,000 for a one-day Berkeley labor/management retreat. It was M/S/C to table the issue until more information was available. Board members had questions about chapter/industry contributions, whether or not the retreat was contractual, and if board action would be set a precedent. The request was not considered by the Budget and Finance Committee because backup paperwork was not available.

**Building Committee report:** Jan Schardt and Seth Schapiro reported the Building Committee reviewed properties in Stockton since our current building is under eminent domain. Leasing seems most practical at this time. Criteria for the new building is parking (24-hour and accessible), downtown location, and non-extravagant. The Building Committee met with the BART Chapter leaders about the Oak Street building and made a proposal the chapter board will consider. There may be a buyer for the Oak Street building.

The board was on break between 11:48 a.m. and 12:36 p.m.

City of Berkeley retreat funding request (previously tabled for more information): This retreat is for stewards and officers of four Berkeley chapters (60-70 people plus 80 managers for total of 150). It is part of the bargaining process. Normally the cost exceeds \$36,000. Board was concerned about oversight and planning. It was M/S not to approve the request. There is no past practice of 1021 approving this or any retreat. The question was called and failed for lack of a two-thirds majority. The request was lowered to \$4,000. A substitute motion was made, seconded, and carried to approve \$4,000 for the Berkeley City retreat (from the negotiations budget line).

**NEW BUSINESS:**

**Legacy Local 616 Employees Benefit Association account:** Rocky Morrison presented an excerpt from the bylaws of the Employees’ Benefit Association of Alameda County, a death benefit for Alameda County retirees. The Budget and Finance Committee recommends the benefit be maintained and new trustees be named to oversee the fund. The retirees chapter of Alameda County (ACRE) has a vested interest in this benefit. Staff will follow up with legal counsel regarding the ERISA status of the account. It was M/S/C by consensus to table the issue.

**March 4 Strike and Day of Action to Defend Public Education:** Schools Industry Chair Lea Rodriguez requested the board endorse and participate in this national call. It was M/S/C unanimously to endorse. Informational flyers were distributed. This strike is gaining major support from students, teachers, parents, workers, and organizations to mobilize against the cuts, layoffs, fee hikes and educational segregation in California.

**January 20 Homelessness Ends With a Home demonstration:** It was M/S/C to endorse this demonstration in San Francisco in support of affordable housing and protection of civil rights sponsored by Building Opportunity, Self-Sufficiency (BOSS).

**Collective bargaining:** Budget and Accounting Director Rocky Morrison addressed the board regarding the right of workers to bargain collectively. Most employees of SEIU 1021 are members of CWA or OPEIU. A group of employees not currently represented by any union seeks a collective bargaining agreement. It is understood that under the NLRB, certain positions don't have collective bargaining rights. Organizing Director Lety Salcedo spoke about the current, uncertain working conditions of the unrepresented staff and the formation of a "Union Professionals" bargaining unit. Lety distributed a "card check neutrality and recognition election procedure." The agreement would cover 44 employees, unrepresented management and confidential full-time and regular part-time staff employed by SEIU 1021. A list of existing classifications was submitted.

The board was in executive session from 1:58 p.m. to 4:38 p.m. President Davis Howard reported out from executive session: It was moved to table acceptance of card check neutrality for Union Professionals to the new executive board (April 2010). It was M/S/C to appoint Larry Bevan as co-chair of San Francisco Strategic Budget Committee with staff Ulysses Madison. Personnel action pending discussion with attorney (M/S/C).

**Marin County:** Andréa Longoria reported on the campaign to engage members in Marin and fight the decertification effort. There are organized members from the old Marin association who had issues prior to the 2007 merger. President Davis Howard met with president of the association. Statistics from the campaign: 12 teams on the ground made 864 home visits, held 220 conversations (78% of the 220 not in favor of a decert and 13% in favor). Issues include training, COPE county involvement, and office space. SEIU 1021 organizers are having worksite meetings. The county has hired high-profile anti-union negotiators. There is a 30-day window period to decert. Issues have to be addressed by the new executive board as well as keep abreast of new jurisdictions and creating positive plans of action with leaders.

**COPE Committee report:** Chair James Bryant distributed reports on taxes and tax rates in a number of cities and counties and information on county supervisor elections. These documents will prove useful in dealing with public sector revenue and planning political priorities. A power analysis will include assessments of judges, boards of supervisors, school boards, populations, and employers. If data is not complete, time to reassess the data. Cities lost the most revenue under Prop. 13.

**Health Care Industry report:** Chair Ed Kinchley reported an industry meeting has been rescheduled to January 29. RSVP is requested.

The next meeting of industry chairs and staff has not been scheduled.

The (old) provisional executive board will meet and transfer authority to the new board when it is sworn in. There needs to be a discussion.

**Private Sector/Non-Profit Industry report:** Chair Norm Ten reported on a successful staff retreat and training/planning session. Next PNP conference will be February 6.

Treasurer Sandra Lewis suggested it would be useful if staff were trained again on the lost time

reimbursement policy and form.

It was M/S/C to adjourn at 5:18 p.m.

Respectfully submitted by  
John Morrison, SEIU 1021 Secretary

---

**DIRECTOR'S REPORT submitted by Fran Jefferson**

**Staffing:** We're still fully staffed and plan to keep it that way

**Private Sector/Non-Profit Industry:** First, thanks to Norm Ten, PNP industry chair for all his hard work and amazing energy. The PNP staff retreat at beautiful Shambhala Ranch in the heart of Mendocino County was a big success. No radios, television or cell phone service afforded us the rare opportunity to think, plan and strategize with absolutely no distractions. At the same time the beautiful setting provided opportunities to truly reflect and refresh. It was the perfect retreat setting. The next quarterly PNP member conference will be 2/6 in Chico. With members spread all over northern California, this is our opportunity to truly unite PNP members.

**North Bay Regional Center:** Big victory for members who won caseload language by lobbying the board of directors. This is a big statewide regional center issue and this is an important first step. It's not everything we want but a very good start.

**Asian Health Services:** AHS is growing. A new clinic with five doctors is opening on East 18<sup>th</sup> St.. A second clinic on the College of Alameda campus will provide dental services.

**La Clinica de la Raza:** In the last round of contract talks management finally agreed to a labor/ management committee (big victory) which is now fully operational. The committee is in the process of re-writing the employee evaluation procedure and will be discussing extending hours for the dental clinic at Transit Village.

**Family Services Agency:** Members ratified a new contract by 100%. The new agreement includes 2.5% over the life of the contract and time off to attend school.

**Hyde Street Clinic:** New stewards negotiated one floating holiday per month to compensate for not getting a pay raise. The brand new stewards educated and held meetings with their co-workers and led the negotiations (yes, staff was there to provide support).

**Westside Community Services:** Tentative agreement reached. Highlights include improved layoff language (extra week notice and additional month of paid medical), recall language, improved PTO package including additional PTO days, addition of Cesar Chavez holiday and additional floating holidays. Big win is "360 evaluations" (workers get to evaluate their bosses). Also important is workload reduction for bilingual workers. Members and the bargaining team did a terrific job. Cristal Java led the table.

**Non-Profit CEO meeting:** A first of its kind, this meeting was attended by both members and management from several San Francisco non-profits. We were able to repair some damaged relationships and began discussions on possibility of a collective budget plan for July. Another meeting is scheduled for end of January. The CEOs had a positive reaction to this meeting and are looking forward to the next one.

**Community Action Marin:** We are in benefits negotiations. The bargaining team is doing a great job. Looks like we may be able to negotiate a benefit package that would be equivalent to a 3-4% raise. Lorenzo Sotelo is leading the table.

**Community Support Network:** Two big grievance wins. Also we have a direct-dealing ULP that we're keeping in our pocket. We may need to use it in February when contract negotiations start.

**Contra Costa County:** Budget hearings will start in March and we're anticipating additional cuts in SSA. There are two board of supervisor seats open this year in Districts 1 and 4 so we have a lot of political work to do. We may also have a big pension issue as the Retirement Board is contemplating a change in "terminal pay". There is a vote scheduled on 1/13.

**Alameda County** will also have two board of supervisor seats open. We started with one (Gail Steele) and ended up with two when Alice Lai-Bitker decided not to run. The county will also have major political work to do. The county budget workgroups will be starting up next month so we'll soon have a better idea of where we are in Alameda County. The deputy sheriffs just agreed to a different retirement formula for new hires and the county has been "dropping hints". We're not interested. The new formula provides for 3% @ 55 vs 50 and an increase in employee contributions. Since most deputies don't retire at 50 (55 is closer) and their benefit is significantly higher (2% @ 57 for Tier 1 non-safety employees) it's not exactly a level playing field. However, it is an indicator that pension plans changes will be big.

**Alameda County Medical Center:** We're gearing up for the RN wage re-opener. There's no money so it should be interesting. The health plan redesign committee will also be ramping up. Health care reform isn't here yet and the costs just keep rising. We're trying to be creative. The big issue for ACMC will be the ability to lease San Leandro Hospital to expand rehab and other specialty services. This absolutely needs to happen but the politics are very messy.

Currently rehab is housed at Fairmont Hospital and there isn't enough money to retrofit or rebuild the existing building. We only have until 2013 to comply with the new earthquake standards. Since the Hayward fault runs right through H Building, it's time to move. Otherwise we're working hard on whittling down the discipline/grievance backlog and we're actually gaining some ground. We've kept layoffs to a minimum and it looks like the workforce planning (layoffs) team will be meeting until the end of time. Good news is that we're holding our own.

---

**DIRECTOR'S REPORT submitted by Pattie Tamura**

**Special Districts Team** continues at full staffing.

BART is preparing for Chapter elections in March and Des Patten has taken over for Sue Angeli as she retires from the BART Professional's Chapter.

San Francisco Housing Authority is fighting back on management's proposed takeaways and reorganization. The tables have now been combined instead of pitting members against one another. Yvonne Martinez is assisting Daz Lamparas with the SFHA negotiations and campaign.

**City Workers Team** continues with one temp vacancy. Angela Osayende continues out on leave through January with Michael Pandolfo assisting with coverage.

Budget fights continue to appear in most every city, with proposals for changes in benefits, furloughs and work rules. Bargaining for Fairfield and Napa part-timers is proceeding while court workers in Marin and Napa are still fighting state-proposed cuts.

Port of San Francisco is possibly heading for a one day ULP strike due to proposed layoffs, while outside contracts are increasing.

**San Francisco Health Team** is at full staffing with assistance from the external organizing department. Mid-year cuts have been proposed by the mayor's office due to anticipation of a \$500+ million budget deficit for fiscal year 2010-11.

**San Francisco RNs** continues with full staffing. The SF RNs continue to fight for full staffing and settlement of the year-old RN staffing grievance.

**Training & Education-** Karega Hart continues out on disability with an anticipated date of return in February. We have three internal applicants for selection to the training department. The new training catalog is available and will be distributed at the beginning of the year. Training staff continues to work with Member Engagement & Member Resource Center training.

---

**DIRECTOR'S REPORT submitted by Ulysses Madison**

**San Francisco pension reform:** There are two issues being addressed in San Francisco in January. Supervisor Sean Elsbernd is sponsoring legislation for the June ballot to reform San Francisco's pension system. He has been/is meeting with all stakeholders in an effort to educate everyone and address concerns. Mr. Elsbernd and labor relations has met with our local and stakeholders in labor council as recently as last week in what they referred to as a "meet and confer" which we clarified that SEIU wanted to meet separately with the city and pull in our bargaining team. The legislation would offer the following changes: (1) smooth one year of highest salary to three years (anti-spiking), (2) "miscellaneous" employees all contribute 7.5% towards their retirement, (3) police and fire contribute 9%. We're currently meeting with the Labor Council in the Public Employee Committee and working with the city to pull together a comprehensive bargaining team consisting of all members in all industries impacted by this legislation.

**MTA layoffs:** The Municipal Transit Authority sent out layoff notices to 68 of our members in San Francisco. There have been three meet and confer sessions, an MTA Board meeting action, leafleting of the public where over a thousand bus riders received the leaflet, organizing with community organizations, and many conversations with MTA board members. Since engaging in meeting and conferring, there have been six layoffs rescinded. There are two board of supervisor committee meeting actions that are targeted to stop the layoffs before 1/23/09

**Stockton /San Joaquin County mid-year budget cuts:** The board of supervisors came out with its mid-year budget numbers the first week of January. The report anticipated a \$43 million budget deficit equating to a scenario of 600 layoffs. SEIU Local 1021 has met with chief administrative officer with all stakeholder unions to hear directly from the county's administration and economic issues impacting the budget. In this meeting, everyone was informed of Jeff Rothman being retained to negotiate concessions with labor which is approximately 57% of the county's budget. The SEIU Budget Deficit Committee will be meeting to begin to address this situation which will be led by Team Leader Tim Gonzales

**Retiree medical:** In accordance with the current memorandum of understanding, there is a re-opener on the issue of retiree medical. Currently, there is a trust fund established in San Joaquin County with \$2.4 million plus interest sitting in it. Other than the issue of continued contributions in a time of a historic budget deficit that will be discussed at the table, SEIU Local 1021 will be looking to get language from the county that contributions will be "ongoing and continuous" which is the major flaw in the current language that has made it nearly impossible for health care providers to agree to provide retiree medical.

**DIRECTOR'S REPORT submitted by Valerie McCan-Murrell**

**Staffing:** Monica Oqvist will be retiring from Local 1021 this month. We wish Monica well and thank her for her tireless service and commitment to the members in Napa County and the labor movement. Monica will be missed. Our team welcomes Monique Wild, who will be transferring from the organizing department to the position of worksite organizer covering Napa County. We still have a team leader vacancy which we hope to fill this month. Interviews were conducted last month for the East Bay schools vacancy with no success. The position will be reposted.

Members and staff participated and helped out on the **Marin County** campaign this past weekend which was a huge success. The field operation included outreach to hundreds of members where one-on-one conversations occurred. The majority of our members in Marin do not support the decertification effort but instead will work together on building a stronger SEIU Local 1021. Work on this campaign will continue with additional conversations, worksite meetings, and actions.

In **Mendocino County**, Local 1021 hosted a mixer for the Willits court which closed 1/1/0. Twenty workers from Ukiah and Willits socialized and got better acquainted.

The county chapter updated its bylaws to conform to Local 1021's. The members voted to approve the bylaws and are currently holding officer elections. Also in **Mendocino**, a survey was conducted of members on the topic of a family friendly workplace. As a result they were able to get the board of supervisors to adopt a resolution which supports a family-friendly workplace policy. The Mendocino County National Women's Political Caucus and Local 1021 have teamed up this month for a Building Better Communities project. FMLA training is scheduled for 1/10.

In **Del Norte County**, the fight for a new contract continues. Issues remaining on the table are arbitration of grievances, flex time, and implementation of the salary survey to increase wages for underpaid members. Members are organizing to take things to the next level. In other news, **Del Norte** has a new chapter president, Dave Mason, and several new chapter leaders. Outgoing president, Norma Williams, has done a wonderful job and continues to serve on the bargaining team and as the chapter web steward.

In the **Sacramento City Unified School District** chapter over 200 special education instructional aides work days were restored to six hours after our voices were heard by the SCUSD school board and the new superintendent. Members advocated not to balance the district budget on the backs of classified workers. A task force consisting of SCUSD administrators and 1021 members has been established to create a new organizational structure for the special ed department. A MOU was signed by the coalition of unions and the district to restore hours of custodians. In addition, an upward mobility path was developed for our members.

During the holidays, members donated to the One Warm Coat drive pushing the total in Sacramento to over 180 collected in this community effort.

**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
(provisional)  
Tuesday, March 9, 2010  
Jack London Aquatic Park, Oakland**

**Members present:** Damita Davis Howard (president), Christal Cox (vice president), John Morrison (secretary), James Bryant, Nadia Frazer-Robinow, Norm Ten, Lacy Topolewski, Michele Coleman, Larry Bevan, Kathy O'Neil, Karen Bishop, Oliver Tarap, Mary Sanders, Andrea Longoria, Marcus Williams, Ed Kinchley, James Nebel, Vicki Reed.

**Members excused:** Sandra Lewis, Amanda Booker, Derrick Bouttee, Leea Rodriquez, Jan Schardt.

**Staff:** Kerry Newkirk, Seth Shapiro, Sandy Tibbits, Rocky Morrison, Patti Tamura, Ullyses Madison, Randy Lyman, Nadir Vissanjy, Valerie McCan-Murrell, Fran Jefferson, Gilda Valdez Ed Handley and others respectfully not mentioned.

**Guests:** Friends, family, chapter and regional leaders, attorneys, SEIU International staff and President Andrew Stern.

Provisional President Damita Davis Howard called the meeting to order at 10:15 a.m.

**REVIEW/AGENDA:** President Davis Howard reviewed the agenda and there were no additions.

**REVIEW/APPROVE MINUTES of January 12, 2010:** It was M/S/C to approve the minutes as provided.

**PRESENTATIONS:** President Davis Howard introduced SEIU International President Andrew L. Stern to give presentations to the outgoing Executive Board members. President Stern recognized the outgoing executive board's work of merging the various locals into a larger more powerful local, passing bylaws and finally culminating in the recent election of a new board. President Stern recognized each executive board member with an honorary plaque and handshake. Those honored in attendance were James Bryant, Marcus Williams, John Morrison, Mary Sanders, James Nebel, Norm Ten, Kathy O'Neil, Vicki Reed, Michelle Coleman, Lacy Topolewski, Karen Bishop, Larry Bevan, Nadia Frazer-Robinow, Andrea Longoria, Oliver Tarap, Ed Kinchley and Damita Davis Howard.

President Damita Davis Howard asked the outgoing board to depart and called upon newly elected President Roxanne Sanchez and Executive Board members to be seated and installed by President Stern. Provisional SEIU 1021 Secretary John Morrison passed responsibilities to the new SEIU 1021 Secretary, Pamela Morton at 10:42 a.m.

Respectfully submitted by John Morrison  
SEIU 1021 provisional secretary.

**SEIU Local 1021 Executive Board Meeting**  
**Tuesday, March 9, 2010**  
**10:45 a.m. – 5:40 p.m.**  
**Jack London Aquatic Center**  
**115 Embarcadero**  
**Oakland, CA 94607**

Members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Sal Almanza, Nancy Atwell, Harry Baker, Kathy Basconillo, Akbar Bibb, Karen Bishop, Ken Blomberg, Gina Castellano, Gayle Chadwick, Gregory Correa, Sheila Darvell, Dolores Dawson-Gholar, Amy Dooha, David Fleming, John Gales, Gladys Gray, David Hight, Karen Joubert, Andrea Longoria, Jim Nebel, Michelle Rodrigues, Mary Sanders Tucker, Dann Solomon, Jacqueline Sowers, Eric Stern, Ken Tam, Oliver Tarap, Norm Ten, Renita Terry, Mynette Theard, Celeste Thompson, David Turner, Denis Villanueva, and Budget & Finance Committee Members Mary Jane Logan, Peggy La Rossa, Mercedes Riggleman, Michael Tong.

**Installation of newly elected Officers by SEIU International President Andy Stern convened at 10:45 a.m. Each elected Officer took a sworn oath of service.**

The First Executive Board Meeting was called to order by President Roxanne Sanchez @11:00 a.m. The President advised that the elected delegates would begin the Q & A format with International President Andy Stern and that the membership/co-workers would follow thereafter. President Roxanne Sanchez stated that our co-workers look to us to use all of the resources of our Union and all of the people that we know to find a way in this stinging economy to keep people working, to keep access to health care and health services, and to protect our pensions and protect public services. The President called for a moment of silence so that we can in our own way seek guidance and courage, the will and the way. President Roxanne Sanchez then introduced the new Chief Elected Officer Sin Yee Poon.

Chief Elected Officer Sin Yee Poon thanked International President Andy Stern for coming and acknowledged this historic moment we can all be proud of for the membership of 1021 taking back their Union. The CEO thanked all who participated in the election process and appreciates all of the offers of help and support and acknowledged that everyone's help and support will be needed as we go and face the challenges ahead to spear a very large local into being member focused, member driven and a member-run Union.

**Question and Answer session began with International President Andy Stern at 11:15 a.m. and ended at 12 noon.**

**LUNCH: 12 noon – 12:30 p.m.**

**OLD BUSINESS: 12:30 p.m. – 1:30 p.m.**



### **Chapter Oversight Committee (formerly Committee on Structural Integrity)**

Discussion about the Committee on Structural Integrity which was established by the provisional Executive Board of Local 1021. It is comprised of members of the Unite to Win sub-committees that issued reports and recommendations on member representation, local union structures, and member participation. A procedural handout was distributed to all Executive Board Members and Budget & Finance Committee Members entitled **SEIU Local 1021 Chapter/Bargaining Unit Bylaws Review/Approval Procedure**. The CSI was asked by the provisional Executive Board to collect and review existing Legacy Local Chapter and bargaining unit bylaws and develop a criteria and standardized language for Chapter bylaws. The CSI Committee reviews bylaws submitted by newly-formed Chapters and bargaining units and bylaws amendments to ensure they are consistent with the operational guidelines, Local 1021 bylaws and SEIU International bylaws. All recommendations of the CSI are forwarded to the Executive Board for approval. Currently, the CSI consists of approximately 40 members however, participation has waned.

### **Motion #1 M/S/C**

Motion made by: **Crawford Johnson**

Seconded by: **Eric Stern**

That the Committee on Structural Integrity be renamed the Chapter Oversight Committee and that it will be a standing Committee of the Executive Board.

Amendment by: Amy Dooha and seconded by Mary Jane Logan

That the Chapter Oversight Committee be included as a sub-committee of the Bylaws Committee once the President appoints the Bylaws Committee with the concurrence of the Executive Board.

### **Other Old Business**

Discussion about the actual cost incurred to adopt Local 1021 Bylaws in October, 2009. Mary Jane Logan, member of the Budget & Finance Committee, will research the amount spent on the adoption of Local 1021 Bylaws and report back to the Executive Board with her findings.

There was discussion about the budget for Organizing. Mary Sanders-Tucker advised that the budget could be obtained from Lety Salcedo, Organizing Director. Treasurer Kathy O'Neil advised that once she obtains a copy of the Organizing budget she will review it and make sure that the Budget & Finance Committee has it to review.

### **NEW BUSINESS: 1:30 p.m. – 4:30 p.m.**

#### **Financial Report**

Kathy O'Neil, Treasurer, distributed the following handout reports to Executive Board Members and Budget & Finance Committee Members: 2009 Fiscal Year-End Headcount Analysis, 2009 Fiscal Year-End Revenue Analysis and the 2010 Budget Proposal as recommended by the Provisional Budget and Finance Committee. The Treasurer provided an oral overview of each report. Additionally, the Treasurer advised that the date for the first BFC meeting had not been determined yet. Upon review of her calendar she will advise all committee members of the meeting date.

**Other New Business**

Presentation by Marcus Williams, President of the San Joaquin Chapter, and Bill Steck, staff concerning the looming crisis to prevent the closure of San Joaquin General Hospital. Community out-reach has been under way by the Chapter leadership for some time regarding the negative impact the community would suffer due to loss of health care access in their immediate communities and the eminent loss of union jobs of Local 1021 members if the closure of the hospital occurs. A proposal from Health Management Associates was distributed to the Executive Board and Budget & Finance Committee Members for their immediate review and action. The San Joaquin 1021 membership is requesting funding allocation approval in the amount of \$55,340.00 be paid to HMA for their consulting services. Upon execution of the signing of this agreement, Health Management Associates will perform a strategic system assessment, financial analysis, and feasibility study during a 4-6 week period to assist the community and the union membership in fighting against the privatization of San Joaquin General Hospital.

**Motion #2 M/S/C**

Motion made by: **Norm Ten**  
Seconded by: **Akbar Bibb**

To approve the funding allocation in the amount of \$55,340.00, be paid to Health Management Associates to conduct a Preliminary Feasibility Study to keep San Joaquin General Hospital Open.

CEO Sin Yee Poon will execute the contract expenditure expeditiously but inquired which line item budget in the General Fund it will come from. Kathy O'Neil, Treasurer, and Rocky Morrison, Budget and Accounting Director, will discuss which line item from the General Fund the expenditure will come from or decide whether to create a new line item specifically for this expenditure.

**Executive Board Structure:**

Sin Yee Poon, Chief Elected Officer, distributed copies of the Collective Bargaining Agreement between SEIU Local 1021 & Communication Workers of America, AFL-CIO, CLC, the contract expires September 15, 2010. Also, she distributed the Agreement between SEIU 1021 and Office and Professional Employees International Union, Local 29, AFL-CIO, CLC; the contract expires December 15, 2010.

**Executive Session: Called by President Roxanne Sanchez at approximately 3:30 p.m. and ended at 4:00 p.m.**

**Executive Board Structure continued:**

President Roxanne Sanchez established the following committees and appointed two committee chairs with concurrence of the Executive Board.

**Motion #3 M/S/C**

Motion made by: **Eric Stern**  
Seconded by: **Gary Jimenez**

**President Roxanne Sanchez appointed Gary Jimenez as Chairperson of the Executive Board Training Committee**

**Executive Board Training Committee**

Establish a Board Training Committee that will develop training content for Executive Board Members. Training is to include non-violent communication.

**Motion #4 M/S/C**

Motion made by: **Mary Sanders-Tucker**  
Seconded by: **Kathy O'Neil**

**Transitional Legal Counsel & De-certification Crisis Team**

Establish a transitional Legal Committee to secure Legal Counsel, advice and support as needed during the transition period and the establishment of a De-certification crisis team.

**Motion #5 M/S/C**

Motion made by: **Amy Dooha**  
Seconded by: **Eric Stern**

**Bylaws Committee**

Establish a Bylaws Committee to continue the process of developing democratic bylaws. This will include ensuring the Budget and Finance Committee become a part of the Executive Board and be referred to as Trustees of SEIU Local 1021. Additionally, an Election Evaluation sub-committee will be tasked with reviewing the Local's first two elections identifying strengths, weaknesses and problems. This sub-committee will develop suggested bylaws and or administrative remedies for future elections. Chapter Oversight sub-committee will become a component of the Bylaws Committee.

**Motion #6 M/S/C**

Motion made by: **Gladys Gray**  
Seconded by: **Kathy O'Neil**

**Member Involvement Committee**

This committee will be comprised of interested members, Executive Board members and staff. Responsibilities of this committee will include member oversight of the Member Resource Center.

**San Francisco Crisis Team Committee**

**Motion #7 M/S/C**

Motion made by: **Alysabeth Alexander**

Seconded by: **Larry Bradshaw**

Establish a San Francisco crisis team consisting of Executive Board members from San Francisco jurisdictions. An allocation of \$30,000.00 approved by the Executive Board for this campaign expenditure. Whereas 15,000 SFCC workers received pink slips and an unknown number will be rehired at 37.5 hour work week and more lay-offs will be announced soon, the Executive Board of SEIU 1021 allocates the following resources and instructs the following actions to be done:

1. Monies to retain a consultant for research related to this campaign until June 30, 2010.
2. Monies to retain a PR consultant whose specialty is San Francisco press and politics for the next two months with the possibility of extending the contract.
3. A robo-call on Wednesday, March 10<sup>th</sup> all day to SEIU 1021 members with patch-through calls to the Mayor's office
4. Emails sent to all affected members to be received by 9A.M. Wednesday morning requesting members presence at Board hearing (point out that they may come on their lunch break) and include Mayor's phone number with a rap for members to call.

**San Francisco Cope Committee**

**Motion #8 M/S/C**

Motion made by: **Alysabeth Alexander**

Seconded by: **Harry Baker**

Whereas the San Francisco Central Labor Council will hold endorsement meetings by the end of March and SEIU Local 1021 does not have people to fill its delegate positions, SF-Cope on March 1, 2010 requests the SEIU 1021 Executive Board to grant the following:

To permit SFLC elections in the following way:

That nominations are open for SF Central Labor Council delegates until March 15<sup>th</sup> at 5 P.M. and can be submitted at a meeting or by email to the COPE Tri-Chairs. The election will be at a special COPE meeting on March 16<sup>th</sup>. If there are fewer than 30 nominations when those positions selected as delegates by the SEIU 1021 Executive Board are counted, then the nominees will be chosen. That announcement of nomination process will be sent to all SF work site organizers to inform their member leaders and recruit interested members, That, in accordance with the bylaws the Executive Board will appoint certain "guaranteed delegates" who may include the following: PAC Chair, 1021 Political Staff, President and CEO, etc. That the President will immediately contact Mike Casey, President of the SF Labor Council, to request an expedited process for swearing in our delegates. This motion also recognizes the importance of filling our representation in all Labor Councils of which we are members to have the greatest impact on upcoming endorsement processes. This process should be under the responsibility of the PAC Chair and the Local-wide COPE.

**Organizing Projects Committee**

**Motion #9 M/S/C**

Motion made by: **Mary Sanders-Tucker**  
Seconded by: **Kathy O'Neil**

The Organizing staff will consult with the Executive Board, and obtain approval from the Board, prior to committing any Local 1021 resources to jurisdictional fights or to organize workers who already belong to another Union. Union resources shall be understood to include Organizers in training under the direction of Local 1021 staff.

**President Roxanne Sanchez appointed Karen Bishop as Chairperson of the Staffing Personnel Committee.**

**Staffing Personnel Committee**

**Motion #10 M/S/C**

Motion made by: **Gladys Gray**  
Seconded by: **Jackie Sowers**

Establish a Personnel committee to include Executive Board Members, BFC Members and 1021 Membership to work with the Chief Elected Officer to develop processes to assess staff, evaluate staff, train staff and hire staff.

**Motion #11 M/S/C 20 Yes Votes; 11 No Votes; Abstentions 3**

Motion made by: **Karen Bishop**  
Seconded by: **Mynette Theard**

Motion that the CEO Sin Yee Poon not make any staffing changes until meeting and working with the Staffing Personnel Committee.

**STAFF REPORT**

Lety Salcedo, Organizing Director, read a proposal to the Executive Board and the Budget and Finance Committee requesting that the Executive Board consider granting management staff the right to form a Union of Professionals. The proposal would recognize approximately 44 management personnel. A motion was made by Andrea Longoria and seconded by Gary Jimenez to grant management personnel's request to form a Union of Professionals. After much discussion several Executive Board Members felt that this matter required additional information and felt it was not a pressing matter that required immediate consideration and action by the Executive Board. Andrea Longoria withdrew her motion pending management staff submitting a written proposal for Executive Board review.

Executive Board Member Eric Stern discussed the possibility of Executive Board Meetings being held on Saturdays. Discussions revealed that several Executive Board Members anticipate problems with their employers approving release time. Additionally, there were concerns raised that not all Executive Board Members have two weeks of vacation left. A straw poll was taken and the results were as follows:

Weekday	-	15
Weekend	-	09
Combination	-	23

The matter will be taken up again at the next Executive Board Meeting.

**SCHEDULE NEXT MEETING: 4:30 p.m. – 5:00 p.m.**

**The next scheduled Executive Board Meeting date, time and location to be determined.**

**Andrea Longoria made a motion to adjourn the meeting. Gary Jimenez seconded the motion. The meeting adjourned at 5:40 p.m.**

Minutes approved with corrections on April 18, 2010.

Respectfully submitted by Pamela Holmes-Morton, SEIU Local 1021 Secretary

---

**SEIU Local 1021 EXECUTIVE BOARD MEETING**  
**Saturday, April 17, 2010**  
**2300 Boynton Avenue, Suite 200**  
**Fairfield, CA 94533-4354**

Members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Ken Blomberg, Gina Castellano, Amy Dooha, David Fleming, John Gales, Dolores Dawson-Gholar, Gladys M. Gray, David Hight, Karen Joubert, Andrea Longoria, Jim Nebel, Michelle Rodrigues, Jacqueline Sowers, Eric Stern, Renita Terry, Mynette Theard, Celeste Thompson, Mary Sanders Tucker, David Turner, Budget & Finance Committee Members: Peggy La Rossa, Mary Jane Logan, Michael Tong,

Executive Board Excused Absence: Nancy Atwell, Gayle Chadwick, Gregory Correa Ken Tam, Oliver Tarap, Norm Ten

Executive Board Excused Absence Notification not received: Sheila Darvell

BFC Excused Absence Notification not received: Mercedes Riggelman, Dann Solomon, Denis Villanueva

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

Motion made by Harry Baker to accept the minutes. Motion seconded by Andrea Longoria. Executive Board member Karen Bishop advised that her statement for the minute record needed correction. Ms. Bishop advised that she would provide a written amending her motion related to the Personnel Staffing Committee. Motion made by Larry Bradshaw to table the minutes to make amendments. Motion seconded by Gary Jimenez.

**Public Comments:**

Session began with the membership addressing the Executive Board and the Chief Elected Officer with various issues/concerns: There were a total of approximately 38 speakers. President Roxanne Sanchez informed the membership that the Executive Board would address member concerns. Public Comments ended at 11:19 a.m.

Introduction of Elected Officers, Executive Board and Budget & Finance Committee members to the Local SEIU Local 1021 membership.

Break taken from 11:20 a.m. to 11:39 a.m. Meeting reconvened at 11:40 am

**Chief Elected Officer Sin Yee Poon – Report:**

The Executive Board made numerous inquires related to recent staffing decisions made by the CEO. The Chief Elected Officer responded with comprehensive answers related to critical and necessary staffing decisions she made while conducting the day to day operations of Local 1021.

Executive Board member Jim Nebel suggested that the CEO provide a weekly written report and a mission statement and vision for local 1021. The CEO responded that her mission statement and vision was the platform and core principles she campaigned for: Transparency, Accountability, Member Focus, Representation, Contract Enforcement, and Resources for Contract and other Member Campaigns. The CEO stated that she would try but could not make a definitive commitment to provide a weekly written report given the other pressing duties she is tasked with. The CEO stated that she will however provide and continue to collaborate with the Executive Board with critical updates.

**Treasurer's Report 1: 30 p.m. – Kathy O'Neil:**

CEO Salary - Motion made by Larry Bradshaw and seconded by Mary Sanders Tucker - M/S/C  
To approve the Annual Salary in the amount of \$110, 284.22 as recommended by the BFC (same base rate as prior provisional appointed President Damita Davis Howard) to be paid to the Chief Elected Officer Sin Yee

Poon effective March 9, 2010.

401K - Description of Retirement Savings Plan and Resolution Authorizing Reinstatement of the SEIU Local 1021 Retirement Saving Plan distributed for review. Motion made by Gladys M. Gray and seconded by Eric Stern – M/S/C Unanimous to approve the Resolution Authorizing Reinstatement of the SEIU Local 1021 Retirement Savings Plan.

President's Lost Time: Discussion of agenda item will be addressed on Sunday, April 18, 2010.

Treasurer's report suspended due to confidential information requiring further discussion.  
M/S/C – matter would be discussed further and considered during Executive Session

**President's Report – Roxanne Sanchez:**

Roxanne Sanchez advised that she sought Legal Counsel and clarification of "sole authority" with regard to **Articles 15.1.A.1. & 15.1.A.7.** President Sanchez went on to explain and conjecture that the Executive Board has given the authority to the CEO but that the Executive Board has ultimate authority. Further detailed discussion was suspended pending Executive Session.

Strategic Planning Session presentation will be addressed on Sunday, April 18, 2010.

**Old Business:**

Management Union Recognition – Ulysses Madison Field Director – Reporting on behalf of Interim Organizing Director – Lety Salcedo. Documents submitted for Executive Board review included a list of Unrepresented Employees and a Card Check Neutrality and Recognition Election Procedure. Exempt Management staff requested that the Executive Board grant management staff the right to form a Union of Professionals and execute the distributed Recognition Agreement. Discussion and inquiry ensued. Karen Bishop requested a list of all staff that is currently dues paying members of Local 1021.

M/S/C - matter would be discussed further and considered during Executive Session.

CWA Union recognition of the OS4 classification was moved from old business to new business. M/S/C - matter would be discussed further and considered during Executive Session.

**New Business:**

Election Committee Report: The Report of the SEIU Local 1021 Election Committee on the Results Of The 2010 Election Of Officers, Executive Board Members And Budget And Finance Committee Members was distributed by staff.

Motion made by Crawford Johnson and seconded by Amy Dooha - M/S/C Unanimous to accept the Election Committee Report submitted.

Staffing Changes: Motion made by Amy Dooha and seconded by Jackie Sowers - M/S/C motion that all staffing changes (which include terminations) require the approval of the Personnel Staffing Committee prior to the CEO making changes.

Executive Board Responsibilities: Motion made by Mynette Theard and seconded by Jackie Sowers – M/S/C motion that the Executive Board hear the legal opinion from an attorney to explain the authority of the 1021 Bylaws as it relates to the Staff, Officers, Executive Board & the Union membership.

Vin Harrington Esquire stated that the Bylaws are the constitution of Local 1021 and that he believes that the true ultimate authority is the membership itself. He went on to state that the Executive Board acts as the voice of the Union membership and he believes that the Executive Board has the ultimate authority.

Motion made by Larry Bradshaw and seconded by Karen Joubert – M/S/C motion that the Executive Board has the ultimate authority to take up the matter to interpret SEIU Local 1021 Bylaws.

Board members lost time (list and criteria): M/S/C - matter tabled for a future Executive Board Session



Alameda County Employee Benefit Association Fund BFC recommendation: appointment of Fran Jefferson, Gary Jimenez, Pamela Holmes-Morton as trustees). Background: Legacy Local 616 members contributed solely to the ACEBAF. Pamela Holmes-Morton explained that the trustees appointed should be dues paying members from Legacy Local 616 who have contributed to this plan for years before it was deemed over-funded. Pamela Holmes-Morton went on to explain that Fran Jefferson former Executive Director of Legacy Local 616 along with Legacy Local members Pamela Holmes-Morton, Donna Payne and Barbara Wilson should as well serve as a trustee because she is most knowledgeable about the fund. The Motion Failed. Motion made by Amy Dooha and seconded by Karen Bishop that staff not serve as an appointed trustee to the ACEBAF – M/S/C

Substitute Motion made by Pamela Holmes-Morton and seconded by Kathy Basconcillo – M/S/C appointment of Legacy Local 616 members: Pamela Holmes-Morton, Donna Payne and Barbara Wilson to serve as trustees to the Alameda County Employee Benefit Association Fund.

USLAW campaign in support of Iraqi union leader: Larry Bradshaw, 3<sup>rd</sup> Vice-President will research the campaign and report out on Sunday, April 18, 2010.

Merger of legacy 535/790 chapters in San Francisco: Motion made by Eric Stern and seconded by Michelle Rodriguez to approve the chapter merger of Legacy 535 & 790. M/S/C

Coalition of Black Trade Unionists convention (May 26-31 in Detroit, Michigan): Executive Board members Gladys M. Gray and Akbar Bibb volunteered to attend the convention and are the designated conference attendees. Additionally, both will provide a written report.

Redding Union Hall – not ADA compliant: Discussion ensued about obtaining ADA office space accessible for the membership in (Redding, Chico, Red Bluff, Siskiyou & Shasta County) The Executive Board referred the matter to the BFC for funding consideration pursuant to a detailed report that will consider such variables as ADA compliance, location accessibility, cost, square footage, etc. Denis Villanueva will prepare and submit a written report to the BFC for review and recommendations for eventual Executive Board action.

Temporary Employment Policy:

Background Mark Gomez has been acting in the capacity of Researcher for the San Joaquin Hospital campaign. However, he does not possess a California Drivers license which is a required condition of employment with SEIU Local 1021. There are extenuating circumstances as to why he does not possess a valid California Drivers license.

Motion made by Gary Jimenez and seconded by Akbar Bibb M/S/C that Mark Gomez is hired as a consultant to complete his work in San Joaquin's Hospital campaign.

COPE Policy for Fund Allocation: Alysabeth Alexander distributed the following handouts: SEIU 1021 COPE 2010 Election, Program and Budget Overview, SEIU 1021 Board Resolution to Implement General Fund Transfers to 1021 Political Action Committees, Political Assessments & SEIU 1021 Board Resolution to Implement Political Assessment Transfers to 1021 Political Action Committees.

Motion made by Mynette Theard seconded by Kathy Basconcillo – M/S/C to implement both proposed PAC resolutions submitted by Alysabeth Alexander.

Motion made by Larry Bradshaw and seconded by Dave Fleming: M/S/C that I-Phones are purchased for Executive Board members and Budget & Finance Committee members listed: Jackie Sowers, Dave Turner, Amy Dooha, Karen Bishop, Dolores Gholar, Sheila Darvell, Denis Villanueva, Andrea Longoria, Gina Castellano, Eric Stern, Michelle Rodrigues, David Hight, Ken Blomberg, Akbar Bibb, Gladys Gray, Michael Tong, Peggy La Rossa

Executive Board members David Hight & Harry Baker requested removal of their names from the I-phone list.

**Executive Session: Called by President Roxanne Sanchez at approximately 4:00 p.m. and ended at 5:30 p.m. – M/S/C**

Karen Bishop requested that she be provided with a laptop computer for approximately 3 months while she recuperates from her surgery. M/S/C

Motion made by Dave Turner and seconded by Akbar Bibb – M/S/C start day two of the retreat at 9:00 a.m. – 2:00 p.m. on Sunday, April 18, 2010/4/18/10.

**Meeting recessed at 5:45 p.m.**

**SEIU Local 1021 EXECUTIVE BOARD MEETING & RETREAT**  
**Sunday, April 18, 2010**  
**2300 Boynton Avenue, Suite 200**  
**Fairfield, CA 94533-4354**

Members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Ken Blomberg, Gina Castellano, Amy Dooha, David Fleming, John Gales, Dolores Dawson-Gholar, Gladys M. Gray, David Hight, Karen Joubert, Andrea Longoria, Jim Nebel, Michelle Rodrigues, Jacqueline Sowers, Eric Stern, Ken Tam, Renita Terry, Mynette Theard, Celeste Thompson, Mary Sanders Tucker, David Turner, Budget & Finance Committee Members: Peggy La Rossa, Mary Jane Logan, Michael Tong,

Executive Board Excused Absence: Nancy Atwell, Gregory Correa, Gayle Chadwick, Dave Fleming, Oliver Tarap, Norm Ten

Executive Board Excused Absence Notification not received: None

BFC Excused Absence Notification not received: Mercedes Riggelman, Dann Solomon,

**Meeting reconvened at 9:15 a.m. Sunday, April 18, 2010.**

Strategic Planning: Member Driven- Transition Process

Introduction of - Phil Giarrizzo - Strategic Adviser by President Roxanne Sanchez

Overview – Immediate Issues confronting the Union

1. Open Contracts (2010)
2. Budget Fights/Layoff
3. San Joaquin General Hospital
4. Political Races
5. Ongoing Representation
  - Pending Arbitrations
  - Open Grievances
  - Disciplinary Hearings
  - Meet and Confer
6. Fill Vacant Board Positions
7. Challenging Decertification Campaigns

**New Business – Continued:**

Ethics Training: Seth Schapiro – Staff Director of Human Resources provided an Ethics Training overview. Mr. Shapiro distributed the following reports to the Executive Board and the Budget & Finance Committee: SEIU Policies on Ethics and Standards, SEIU Code of Ethical Practices and Conflict of Interest Policy, A Summary of the SEIU Code of Ethical Practices and Conflict of Interest Policy and Code Certification document requiring execution by All Executive Board members and Budget and Finance Committee members. Additionally, Executive Board Orientation Materials were distributed as well.

Staffing Changes: Motion made by Kathy O'Neil and seconded by David Turner – M/S/C motion that staff is instructed to share information with Executive Board related to membership information and that staff is to provide when requested such information as first & last name, contact phone number, email and mailing address of all dues paying members.

Pamela Holmes-Morton's substitute motion failed (M/F) to specifically request that Staff Field Director's share information with Executive Board related to membership information and that staff Field Director's is to provide when requested such information as first & last name, contact phone number, email and mailing address of all dues paying members.

Motion made by Gary Jimenez and seconded by Jackie Sowers – M/S/C that a letter is prepared supporting Local 1021 workers in Marin and that the Executive Board members sign onto the correspondence. The Executive Board members will coordinate with the Organizing Department to carryout this campaign action. Those members that can take vacation are encouraged to do so and assist in the Anti Decertification Campaign. The matter of release time/loss time will be determined on an individual case basis.

Vincent Harrington, Esquire advised that the Motion made on April 17, 2010 was overly broad and in conflict with SEIU Local 1021 Bylaws Article 15.1 A.7. Vincent Harrington, Esquire with Weinberg, Roger & Rosenfeld (current counsel on retainer) advised the Executive Board that the CEO does not have to go before the Staffing Personnel committee for approval to exercise duties defined in the Bylaws. Mr. Harrington stated that he believes that the motion passed on Saturday, April 17, 2010 was incorrect. Mr. Harrington advised that what would not be in conflict is to require the Chief Elected Officer to consult with the Executive Board before making final staffing decisions.

Reconsideration of the motion: proposed by Amy Dooha seconded by Harry Baker - M/S/C for Staff changes: requires advice and consultation by the CEO with the Personnel Staffing Committee prior to such actions and that a report by the CEO be submitted to the Executive Board of any staffing personnel decisions taken between Executive Board meetings. That represented staff have an appeal process through their contract. For unrepresented staff the Executive Board establishes an appeal process where unrepresented staff can appeal to the Executive Board, which at its discretion, can hear such appeals after an action is taken by the CEO.

Election Committee Report: Akbar Bibb-Solano Area County Representative presented a Solano County Campaign-Member Strength/Community Strength Proposal and a request for funding. Motion made by Crawford Johnson and seconded by Eric Stern – M/S/C approval of the (SCCMSCS) proposal and funding of up to \$6,300.00. The Solano Area County Representative along with the PAC & COPE Chairs will coordinate this effort.

Executive Board Release Time/Loss Time – Report by Staff Seth Schapiro: Seth Schapiro reported that currently Loss Time Budgeted thus far all inclusive is \$330,000.00

President Roxanne Sanchez reported that the following Officers are out on loss time for the proposed timeline period:

1 <sup>st</sup> Vice President Gary Jimenez	-	1 Year
3 <sup>rd</sup> Vice President Larry Bradshaw	-	6 months
Political Action Chair Alysabeth Alexander	-	1 Year

2<sup>nd</sup> Vice President Crawford Johnson will be another Executive Board Officer that the President anticipates will also be on loss time. The President is currently developing a campaign plan for the region Mr. Johnson represents.

The President advised that she will report monthly each Executive Board Member on loss time. Additionally, each Executive Board member on loss time will provide a monthly written report for review by the Executive Board.

Motion made by Kathy O'Neil and seconded by Gina Castellano – M/S/C approval until May, 2010 month to month payment of loss time for Executive Board members currently out on loss time.

Treasurer will provide written report and define budget impact of loss time. Currently there are three Executive Board Members out now at an anticipated cost of (256K = 146+62+48). Additionally, a report which includes loss time for all members and Executive Board members to date is to be made available for the Executive Board's review.

Roxanne Sanchez relinquished chairing of the meeting to 1<sup>st</sup> Vice President Gary Jimenez  
Motion made by Kathy O'Neil seconded by Crawford Johnson – M/S/C that President Roxanne Sanchez is paid an annual salary from the Union Payroll of \$46,600.00 during the three year term of elected office effective retroactively to March 9, 2010.  
Substitute Amendment by Kathy O'Neil that the Executive Board instead considers an annual salary offer of \$70,000.00. President Roxanne Sanchez declined the increased salary offer.

Legal Counsel Vincent Harrington believes that Article 14.2.B. of the 1021 Bylaws allows for Roxanne Sanchez to be paid as a Union salaried employee.

Stipends: Motion made by Kathy O'Neil and seconded by Pamela Holmes-Morton that we adopt the current (stipend) policy on the level of commitment and include stipends are to be paid to BFC members as well as Executive Board members on loss time. Second withdrawn by Pamela Holmes-Morton. Motion seconded by Amy Dooha. – M/S/C

Substitute Motion made by Larry Bradshaw that Officer's stipends would be reduced to \$400.00 monthly. Stipend not to include Executive Board members out on loss time and adopt the current policy on the level of commitment and include the BFC committee members. Motion withdrawn by Larry Bradshaw.

Kathy O'Neil recommended that Staff email monthly reminders related to the completion of the SEIU Local 1021 Elected Union Official's Time Estimate Report.

3<sup>rd</sup> Vice President Larry Bradshaw requested that the Executive Board purchase copies of the book Democracy is Power – Rebuilding Unions from the Bottom Up.  
Motion made by Gary Jimenez seconded by Saul Almanza. – M/S/C  
Purchase of 50 books at a total cost of \$380.00 for distribution to the Executive Board members & BFC members.

The Chief Elected Officer and the President will establish a committee to develop a proposal for a uniform rate of dues change in conjunction with the recently adopted 1021 Bylaws.

Motion made by Gary Jimenez seconded by Crawford Johnson to adopt the minutes with written amendments submitted by Karen Bishop & replace Motions made and seconded by BFC members with Executive Board members.

**The next scheduled Executive Board Meeting will convene on Friday, May 21<sup>st</sup>, 2010  
Time: 10:00 A.M. – 5:00 P.M. – Location: 2300 Boynton Ave., Suite 200, Fairfield, CA 94533**

**Crawford Johnson made a motion to adjourn the meeting. Akbar Bibb seconded the motion. The meeting adjourned at 5:05 P.M.**

Minutes approved on May 21, 2010, with attendance corrections for: Gayle Chadwick (excused absence on 4/17/10 & 4/18/10), Ken Tam (present 4/18/2010)

**Motion to adopt minutes made by Gladys Gray, Kathy O'Neil seconded – M/S/C**

Respectfully submitted on June 6, 2010 by  
Pamela Holmes-Morton, Secretary of SEIU Local 1021

**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
MINUTES  
Friday, May 21, 2010  
Fairfield**

**Board members present:** President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Kathy Basconcillo, Akbar Bibb, Karen Bishop (by phone), Ken Blomberg, Gina Castellano, Gayle Chadwick (by videoconference), Gregory Correa, Sheila Darvell, Amy Dooha, David Fleming, John Gales, Dolores Dawson Gholar, Gladys Gray, David Hight, Karen Joubert, Andrea Longoria, Jim Nebel, Michelle Rodrigues, Jacqueline Sowers, Eric Stern, Norm Ten, Renita Terry, Mynette Theard, Celeste Thompson, David Turner

**Board members absent:** Ken Tam, Oliver Tarap, Mary Tucker

**Budget & Finance Committee members present:** Peggy LaRossa, Mary Jane Logan, Michael Tong

**Budget & Finance Committee members absent:** Mercedes Riggleman, Dann Solomon, Denis Villanueva

**Guests present:** Peter Albert, Larry Bevan, Cynthia Landry, Jerry Mahoney, Jonathan Meade, Joseph Tanner

**Staff present:** Kathryn Ballard, Wendy Frigillana, Rocky Morrison, Kerry Newkirk, Seth Schapiro

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

**Announcements:** As Secretary Pamela Holmes-Morton could not attend the meeting until noon, it was announced Kerry Newkirk would take minutes until the secretary's arrival. Chief Elected Officer Sin Yee Poon's arrival will also be delayed as she was being sworn in as a member of the SEIU State Council executive committee.

Executive Board, Budget & Finance Committee members, guests, and staff introduced themselves.

**Agenda review:** Young Fathers Program donation, San Francisco public relations campaign expenses, RN Industry report and requests, video- and teleconferencing board meetings, Lavender Solidarity Committee proposal, and San Joaquin program were added to the agenda.

**Young Fathers Program:** Joe Tanner, a counselor from the San Francisco Youth Guidance Center, made a presentation on his program for young men in juvenile hall and requested funding. Ruth Johnson of Mt. Herman Baptist Church spoke in support of the program.

**President's report:**

- President Sanchez introduced Jonathan Meade who reported on the Marin County decertification campaign. Ballots will be counted on May 24 and no one is optimistic Local 1021 will prevail in the election. The causes of the decertification and campaign will be debriefed after the vote.

- President Sanchez presented written proposals for a public services campaign and member communications. The public services campaign is designed to expand 1021's political organizing capacity and research support in bargaining and budget fights as well as build communications, politically and with community allies. While no specific budget was presented, funding for the proposal is estimated to be up to \$500,000 (from the local's reserves, not operating budget). The board will be advised of program and budget details before funds are committed and the board will have oversight of the campaign. Phil Giarrizzo will serve as advisor and be responsible for daily oversight of the campaign through November. A steering committee (the president, three vice presidents, Political Action Committee chair, chief elected officer, the field directors, and Kerry Newkirk) will analyze needs by area, jurisdiction, industry, etc. It was agreed the treasurer will also serve on the steering committee. Area representatives will be asked to participate when relevant issues and/or decisions are before the committee. It was M/S (by Eric Stern and Crawford Johnson) to adopt the proposal and support the campaign. Motion was carried (28 yes, one no vote). It was M/S (by Harry Baker and Nancy Atwell) to extend Phil Giarrizzo's contract through the length of the campaign. Motion was carried unanimously.

**San Francisco campaign:** Alysabeth Alexander requested approval of \$17,204.25 to place ads in 13 neighborhood newspapers in support of public workers and public services in San Francisco (deadline to place ads is noon today). There was confusion regarding funding for the San Francisco campaign: \$30,000 and \$50,000 had been previously approved by the board and Budget and Finance Committee but total spending on the campaign to date is over \$82,000. The treasurer and Rocky Morrison will review the campaign spending report. It was M/S (by Gladys Gray and Andrea Longoria) to approve \$17,204.25 for the newspaper ads. Motion was carried (27 yes, one no vote). There was a request to forward links to the newspaper ads to the executive board.

**President's report (continued):**

- President Sanchez continued with the written proposal on member communications: a quarterly "executive board news briefing" and a monthly report to the executive board. It was M/S (by Gary Jimenez and Crawford Johnson) to support the proposal. Motion passed unanimously. A steering committee of five members will be appointed to oversee the project; volunteers are asked to submit their names to the president.

It is hoped the chief elected officer will release staff to work on these projects.

**Chief Elected Officer's report:** CEO Sin Yee Poon explained she was late to the meeting as she was at the SEIU State Council meeting to be sworn in as an executive committee member. Alysabeth Alexander and Roxanne Sanchez will also serve on the State Council executive board.

- CEO Poon reported bargaining is concluded in San Francisco City/County, San Ramon School District, and Napa County.
- A 5.5% decrease in dues revenue is anticipated in light of the layoffs in San Francisco. The first quarter budget report has shown a decrease in dues and members for the first time in the history of Local 1021. She added the local needs "to be careful in spending money" and conscious of spending down reserves. She reminded the board of their professional and fiduciary responsibilities.
- Ballots in the Marin County decertification vote will be counted on May 24.
- She reported on member complaints regarding officers and board members attending labor/management and bargaining meetings. She also reported board members are writing letters to employers on behalf of the board. She therefore asked that officer and board roles and responsibilities be on the agenda for discussion.

- In response to a question regarding staff transfers and promotions, CEO Poon assured board members there would be as much transition as possible and reassigned staff will complete all bargaining currently underway. Third Vice President Bradshaw added it is appropriate for officers and board members to respond to members' requests but protocols must be followed. He asked that the vice presidents be advised of future staff changes so that they may be helpful in the process. In response to a discussion regarding officer and board access to member and staff lists, CEO Poon stated she would provide an updated organizational chart to the board. It was M/S (by Renita Terry and Andrea Longoria) to table the discussion until after the Personnel Committee report. Motion was carried (24 yes, one no vote).

The board recessed for lunch at 12:55 p.m.

Submitted by Kerry Newkirk

---

Meeting reconvened by President Roxanne Sanchez at 1:30 P.M.

Motion to accept minutes with the following corrections: Ken Tam was present at the Executive Board Meeting & Retreat on Sunday, April 18, 2010. Gayle Chadwick's recorded absence on April 17<sup>th</sup> & April 18<sup>th</sup>, 2010 is to be recorded as an excused absence. M/S/C Gladys Gray, seconded by Kathy O'Neil.

Treasurer's report: Kathy O'Neil reporting

Reports distributed: Budget vs. Actual 1st Quarter 2010, Budget vs. Actual Report: January - March 2010, Paid Expenses booked to SF Campaign as of 5/20/2010.

The Treasurer advised that 1021 is receiving less revenue than budgeted as a result of: Furloughs, Layoffs, and a possible Marin Decertification which will also result in receiving less revenue. The Treasurer advised that the Local's finances are at "a dollar spent a dollar received". She suggested that we look closely at how we are using our current resources when addressing staffing, hiring, funding requests from Industry Chairs, County Area Representatives, and Chapter & Committee Chairs. She also advised that we cannot use our reserves to pay the Local's monthly obligations. The Treasurer also advised that it is the Executive Board with the final authority on the year end Budget. The Treasurer will provide at the July 26, 2010 Executive Board meeting a Budget vs. Actual Report for the period: January - June 2010. She extended an open invitation to the monthly BFC meeting and encouraged agenda items.

CEO Sin Yee Poon requested that the Treasurer review the budget in detail with the Officers and Executive Board members and Budget and Finance committee members so that each member understands their fiduciary responsibilities related to the SEIU Local 1021 budget and expenditures. It was recommended that at the upcoming June 26, 2010 Executive Board meeting it appear as an agenda item with adequate time and attention allotted for reviewing the financial solvency of SEIU Local 1021.

Staff - Seth Schapiro distributed an informational memo addressed to the SEIU 1021 Executive Board. The memo was also distributed to the Budget & Finance committee members, recommending that the Executive Board establish a 1021 Building Committee to make recommendations to the Board concerning organizational office and meeting space

issues. Staff advised that the Committee members must be available for building tours. President Roxanne Sanchez has not assigned a Chair to the recently created Committee. Coordinated efforts to encourage communication with the recently established 1021 Building Committee and the Disability Committee in moving the Local forward is important. Contact President Roxanne Sanchez if interested in serving on the 1021 Building Committee.

Amy Dooha distributed letter dated April 26, 2010 addressed to President Roxanne Sanchez related to the lack of an ADA accessible facility in Redding, California for more than three years. Current efforts are underway to locate a new facility in compliance with ADA accessibility facility requirements. The author of the correspondence is Dr. Martin Jones, Co-Chair SEIU Local 1021 Disability Committee. The 1021 Disability Committee made the following requests of the President: An assessment of every SEIU Local 1021 facility and are requested that a member (or designee) of this committee be included in that assessment.

Larry Bradshaw distributed an announcement dated May 21, 2010 (Bylaws Revision to continue the Transformation of Our Union). (Informational only) President Roxanne Sanchez has appointed Larry Bradshaw as the Chair of the Bylaws Committee. He briefly explained the operational model of how the Bylaws Committee would conduct business. Treasurer Kathy O'Neil inquired if the Uniform Dues Structure will be addressed as part of the Bylaws Committee transformation. Third Vice President Larry Bradshaw said yes and is encouraging member participation.

Received correspondence from the International Secretary-Treasurer Anna Burger advising that the office of the International President has carefully reviewed the Constitution and Bylaws adopted by SEIU Local 1021's membership in November 2009, has been approved and that she is authorized to advise the CEO and the President of the Bylaws approval. The correspondence is dated April 30, 2010 and executed by Anna Burger International Secretary-Treasurer.

President Roxanne Sanchez reported that each Executive Board/BFC member will be assigned office space. Staff Seth Schapiro distributed the SEIU 1021 Elected Union Officials Office Space assignments.

Motion Harry Baker, seconded Gladys Gray – M/S/C to extend until June 30, 2010 loss time for 1<sup>st</sup> Vice President Gary Jimenez, 3<sup>rd</sup> Vice President Larry Bradshaw and Political Action Committee Officer, Alysabeth Alexander. Executive Board Loss time report distributed to Executive Board and BFC members which included the period March 9, 2010 thru May 21, 2010. At the request of the President the Discussion about the Executive Loss Time report will take place at the June 26, 2010 Executive Board Meeting.

Presentation: Individual Labor Leader Endorsement - Insurance  
Seth Schapiro Staff - distributed handout entitled: Labor Leader Defense Insurance & Endorsement #13. Clay Owens (agent) via teleconference provided an explanation of the coverage. Legal counsel Vin Harrington provided a legal explanation and gave examples of when the Insurance benefit would be enacted. Also, Vin Harrington advised that there was no enrollment deadline. Staff Seth Schapiro advised that if Executive Board members want the insurance coverage he instructed them to send him an email and he will facilitate the implementation of the process. Mr. Schapiro also informed the Executive Board that the



premium charge is annually \$100 per leader and is not paid for by the Union.

#### Executive Board Release Time - Larry Bradshaw reporting

Discussion about on going effort to change and create model contract language standards with regard to Executive Board release time at the bargaining table. Charge is to establish a Policy that addresses fairly the adverse economic impact on Executive Board members impacted by release time/loss time inequities. Discussion by Executive Board members about the adverse economic impact to address inequities such as loss of vacation, sick, retirement, etc. in relation to Executive Board members release time from employment to conduct the business of the 1021 Local Union. Discussion about Executive Board monthly meeting dates and time. The President conveyed that the membership is expressing that monthly Executive Board meetings be held on Saturdays. The President requested that a meeting date preference be sent via email to her attention for polling.

#### Executive Board vacancies/appointments

Norm Ten reporting (PNP) spoke about challenges in the PNP industry. Today is Norm's last day as an Officer. Due to funding loss at his place of employment Norm Ten is no longer employed at the SF Exploratorium. Hence the Private Non Profit Industry Chair position is vacant. Norm left us with four thoughts to remember on how to become an effective Leader.

1. On your first day of taking office make sure you look around the room and mentor people to replace you so that the Union will continue to grow.
2. Always do it for the right reason from the heart don't expect something in return.
3. Communication is a two-way street. Communicate with respect, always seek facts and don't jump to conclusions.
4. Remember who I am. I came from SEIU Rank...N ... File.

Akbar Bibb made the recommendation that Nadeen Roach from Solano County be appointed to the Budget & Finance Committee. He provided a brief background about Nadeen Roach who is currently the Secretary of the Solano Chapter and on the negotiation team. John Gales made a motion to have Nadeen Roach appointed as a member of the BFC representing Solano County and it was seconded by Akbar Bibb. M/S/C - Unanimous

Pamela L. Holmes-Morton made the Motion to postpone/table for discussion at the June 26, 2010 Executive Board meeting the MRC and Share Services Infrastructure Committee seconded by Saul Almanza. M/S/C Unanimous

Pamela L. Holmes-Morton made the Motion to postpone/table for discussion the Selection of a bargaining team for staff contracts at the next Executive Board meeting scheduled to convene on June 26, 2010, seconded by Saul Almanza. M/S/C

Staff Seth Schapiro distributed to the Executive Board Members and BFC members the current SEIU Local 1021 Complaint Resolution Procedure Policy. President Roxanne Sanchez asked that we follow the current policy in addressing Member Complaints until such time as the policy changes.

President Roxanne Sanchez established the Policy Committee tasked with review and update of Local 1021 Policies and identify needed language changes to reflect the CEO authority and also identify needed language changes to reflect changes in various 1021's Officer's lines of

authority so that Policy language will be consistent with the recently adopted 1021 Bylaws. Eric Stern has been appointed as Chair of the committee by President Roxanne Sanchez. Eric Stern requested that those interested in serving on the committee notify him via his 1021 email.

Staff Seth Schapiro distributed to the Executive Board members and BFC members a memorandum entitled Legacy Local Retiree Medical Costs and Medicare Part B. He also reported on the Retiree medical change and recommended the change take place. Motion made by Eric Stern to act on the recommendation of staff, seconded by John Gales. M/S/C

Request for funding of SEIU immigrant rights campaign in Arizona which will take place on May 29, 2010. Ramses Teon, Local 1021 member, reported on the state of Arizona. He presented and distributed a written proposal to the Executive Board to approve a funding request of \$6,400.00 to charter a bus for a delegation of 30 members to attend a National Convergence and March for Civil and Immigrants Rights on May 29, 2010 in Phoenix, Arizona. Motion made by Harry Baker, seconded by Amy Dooha to grant the request for funds. M/S/C. CEO Sin Yee Poon inquired about costs concerning non-1021 individuals attending the rally. Her concern was that 1021 not incur exorbitant expenses for individuals who are not our members. Funds will come from the Community Outreach & Funding Review line item of the Local 1021 budget.

President Roxanne Sanchez requested that staff (Rocky Morrison) compile a report for the June 26, 2010 Executive Board meeting about the impact of member request for funds donations on the Local 1021 financial budget.

CEO, Sin Yee Poon will provide an SEIU Local 1021 Organizational chart update of current staffing to the Executive Board. This chart update will include recent promotions and staffing changes that have transpired. The update will be available in the very near future, possibly at the June 26, 2010 Executive Board meeting from 10:00A.M. – 5:00 P.M.

Reports made to the SEIU Local 1021 Executive Board and BFC members:

- First Vice President – Gary Jimenez – Overview Handout distributed to Executive Board and BFC committee members.
- Third Vice President – Larry Bradshaw - Distributed to the Executive Board and BFC members a San Francisco Campaign Report dated May 21, 2010.
- COPE - Alysabeth Alexander – Political Action Committee Officer distributed to Executive Board and BFC Committee members a COPE Report for the period March – May, 2010.
- Retiree Council - Dolores Gholar – Verbal report no written report provided.
- SEJ - Gladys Gray – Resolution for SEIU Local 1021 From SEIU Lavender Committee - Harvey Milk Day
- San Joaquin County Area Representative Celeste Thompson - Report on The Fabric of Care Campaign handout distributed to Executive Board and BFC members.
- Personnel Committee - Mynette Theard – Chair distributed a Personnel Staffing Committee Report with recommendations and minutes to the Executive Board and BFC members.
- Organizing - Committee Report - None

- Health Care Industry - Karen Joubert – Distributed to the Executive Board and BFC members a Healthcare Industry written report and handouts advising of the upcoming Health Care Industry meeting scheduled to convene on Saturday, June 12<sup>th</sup>, 2010 – 10:00 AM – 2:00 PM at San Joaquin County General Hospital, 500 Hospital Road, French Camp, CA 95231
- RN Industry - Dave Fleming - Distributed to the Executive Board and BFC members a written 1021 Nursing Industry report dated May 16, 2010.
- Member Engagement Committee presentation "Rise Up" program - member Sandra Lewis distributed to the Executive Board and BFC members a power point handout presentation about the "Rise Up" program. Ms. Lewis reported that there is no cost to implement the "Rise Up" member engagement program. Program components include: mentoring program, sick & shut in, bereavement, etc. The program is about reaching out to the dues paying membership and establishing meaningful relationships. A formal presentation will take place at 6:30PM immediately upon adjournment of the 1021 Executive Board Meeting of May 21, 2010. Eric Stern requested that the County Area Representatives be contacted about the "Rise Up" mentoring program.

Dave Fleming - RN Industry Representative submitted a written proposal addressed to President Roxanne Sanchez of Local 1021. Executive Board Proposals #1 & #2 were presented for Executive Board consideration.

#### Proposal #1

Motion Gladys Gray, seconded by Jackie Sowers – M/S/C that a recommendation and feasibility study of cost related to Tele-video-conferencing-interactive internet link to address member access and meeting participation is reviewed by the BFC members with a cost analysis report to the Executive Board for its consideration and action. Staff will attempt to prepare docs for review at the upcoming BFC meeting scheduled to convene on 5/28/10 in support of this motion.

#### Proposal #2

Motion Saul Almanza, seconded by Amy Dooha that budget impact feasibility study of costs to hire Two Nursing Industry Union staff members is reviewed by the BFC with a cost analysis report to the Executive Board for its consideration and action. M/S/C

Motion Saul Almanza, seconded by Amy Dooha that the Personnel Staffing Committee will then address the potential staffing component of proposal #2 upon Executive Boards review of BFC cost report analysis. M/S/C

Motion made by Gladys Gray, and seconded by Harry Baker to pledge support of the Lavender Club in recognition of Harvey Milk Day which will be acknowledged on May 22, 2010. M/S/C Unanimous.

Pamela L. Holmes-Morton made the Motion to postpone and table for discussion the Breakout discussion (Industries, Roles and responsibilities of elected representatives) at the scheduled June 26, 2010 Executive Board meeting, seconded by Gary Jimenez. M/S/C.

Motion made by Larry Bradshaw, and seconded by Pamela L. Holmes-Morton that the New Fathers Program be reviewed by the BFC with a report and recommendation to the Executive

Board at its scheduled June 26, 2010 Executive Board meeting.

Motion to extend Executive Board meeting for 45 minutes by David Turner, seconded by Dave Fleming. M/S/C.

President Roxanne called for an Executive Session at 5:30 P.M.

Motion made by Pamela Holmes-Morton, and seconded by Gary Jimenez to have Vin Harrington, Esquire (legal counsel) remain for Executive Session.

Motion to extend Executive Session meeting until 6:10 P.M., by Dave Fleming, seconded Gary Jimenez. M/S/C.

Executive Session ended at 6:10 P.M.

Union Recognition

Motion by Eric Stern, seconded Gladys Gray to mail letter of inquiry to CWA prepared by legal counsel Vin Harrington & Seth Schapiro staff. M/S/C.

Motion to extend Executive Board meeting until 6:30 P.M., by Pamela Holmes-Morton, seconded Gary Jimenez. M/S/C.

Motion made by Eric Stern, and seconded by Akbar Bibb, that Special Assistant of the President be re-titled and modified to Special Assistant to the CEO, and Kerry remain serving board, BFC, Roxanne; in this interim time Board not fill the OS4, and additional funding will come from general fund to fully fund Kerry's salary. M/S/C.

Meeting adjourned at 6:27 P.M.

Respectfully, submitted by Pamela Holmes-Morton, Secretary of SEIU Local 1021

**SEIU Local 1021  
EXECUTIVE BOARD MEETING  
MINUTES  
Saturday, June 26, 2010  
Fairfield**

**Board members present:** President Roxanne Sanchez, Chief Elected Officer Sin Yee Poon, Third Vice President Larry Bradshaw, Treasurer Kathy O'Neil, Ken Blomberg, Nancy Atwell, Akbar Bibb, Gina Castellano, Sheila Darvell, Amy Dooha, David Fleming, Dolores Dawson Gholar, Gladys Gray, David Hight, Michelle Rodrigues, Jacqueline Sowers, Eric Stern, Ken Tam, Mynette Theard, Celeste Thompson, Mary Sanders Tucker, David Turner, Denis Villanueva

The following board members participated by conference call: Alysabeth Alexander, Karen Bishop, Gayle Chadwick, Andrea Longoria, Renita Terry

**Board members excused:** First Vice President Gary Jimenez, Secretary Pamela Holmes-Morton, Saul Almanza, Gregory Correa, John Gales, Karen Joubert, Jim Nebel

**Board members absent:** Second Vice President Crawford Johnson, Harry Baker, Oliver Tarap

**Budget & Finance Committee members present:** Peggy LaRossa, Michael Tong

**Staff present:** Wendy Frigillana, Tim Gonzalez, Fran Jefferson, Kerry Newkirk, Seth Schapiro and consultant Phil Giarrizzo.

**Guests:** Jonathan Meade, Dan Siegel

The meeting was called to order by President Roxanne Sanchez at 10:15 a.m. As Secretary Pamela Holmes-Morton was not present, President Sanchez announced Kerry Newkirk would take minutes of the meeting, assisted by Wendy Frigillana.

Executive Board, Budget & Finance Committee members, guests, and staff introduced themselves.

**Agenda review:** President Sanchez announced a number of changes to the agenda. The board agreed to the changes by consensus. The "Arizona/immigration demonstration expenses" agenda item was tabled to the next meeting.

As a number of members were present and wished to speak to the board, President Sanchez opened the meeting to member comments. John Morrison addressed the board regarding his complaint against CEO Sin Yee Poon (an agenda item) submitted to the board. Members spoke in support of Brother Morrison and his complaint. Other members were critical of the chief elected officer and the executive board's handling of their complaints. Speakers also addressed pending legislation on public pension plans, the Member Resource Center, worksite organizer accountability, staff assignments, and the local's plan to address budget cuts.

**Bylaws/Dues Committee report:** Third Vice President Larry Bradshaw, committee chair, presented a written report on the bylaws revision project. He added the committee will address structural problems in the current bylaws in an effort to continue the transformation of Local

1012 to a member-led union. He requested members' help in soliciting input and setting up town hall meetings throughout Local 1021 jurisdictions. The goal is to draft bylaws revisions by the summer. He announced Jonathan Meade will be the project coordinator. There will be an interactive link on the 1021 website for member input. There were comments regarding the lack of clarity of roles, ongoing power struggles, the role of the Personnel/Staffing Committee, the lack of collaboration in designing the meeting agenda, the disconnect between staff and members, the need for cooperation, etc.

**Policy Review Committee report:** Chair Eric Stern submitted proposed revisions of three policies: lost time, Political Action Committee expenditures, and the complaint resolution procedure. Board members were asked to review the documents and be prepared to vote on the revisions at the next board meeting.

Third Vice President Larry Bradshaw reported officers and board members have been denied access to lists of chapter officers and stewards. CEO Poon responded she has provided lists of chapter officers and stewards to the Executive Board. CEO Poon again stated the need for a protocol for officers' notice and attendance at chapter meetings, meet and confer sessions, staff meetings, etc.

**Executive Board minutes:** It was M/S (Basconcillo/Dooha) to accept the minutes of the May 21, 2010 meeting as corrected. The motion carried (11 ayes, 1 abstention).

**Chief Elected Officer's report:** CEO Poon presented a written report to the board as well as director reports from Fran Jefferson, Pattie Tamura, and Stephanie Batey. She introduced newly hired or promoted staff, most of whom are out of the rank and file: Tim Gonzales, Wayne Templeton, Margot Reed, Leah Berlanga, Nguyen Weeks, Jorge Gusman, Dennis McLaughlin, and Ossee Demangles. Updates were reported: the courts in San Francisco have settled with no concessions, San Francisco MTA layoffs will be rescinded, the decertification threat in Chico has been averted. CEO Poon distributed an article, "Public employee unions on the defensive" from *SFGate.com* about the ongoing attacks on public employees and their benefits. She added the union needs an organized, coordinated response. As part of her report, CEO Poon introduced Dan Siegel, an attorney who has been serving as legal advisor to the CEO during the leadership transition.

Dan Siegel spoke to the board about the importance of communication and trust and working together. He stated his respect for the leadership of the union and that he would like to continue to work with Local 1021 as he does with NUHW and other unions such as SEIU Local 87.

**Chief Elected Officer's report (continued):** Issues raised following the CEO report included a request for timely notice of meeting cancellations (specifically a job interview session), requests for an organizational chart and list of current vacancies, staff vacancies and interim coverage, and a request that Area Representatives be added to job interview panels. CEO Poon responded she will provide an organizational chart soon. She added Wendy Frigillana will send board members a link to the staff/jurisdiction assignment list on the local's intranet site.

Director Fran Jefferson congratulated members of Community Action Marin who organized 70 members and families to go to Sacramento to lobby in protest of CalWorks budget cuts.

A question was raised regarding directors' attendance at Public Services Campaign steering committee meetings. CEO Poon reported directors are preparing lists of priorities for the campaign and proposals for PSC projects. CEO Poon reiterated she is not clear on the goals or purpose of the campaign. **The Executive Board approved the campaign and the composition of the steering committee (including directors) in April.** An opinion was requested of Dan Siegel regarding the authority of the Executive Board. He replied the board is the highest policy-making body of the local. A second opinion was requested regarding the authority of the board to direct the CEO to allow directors to attend PSC meetings. He replied the board has the authority. CEO Poon and President Sanchez agreed to respond to a request for additional staff in San Joaquin next week. The Personnel/ Staffing Committee will also address the request. CEO Poon is developing a form for members to indicate their interest in lost time or temporary work.

At 12:55 p.m. the meeting was recessed for lunch.

At 1:15 p.m. Jonathan Meade introduced a video produced by U.S. Labor Against the War, "Why Are We in Afghanistan?" about the economic and human cost of the war. He provided cost estimates for specific counties and towns to board members.

At 1:40 p.m. the meeting was reconvened.

**Public Services Campaign report:** Phil Giarrizzo submitted a written summary of PSC work to date as well as notes from steering committee meetings of June 8, June 17, and June 24. He reported research needs have been identified and he clarified the status of consultants who will provide resources for the campaign. Mr. Giarrizzo stated he would work on communications and information distribution systems.

Two jurisdictions were added to the list of campaign priorities: Migrant Head Start in Yuba City (site closures) and San Francisco jail medical services. CEO Poon reiterated her concern over hiring consultants without an understanding of their tasks, roles, and work, particularly as the local is facing a \$1.5 million deficit.

It was M/S (Bradshaw/Theard) to direct CEO Poon to allow directors to attend PSC meetings. It was M/S (Stern/Sowers) to amend the motion to include loss of pay if the CEO fails to allow directors to attend. The proposed amendment was withdrawn. CEO Poon stated the main motion was improper as the CEO, according to the bylaws, directs staff. President Sanchez stated the motion was in order. The question was called and prevailed. The motion carried without opposition.

President Sanchez reported Local 1021 counsel Vin Harrington has offered informal, monthly legal staff consultations with members and staff regarding workplace issues (covered by the local's retainer with the Van Bourg law firm).

It was M/S (Turner/Dooha) to recreate a Member Advisory Committee. President Sanchez proposed there be regional MACs convened by Area Representatives on an ad hoc basis until such MACs are established in the bylaws. It was suggested a committee be established to consider membership, structure, representation, meetings, etc. The president asked that a proposal be prepared for the board's retreat in September. The motion carried (15 ayes, 1 nay, 5 abstentions).

**San Francisco hotel fairness tax:** San Francisco COPE Co-Chair Brenda Barros presented a written report. She stressed the importance of the tax measure and the need to collect signatures to qualify it. She added the San Francisco Committee on Political Education has allocated \$10,000 to hire 20 signature gatherers. Organizing Committee Chair Mary Sanders Tucker announced the Reserve Organizing Corps volunteers will work an additional 10 days on the campaign.

**President's report:**

- President Sanchez asked the board to confirm her appointment of Denis Villanueva as chair of the Private Sector/Non-Profit Industry. It was M/S (Stern/Castillano) and carried unanimously to confirm Denis Villanueva. The appointment creates a vacancy on the Budget and Finance Committee. Brother Villanueva was sworn in by the president.
- President Sanchez reported on the recent SEIU Public Division meeting. Pensions, pension reform, and Social Security were major topics at the meeting.
- President Sanchez reported the Alameda County Committee on Political Education has voted to reaffiliate with the Alameda County Labor Council. It was M/S (Dooha/Rodrigues) to resume per capita tax payments (effective June 2010) to the council. The motion carried.

**Policy Review Committee** (continued): Committee Chair Eric Stern described the work of the committee, specifically to proposed policy revisions to delineate and clarify the roles of CEO and president. "CEO Poon stated her opposition to naming the chief elected officer position within the proposed revision of the staff complaint procedure as the CEO is not a staff position. Seth Schapiro clarified that, in order to claim reimbursement of lost time, members must have actually lost time and wages, It was M/S (Bradshaw/Sowers) to adopt the proposed lost time policy as revised (with the additional change of a time limit from 14 to 21 days) as an interim policy. The motion carried (17 ayes, 2 abstentions).

Ken Tam reported briefly on AB 1987 (public pension spiking) and the importance of member education on the legislation. The issue was referred to the Public Services Campaign steering committee. It was requested the political director attend future board meetings.

**Vice President's report:** Third Vice President Larry Bradshaw submitted a written report. He added the San Francisco campaign is under budget.

Counties Industry Chair Ken Tam reported Sonoma County has settled a two-year agreement with mandatory time off but no pay cuts. Some layoffs are expected.

President Sanchez announced she and Chief Elected Officer Poon would draft a protocol for executive board member requests for production of flyers, copies, etc.

**Treasurer's report:**

- Treasurer Kathy O'Neil reported the Budget and Finance Committee has voted to recommend defunding of payments to Dan Siegel effective July 1, 2010. It was M/S (Sowers/Dooha) to support the recommendation to de-fund payments to Dan Siegel. Chief Elected Officer Poon stated the motion was inappropriate as the bylaws provide the Chief Elected Officer the right to hire counsel and the BFC cannot determine how funds in a budget line item are spent. The motion carried (22 ayes, 2 abstentions).



- A draft investment policy was distributed. Treasurer O'Neil asked board members to review the proposed policy and be prepared to vote on the policy at the next board meeting. The BFC is recommending \$1,000,000 be invested in increments of \$250,000. It was M/S (Tucker/Atwell) to transfer \$250,000 from reserves (certificates of deposit) to long-term investment instruments. The motion carried (14 ayes, 6 nays, 2 abstentions).

The Treasurer's report was suspended to consider Alameda County Chapter President Nadia Frazer-Robinow's request, on behalf of chapter leaders, to appoint Fran Jefferson to the Employee Benefit Association board of trustees. It was M/S (Tucker/Atwell) to add Fran Jefferson to the board of trustees. The motion carried unanimously.

- Treasurer O'Neil distributed reports on the projected cost of lost time for officers (Roxanne Sanchez, Gary Jimenez, Larry Bradshaw, and Alysabeth Alexander) paid from the general fund. The BFC is recommending \$250,000 (salary savings from unfilled positions) be transferred from the staff salaries budget line item to a new line item for reimbursement of officers' lost time. It was M/S (Atwell/Stern) to approve the recommendation through December 2010. CEO Poon expressed her opposition and concern regarding accountability. Officer work plans are being submitted. The motion carried (19 ayes, 2 abstentions).
- Treasurer O'Neil reported the BFC is recommending the board adopt a proposal (presented in writing) to pay per capita taxes on active members (excluding fee payers, retirees, and associate members) to central labor councils with which the local is affiliated. It was M/S (Stern/Tucker) to adopt the proposal. The motion carried (18 ayes, 1 abstention).
- Treasurer O'Neil distributed trial Access Alliance membership cards to board members. The board will get a report in the future on the discount program but board members are encouraged to check the Access website for more information on discounts products and services.

**Video- and tele-conferencing proposals:** The board initially referred expansion of meeting conferencing to the Budget and Finance Committee. The local's information technology staff has provided a survey of options available as well as costs. Their written report was distributed. The issue will be on the next board agenda and IT Manager Boyan Biandov will be asked to attend.

**A. Philip Randolph Institute education conference:** As David Turner has been elected APRI state chapter president, it was M/S (Tucker/Sowers) to send him to the APRI conference in St. Louis. A substitute motion was M/S (Bibb/Bradshaw) to send David Turner and Gladys Gray, as chair of the Social and Economic Justice Committee, to the conference. The cost was estimated to be approximately \$1,200 per person. The substitute motion was defeated (8 ayes, 10 nays, 3 abstentions). The main motion was carried (20 ayes, 2 abstentions).

**Member Resource Center and Shared Services Infrastructure Committee:** President Sanchez reported she, CEO Poon, and Treasurer O'Neil plan to visit the MRC in Pasadena on July 8. A committee will be formed to make a recommendation on Local 1021's future relationship with the MRC. It was suggested members who have visited the center in the past be asked to join the committee. Members interested in serving on the committee are asked to advise Kerry Newkirk.

**Organizing Committee report:** Chair Mary Tucker submitted written reports.

**Building Committee:** Volunteers are needed to serve on this committee to deal with Local 1021 owned and leased properties. President Sanchez will send a list of volunteers to Seth Schapiro next week.

**Resolution regarding the attack on the Gaza aid flotilla, calling for an independent international investigation, and opening of the Gaza border:** The chairs of the Social and Economic Justice solidarity committees have recommended the resolution (attached) be adopted. There was discussion about member outreach and input into adoption of such a resolution as it concerns a controversial issue. It was M/S (Gray/Tucker) to adopt the resolution. The motion carried (16 ayes, 3 nays, 1 abstention).

**Social and Economic Justice Committee report:** Chair Gladys Gray reported briefly on the Coalition of Black Trade Unionists convention. She encouraged everyone to support the Gay Pride parade tomorrow in San Francisco.

The board went into executive session at 5:12 p.m. The board reconvened in open session at 5:30 p.m. It was reported that three motions were adopted: (1) The Personnel/Staffing Committee has been assigned the task of evaluating the performance of the chief elected officer with results to be presented at the Executive Board's August meeting. (2) Exit interviews will be conducted with employees who have resigned or retired since March 2010. (3) CEO Poon and Personnel/Staffing Committee Chair Mynette Theard will meet for staffing updates. Seth Schapiro will convene a small group of board members, a representative from the Communications Workers of America, and OS-4 classified workers to discuss a request for union recognition.

**Personnel/Staffing Committee report:** Chair Mynette Theard submitted a written report.

**Staff bargaining team:** Volunteers are needed to negotiate staff contracts with CWA and OPEIU. Board members willing to serve must be able to get release time or time off from work as a significant amount of time is required. The bargaining team will begin meeting in July. Interested members were asked to submit their names to President Sanchez by Wednesday, June 30.

The meeting was adjourned at 5:50 p.m.

Proceedings recorded by Kerry Newkirk  
Amendments and Corrections made on July 27, 2010 by Pamela L. Holmes-Morton and  
Respectfully submitted  
Pamela L. Holmes-Morton  
Secretary SEIU Local 1021

**The Executive Board Proceedings of the June 26, 2010 meeting were adopted on July 26, 2010 with the following amendments:**

Page 1: The minutes make no mention of the attendance status of Kathy Basconillo. A proposal was made to note that Kathy Basconillo was present at the June 26, 10 Executive Board proceedings.

Page 1: The minutes read Board members absent: Second Vice President Crawford Johnson, Harry Baker and Oliver Tarap. A proposal was made to note an excused absence for Second Vice President Crawford Johnson, Capital Stewardship Committee Chair Harry Baker and Calaveras County Area Representative Oliver Tarap.

Page 1: The minutes make no mention of the attendance status of Mercedes Riggleman, Dann Solomon. A proposal was made to note the absence of Budget & Finance Committee Members Mercedes Riggleman, Dann Solomon.

Page 1: The minutes read Staff present: Consultant Phil Giarrizzo. A proposal was made to reflect Consultant Phil Giarrizzo as guests.

Page 4: The minutes read Policy Review Committee (continued): Committee Chair Eric Stern described the work of the committee, specifically proposed policy revisions to delineate and clarify the roles of CEO and president. CEO Poon stated her opposition to naming the chief elected officer position within the proposed revision of the staff complaint procedure as the CEO is not a staff position. A proposal was made to reflect that "Chief Elected Officer Poon stated her objection to the proposed insertion of the Chief Elected Officer position into the staff complaint procedure as the Chief Elected Officer is not a staff position and it is not within the scope of this policy review, the stated purpose of which is to clarify the roles of the Chief Elected Officer and the President, not to inject an elected Officer's position into a staff complaint procedure."

Page 4: The minutes read Seth Schapiro clarified that, in order to claim reimbursement of lost time, members must have actually lost time and wages. It was M/S (Bradshaw/Sowers) to adopt the proposed lost time policy as revised (with the additional change of a time limit from 14 to 21 days) as an interim policy. The motion carried (17 ayes, 2 abstentions). A proposal was made to start a new paragraph and the first sentence read: "Regarding the loss time policy, Seth Schapiro clarified that, in order to claim reimbursement..."

Page 5: The minutes read CEO Poon expressed her opposition and concerns regarding accountability. Officer work plans are being submitted. A proposal was made to read that "Chief Elected Officer Poon expressed her opposition and concern regarding reallocating budgeted staff salaries to Officer loss time pay as members continue to request additional funding for staffing positions and there is no accountability protocols set up for Officers on loss time, i.e. no job descriptions, no line of reporting, no written reports submitted. It was stated by Officers that some Officer work plans are being submitted."

Amendments and Corrections made on July 27, 2010 by  
Pamela L. Holmes-Morton  
Secretary SEIU Local 1021

**RESOLUTION REGARDING THE ATTACK ON THE GAZA AID FLOTILLA,  
CALLING FOR AN INDEPENDENT INTERNATIONAL INVESTIGATION,  
AND OPENING OF THE GAZA BORDER**

Adopted June 26, 2010

**Whereas** many labor organizations, including International Trade Union Confederation (ITUC); World Federation of Trade Unions (WFTU); International Transport Workers' Federation (ITF); International Dockworkers Council (IDC); International Federation of Journalists, Public Services International (PSI), Education International (EI); Trades Union Int'l of Workers in the Building, Wood, Building Materials and Allied Industries; Australian Council of Trade Unions; Canadian Union of Postal Workers; Congress of South African Trade Unions (COSATU); National Union of Mineworkers (South Africa); Irish Congress of Trade Unions, and IMPACT, Ireland's largest public and services union; Maritime Union of Australia; National Union of Journalists (U.K.); Norwegian Labor Federation (LO); Greek General Confederation of Labor (GSEE); Palestine General Federation of Trade Unions (PGFTU); Swedish Port Workers Union; Norwegian Dock Workers Union, and Norwegian Labor Federation (LO); Trades Union Congress (U.K.); UNISON, the largest public sector union in Britain; UNITE, Britain's largest union; U.S. Labor Against the War Arab American Union Members Council; Bay Area Labor Committee for Peace & Justice; International Longshore & Warehouse Union (ILWU), Local 10; Alameda County Central Labor Council; San Francisco Labor Council

...have condemned the May 31st Israeli commando attack on the Gaza Aid Flotilla, which killed at least nine unarmed people and seized and detained some 700 passengers and crew. Many of these labor organizations, as well as the U.N. and Amnesty International, have also called for an independent international investigation of the attack and for a permanent opening of the Gaza border in accordance with international law; and

**Whereas** the Elders, a group started by Nelson Mandela including six Nobel peace prize winners (former UN Secretary General Kofi Annan, former Finnish President Martti Ahtisaari, former US President Jimmy Carter, detained Burmese leader Aung San Suu Kyi, and former Archbishop Desmond Tutu) described as "completely inexcusable" the Israeli attack on the Gaza Aid Flotilla and stated: "This tragic incident should draw the world's attention to the terrible suffering of Gaza's 1.5 million people, half of whom are children under the age of 18," and also noted that "the treatment of the people of Gaza is one of the world's greatest human rights violations and that the blockade is...illegal"; and

**Whereas** President Obama expressed "deep regret at the loss of life" in the Israeli commando attack on the Aid Flotilla, and "expressed the importance of learning all the facts and circumstances around [the attack] as soon as possible," and President Obama has deemed the three-year-old blockade against Gaza "unsustainable;" and

**Whereas** the aid carried on the ship was strictly humanitarian in nature, containing materials such as wheelchairs, medical, school and building supplies and non-perishable foods - items that Israel has refused to allow into Gaza since 2007, or only in insufficient amounts to meet the pressing needs of Gaza's people; and

**Whereas** SEIU 1021 is alarmed and distressed at the tragic loss of life and injuries inflicted by the Israeli military on 700 passengers and crews of unarmed vessels carrying humanitarian aid to the people of Gaza who have lived under Israeli siege and blockade since 2007; and

**Whereas** the military assault on the Gaza Aid Flotilla was carried out in the dead of night in international waters in violation of accepted norms of state conduct regarding use of the open ocean for non-military purposes; and

**Whereas**, in solidarity with the people of Gaza, the Swedish Port Workers Union is refusing to work Israeli ships from June 22-June29, and now the Norwegian dock workers have agreed not to work Israeli cargo June 15-29 - in response to the attack on the Gaza Aid Flotilla; and

**Whereas** the San Francisco Labor Council has previously adopted two resolutions calling for the lifting of the blockade against Gaza.

**Therefore be it resolved** that SEIU 1021 join the long list of labor organizations around the world and the International Committee of the Red Cross, in condemning the unwarranted May 31st attack by the Israeli military on an unarmed humanitarian aid flotilla sailing in international waters; and

**Be it further resolved** that this Local Union join the U.N., Amnesty International, ITUC, COSATU and many other labor and civil society organizations in calling for an independent international investigation of the attack on the Gaza Aid Flotilla; and

**Be it further resolved** that this Local Union calls on Israel to lift the blockade, so the people of Gaza can have normal communication, travel and commerce with the rest of the world; and

**Be it finally resolved** that SEIU 1021 communicate this resolution to affiliated labor councils, SEIU, community allies, California Federation of Labor, the AFL-CIO, Change to Win, all members of the House and Senate who represent the jurisdiction of this Local Union, and to President Barack Obama and Secretary of State Hillary Clinton.

**SEIU Local 1021 Executive Board Meeting**  
**Monday, July 26, 2010**  
**10:00 a.m. – 5:00 p.m.**  
**Jack London Aquatic Center**  
**115 Embarcadero**  
**Oakland, CA 94607**

Members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President, Gary Jimenez, Second Vice President, Crawford Johnson, Third Vice President, Larry Bradshaw, Treasurer, Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Katherine Basconcillo, Karen Bishop, Ken Blomberg, Gina Castellano, Gregory L. Correa, Shelia Darvell, David Fleming, John Gales, Dolores Dawson Gholar, Gladys M. Gray, David Hight, Karen Joubert, Andrea Longoria, Michelle Rodrigues, Jacqueline Sowers, Eric Stern, Celeste Thompson, Mary Sanders Tucker, David Turner, Denis Villanueva,

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

Executive Board Members excused: Akbar Bibb, Amy Dooha, Jim Nebel, Michelle Rodriguez, Oliver Tarap, Mynette Theard

Executive Board Members absent: Renita Terry

Budget & Finance Committee Members present: Peggy LaRossa, Mary Jane Logan, Nadine Roach, Michael Tong

Budget & Finance Committee Members absent: Mercedes Riggelman, Dan Solomon

Staff present: Stephanie Batey, Boyan Biandov, Ra Criscitiello, Marla Harvey, Fran Jefferson, Rocky Morrison, Kerry Newkirk, Seth Schapiro, Pattie Tamura,

Guest: Consultant Phil Giarrizzo, President of San Francisco Labor Council, Mike Casey, SEIU State Council, Terry Brennand

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

Review of Agenda - Additions to the Agenda to include Member/Staff Comments to be a standing item on the Agenda, Roles/Responsibilities of Area Representatives discussions will include problems, ideas specific to Area Representatives break out discussions will take place during lunch with the three Regional Vice Presidents. Change Vice Presidents reports to Leadership reports. Member complaints will be addressed during Executive Session. M/S/C - Motion to adopt the Agenda by John Gales, seconded by Crawford Johnson.

**Member Staff Public Comments:** The Member & Staff concerns brought before the Executive Board included, Requests to have Executive Board meetings convene on Saturdays or evenings, Member Communication & Participation concerns and Bylaws revision concerns, Member complaint of secret meetings related to the Adachi Campaign, Pension Reform measure, General Membership meetings, UHW/NUHW Resolution & Member complaints. The Board will reconsider a Saturday meeting day for Executive Board meetings. President, Sanchez made a commitment to make a membership communication piece available in two months to the general membership.

**Review and approve minutes of June 26, 2010 Executive Board meeting.** M/S/C Motion made by Pamela L. Holmes Morton to adopt the minutes with the noted corrections Jackie Sowers seconded. Corrections noted for the June 26, 2010 Executive Board minute record to include: Harry Baker & Crawford Johnson – Excused Absence. Sin Yee Poon will submit written amended statement to the Secretary and the interim Assistant to the President and Executive Board regarding her comments made related to the Policy Review Committee and Treasurer’s report. Minute record will also note that Consultant Phil Giarrizzo will be noted as a guest and not staff.

**Introduction of Mike Casey, President of the San Francisco Central Labor Council** clarified some questions related to some political work being done in San Francisco. Mr. Casey believes one of three things will happen: 1. It is the intent that the Labor Councils initiatives & campaigns will be merged with the Public Safety Union campaigns to run a united campaign focused on defeating the Adachi measure (which would double workers health care costs and gut pension), and support critical Revenue measures on the ballot this November. 2. Public Safety workers and SF Central Labor Council will run separate campaigns and can coordinate efforts. 3. Not merge or coordinate at all. Mr. Casey reiterated the importance of coordination with respect to all ballot measures this November.

**Chief Elected Officer, Sin Yee Poon – Report**

Chief Elected Officer Poon introduced Ra Criscitiello, Esquire a new hire as Special Assistant to the CEO. Chief Elected Officer Poon distributed the Staff Organizational Chart to Executive Board & BFC Members via electronic email on 7/16/2010. Hard copies were distributed at today’s Executive Board meeting along with Director’s report. Chief Elected Officer Poon reported on staff vacancies, temporary staff, leaves, and job interviews. She reported that two rounds of interviews have been conducted to hire new staff and they were attended by the appropriate Industry, Committee Chairs, and their appointees. Chief Elected Officer Poon anticipates hiring four to eight additional staff. Also, an additional round of worksite interviews has been scheduled for next week. Chief Elected Officer Poon advised that Helen Horn a temporary employee will have worked for Local 1021 a total of 176 days on August 1, 2010. She requested that a motion be entertained to extend her temporary employment up to 270 days as the Local’s Staff Hiring Policy limit temporary staff to 180 days of employment and the Staff contract allows up to 270 days. M/S/C – Motion by Harry Baker and seconded by Alysabeth Alexander to extend temporary employment of Helen Horn for up to 270 days.

### **Chief Elected Officer, Sin Yee Poon – Report (continued)**

The following requests were made to Chief Elected Officer Poon: Nancy Atwell requested that the job position appear first and name second on the 1021 Organizational chart for uniformity. Jacqueline Sowers requested a list of lost timers, the reason why and approximate duration. Chief Elected Officer, Poon advised that the Staff lost time report has been generated twice and would be certain that Ms. Sowers receives a copy of the report. Nancy Atwell and Dave Fleming discussed the need for an Area Representative in Marin County. Dolores Dawson-Gholar requested a list of retirees on temporary staff. Chief Elected Officer Poon advised that the Retiree Council & Industries resolve the objection of release of information issue she was advised of. Once resolved she will release the information requested. 3<sup>rd</sup> VP-Larry Bradshaw requested the approximate number of vacancies in San Francisco. Chief Elected Officer Poon advised that there are four (4). 3<sup>rd</sup> VP-Larry Bradshaw requested that a monthly vacancy staff update be included in Chief Elected Officer Poon's report. The President suspended the Chief Elected Officer Poon's report so that guest speaker Terry Brennand, SEIU State Council could address the Executive Board about pension reform. Chief Elected Officer, Poon & the Executive Board were in agreement.

**Introduction of Terry Brennand, SEIU State Council ( Senior Government Relations Advocate-Lobbyist)** Mr. Brennand reported on **AB1987 & SB1425** and implications on pension plans. Mr. Bernard discussed pension spiking, double dipping & pension reform. SEIU State Council is on record supporting both bills. Stock Market/Economy problems have caused the Employer contributions to go up because interest rates fell. Hence the issue of share the responsibility model is being pushed.

**Lunch Break – 12:35p.m. – 12:55p.m.**

**Meeting reconvened at 1:00p.m.**

**Chief Elected Officer Sin Yee Poon - Report resumed.** Chief Elected Officer Poon stated that she would email her cover page of the Director's report to Executive Board & BFC members. She reported the State of the Organizational Local focus as: **1. Pension Reform** (requested that PSC coordinate campaign in this effort and ensuing discussion will follow), **2. Health Care Reform** (staff will be engaging the Health Care Industry Chairs to talk about how we can have an overall strategy and approach to tap into funding for our Health Care systems), **3. Representation** (issues continue hence we must service and develop a comprehensive way to deal with representational issues that are brought about by the membership so that we can deal with it systematically). Chief Elected Officer, Sin Yee Poon introduced Marla Harvey – Team Leader Political Department for Local 1021 to provide an overview on the issue of attacks on Public Employees retirement.



**Marla Harvey (staff) – Secure Retirement Campaign Plan.** She reported on the systematic attack on Public Employees by a number of entities, and distributed a written overview of the campaign plan and a draft campaign timeline. The goals of the campaign are as follows:

- To connect and engage members around a common set of interests and values.
- To develop a simple powerful message that effectively counters the message of our opponents.
- To implement comprehensive member education on retirement benefits and health care and quality of life issues.
- Recommend bargaining standards and strategies.
- Coordinating our political strategies and public message on secure retirement issues and responses to attacks.

We need to be on the offense and no longer the defense so that we are proactive in talking about retirement not just for ourselves but for our community as a whole. We also need to be talking to our elected officials, partnering with the community and working with our Central Labor Councils as well.

Alysabeth Alexander inquired if the Secure Retirement Campaign Plan is a COPE. Marla Harvey responded that it is not a COPE campaign but instead a Political campaign with a bargaining component and other elements that is a Union wide campaign that needs to happen. Capital Steward Chair, Harry Baker commented on the difficulty of creating a list-serve. He advised that he will create a list serve for those interested in serving on the Capital Stewardship Committee. 3<sup>rd</sup> VP Larry Bradshaw stated that he would like to see the campaign goals address secure retirement for everyone in this country, and particularly secure retirement for PNP workers which would be a great organizing tool to attract PNP workers. Dave Fleming discussed the need to have all entities work together so that the work gets done. Chief Elected Officer, Poon advised that on two occasions she and Field Directors have requested that the PSC take up and coordinate this campaign. Mary Sanders advised that Bill Steck is to include PAC Chair, Alysabeth Alexander in future discussions about the Secure Retirement Campaign Plan.

M/S/C - Motion by Harry Baker and seconded by Jackie Sowers that the Secure Retirement campaign be broadly discussed through COPE & Capital Stewardship Committee before adopting it.

#### **Chief Elected Officer Sin Yee Poon - report continued**

Chief Elected Officer Poon stated that she responded via written correspondence to the International President Mary Kay Henry as a result of a complaint lodged against the Chief Elected Officer. Ms. Poon distributed her written response to the Executive Board and BFC members, and clarified that four individuals employment was terminated with Local 1021. Additionally, she spoke to the issue member Brenda Barros addressed during her member public comments earlier. Ms. Barros alleged that secret meetings were being held by staff about the ADACHI Campaign without member input. Chief Elected Officer

Poon advised that there were no secret meetings, and that the body that met, the Public Employees Coalition (PEC) was part of the SF Bargaining Campaign and that the meetings are open to all who desire to attend.

**Chief Elected Officer Sin Yee Poon – report continued**

She went on to say that Patti Tamura attended these meetings as she should have because it is her job responsibility as staff. Eric Stern inquired about the employment status of Norm Ten with the Local as a worksite organizer. Ms. Poon advised that she could not discuss personnel matters due to confidentiality/liability concerns. Karen Bishop requested copies of Chico correspondence between the city and the attorney concerning the recent decertification. Chief Elected Officer Poon advised that she will email the correspondence to the Executive Board and BFC members barring that the appropriate release is obtained and there is no Attorney Client Privilege concerns. Alysabeth Alexander requested that the Chief Elected Officer include the political staff in all discussions especially training around health care. Chief Elected Officer Poon responded that Bill Steck is the point person & Director of Member Strength, MRC, Politics, Communications, Training & Research. Nancy Atwell inquired who is responsible for responding to complaints. She also requested that the complaint and response be distributed to Executive Board members once addressed at the same time. Chief Elected Officer Poon advised that in accordance with the Bylaws she is to receive all complaints. She also advised that Ra Criscitiello will collect, track and respond to all complaints and consult the Executive Board with the resolution. Gina Castellano inquired who the worksite organizer for Amador/Calaveras was. The Chief Elected Officer advised that it is Mike Fouch and further advised that Field Director Stephanie Batey would follow up on the request for lost time. Brenda Barros alleges that Chief Elected Officer Sin Yee Poon has blocked her email. Chief Elected Officer Poon responded that Ms. Barros' email is not blocked and that perhaps she typed the incorrect 1021 email address. She advised that she would have her IT Director look into the matter. Andrea Longoria inquired if Dan Siegel is being retained and requested a copy of the letter from International President Mary Kay Henry. Chief Elected Officer Poon responded that Dan Siegel is retained and that President Sanchez will distribute the letter because the matter is on the agenda.

**President Roxanne Sanchez/Leadership reports**

President Sanchez discussed Chief Elected Officer Poon's written response to the International related to member complaints. The member complaints sent to the International will be discussed in Executive Session. President Sanchez is not of the opinion that all complaints and grievances are to be received by the Chief Elected Officer as indicated in the Bylaws. Chief Elected Officer Poon and President Sanchez are not in agreement.

Mary Sanders-Tucker Organizing Chair reported on Chico & Redding. 2<sup>nd</sup> Vice President Crawford Johnson is working with the Organizing Chair.

Karen Joubert reported on involving the Stewards Council at APMC.

Sheila Darvell Area County Representative reported on the growth of their chapter and increased member involvement as well as addressing representational issues.

### **Leadership Reports - continued**

1<sup>st</sup> Vice President Gary Jimenez distributed his written report.

3<sup>rd</sup> Vice President Larry Bradshaw distributed his written report, Bylaws revision project report and the Local 1021's Bylaws Committee report.

2<sup>nd</sup> Vice President Crawford Johnson reported on issues in his region – Contracting out and layoffs. He advised that approximately 260 workers have been hired back and about 37 workers have not. He advised that they have until September to work on bringing back the workers as FTE full time employees.

President Sanchez announced Committee appointments for the Member Resource Committee, Building Committee, Bargaining Team, Union Recognition Team, Chapter Bylaws Review Committee appointments will be sent via email notification tomorrow morning. President Sanchez advised of the following upcoming Executive Board meeting dates:

- August 28, 2010 – Saturday TBA
- September 17 -19 EBoard Retreat - Asilomar Conference Center in Pacific Grove
- October 30, 2010 – Saturday – Redding, CA

### **Treasurer Kathy O'Neil - reporting**

Treasurer O'Neil distributed the following reports: Budget v Actual Report: January-June 2010, SEIU Local 1021 Quarterly Dues/Fees Revenue Expenses, Executive Summary January-June Mid Year Financial Review and provided an overview of the financial state of the Local. A projected 2.8 to 4 million dollar deficit through December 30, 2010 in part due to a loss of membership dues & fees revenue resulting from:

- San Francisco City & County salary reduction of 5.57%
- Marin Decertification
- Other jurisdictions wage cuts & layoffs

### **Proposed Local 1021 Budget schedule review:**

- August 24, 2010 – BFC agrees on budget instructions.
- September (early) budget instructions sent to Industries, Committees, Directors, Operations, Staff, etc.
- October 23, 2010 BFC third quarter budget review.
- November 12-14 BFC adopts Local 1021 budget recommendations.
- December (early) Local 1021 proposed budget adopted by Executive Board.

M/S Motion Jacqueline Sowers seconded Larry Bradshaw to ask each Industry and Committee (budget lines 60-70) to consider 5% cuts. M/S/C Motion Mary Sanders Tucker seconded Gary Jimenez to table the motion to ask each Industry & Committee to consider 5%cuts.

**Treasurer Kathy O’Neil – reporting (continued)**

Proposed policy on long term lost time policy on vacation and sick leave accrual was distributed. Treasurer O’Neil requested that Board members review the policy and table discussion until the next Executive Board meeting. The proposed policy was referred to the Policy Committee.

The Treasurer recommended that no Local resources, staff time be spent on large Holiday parties because we don’t have the revenue. The Executive Board is encouraging small gatherings at offices throughout the Local as appropriate.

M/S/C Motion Gladys Gray seconded by Karen Bishop to fully fund the position of Assistant to the President and the Executive Board (staff position) Proposed job description will be referred to Personnel Committee and Executive Board.

M/S/C Motion Pamela Holmes-Morton seconded by Mary Sanders Tucker to pay the increased assessment of .65 cents to fully fund the California Labor Federation for three months for the November election. Nancy Atwell proposed a substitute motion to contribute \$25,000.00 total to the California Labor Federation, the motion died for lack of a second.

M/S/C Motion Kathy O’Neil seconded by Kathy Bascancillo, Funding request to authorized a \$250 expenditure to 7/27 Vote Health anniversary event. Health Care and RN industries will reimburse the Local.

**Public Services Campaign - Consultant Phil Giarrizzo reporting**

Mr. Giarrizzo distributed spreadsheet and meeting notes and provided update on goals of communications, data collection, best practices language, etc.

M/S/C Motion Andrea Longoria seconded Alysabeth Alexander to approve the following lost time requests to be in place by the end of the week:

- James Griffin (from part-time to full-time in San Joaquin for 3 ½ months
- Don Myshrall (3 days per week for 3 ½ months for Amador County & Court
- Hunter Alexander (3 ½ months for Mendocino Court

M/S/C Motion Mary Sanders Tucker seconded Andrea Longoria to approve Health Industry Chair Karen Joubert on lost time for two months at ACMC expenditure to be paid from PSC funds.

M/S/C Motion Jacqueline Sowers seconded Gary Jimenez to direct the Chief Elected Officer to sign the Jeannine Meyer-Rodriguez contract up to November, 2010 for work at San Joaquin General Hospital waiver campaign at \$5,000.00 per month and will be funded by the Public Services Campaign. Chief Elected Officer Poon advised the Executive Board that it is not proper under our Bylaws for the CEO to be directed to sign a consultant contract because that is within the jurisdiction of the CEO. However, the

CEO will sign the contract now that the hours and pay concerning this contract have been clarified.

M/S/C Motion Nancy Atwell seconded Jacqueline Sowers to direct the Chief Elected Officer to sign the David Kersten contract up to October 30, 2010 at \$5,000.00 per month and will be funded by the Public Services Campaign. The following discussion ensued: Chief Elected Officer Poon advised if the consultant is to be paid by Local 1021 then the consultant needs to report to the CEO or 1021 staff. The CEO further advised that she does not know what the consultant is doing and has not been provided a report of what the consultant is doing nor the specific number of hours the consultant will work. Mr. Giarrizzo stated that the consultant will report to Eleanor Prouty staff from the International. CEO Poon pointed out that if the consultant is being supervised by Eleanor Prouty staff from the International and Ms. Prouty reports to Mr. Giarrizzo then the consultant David Kersten is to be paid through Mr. Giarrizzo's contract. Chief Elected Officer Poon cited Article 15.1.A.7. in the Bylaws and advised the Executive Board that their motion was out of order; President Sanchez ruled and declared that the motion is in order.

M/S/C Motion Larry Bradshaw seconded Jacqueline Sowers that all Contractor/Vendor agreements ("professional service contracts") are to be referred to the BFC for review and recommendation.

M/S/C At 5:00 P.M. Motion David Turner seconded Alysabeth Alexander to extend the Executive Board meeting by 30 minutes until 5:30 P.M.

M/S/C Motion by Larry Bradshaw seconded by David Fleming that all tentative agreement contracts (preferably the redline version copies) will be distributed to Executive Board members. Secretary Pamela Holmes-Morton called for a point of order and cited Article 15.D.3. and advised the Executive Board that the motion was counter to the authority of the Local 1021 Secretary. Secretary Holmes-Morton further stated that the motion violates the Bylaws. 3<sup>rd</sup> Vice President Larry Bradshaw modified his motion to state that all tentative agreements preferably the redline versions in the form of a settlement offer would be sent to the Secretary who will then distribute them to the Executive Board as soon as possible. Secretary Holmes-Morton stated that she was in agreement with the modified motion because it is in accordance with Local 1021's Bylaws.

#### **Old Business:**

- M/S/C Motion Saul Almanza seconded John Gales to table Investment Policy.
- M/S/C Motion John Gales seconded Gladys Grayto table Arizona/immigration demonstration report and expenses.
- M/S/C Motion Gina Castellano seconded Eric Stern to table Video – Teleconferencing proposals.
- M/S/C Motion Kathy O'Neil seconded Jackie Sowers to accept the revised Lost Time & PAC policy. Discussion: CEO Poon suggested for clarification purposes that the revised lost time policy read: "Lost time members performing work of staff must be approved by the Chief Elected Officer." The Executive Board did

not entertain the Chief Elected Officer's clarity notification of the revised Lost Time Policy

- M/S/C Motion Pamela L. Holmes Morton seconded Celeste Thompson to table approval of the revised Complaint Resolution Procedure.

M/S/C At 5:30 P.M. Motion David Turner seconded Karen Joubert to extend the Executive Board meeting by 30 minutes until 6:00 P.M.

**New Business:**

San Joaquin County Chapter Resolution in support of SEIU UHW Kaiser:

M/S/C Motion Crawford Johnson seconded Eric Stern to take a roll call vote on the resolution: Johnson and Gray voted in the affirmative. Jimenez, Bradshaw, Morton, O'Neil, Tucker, Alexander, Baker, Gholar, Tam, Gales, Joubert, Fleming, Basconcillo, Almanza, Correa, Chadwick, Longoria, Blomberg, Bishop, Sowers, Turner, and Castellano voted against the motion. Stern, Height, and Atwell abstained. The Resolution was not adopted.

M/S/C Motion Mary Sanders Tucker seconded Karen Joubert to support another resolution of compromise of the UHW/NUHW dispute and report back at the November Executive Board meeting. Baker, Bradshaw and Tucker will take the lead on the effort.

M/S/C Motion Pamela L. Holmes-Morton seconded Nancy Atwell to table all matters including Committee Reports that require Executive Board action that the Board was unable to address at its July 26, 2010 Executive Board meeting.

RN Industry Chair David Fleming requested an accurate count of nurses represented by Local 1021 he will be provided with the requested data.

M/S/C Motion Gina Castellano seconded Kathy O'Neil to accept the Oak Street Corporation Board Motion of July 19, 2010 to sell the Stockton Building at a price of \$545,000 with a relocation allowance for \$148,000.

President Roxanne Sanchez adjourned the meeting at 6:00 P.M.

Respectfully submitted by Pamela L. Holmes-Morton – September 17, 2010  
Secretary SEIU Local 1021

**The Executive Board proceedings of the July 26, 2010 meeting were adopted on October 23, 2010 with the following proposed amendments:**

Page 1: The minutes read Akbar Bibb and Oliver Tarap were recorded in the minute record as an excused absence and were not noted as present at the July 26, 2010 Executive Board meeting. A proposal was made that Akbar Bibb and Oliver Tarap were not present at the July 26, 2010 Executive Board meeting.

Page 3: The minutes read Mr. Bernard. A proposal was made that Bernard be corrected to Brennand.

Page 5: The minutes read Patti. A proposal was made that Patti be corrected to Pattie.

Page 7: The minutes read Bascancillo. A proposal was made that Bascancillo be corrected to Basconcillo.

Page 7: The minutes read M/S/C (Moved, Seconded, Carried). A proposal was made at the October 23, 2010 Executive Board Proceedings to record the vote count for the July 26, 2010, Executive Board Motions as follows:

Vote Health contribution (22-0-3), lost time requests motion (23-1-2), Jeannie Meyer-Rodriguez contract (23-0-1).

Page 8: The minutes read M/S/C (Moved, Seconded, Carried). A proposal was made at the October 23, 2010 Executive Board Proceedings to record the vote count for the July 26, 2010, Executive Board Motions as follows:

David Kersten contract (23-1-3), contract/vendor agreements motion (25-0-2), lost time policy and PAC policy (20-2-5).

Amendments and Corrections made on October 24, 2010 by  
Pamela L. Holmes-Morton  
Secretary, SEIU Local 1021

**EXECUTIVE BOARD MEETING**  
**Saturday August 28, 2010 @ SEIU 1021 Stockton Office**

**Board members present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Akbar Bibb, Karen Bishop, Ken Blomberg, Kathy Basconillo, Gina Castellano, Gregory Correa, Amy Dooha, David Fleming (by videoconference), John Gales, Dolores Dawson Gholar, Gladys Gray, Karen Joubert, Andrea Longoria, Jim Nebel, Jacqueline Sowers, Eric Stern, Ken Tam, Renita Terry, Mynette Theard, Celeste Thompson, Mary Sanders Tucker, David Turner, Denis Villanueva

**Board members excused:** Third Vice President Larry Bradshaw, David Hight, Secretary Pamela Holmes Morton, Treasurer Kathy O'Neil, Oliver Tarap

**Board members absent:** Gayle Chadwick, Sheila Darvell, Michelle Rodrigues,

**Budget & Finance Committee members present:** Peggy LaRossa, Mary Jane Logan

**Budget & Finance Committee members absent:** Mercedes Riggelman, Dann Solomon

**Staff present:** Boyan Biandov, Ra Criscitiello, Tim Gonzales, Fran Jefferson, Rocky Morrison, Kerry Newkirk, Bill Steck, Pattie Tamura, and SEIU International consultant Phil Giarrizzo.

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

**Agenda review:** The following agenda items were added as new business: Dolores Dawson Gholar resolution on retired member lists and Eric Stern resolution on a facilitated meeting between the President and Chief Elected Officer. Nancy Atwell added a chapter report. Results of recent executive board polls (on Redding office space and resolutions on Haiti) were added to the President's report. The "officer/executive board officer complaints" agenda item was moved from executive session to old business.

Members present and participating by videoconference were introduced.

**July 26, 2010 meeting minutes:** As minutes of the meeting were not available, meeting notes taken by Kerry Newkirk were distributed. It was announced that Secretary Pamela Holmes-Morton will forward minutes of the July 26, 2010 meeting at a later date. As Secretary Pamela Holmes-Morton was not present for today's meeting, President Sanchez announced Kerry Newkirk would take minutes of the meeting and that Ra Criscitiello would also take notes and assist the Secretary in preparation of the minutes.



**Member/staff comments:** John Meade submitted a complaint against the Chief Elected Officer and indicated that charges will be formally filed against the Chief Elected Officer regarding a misunderstanding at an August 4, 2010 Adachi meeting in San Francisco. President Sanchez announced that she is seeking legal and other advice from SEIU International regarding the formation of a review board to hear charges against officers and to deal with other issues raised. A number of members spoke against the proposed bylaws changes, urging the Executive Board to first consider the dues issue. Several members spoke about having a hard time getting financial reports from Treasurer O'Neil regarding the dues issue.

**Chief Elected Officer report:** Chief Elected Officer Poon distributed a "100 Day Report" as well as a chronological list of Executive Board and Budget and Finance Committee motions and recommendations. Director reports by Pattie Tamura, Tim Gonzales, and Fran Jefferson were distributed. Chief Elected Officer Poon reported on a member's request for financial reports made to Treasurer O'Neil and asked that the board adopt a policy of transparency and responsiveness regarding access to financial and membership reports. As for board members' requests to staff for reports and information, Chief Elected Officer Poon stated that an orderly process of approval must be in place and that it is inefficient for staff to respond to individual board members' requests. Chief Elected Officer Poon also commented on the catastrophic effect that the passage of the Adachi charter amendment (Proposition B) would have on members' pensions, health care, and bargaining rights in San Francisco. She added that the August 4, 2010 incident in San Francisco (the subject of John Meade's complaint) was due to miscommunication.

Following the Chief Elected Officer report, it was M/S (Joubert/Tucker) the Executive Board direct financial staff to provide all financial information that appeared in the 2009 second quarter Budget and Finance Committee report. The motion carried without objection.

**President/leadership reports:**

- Celeste Thompson presented a PowerPoint titled: "Future of San Joaquin General Hospital White Paper Summary" as well as information and recommendations for implementing health care reform. She thanked SEIU COPE, the Health Care Industry, the local labor council, and the hospital for their assistance in preparing the reports and recommendations.
- Director Fran Jefferson reported that the Alameda County Medical Center faces the same issues and stressed the importance of being prepared for health care reform to make sure public health care systems survive.
- Director Tim Gonzales reported that clinics are the local's current organizing focus.
- Nancy Atwell submitted information on the Sonoma County/Region 6 process for nominations to fill the Region 6 vacancy on the Budget and Finance Committee. She added the Sonoma County Chapter has elected officers.
- Eric Stern reported on a developmental disabilities industry organizing convention on September 12, 2010.
- President Sanchez gave a report on the Public Services Campaign (funded by a \$500,000 allocation from reserves) and the resources available to support local budget and bargaining struggles. Phil Giarrizzo and Eleanor Prouty (SEIU International research consultants) are assisting the PSC steering committee in assessing chapter needs and coordinating research and communications resources.
- Karen Joubert reported that she has been on released time two days a week at the Alameda County Medical Center to assist in resolving outstanding issues and recruiting new stewards.

**President/leadership reports continued:**

- Dee Richard, Solano County shop steward, introduced the regional director of the NAACP who reported on the October 2, 2010 “One Nation” march in Washington, D.C. They asked for the local’s endorsement of the event as well as help to educate and mobilize members to participate. President Sanchez announced Dee Richard, Gladys Gray, Mary Tucker, and Pratibha Tekkey as the leaders of Local 1021’s coordinating committee. The board, by consensus, supported the “One Nation” march on Washington.
- David Turner provided a written report on the A. Philip Randolph Institute national convention in St. Louis, August 17-21, 2010.

**Legislative/political program:** Bill Steck reported on November ballot issues, including Proposition B in San Francisco and the Governor’s race. He added that recent polling revealed Local 1021 members’ priorities to be jobs, the economy, and health care. He introduced Richard Rios of Olson Hagel & Fishburn, the law firm that manages 1021 political activities and produces required political reports to the IRS and Fair Political Practices Commission. He reported on candidate, issue, and independent expenditure political accounts and the rules that apply to campaign spending, union funds, and in-kind contributions.

Lunch break from 12:30 p.m. to 1:00 p.m.

President Sanchez reconvened the meeting at 1:00 p.m.

**Legislative/political program (resumed):** Political and Member Engagement Director Bill Steck reported on what a Meg Whitman victory in the Governor’s race would mean to workers, particularly public sector workers, in California. He reported on other issues in the upcoming election, including critical revenue measures in San Francisco, Mendocino County, and Sonoma County as well as direct attacks on the rights of public workers in Redding and San Francisco. As there are a number of critical races, the Political Action Committee is assessing priorities and allocation of political contributions.

Political Action Committee Chair Alysabeth Alexander provided written reports on the San Francisco Labor Council field program, the labor-to-labor outreach program in San Francisco, and a report-back and recommendations from the California Labor Federation campaign school. Local 1021 goals include member education, registering 2,500 members to vote, 5,000 members to vote by mail, and increasing voter turnout. Details were provided on worksite events, materials, volunteer recruitment, and mailings. For the political program to be successful, assistance and cooperation is needed from staff directors, worksite organizers, and communications and political staff. Members are encouraged to attend the Local 1021 campaign school on September 11, 2010. The Local 1021 field campaign will be run through local labor councils.

Bill Steck provided more information on Proposition B in San Francisco and the estimated \$1.5 million to \$2 million that the campaign to fight the ballot measure will cost. The Budget and Finance Committee has approved contributions (from reserve funds) of up to \$500,000 to two campaigns—the San Francisco Labor Council (\$200,000) and Stand Up for Working Families (\$300,000), a coalition of public sector unions. The Local 1021 Political Action Committee has allocated \$200,000 to the labor council’s campaign. The total cost may be less if the campaigns are coordinated. Reserve funds will be allocated in increments- not all at once. Additional funding will be sought from SEIU International and the SEIU State Council. Members can download election materials at [www.1021votes.org](http://www.1021votes.org).

**Treasurer's report:** In the absence of Treasurer O'Neil, Budget and Accounting Director Rocky Morrison reported on actions taken at the last Budget and Finance Committee meeting.

- Copies of proposed instructions for preparation of a draft budget for 2011 were distributed. As the local is facing a decrease in revenue, the instructions include various options for reductions in specific budget line items. It was M/S (Jimenez/Johnson) to approve the instructions. Motion carried without objection.
- Approval of a Napa/ Solano Labor Council per capita increase (5¢): It was M/S (Jimenez/ Bibb) to approve. Motion carried without objection.
- Approval of the salary for Assistant to the Board and President staff position (maximum of \$93,000). The proposed job description was distributed for review.
- Approval of payment of 44 hours' lost time work to Victor Fontillas. It was M/S (Stern/Joubert) to approve. Motion carried without objection.
- Approval of contributions of \$250,000 and \$50,000 for legal expenses (from reserves) to Stand Up for Working Families and \$200,000 to the San Francisco Labor Council to fight Proposition B in San Francisco. The motion included the understanding that both groups will communicate and work together, and that Larry Bradshaw or his designee will participate on the SUFWF campaign committee. It was M/S (Basconcillo/Jimenez) to approve the contributions. Motion carried with 22 votes in support, 2 votes in opposition, and 4 abstentions. Any additional contributions (from SEIU International or the SEIU State Council) will offset the contributions from the reserves. It was M/S/C (Atwell/Johnson) that any funds not used by the campaigns will revert back to the Local's reserve funds. It was M/S/C (Baker/Alexander) that staff resources shall be used to support both the San Francisco Labor Council and the Stand Up for Working Families campaigns and shall not be used to interfere with either campaign or COPE meetings.

**Executive Board retreat:** President Sanchez distributed a document describing "concepts, themes, and outline" of the board's September 17-19, 2010 retreat. She asked the board to review the document and submit any feedback or comments to Kerry Newkirk by September 5, 2010. A meeting has been scheduled for September 7, 2010 with a facilitator, Ken Smith, and Chief Elected Officer Poon to plan the retreat agenda—Executive Board members are welcome to attend. President Sanchez asked Chief Elected Officer Poon to sign the contract with the facilitator. While Chief Elected Officer Poon was not involved in the search for the facilitator, the President is recommending that the contract be signed. The President stated that she will follow up with Chief Elected Officer Poon.

**Chapter Bylaws Review Committee:** Kerry Newkirk reported that the committee is recommending adoption of bylaws submitted by the Solano County Chapter. The committee has reviewed the bylaws and found them in compliance with the Local 1021 bylaws as well as the Local 1021 chapter bylaws template. It was M/S/C (Jimenez/Stern) to accept the bylaws as recommended. In the future, recommended bylaws will be forwarded to board members in advance. The committee also recommends adoption of a revised chapter bylaws template, a document that provides guidance and language to chapters writing or rewriting bylaws. The recommendation was tabled to the next Executive Board meeting.

**Organizing Committee:** Chair Mary Tucker distributed a mock-up of the first-ever “Executive Board Update” and a “New Organizing Institute Movement Building Training” announcement. At her request, Jim Nebel reported on a successful community campaign at a farmers’ market in Chico. Andrea Longoria and Denis Villanueva reported on their leadership of the “National Organizing Corps Squad” program that trains small regional groups of members. Initially, squads will be trained in Chico, Ukiah, and Stockton. Board members will be invited to a Member Organizing Corps training in Fairfield.

**Policy Review Committee:** Chair Eric Stern reported that the committee’s work on reviewing and updating union policies continues. He distributed revised policies on member expense reimbursement and member travel that are recommended for adoption by the committee. It was suggested that “committee chairs” be added to the policies as authorized to approve expense reimbursement. Board members were asked to e-mail suggestions to the chair. He reported the committee is still working on revisions to the complaint procedures. He requested Chief Elected Officer Poon’s assistance in meeting with staff regarding the staff complaint procedure.

**Social and Economic Justice Committee:** Chair Gladys Gray reported that the committee is working on an operations manual as well as a brochure. The committee’s annual health fair is scheduled for January 29, 2011. She asked for the assistance of directors in getting the names of laid-off members so that the committee can present gift cards at their December 16, 2010 holiday event in Oakland. She is working on establishing a men’s solidarity committee. The disabilities solidarity committee is sponsoring a training in Fairfield on September 25, 2010.

**Committee appointments:** A list of committees and committee members was distributed by Kerry Newkirk. She asked that corrections and additions be forwarded to her. Chief Elected Officer Poon reminded the board that committee appointments require concurrence of the board.

**Personnel Committee:** Chair Mynette Theard announced the next committee meeting will be Friday, September 10, 2010 at 6:00 p.m. at the Myrtle Street office in Oakland.

**Investment policy:** The proposed policy was tabled to the next Executive Board meeting.

**Video- and tele-conferencing proposals:** IT Manager Boyan Biandov summarized the written report on options for expanding videoconference capability. He stated that the challenge is organizational (not technical) to expand beyond San Francisco, Oakland, Fairfield, Sacramento, Stockton, and Santa Rosa offices. The board should consider the one-time cost of additional equipment as well as ongoing costs and the need for additional planning and logistics. Various options (Skype, etc.) were discussed.

**Proposed policy on long-term lost time vacation/sick leave accrual:** The proposed policy was tabled to the next meeting.

**Resolution on retirees' membership list:** Retiree Council Chair Dolores Gholar distributed a proposed resolution to direct Chief Elected Officer Poon to release a list of retired members. Chief Elected Officer Poon stated that she has no problem releasing this list (and has stated this before) but that Pete Albert had stated a concern about releasing the list. It was M/S (Baker/Gray) to approve the resolution. Motion carried without objection. As there is reported controversy regarding the request, it was suggested that a meeting be arranged with President Sanchez, Dolores Gholar, and Pete Albert.

It was M/S (Atwell/Bishop) that the President arrange for the services of a facilitator for the Executive Board retreat. Chief Elected Officer Poon stated that the motion was a violation of the bylaws' designation that the Chief Elected Officer, not the President, hire and retain contractors as well as sign contracts. Following discussion of various sections and interpretations of the bylaws, the motion passed unanimously.

Mynette Theard asked Chief Elected Officer Poon to release a list of all school chapter presidents, stewards, and members.

**Officer/Executive Board complaints:** President Sanchez distributed copies of correspondence from SEIU President Mary Kay Henry and complaints against Chief Elected Officer Poon submitted to SEIU. President Sanchez announced that she is seeking guidance from SEIU International on the best way to proceed on the charges filed. It is possible that a member panel would be created to hear the complaints. A procedure will be in place within 30 days. It was announced an additional complaint has been filed against another officer; Mary Kay Henry already mailed copies to the President and Chief Elected Officer. The "Procedure for Filing Charges in Disputes between Members" was distributed. There was discussion regarding the status of the Chief Elected Officer (as a "member" or "staff") and whether the staff complaint procedure was more appropriate. President Sanchez agreed to seek a legal opinion from the International on the issue. It was M/S (Gray/Sowers) to recognize the Chief Elected Officer position as a "staff position." Chief Elected Officer Poon stated that she objected to the motion and that she is a member of Local 1021 just like our President is. Chief Elected Officer Poon requested a roll call vote and such was conducted. Voting in favor of the motion were Johnson, Tucker, Alexander, Baker, Gholar, Gray, Terry, Gales, Joubert, Basconillo, Theard, Almanza, Stern, Nebel, Longoria, Bishop, Sowers, Turner, Castellano, and Thompson. Voting in opposition were Jimenez, Tam, Villanueva, Dooha, Blomberg, and Atwell. The motion carried.

**San Joaquin County Superior Court:** Courts Industry Chair John Gales reported that two court units, supervisors and paraprofessionals, are seeking to decertify from Local 1021. Only two of the 15 supervisors are union members. Chair Gales recommended the supervisors be "released" from Local 1021 representation. It was M/S (Tucker/Stern) to release the San Joaquin County Superior Court supervisors. The motion carried without objections. The issue of the paraprofessionals is complicated by the fact that 10 of the 17 in the unit are contract employees and their status is therefore in question. Legal advice is being sought before action is taken.

**Use of union letterhead/stationery:** There was discussion regarding board members' access to union letterhead and the staff approval process required before clerical staff can assist board members in producing correspondence and other materials. It was M/S (Alexander/ Sowers) that Executive Board members have the authority to write and mail letters that operate within a policy or program of their jurisdiction and within their appropriate budget and, further, Executive Board members shall work with the closest staff to the project for input on language and strategy on content of the letters. The current policy on use of letterhead was read by Policy Review Committee Chair Eric Stern (the policy will be forwarded electronically to board members): *Local 1021 letterhead is to be used only for official union business by union staff, local officers, executive board members, chapter officers, and committee and industry chairs. Expressions of personal opinion should not be written on union letterhead nor should a person's union title be used in such a way that would imply the opinion represents that of the organization when such is not the case. When the above-named staff or members use SEIU Local 1021 letterhead, a complete title must be included (i.e., "John Doe, Chapter President," not "John Doe, President").*

Chief Elected Officer Poon, Pattie Tamura, and others reminded the board of the importance of an OPEIU union bug on letters, flyers, etc. and the importance of respecting clerical bargaining unit work. The motion was withdrawn.

It was M/S (Alexander/Joubert) that board members have access to letterhead in all union offices. It was M/S (Theard/Castillano) to amend the motion to direct the Chief Elected Officer to direct all staff to cooperate and assist all board members when sending out communication on letterhead. The amended motion carried.

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

- Chief Elected Officer Poon updated the board on the status of contract negotiations with the staff union (CWA).
- It was M/S (Longoria/Dooha) that staff or those on lost time filling staff positions cannot campaign against proposed bylaws changes. Chief Elected Officer Poon asked if staff or those on lost time filling staff positions can campaign *for* the proposed bylaws changes and Amy Dooha said "yes." Chief Elected Officer Poon requested a roll call vote and such was conducted. Voting in favor of the motion were Jimenez, Johnson, Tucker, Alexander, Gholar, Gray, Terry, Tam, Gales, Joubert, Basconcillo, Theard, Almanza, Dooha, Stern, Nebel, Longoria, Blomberg, Bishop, Sowers, and Turner. There were no votes in opposition and no abstentions. The motion carried.

Material on the "Wake Up Wall Street" campaign was distributed.

It was M/S/C (Gray/Theard) to table social security and secure retirement agenda items.

The meeting was adjourned at 5:40 p.m.

Proceedings recorded by  
Secretary's designee, Ra Criscitiello, and  
Respectfully submitted by  
Pamela L. Holmes-Morton – September 17, 2010  
Secretary SEIU Local 1021

**The Executive Board proceedings of the August 28, 2010 meeting were adopted on October 23, 2010 with the following amendments:**

Page 2: The minutes read John. A proposal was made that John be corrected to Jon.

Page 2: The minutes read John Meade submitted a complaint against the Chief Elected Officer and indicated that charges will be formally filed against the Chief Elected Officer regarding a misunderstanding at an August 4, 2010 Adachi meeting in San Francisco. A proposal was made at the October 23, 2010 Executive Board proceedings as follows: change “misunderstanding” to “incident” (first paragraph, third line) – Meade’s complaint did not characterize the event at the August 4 meeting as a “misunderstanding”

Page 7: The minutes read It was M/S (Longoria/Dooha) that staff or those on lost time filling staff positions cannot campaign against proposed bylaws changes. Chief Elected Officer Poon asked if staff or those on lost time filling staff positions can campaign for the proposed bylaws changes and Amy Dooha said “yes.” A proposal was made to: confirm Amy Dooha quote regarding staff campaigning in support of proposed bylaws

\*Note: This proposal is neither a deletion nor addition or proposed change to the minutes.

Amendments and Corrections made on October 24, 2010 by  
Pamela L. Holmes-Morton  
Secretary, SEIU Local 1021

**SEIU Local 1021 Executive Board Retreat – Minutes  
September 19, 2010  
Asilomar Conference Grounds  
Pacific Grove, California 93950**

**Board members present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O’Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Harry Baker, Kenneth Blomberg, Gina Castellano, Gayle Chadwich, Amy Dooha, John Gales, Dolores Dawson Gholar, Gladys Gray, Karen Joubert, Andrea Longoria, Jacqueline Sowers, Eric Stern, Kenneth Tam, Renita Terry, Celeste Thompson, Mary Sanders Tucker, David Turner,

**Executive Board Members excused:** Kathy Basconillo, Dave Fleming

**Executive Board Members absent:** Akbar Bibb, Karen Bishop, Gregory Correa, Shelia Darvell, David Height, Michelle Rodrigues, Jim Nebel, Oliver Tarap, Mynette Theard, Denis Villanueva

**Budget & Finance Committee Members present:** Peggy LaRossa

**Budget & Finance Committee Members absent:** Mary Jane Logan, Mercedes Riggleman, Nadine Roach, Dann Solomon, Michael Tong,

**Meeting called to order by President Roxanne Sanchez at 9:20 am**

**M/S/C** – Motion Nancy Atwell and seconded by Eric Stern to have Amos Eaton fill the vacant Budget & Finance Committee Member seat representing Region Six (6) Sonoma and Lake. President Roxanne Sanchez administered the Oath of Office - Installation Obligation to Amos Eaton.

**Member comments:** Cynthia Laundry spoke about Governor Schwarzenegger vetoing AB1987 pension reform. Ms. Laundry further advised that the Local must be pro-active when it comes to pension reform.

**Adoption of Agenda Item addition(s):**

- Chief Elected Officer’s Report
- Funding for the trip to Washington DC 10-02-10 One Nation Campaign  
Mary Tucker Sanders reporting

**Agenda approved by consensus**

**M/S/C** - Motion made by Gladys Gray seconded by Jackie Sowers to table the adoption of the July 24, 2010 & August 28, 2010, proceedings of the Executive Board until the October 23, 2010, Executive Board meeting scheduled to convene in Redding, California.



**Chief Elected Officer Sin Yee Poon – Reporting:**

- Chief Elected Officer Sin Yee Poon distributed a letter to the Executive Board dated September 17, 2010, addressed to SEIU International Deputy General Counsel Norman Gleichman, in response to President Roxanne Sanchez's written correspondence dated September 16, 2010, also addressed to Mr. Norman Gleichman requesting his concurrence and analysis of Local 1021's Bylaws related to matters President Sanchez raises in her written correspondence.
- Chief Elected Officer Poon apologized for not having her usual written report. She stated that she was not sure if she was on the agenda as she did not see the agenda beforehand.
- The following Director's written reports were distributed to the Executive Board by CEO Poon:

**Field Director Pattie Tamura**  
**Field Director Stephanie Batey**  
**Organizing Director Timothy Gonzales**

**Field Director Frances Jefferson** did not submit a report due to being on vacation. CEO Poon advised the Executive Board that Ms. Jefferson's report will be available when she returns. CEO Poon also advised that a Chico report would be forthcoming.

**The following requests were made of Chief Elected Officer Poon:**

- Gladys Gray requested that Chief Elected Officer Poon provide a list of all Layed-Off members of the Local. Chief Elected Officer Poon inquired what would be the intended use of such a list. Gladys Gray advised that a Holiday event with gift giving was being planned. CEO Poon advised that the request be sent to her attention via written email with specifics about the Holiday Member event and staff would disseminate the information.
- Dave Turner is requesting that Directors be present at future Executive Board meetings to give their reports so that they can be available to have questions asked of them. Chief Elected Officer Poon advised that she will have Directors present at the next Executive Board meeting.
- The Executive Board requested of the CEO that Political Director Bill Steck provide a written report. CEO Poon stated that she was not aware that he ever provided a written report but will have Bill Steck do so in the future.
- Nancy Atwell advised that Field Director Stephanie Batey made no mention of Sonoma in her report. Ms. Atwell requested a status update in Sonoma.
- Karen Bishop requested that the President not be referred to as Chair but, instead referred to as President Sanchez. President Sanchez advised that she herself often refers to herself as the Chair.

**Requests made of Chief Elected Officer Poon (continued):**

- Larry Bradshaw requested that Directors written report be available prior to the Executive Board meeting for review. He also advised that data be collected on Layed-Off Members.
- Nancy Atwell inquired if the finance department could provide Lay-Off Member data collection information. Chief Elected Officer Poon advised that their job duties are specific with regard to accounting and finances.
- Jackie Sowers, Gladys Gray and Larry Bradshaw will meet with Chief Elected Officer Sin Yee Poon to discuss data collection of Layed-Off Members further.
- Celeste Thompson requested of the Chief Elected Officer that what ever information is available from Worksite Organizers related to Layed-Off Members be provided. Chief Elected Officer Sin Yee Poon advised that the information provided in this format would simply be a snap shot. She went on to further state that the list would not be an accurate report of Layed-Off members but that the information requested would be provided by the Worksite Organizers.
- It was reported that \$200K was allocated to the SF Labor Council for No on Measure B and Revenue Measures J, K & N. Alysabeth Alexander reported that Staff is advising phone bank volunteers to solely phone bank at Locals 350 Rhode Island office and not at the SF Labor Council on Howard Street. Chief Elected Officer Poon advised that Members and Volunteers who desire to phone bank can do so at either location, and that staff is not limiting choices. She went on to further state that Members and Volunteers take into account a number of their own personal considerations such as worksite locations, childcare, transportation proximity etc. when deciding where they will phone bank. Additionally, the Chief Elected Officer requested that staff concerns be addressed in Executive session.
- M/S/C – Motion Karen Bishop seconded Jackie Sowers “that the Executive Board direct the CEO to direct the SF Staff to follow the coordinated plan of the Adachi Coordinating Committee regarding the Political Campaign and Phone Banking in San Francisco for which this Board has allocated funds.”

**Treasurer Report – Kathy O’Neil:**

- Treasurer O’Neil did not prepare a written report. Treasurer O’Neil provided a general overview of the Local’s finances and answered general questions. She further advised that 2011 budget instructions were adopted at the August 24, 2010, BFC meeting. Treasurer O’Neil advised that the next BFC meeting is scheduled to convene on Friday, September 24, 2010, 10:30a.m. – 3:00p.m. In Fairfield. She encouraged all Executive Board Members to attend whereby any and all financial concerns may be addressed to the Budget & Finance Committee.

**The following requests were made of Treasurer Kathy O'Neil:**

- Mynette Theard requested an accurate account of how much money we are going to loose with regard to the anticipated budget deficit?
- Karen Bishop inquired if the actual accounting of our finances was known?

**Leadership Reports:**

- **Second Vice President Crawford Johnson** - verbal report on staff concerns.
- **Political Action Chair Alysabeth Alexander** – verbal report on PAC campaigns in San Francisco, Governors' race, Contra Costa County. She also advised that Area Representatives will be utilized to distribute campaign information, and advised of phone banking dates, times, locations and also update on the 1021 Political plan. She suggested adopting Industry night or 1021 COPE (Facebook) whereby Worksite events would keep members informed about politics. PAC Alexander advised that a written report will be forthcoming via email.
- **San Joaquin County Area Representative Celeste Thompson** – verbal report advised of upcoming member event, bargaining is forthcoming and written report will follow.
- **Organizing Committee Chair Mary Sanders Tucker** – verbal report on NOC program and advised that a written report would follow. Mary Tucker Sanders brought up the matter of the One Nation Campaign and Chief Elected Officer Poon not approving the funding request. CEO Poon explained that she did not have the authority to act outside the confines of the International Bylaws with regard to authorizing expenditures of External Organizing funds for an Internal Member event. She went on to further state that she could only act upon an International waiver. President Sanchez advised OCC Tucker that a timely decision would be made prior to early next week by International Secretary/Treasurer Eliseo Medina.
- **Social Economic Justice Chair Gladys Gray** – verbal report Gay Pride parade event held in Oakland it was a success. Monetary donation request for SF City & County Layed-Off Member who's family relative died in the San Bruno fire. Haiti resolution tabled for the October 23, 2010, Executive Board Meeting.
- **Courts Industry Chair John Gales** – verbal report advised of “a decertification issue.” He reported that the Paraprofessional unit has only 7 members and constitutes less than 5% of the workforce. He further stated that the Courts have been advised to merge with the large unit as they cannot be a stand alone bargaining unit per regulations. Written report to follow.
- **Mendocino Area Representative Andrea Longoria** - verbal report on Member Picnic event, written report will follow.

**Leadership Reports (continued):**

- **Schools Industry Chair Mynette Theard** – verbal report massive Layoffs & staffing concerns. Mynette, will meet with Chief Elected Officer Poon and President Sanchez to address her concerns. Requested that MRC problems be placed on November, 2010 agenda.
- **Third Vice President Larry Bradshaw** - written report will follow.
- **Del Norte Area Representative Gayle Chadwick** - verbal report on possible furloughs also advised of Membership appreciation picnic in Del Norte and is inviting the Board to convene its Executive Board meeting in Del Norte.
- **Alameda County Area Representative Amy Dooha** – verbal report on Stewards, FMLA, Worker's Compensation & ADA Training. Written report to follow.
- **Special Districts Industry Chair Saul Almanza** – verbal report on Agreement of BART contract however have not received new MOU. Discussed Flyer distributed to BART workers Bart Chapter & Professional Chapter Retiree concerning a Medical Eligibility Side letter TA vote. He requested that Chief Elected Officer Poon have staff report to him what meetings are taking place in the Bart Chapter. CEO Poon suggested that he communicate and coordinating with Chapter Officers and Leadership at Bart to be kept apprised of worksite information at his work location.
- **Health Care Industry Chair Karen Joubert** – verbal report on update of 825 workers will move into the new Laguna Honda Rehabilitation Hospital in December, 2010. Also, advised of ACMC possible layoffs and health care benefit threats.
- **Sonoma County Area Representative Nancy Atwell** – verbal report on installation of new City Council Officers. PNP Detox facilities are having issues with Management related to reduction in work hours and firings. PSC Researcher will help with this issue.

**M/S/C** – Motion Saul Almanza seconded Crawford Johnson that matching funds in the amount of \$500.00 be donated to layed-off San Francisco City and County Member due to the loss of a relative who died in the San Bruno fire. Funds will be disbursed from the Special Districts Budget as funds are exhausted per the Treasurer from the Good Will and Welfare Fund.

Budget & Finance Committee Member Mary Jane Logan stressed the importance that requests for donations come before the BFC prior to requesting Executive Board approval. President Sanchez reiterated not to bring any financial requests unless the Treasurer and BFC have been consulted, and proper procedure sought prior to Executive Board approval.

**President Report - Roxanne Sanchez:**

- President Sanchez thanked Ken Smith from IFC for being our facilitator during Local 1021's Executive Board Retreat. She further advised that the Board will call upon his services in the future.
- Discussion ensued about adopting the Banking Campaign as a strategy to obtain revenue for our local municipalities to fight layoffs and furloughs. Recommendation: Obtain information from Local 721 to roll out the plan for Local 1021 by the end of next week. President Sanchez requested that Phil Girarrizzo take the lead in coordinating the Banking Campaign for the Local. Additionally, he will communicate and coordinate with Industry Chairs and Area Representatives to develop a rough draft of the Bank Campaign within three weeks for review. Mr. Girarrizzo advised of a strategic Bank meeting campaign in Chicago convening in the very near future.

**M/S/C** - Motion Eric Stern seconded by Gary Jimenez to adopt the Banking Campaign for Local 1021.

- President Sanchez reported that she and Chief Elected Officer Sin Yee Poon have reached agreement related to paying the PSC consultants for work all ready completed provided the appropriate documentation for payment is submitted.

**Old Business/Consent Calendar\*:**

- Revised Chapter Bylaws Template
- Revised Policy on Member Travel (Tabled – October 23, 2010)
- Revised Policy on Expense Reimbursement (Tabled – October 23, 2010)
- Investment Policy
- MAPE Records Request

**M/S/C** - Motion by Eric Stern seconded John Gales to accept the consent calendar.

**Old Business:**

- Recognition of OS4 bargaining unit **M/S/C** – Motion Amy Dooha seconded Gary Jimenez that “appropriate staff along with Board representatives’ from the OS4 committee shall meet with CWA 9410 to work out a process for voluntary recognition. “
- Long-term lost time accrual of vacation/sick leave policy Alysabeth Alexander requested that the Executive Board adopt a Long-Term Lost Time Accrual of Vacation/Sick Leave Policy. There was no written proposed policy for the Board to review. President Sanchez recommended that PAC Alexander work with the Policy Committee to develop a written policy. It was also suggested that Retiree Chair Gholar review the language as well. Once language is available for review by the Executive Board action can be taken.

**Old Business (continued):**

- Staff/Member Communications (Tabled – October 23, 2010)
- Adoption of Board Meeting Minutes (Tabled – October 23, 2010)

**New Business:**

**Public Services Campaign Status Report**

President Sanchez advised that a written PSC report from Phil Giarrizzo will be distributed to Executive Board Members in the very near future.

**Correspondence to SEIU Legal Counsel**

President Sanchez sent via U.S. Mail & email correspondence dated September 16, 2010, addressed to SEIU International Deputy General Counsel Norman Gleichman. Executive Board & Budget & Finance Committee Members were courtesy copied with the correspondence via email. President Sanchez is awaiting a written response from International Legal Counsel.

**Assistant to the Board/President Staff position**

President Sanchez advised the Executive Board that she, Chief Elected Officer Sin Yee Poon, and Secretary Pamela Holmes-Morton will meet to discuss the duties of the Assistant to the President and Executive Board. Additionally, President Sanchez and Kerry Newkirk, Interim Assistant to the President and Executive Board advised the Personnel Committee and Board that the job description does need to be modified due to concerns raised by the Chief Elected Officer and the Secretary of Local 1021. The motion was tabled by Schools Industry Chair Mynette Theard until the October 23, 2010 Executive Board Meeting.

**Confirm October Board Meeting Date**

The Executive Board Meeting will convene on October 23, 2010 in Redding, California. The precise venue to be determined.

**M/S/C** - Motion Mynette Theard seconded by Harry Baker to “direct the Bylaws Committee to 1. Continue to refine the language. 2. Continue outreach to the membership. 3. Return with a final draft for the October 23, EBoard Mtg.”

## **Ken Smith - IFC Facilitator Assessment**

Ken Smith assessed Local 1021's Executive Board Meeting. He stated that the Board is dysfunctional and not capable of conducting the business of the Membership. Ken Smith said that the Members would be extremely disappointed if they observed the manner in which the 1021 Executive Board was conducting their business. Ken Smith stated that there were two high points in our meeting. 1. The Installation and Oath of Office that Amos Eaton took as the Budget and Finance Committee Member for Region Six (6) Sonoma Lake. 2. The Executive Board's adoption of the Banking Campaign. Ken Smith stated that with hard work and commitment Local 1021's Executive Board could function successfully.

**M/S** - Motion by Mynette Theard seconded Nancy Atwell to have Ken Smith from IFC attend and facilitate the next 2-3 Executive Board Meetings. Ken Smith advised that a motion was not necessary and that he would be honored to assist and help the Local 1021 Executive Board.

A moment of silence for the  
Victims of San Bruno Fire and the passing of Mr. JJ Johnson

**President Roxanne Sanchez adjourned the meeting at 12:10 p.m.**

Respectfully submitted by Pamela L. Holmes-Morton – October 18, 2010  
Secretary SEIU Local 1021

**The Executive Board proceedings of the September 19, 2010 meeting were adopted on October 23, 2010 with the following amendments:**

Page 1: The minutes read Gayle Chadwich. A proposal was made that Chadwich be corrected to Chadwick.

Page 1: The minutes read Executive Board Members absent: Akbar Bibb, Karen Bishop, Shelia Darvell, David Height, Michelle Rodrigues, Mynette Theard. The minutes read Budget & Finance Committee Members absent: Michael Tong. A proposal was made to correct following members as present: Akbar Bibb, Karen Bishop, Shelia Darvell, Michell Rodrigues, Mynette Theard, Michael Tong.

Page 1: A proposal was made to add staff present: Kerry Newkirk

Page 1: A proposal was made to add guest as present: Ken Smith

Page 1: The minutes read Executive Board Members absent: Height. A proposal was made that Height be corrected to Hight.

Page 4: The minutes read Courts Industry Chair John Gales – verbal report advised of “a decertification issue.” He reported that the Paraprofessional unit has only 7 members and constitutes less than 5% of the workforce. He further stated that the Courts have been advised to merge with the large unit as they cannot be a stand alone bargaining unit per regulations. Written report to follow. A proposal was made to reflect Courts Industry report to read “San Joaquin County Court supervisors have been released from Local 1021 representation. It was determined that 10 contract employees at the court are not in the 1021 bargaining unit. The seven remaining employees will be assigned to either the professional or technical unit.”

Page 5: The minutes read Sonoma County Area Representative Nancy Atwell – verbal report on installation of new City Council Officers. A proposal was made to change “city council” to “county chapter” (Sonoma County report – last paragraph)



## CONTINUED

**The Executive Board proceedings of the September 19, 2010 meeting were adopted on October 23, 2010 with the following proposed amendments:**

Page 5: The minutes read M/S/C – Motion Saul Almanza seconded Crawford Johnson that matching funds in the amount of \$500.00 be donated to laid-off San Francisco City and County Member due to the loss of a relative who died in the San Bruno fire. Funds will be disbursed from the Special Districts Budget as funds are exhausted per the Treasurer from the Good Will and Welfare Fund. A proposal was made to delete “M/S/C” from first sentence as the board did not vote on a motion to allocate Special District Industry funds (Industry Chair Almanza offered to make the contribution of \$500.00). A proposal was made to change “Good Will and Welfare Fund” to “donations line item in the local’s budget” (first paragraph)

Page 6: The minutes read Discussion ensued about adopting the Banking Campaign...

Page 6: The minutes read President Sanchez requested that Phil Girarrizzo take the lead in coordinating the Banking Campaign for the Local. Additionally, he will communicate and coordinate with Industry Chairs and Area Representatives to develop a rough draft of the Banking Campaign within three weeks for review.

Page 6: The minutes read M/S/C – Motion Eric Stern seconded by Gary Jimenez to adopt the Banking Campaign for Local 1021.

A proposal was made to change “Banking Campaign” to “Wall Street Accountability campaign” throughout third paragraph.

Page 6: The minutes read Girarrizzo. A proposal was made that Girarrizzo be corrected to “Giarrizzo” (third paragraph)

Page 6: The minutes read President Sanchez reported that she and Chief Elected Officer Sin Yee Poon have reached agreement related to paying the PSC consultants for... A proposal was made to change “PSC” to “Public Services Campaign” (fourth paragraph)

Page 6: The minutes read Recognition of OS4 bargaining unit M/S/C (Moved, Seconded, Carried). A proposal was made at the October 23, 2010 Executive Board proceedings to record the vote count in recognition of OS4 bargaining unit motion (20-3-6) last paragraph)

## **CONTINUED**

**The Executive Board proceedings of the July 26, 2010 meeting were adopted on October 23, 2010 with the following amendments:**

Page 6: The minutes read Long-term lost time accrual of vacation/sick leave policy Alysabeth Alexander requested that the Executive Board adopt a Long-Term Lost Time Accrual of Vacation/Sick Leave Policy. There was not written proposed policy for the Board to review. A proposal was made to correct description of Alysabeth Alexander request-issue was regarding a stipend for retired members doing political work (not long-term lost time accrual) last paragraph

Page 6: The minutes read M/S/C – Motion Mynette Theard seconded by Harry Baker to “direct the Bylaws Committee to 1. Continue to refine the language. 2. Continue outreach to the membership. 3. Return with a final draft for the October 23, EBoard Mtg.” A proposal was made at the October 23, 2010 Executive Board proceedings to record the vote count for the September 19, 2010 Executive Board motion as follows: Bylaws revision motion (28-1-0) (sixth paragraph)

Amendments and Corrections made on October 24, 2010 by  
Pamela L. Holmes-Morton  
Secretary, SEIU Local 1021

**SEIU Local 1021 Executive Board Meeting  
MINUTES  
Saturday, October 23, 2010  
Red Lion Hotel – 1830 Hilltop Drive  
Redding, California 96002**

**Board members present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Alysabeth Alexander, Saul Almanza, Kathy Basconcillo, Akbar Bibb, Karen Bishop, Kenneth Blomberg, Gina Castellano, Sheila Darvell, Dolores Dawson-Gholar, Amy Dooha, David Fleming, John Gales, Gladys Gray, Karen Joubert, Andrea Longoria, Michelle Rodrigues, Mary Sanders-Tucker, Jacqueline Sowers, Eric Stern, Renita Terry, Mynette Theard, David Turner, Denis Villanueva

**Executive Board members participating via telephone conference:** Treasurer Kathy O'Neil, Celeste Thompson, Nancy Atwell (afternoon participant)

**Executive Board members excused:** Nancy Atwell (morning), Ken Tam,

**Executive Board members absent:** Harry Baker, Gregory L. Correa, Jim Nebel, Oliver Tarap, Gayle Chadwick, David Hight,

**Budget & Finance Committee member present:** Michael Tong

**Budget & Finance Committee members absent:** Amos Eaton, Mary Jane Logan, Mercedes Riggelman, Nadeen Roach, Dann Solomon

**Budget & Finance Committee member participating via telephone conference:** Peggy LaRossa

**Staff present:** Ra Criscitiello, Kerry Newkirk, Seth Schapiro

**Guests present:** Eleanor Prouty, Ken Smith

**Meeting called to order at 9:00a.m. By President Roxanne Sanchez**

**Welcome:** Sheila Darvell, Shasta County Area Representative - Members of the Redding chapter addressed the Executive Board related to representational issues and active attempts to decertify. Written correspondence from Redding Chapter members was read to the Executive Board. Board member Karen Bishop requested that the entire Board be given a copy of the documentation related to Danielle Johnson's complaint. Chief Elected Officer Sin Yee Poon stated that she would scan and email the packet of information to the entire Board if it is the desire of the Redding Chapter to do so. The Redding Chapter was in agreement.

**Introduction of Officers, Executive Board Members, Redding 1021 Members, Local 1021 Members from other Chapters & Guests.**

**Agenda was reviewed and adopted.**

**Review and approve Executive Board minutes of July 26, August 28 & September 19, 2010**

M/S/C – 16-2-5/ Motion Kathy Basconcillo seconded Ken Blomberg to adopt the July 26, 2010 minutes with amendments submitted from staff person Interim Assistant to

Executive Board & President Kerry Newkirk.

M/S/C – 18-0-3/ Motion to adopt Kathy Basconcillo seconded Mary Sanders Tucker to adopt the August 28, 2010 minutes with amendments submitted from staff person Interim Assistant to the Executive Board & President Kerry Newkirk.

M/S/C – 19-0-3/ Motion to adopt Amy Dooha seconded Alysabeth Alexander to adopt the September 19, 2010 minutes with amendments submitted from staff person Interim Assistant to the Executive Board & President Kerry Newkirk.

**Consent Calendar:** Pulled from the consent calendar: Proposed policy on long-term lost time vacation/sick leave accrual. Discussion ensued about making all members whole related to vacation/sick leave accrual and retirement when Executive Board members take leave without pay to carry out Executive Board Member duties. President Sanchez advised that no Executive Board member should be losing employment benefits when carrying out Officer and Executive Board member duties. She advised that all impacted meet with Seth Schapiro and provide all necessary information to remedy the circumstance. M/S/C -25-1-0/ Motion to adopt proposed policy on long-term lost time vacation/sick leave accrual for Members on lost time. Amy Dooha seconded Jackie Sowers

**Consent Calendar:** Pulled from the consent calendar: Chapter bylaws for adoption (Alameda County BHC, Calaveras County Water District). Discussion ensued and it was determined that the chapter bylaws template was adhered to. M/S /C – 22-0-3/ Motion to adopt chapter bylaws for adoption (Alameda County BHC, Calaveras County Water District) Mary Sanders Tucker seconded Gary Jimenez.

**Consent Calendar adopted:**

- Proposed policy on acceptance of new chapters.
- Proposed amendments to member travel and member expense policies.
- Assistant to Board/President staff position job description.
- Haiti resolutions (resubmitted by Social & Economic Justice Committee).
- Designation of staff 401 plan advisory committee

M/S/C – 25-1-0/ Motion to adopt consent calendar Kathy Basconcillo seconded Eric Stern.

**Chief Elected Officer's Report Sin Yee Poon reporting:** Distributed the October Field Director reports: Stephanie Batey, Larry Bevan - Interim, Pattie Tamura, Frances Jefferson, Bill Steck - Politics, Timothy Gonzales - External Organizing report. List of laid off members was provided (Sacramento Unified School District & County of Sonoma) as requested by Gladys Gray. Chief Elected Officer Poon reported on the state of the Union. She advised of recent new hires, and promotions. She advised that an updated organizational chart would be forthcoming. Chief Elected Office Poon utilized the allotted time to respond to the concerns raised by the Redding members regarding representational issues, the pending departure of their highly-thought-of temporary Worksite Organizer, and their wish to be included in the interview process for a replacement.

**President and Leaders reports:** President Sanchez distributed a written report dated 9/23/10 reporting on the state of the Board. President Sanchez introduced Ken Smith (IFC - Facilitator/Trainer) and requested his assistance in developing a comprehensive leadership development program for the Executive Board.

Ken Smith addressed the Executive Board about the development and facilitation of a comprehensive leadership development program for the Executive Board to run from October 1, 2010 to January 31, 2011. The Executive Board reviewed the Memorandum of Understanding of SEIU Members Strength/Institute for Change with SEIU Local 1021. The services outlined include: coaching and mentoring, individual survey of Board members, facilitate three (3) executive board meetings, two (2) Board trainings. The cost of the Institute's work is \$28,000.00.

M/S/C – 28-1-0/ Motion Eric Stern seconded Andrea Longoria to accept the IFC Memorandum of Understanding with SEIU Local 1021 to provide support services to the Executive Board for a contractual agreement amount of \$28,000.00.

M/S/C 28-1-0/ Motion Gary Jimenez seconded Mary Sanders Tucker Chief Elected Officer Sin Yee Poon and Head of Operations/Labor Relations Seth Schapiro to review the contract of Ken Smith and execute such.

President Sanchez introduced SEIU Public Division Researcher Eleanor Prouty. Ms. Prouty distributed a written report and reviewed the status of the Public Services Campaign and budget.

M/S/C – 27 unanimous/ Motion John Gales Seconded by Kathy Basconcillo to extend the public services campaign until January 31, 2011 or until all funds are utilized and or dispersed for its intended purpose.

President Roxanne Sanchez advised the Executive Board that she requested the help of Leslie Frane, SEIU Public Division Director. Discussion ensued about involving the International to such a great degree in the member run affairs of Local 1021.

M/S/C – 19-7-3/ Motion Karen Bishop to call the question seconded Eric Stern.

M/S/C – 27-1-0/ Motion Mary Sanders Tucker seconded Andrea Longoria SEIU Public Division Director Leslie Frane provide assistance in the development of the local's budget, specifically working with the board and Budget and Finance Committee in assessing representation needs and identifying and prioritizing industry and regional programs.

Discussion ensued about the Policy Review Committee recommending the adoption of two proposed policies regarding staff assistance, participation, etc. and the second regarding authority of the President to take administrative actions (attached).

M/S/C -29-1-0/ Motion Gary Jimenez to call the question seconded Karen Joubert.

M/S/C – Motion Jackie Sowers seconded Kathy Basconcillo to adopt both standing policies proposed by the Policy Review Committee Chair Eric Stern and recommended for adoption by the Policy Committee to the Executive Board. Specifically as noted clarification as it relates to the President taking administrative action the text shall read: President Sanchez clarified for CEO Poon that the president would provide as much "reasonable opportunity" as possible for the CEO to take action before invoking the policy and taking administrative action. She further clarified the president will advise the CEO and board before taking such

action. The Board reserves the right to modify, amend or rescind this Policy at any time in its sole discretion.

Roll call vote requested by Chief Elected Officer Sin Yee Poon: YES votes – Larry Bradshaw, Jackie Sowers, Crawford Johnson, Ken Blomberg, Alysabeth Alexander, Amy Dooha, Michelle Rodrigues, David Fleming, Gina Castellano, Saul Almanza, Karen Joubert, Renita Terry, Shelia Darvell, Andrea Longoria, Karen Bishop, Mynette Theard, Kathy Basconcello, Akbar Bibb, Dolores Dawson-Gholar, Mary Sanders Tucker, Gary Jimenez, Eric Stern, Celeste Thompson, Nancy Atwell, Kathy O’Neil, David Turner, Denis Villanueva, Gladys Gray, John Gales. NO vote – Pamela Holmes-Morton

The Redding Chapter nominated member Danielle Johnson to fill the Budget & Finance Committee member vacancy in Region 9 –Shasta, Glenn, Tehama & Lassen. M/S/C – 29-0-1/Motion Andrea Longoria seconded Akbar Bibb to approve the appointment of Danielle Johnson to the Region 9 Budget & Finance vacancy.

Andrea Longoria reported (advisory only information) to the Executive Board & Budget & Finance Committee members. Mendocino Chapter has requested that the current bargaining team remain in place until bargaining is complete. Additionally, she advised that Gloria McCosker has been recommended to fill the BFC vacancy in Region 10 Mendocino and Humboldt counties.

**Member Engagement Committee Chair Appointment:**

Appointment confirmation – Pratibha Tekkey as Member Engagement Committee Chair. Discussion ensued related to broader representation of more diverse jurisdiction in committee chair appointments, since the 1021 President, PAC Chair, San Francisco COPE Co-Chair are all from the same Chapter as well as the proposed Member Engagement Chair. The concern voice was to implement a process to solicit membership leadership participation from all Chapters throughout Local 1021 democratically, so as not to give favored status to the Tenderloin Housing Clinic Chapter in San Francisco. M/S/C-28-0-1/ Motion Dave Turner seconded Gina Castellano to approve the appointment of Pratibha Tekkey as chair of the Member Engagement Committee.

M/S/C – 27 -0-1/ Motion Eric Stern seconded Karen Joubert: Napa County Area Representative David Hight is requesting a leave of absence and that Jan Schardt from Napa Valley Community College Chapter be appointed to his term for a six month temporary period. President Sanchez advised that David Hight’s letter of intent in writing would follow. Jan Schardt was sworn in by President Roxanne Sanchez as the interim Napa County Area Representative.

**Board meeting schedule for 2011**

M/S/C – 25-1-1/ Motion Mary Tucker Sanders seconded by Jackie Sowers. Executive Board meeting dates: November 20, 2010 (San Francisco), December 18, 2010 (Sacramento). The Executive Board meeting will be held every Saturday and scheduled to convene on the following dates: January 22, 2011, February 26, 2011, March 26, 2011, April 30, 2011, May 21, 2011, June 25, 2011. Larry Bradshaw recommended that a volunteer of Executive Board & BFC members form a committee to present the Executive Board/BFC with meeting location logistics for the upcoming Executive Board meetings in 2011. The following

members volunteered to serve on the Executive Board Location Meeting Committee: Karen Joubert, Mary Sanders Tucker, Jan Schardt, Gina Castellano, Peggy LaRossa.

**Campaigns:**

Political Action Chair – (PAC) Alysabeth Alexander reporting: Legislative/Political Program & Wall Street Accountability Campaign. Distributed hand written report and reported on the state of Local 1021's Political Action Program and the upcoming November 2, 2010 election and requested that Executive Board members sign up for political campaign work.

PAC Chair Alysabeth Alexander gave a brief overview on the Labor Project for Working Families and requested that the Executive Board adopt the project. M/S/C – 26-0-1/ Motion Crawford Johnson seconded Amy Dooha to join Labor Project for Working Families. PAC Chair Alysabeth then distributed a handout related to the Wall Street Accountability Campaign and reported status accordingly.

**Member comments:**

Member Pat Ikeda from San Joaquin County Executive Council spoke about a resolution submitted to the Executive Board from the San Joaquin County Chapter related to the proposed reduction of dues concerning the Uniform dues structure.

Jamillah Din member SF Laguna Honda Hospital member discussed the need for the Executive Board to focus on the upcoming November Elections during the campaign season and not (Bylaws).

Cathy Helton member of SF Civic Center Chapter addressed the Executive Board about the proposed standing policy and the problems that will incur as a result. She reminded the Executive Board that members of Local 1021 are the highest authority.

Brenda Barros member of SF General Hospital voiced her concern that she did not feel the need for a CEO position. Additionally, she requested a written response to a member issue that she put in writing. Member Barros also spoke about the elected bargaining team not being included in the bargaining decisions. Finally, she stated that as a former UHW member if there is a raise in the dues rate she advised that former UHW members have conveyed that they will be extremely upset.

Cynthia Landry member of Alameda County Social Services voiced her concern that Local 1021 take an appropriate pension reform position, healthcare reform position and consider providing bus transportation for members wanting to attend Executive Board meetings.

Jon Meade retiree spoke about the great work that the Executive Board has conducted and stated that it is his belief that the Bylaws has not caused a negative impact upon the November, 2010 elections.

John Shaban member of Sacramento City Schools voiced his position that he is in favor of the Bylaws revisions.

Becky Kraft member of Redding Chapter thanked the Board for their support.

Debra Miller member of Santa Rosa Junior College requested training for stewards, legal (support), research, etc. & competent field representatives.

Duke Westphal member of Santa Rosa Chapter and city bus driver read his open letter to the Executive Board about his "One Nation" Washington D.C. 10-02-10 march experience and commitment to the labor movement.

Rachael Carbajal member of San Joaquin County addressed the Executive Board about staffing concerns and the need for full time staff. Member Carbajal also spoke about

the uniform dues structure and her sentiment that all members should pay the same dues rate.

Kathy Rankin retiree addressed her concern related to retirees not being able to vote and requested that the Executive Board consider allowing the Bylaws amendment change to reflect accordingly.

**Committee Reports – Bylaws:**

Chair Larry Bradshaw of the Bylaws Committee reported on the following: Bylaws Committee is recommending a reduction in the dues cap from 1.8% to 1.75% pending financial information to be reviewed by the Budgeting & Accounting Director and the Budget & Finance Committee.

Chair Larry Bradshaw distributed Bylaws amendment documents to the Executive Board in response to International Deputy General Counsel Norman Gleichman's written response to Larry Bradshaw related to amending SEIU Local 1021's Bylaws. Chair Bradshaw reviewed with the Executive Board the proposed Bylaws amendments and gave an explanation of the recommended changes.

M/S/C – 24-0-3/ Motion Amy Dooha seconded Jackie Sowers each regional body shall be chaired by the area's designated Executive Board representative with the support of the Area Vice President.

M/S/F – 4-25-0/ Motion Pamela Holmes-Morton seconded Alysabeth Alexander: Minutes of Executive Board meetings shall be submitted to all members of the Executive Board no later than three (3) days before the next calendared Executive Board meeting. Motion failed.

M/S/C – 17-12-0/ Motion Nancy Atwell seconded Pamela Holmes-Morton: Minutes of Executive Board meeting shall be submitted to all members of the Executive Board no later than five (5) days before the next calendared Executive Board meeting.

M/S/C – 28-1-1/ Motion Amy Dooha seconded Dave Fleming to extend the meeting to until 5:00 P.M.

M/S/C – 24-2-4/ Motion Amy Dooha seconded by Eric Stern to table (15.3 Vacancies) until phase II of the bylaws revision process.

M/S/C – 28-0-1/ Motion Amy Dooha seconded by Jackie Sowers: recall election (15.5 D) to take place within 90 days of receipt of the petition.

M/S/F – 2-27-0/ Motion Nancy Atwell seconded Pamela Morton: recall election (15.5 D) to take place within 270 days of receipt of the petition. Motion Failed

M/S/C – 28-1-0/ Motion Larry Bradshaw seconded Jan Schardt (20.2) to reduce the dues cap to 1.75% and the language added after January 30, 2012 to read: to be sent to the membership for a vote. Prior to the vote Chief Elected Officer Poon pointed out that by reducing the dues to .05% it would result in a minimal amount reflected on members pay check and will result in \$500,000 of member dues revenue loss for Local 1021.



M/S/C/ - Motion Larry Bradshaw seconded Eric Stern Motion to approve Bylaws revisions, to authorize a Bylaws election, and to fund the election process.

Whereas the Bylaws Committee has recommended bylaws revisions to make the Union stronger, more democratic, and more responsive; and

Whereas the Executive Board reviewed these bylaws revisions at the Executive Board retreat. Since that time, Board Members recommended minor changes which have been made and, the recommendations of Norman Gleichman, Deputy General Counsel of SEIU, have also been incorporated. The Executive Board of 1021 is ready to move the process forward to a vote of the membership;

Therefore be it resolved that the Executive Board approves the final drafts of these Bylaws revisions presented here today, and authorizes an election that will put the bylaws revisions to the membership for a vote.

Be it further resolved that the Executive Board instructs the Bylaws Committee to hold regional information meetings to explain these Bylaws revisions for the members. Further be it resolved that the goal is to hold a vote during the month of December 2010, and that the Board authorizes funding in the amount necessary to conduct and complete all aspects of the election process is authorized by the Board.

Chief Elected Officer Sin Yee Poon reminded Third Vice President & Bylaws Chair Larry Bradshaw that at the September, 2010 Executive Board retreat he stated and agreed that four regional meetings would occur to allow Local 1021 member input prior to the Executive Board's finalization of the amended Bylaws revision. Secondly Chief Elected Officer Poon reminded Third Vice President Bradshaw that he sent an email to the Executive Board and members informing them that the Bylaws revisions would be postponed until after the November 2, 2010 elections and requested that he respond to her concerns. Vice President Bradshaw responded that he agreed to 11 regional meetings and believes that he has allowed for member input by various means such as Bylaws meetings, conference calls, updates on the website and Chapter meetings. Board member Michelle Rodrigues advised that she has had 20 or more Chapter meetings and has educated and shared with members the need for Bylaws revisions and amendments. First Vice President Gary Jimenez reported that he has advised members of the Bylaws revisions at the Alameda County Area Representative meetings.

Roll call vote requested by Secretary Pamela Holmes-Morton: YES votes – Larry Bradshaw, Jackie Sowers, Crawford Johnson, Ken Blomberg, Alysabeth Alexander, Amy Dooha, Michelle Rodrigues, Dave Turner, Gina Castellano, Karen Joubert, Saul Almanza, Renita Terry, Andrea Longoria, Denis Villanueva, Gladys Gray, John Gales, Karen Bishop, Mynette Theard, Kathy Basconcillo, Akbar Bibb, Jan Schardt, Mary Sanders Tucker, Gary Jimenez, Celeste Thompson, Kathy O'Neil, Nancy Atwell. NO vote – Pamela Holmes-Morton.

M/S/C – 28-0-1/ Motion Andrea Longoria seconded Amy Dooha to approve the Bylaws Election Committee:

Whereas the President of SEIU Local 1021, Roxanne Sanchez, has appointed an Election Committee to facilitate all aspects of a vote on the Bylaws Amendments, and to ensure a fair election; and

Whereas per Article 17.1.D of SEIU Local 1021 Bylaws, "The Executive Board shall have the option to contract with a neutral, third party contractor to conduct an election as

deemed necessary. In case of a contractor-run election, the Election Committee shall establish parameters and regulations that do not conflict with these bylaws,”

Therefore Be it resolved that the Executive Board approves the formation of this Election Committee; and

Be it further resolved that the Executive Board authorizes the Local to contract with a neutral third party contractor to conduct the vote on these Bylaw Amendments.

The noted individuals have been selected to serve on the SEIU Local 1021 Election Committee: David Murray – City Industry (City of Benicia), Cassandra Burdick – Private Sector/Non-Profit Industry (Valley Mountain Regional Center), Cass McCoy – Special Districts Industry (BART), Marty Bergstedt – Special Districts Industry (Chico Parks & Recreation), Donna Shane – County Industry (San Joaquin County). President Sanchez has advised that two persons have confirmed that they will serve on the Election Committee. President Sanchez advised that by Tuesday of next week she will have a complete list of Election Committee members.

M/S/C – Motion Amy Dooha seconded Mary Sanders Tucker Motion directing staff to distribute informational materials about the Bylaws amendments:

Whereas the Executive Board is the governing body of the Union, responsible for representing the interest of the members, and for managing the affairs of the Union; and

Whereas the Executive Board is responsible for setting policies, procedures, standards, and rules to ensure that the goals and objectives and direction of the Union are met; and

Whereas the Executive Board has determined that the recommended Bylaws revisions are in the best interest of the members, and the Institution (SEIU Local 1021); therefore

Be it resolved, so that the members can make an informed choice in this Election, the Executive Board direct all staff to distribute informational materials about the regional Bylaw Revisions informational meetings to the worksites; and

Be it further resolved the Executive Board direct all staff to remain neutral in the vote on the Bylaws revisions.

Chief Elected Officer Sin Yee Poon stated staff has been directed not to be involved in the Bylaws process or any member process and that direction needs to remain in place so as to keep the staff neutral. She further advised that CWA has a very clear position regarding staff being involved in any member process and may take issue with its members' involvement in the distribution of Bylaws informational materials. President Sanchez responded that if it is a Board approved program then the staff is to cooperate and collaborate with the Executive Board to get information out.

It was the position of several Board members that staff is to remain neutral and carry out the directives of the Executive Board to distribute Bylaws information. Roll call vote requested by Secretary Pamela Holmes-Morton: YES votes – Larry Bradshaw, Jackie Sowers, Crawford Johnson, Ken Blomberg, Alysabeth Alexander, Amy Dooha, Michelle Rodrigues, Dave Turner, Gina Castellano, Dave Fleming, Karen Joubert, Saul Almanza, Eric Stern, Renita Terry, Andrea Longoria, Denis Villanueva, John Gales, Karen Bishop, Kathy Basconcillo, Akbar Bibb, Jan Schadrt, Mary Sanders Tucker, Gary Jimenez, Celeste Thompson, Kathy O'Neil, Nancy Atwell. NO vote – Pamela Holmes-Morton.

Third Vice President and Bylaws Committee Chair Larry Bradshaw advised that the Executive Board would be polled once the actual costs are determined for the Bylaws amendment elections.

**Personnel Staffing Committee – First Vice President Gary Jimenez reporting:**

M/S/C -27-1-0/ Motion Mary Sanders Tucker seconded Gina Castellano to hire a temporary worker for 30 days to provide administrative support in the San Joaquin office. Personnel Committee will meet and develop a permanent staffing plan to address support staff needs in San Joaquin. The Executive Board can extend the temporary worker for 30 days with BFC approval and a recommendation from the Personnel Committee.

M/S/C – 27-0-1/ Motion Mary Tucker Sanders seconded Crawford Johnson: Motion to authorize a part-time Field Representative for San Joaquin for HAS until the 2011 budget has been approved.

Discussion ensued about the Personnel Staffing Committee recommendation to the Executive Board not to fill the 2010 budgeted Administrative Coordinator position for the Chief Elected Officer. Chief Elected Officer Poon advised the Executive Board that the permanent position has already been filled. Executive Board member Renita Terry called the question – vote count (28-1-0).

M/S/C – 27-1-1/ Motion Mary Sanders Tucker seconded Dave Turner to adopt the recommendation of the Personnel Staffing Committee not to fill the 2010 previously budgeted Administrative Coordinator position permanently or temporarily, until after the November 12-14 BFC 2011 budget process is completed.

**Old Business:**

Seth Schapiro Head of Operations/Labor Relations reported on status of the OS4 recognition. He advised that the committee is scheduled to meet October 28, 2010 to discuss the recognition process further.

Seth Schapiro reported on the status of new office space in Redding. Efforts are being made to resolve outstanding ADA and 24-hour access issues with a potential landlord. They will be resolved in a week or a new location will be sought.

M/S/C – 25-0-0/ Motion Mary Tucker Sanders seconded Jan Schardt to table the SEIU Ethics Policy agenda item.

**New Business:**

Social & Economic Justice Committee Chair Gladys Gray distributed a handout for Executive Board review to consider establishing a Men's Committee. M/S/C – 25-0-2/ Motion Gladys Gray seconded Crawford Johnson to start an SEJ Men's Committee.

**Meeting Evaluation and board member survey – Ken Smith** reminded the Board to review the survey completed by 29 Board members. Ken Smith conveyed optimism that the Executive Board is moving in the right direction. He stated that it is a difficult environment in which to practice democracy and reminded the Board of the principle to protect the rights of

the minority and the will of the majority. He recommended that the Bylaws agenda item should have appeared on the agenda earlier rather than towards the end as people tend to tire toward the end of the day when grappling with more complex matters. He commented that the agenda was good and that we warranted high marks in the Wall Street Accountability Plan. He advised that the President's report went an hour over the allotted time. He commented on the 25 minutes it took to schedule future Executive Board meetings and the 20 minutes spent debating the adoption of the July, August & September, 2010 minutes and suggested that we could save 45 minutes. He advised that we must do better with teleconferencing. Ken suggested that we give some thought to logistics. On a final note Ken left us with thinking about how each of us can do more to get the feeling that we all felt when the brother and sister talked about the DC experience at the 10-02-10 One Nation March at our upcoming November 20, 2010 Executive Board meeting.

Executive session convened. Seth Schapiro reported on staff negotiations. Executive session ended.

President Roxanne Sanchez adjourned the meeting at 5:05 P.M.

**Respectfully submitted by Pamela L. Holmes-Morton – November 18, 2010**  
**Secretary SEIU Local 1021**

---

**SEIU LOCAL 1021 EXECUTIVE BOARD**  
**STANDING POLICY**  
**(adopted 10/23/10)**

Adopted by the SEIU Local 1021 Executive Board pursuant to its authority under Article 14 and Article 14.2A, B, C and F of the Bylaws.

In order to carry out its authorities and designated functions under the Bylaws of Local 1021, and as specifically set forth in Article 14, the Executive Board of Local 1021 hereby adopts the following Standing Policy. This Policy is intended to provide for an effective day-to-day operational relationship between the Executive Board and the Chief Elected Officer "CEO").

If the CEO should fail or refuse to take administrative action which the Executive Board has authorized, after a reasonable opportunity has been provided to him/her to do so, then it is the Standing Policy of the Executive Board that the President shall be specifically delegated by the Board to take those administrative actions.

It is the specific intent of the Board that should such an occasion arise, the President shall notify the CEO and the Executive Board that she/he is implementing the provisions of this Standing Policy prior to taking action and the President shall make a specific report to the Executive Board in writing at its next regularly-scheduled meeting about the circumstance that required the implementation of this Policy, and the status of that issue as of the time it is reported to the Executive Board.

The Board reserves the right to modify, amend or rescind this Policy at any time in its sole discretion.

**SEIU LOCAL 1021 EXECUTIVE BOARD  
STANDING POLICY  
(adopted 10/23/10)**

The Executive Board of SEIU Local 1021, pursuant to its authority under Article 14 of the Bylaws, and its various subsections, hereby adopts the following Standing Policy.

On occasion, in the exercise of its authorities under the Bylaws, including those specifically set forth in Article 14.2A, B, C, and F, the Executive Board may call upon staff of the Local Union to assist it. That assistance may take the form of a request to attend a meeting, provide data or report to the Executive Board, or other matters as from time-to-time may come up. It is the specific Policy of the Executive Board that staff of the Union who respond in good faith to such requests or directives are protected in that activity and may not be the subject of retaliation, discrimination or reprisal by anyone in the Local Union for providing such assistance to the Executive Board or responding to such a request.

In the event that any employee of Local 1021 believes that he or she has been subjected to retaliation, reprisal, or discrimination in their employment with Local 1021 because of their cooperation with any request for assistance from the Executive Board, that person may at their option file an immediate appeal with the President of the Local Union and seek appropriate remedial action. If that employee is covered in their employment with Local 1021 by a Collective Bargaining Agreement that person may also, of course, have access to the grievance and arbitration procedures of that Agreement pursuant to its terms. Any appeal through this Policy is solely at the option of the affected employee.

If, upon receipt of such an appeal or complaint it reasonably appears to the President based on the information available to him/her that there is a good faith basis for such a complaint, the President is hereby authorized by the Executive Board, until such time as the Executive Board may itself consider the matter, to exercise appropriate power to prevent harm to the affected employee pending further hearing or review, including, for example, the authority to issue an order to the party alleged to be responsible for the retaliation, reprisal, or discrimination, to cease and desist that activity until such time as the Executive Board may consider the matter, or to take any other action that would immediately provide appropriate protection to the affected employee. No action by the President shall unduly interfere with the day to day operations of the Local Union.

This Standing Policy of the Executive Board is expressly intended to expire of its own terms on midnight, December 31, 2010 unless it is expressly renewed by the Executive Board. The Board reserves the right to modify, amend or rescind this Policy at any time in its sole discretion.

**SEIU Local 1021 Executive Board Meeting  
Minutes  
350 Rhode Island, San Francisco, CA 94103  
Saturday, November 20, 2010**

**Executive Board members present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Nancy Atwell, Kathy Basconcillo, Karen Bishop, Kenneth Blomberg, Gina Castellano, Dolores Dawson-Gholar, Amy Dooha, David Fleming, Gladys Gray, Andrea Longoria, Mary Sanders-Tucker, Jan Schardt, Jacqueline Sowers, Ken Tam, Renita Terry, Mynette Theard, David Turner

**Teleconference Executive Board participation:** Alysabeth Alexander, Akbar Bibb, Jim Nebel, Eric Stern

**Executive Board members excused:** Karen Joubert

**Executive Board members absent:** John Gales, Denis Villanueva, Saul Almanza, Oliver Tarap, Michelle Rodrigues, Gayle Chadwick, Celeste Thompson Sheila Darvell

**Budget & Finance Committee members present:** Mercedes Riggelman, Michael Tong, Mary Jane Logan, Amos Eaton

**Budget & Finance Committee members excused:** Peggy LaRossa

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

**Staff Present:** Ra Criscitiello, Seth Schapiro, Ed Hanley, Rocky Morrison, Kerry Newkirk

**Guest Present:** Phil Giarrizzo, Ken Smith

**President Roxanne Sanchez called the meeting to order at 10:05A.M.**

President Sanchez reviewed the agenda and it was adopted.

Review/approve minutes of October 23, 2010: Third Vice President & Bylaws Chair Larry Bradshaw requested that the minutes be considered for adoption after the lunch break to allow for review of the October 23, 2010 Executive Board proceedings. The Executive Board body through consensus was in agreement.

**Opening: Meeting November Election Report:**

John Shaban – November, 2010 Election – Mr. Shaban gave a verbal report on the November 2010 elections.

Larry Bradshaw – Slide show presentation. Third Vice President Bradshaw reported on various political measures throughout the state of California.

Phil Giarrizzo – National election report distributed to the Executive Board. Mr. Giarrizzo reported on the on the state of politics in the United States.

**Member Comments: Approximately 24 speakers (Members) addressed the Executive Board with the following concerns:** Support for the proposed Local 1021 Bylaws amendments, the unnecessary cost associated with the proposed Bylaws amendments, failure of the leadership to allow for a balanced view on the issue of the proposed Bylaws amendments, lowering member dues, reclaiming jobs members have lost, ACRE announcement of Warm Coat campaign convening – 12/11/2010, membership elected a Chief Elected Officer to run the daily operations of Local 1021, request to delay the Bylaws amendments until after the terms of the elected Officers expire, Inquiry and explanation as to why five Executive Board Officers are out on lost time, members requesting a written report of major successes while Officers out on lost time, SEIU taking the lead on pension reform, concern about the workload of the worksite organizers, the need for member representation to be the Local's focus, health care reform, possible decertification of bargaining units due to the Local's in-fighting.

Member comments ended at 11:40 A.M.

**Consent Calendar**

Extension of Helen Horn temporary status: M/S/C - 21-0-1 Motion Mary Sanders Tucker seconded Kathy O'Neil.  
Roll call vote requested:

**Chief Elected Officer's Report** – Chief Elected Officer Sin Yee Poon distributed her written report and discussed the success of Prop B and how crucial the last five days were. The Chief Elected Officer thanked the Members, Staff and Co-supporters in defeating Prop B. Chief Elected Officer Poon cautioned that the fight is not over and we must be prepared to be proactive in the assault upon Public Sector workers.

**President and Leader reports** – President Sanchez submitted her written report to the Executive Board. President Sanchez discussed the Needs Assessment Project currently underway for Alameda County Medical Center & San Joaquin County Medical Center. President Sanchez advised that the preliminary analysis and data should be available 5-6 weeks from the time the evaluation assessment process begins.

CEO Poon wanted clear parameters as to what exactly the needs assessment is at it relates to assistance from the International. Chief Elected Officer Poon wanted to know specifically what the International is providing with regard to representation. She further inquired if the data would be put in a report form and would the Executive Board deliberate on the information provided and decide what action the Board will pursue. CEO Poon will meet with the team from the International so that she can better understand the needs assessment. The meeting will take place on Monday 11/22/10.

Mary Jane Logan – Budget and Finance Committee member requested that information about the Public Services Campaign & needs assessment pilot for ACMC/San Joaquin Hospital be placed on the 1021 website so that members can access information.

President Sanchez provided a brief overview of the Public Services Campaign (PSC), additionally she spoke of her desire to have all 1021 Officers serve on the Steering Committee of the PSC. M/S/C – Passed unanimously / Motion Crawford Johnson, seconded Jan Schardt - Motion that all nine Officers will sit on the Steering Committee of the PSC.

Gladys Gray - SEJ Chair reporting – Written report distributed.

Mary Sanders Tucker- Organizing Chair Report – Verbal. Norm Ten – organizing staff personnel discussed Family Health Services workers initiating the process to form a Union at their work place through the card check process. Norm Ten introduced Heidi Palomera. Ms. Palomera reported there are 140 people at her worksite. Ms. Palomera talked about her motivation to organize at her worksite and talked about her struggle to obtain family and medical leave for her minor daughter who has Leukemia. She spoke about how she has rallied approximately 35 co-workers to actively participate in forming a Union at her worksite. A petition was distributed on behalf of Family Service Agency workers.

Lunch from 12:45P.M. Executive Board Meeting reconvened at 1:15P.M.

President Sanchez reported that a tentative agreement was reached with CWA-represented staff. She further advised that specifics and additional information would be provided during executive session today.

Dave Fleming – Nursing Industry Chair, written report distributed.

Kathy Basconcillo – City & County of San Francisco Industry Chair, written report distributed.

**Treasurers Report** - Kathy O'Neil distributed the following reports:

- 2011 Budget recommendation to the Executive Board submitted by the Budget and Finance Committee.
- 2010 - 2011 Dues Revenue Headcount Summary Projections.

Treasurer Kathy O'Neil reported on the financial state of the Local and a more than \$1,000,000 budget shortfall. She further advised that the budget is a spending plan and that it is monitored quarterly. Treasurer O'Neil recommended that Chief Elected Officer Sin Yee Poon and President Roxanne Sanchez possibly negotiate with the SEIU State Council paying a lower per caps rate to actualize a savings to the Local due to the State Councils inability to provide full services at the present. Treasurer O'Neil also reported that all Industry budgets have been cut by 15%. Additionally, the levels of stipends for Officers and Executive Board members with a 50 hour commitment has been reduced to \$300.00 per month and Executive Board members and BFC members with a 25 hour commitment will receive \$200.00 per month.

Discussion ensued about the member program impact Industries will be faced with as a result of the 15% Industry budget cuts. Also, SEJ Chair, Gladys Gray voiced concern that U.S. Labor Against the War is reflected in the SEJ budget and should be under the Public Relations/Community Outreach budget. Staff will research the matter to determine if USLAW falls under the SEJ budget or Public Relations/Community Outreach.

Retiree Member Kay Walker requested a list of what all retirees are paying in dues and inquired about the

retiree budget. Treasurer O'Neil responded that the list has been distributed several times and directed retiree member Kay Walker to consult with Dolores Dawson-Gholar regarding her request for retiree information.

Treasurer O'Neil reported that with the elimination of six staff positions a salary savings of \$370,925 is expected. Mynette Theard, Chair of the Personnel Staffing Committee advised that the Committee will make sure that staff workloads will be re-evaluated appropriately with regard to equal representation given the recommend BFC elimination of six staff positions.

Chief Elected Officer Sin Yee Poon objected to the Budget & Finance Committee eliminating her 2010 budgeted and approved secretary (administrative support) position.

President Sanchez advised that the Budget & Finance Committee will look at Chapter rebates during phase II of the bylaws revision process so that all Chapters in Local 1021 are uniform. President Sanchez also advised that the SEIU Unity Fund would be placed on the December, 2010 agenda for Executive Board discussion. President Sanchez discussed with the Executive Board convening panelists to address written complaints from members to the Executive Board and will advise of details soon.

Discussion ensued about the financial impact on the Local of the proposed dues reduction for those members currently paying a dues rate of 1.8%. Ed Hanley – Payroll & Membership Director advised there is no potential decrease or increase reflected in the proposed 2011 budget (in other words the 2011 proposed budget does not include the bylaws vote - dues reduction) if the dues cap is lowered to 1.75% projected revenue loss would be approximately \$600,000. Ed Hanley reported that during the Budget & Finance Committee Retreat held November 12–14 that the Committee is recommending to the Executive Board the adoption of Local 1021's 2011 budget of \$42,000,000.00.

M/S/C – 19-3-2 / Motion Gary Jimenez, seconded Jackie Sowers to adopt the BFC recommended 2011 budget for SEIU Local 1021.

M/S/C – 24-0-1 / Motion Jan Schardt, seconded Gary Jimenez to extend the lost time of Mary Sanders Tucker until the International reviews and approves the external organizing budget.

### **Campaigns:**

**Wall Street Accountability Campaign update** - Pratibha Tekkey Member Engagement Chair reported that she has met with several church leaders in Oakland and advised that church leaders are extremely interested in the campaign. Pratibha Tekkey advised of a bank action at Wells Fargo Tuesday, November 23<sup>rd</sup>. Additional details will follow. Pratibha Tekkey also advised of December 4, 2010 all day event; details to follow later. Pratibha Tekkey reported Mayor Jean Quan and the Oakland City Council will take a tour of Oakland. It was reported that Mayor Quan is also interested in holding the banks accountable and a possible partnership will be pursued. The PICO Community Organization group negotiated with Mechanics Bank in Contra Costa for a better interest rate.

**Retirement/Pension Campaign** - Harry Baker, Capital Stewardship Chair & Dolores Dawson-Gholar, Retiree Chair reported on the Secure Retirement Campaign plan. The following information was distributed to the Executive Board and the Budget & Finance Committee: SEIU Local 1021 Secure Retirement Campaign Plan, results of retirement ballot measures in California, and handbook entitled "Retirement Feeling Secure." M/S/C - Motion passed unanimously Motion Mary Sanders Tucker, seconded Amy Dooha to adopt the Secure Retirement Campaign plan.

### **Committee Reports:**

**Bylaws/Dues Committee** - Third Vice President and Bylaws Chair Larry Bradshaw read off several names of individuals he advised the Executive Board would serve on the Bylaws amendment election committee. The Secretary was not provided with a list of the new names read. Third Vice President and Bylaws Committee Chair also distributed a written bylaws motion to the Executive Board (attached).

M/S/C – Motion Amy Dooha, seconded Kathy Basconillo to adopt the bylaws motion dated November 20, 2010. Roll call vote requested: Gary Jimenez, Crawford Johnson, Jackie Sowers, Kathy O'Neil, Dolores Dawson-Gholar, Jan Schardt, Mary Sanders Tucker, Ken Blomberg, Dave Fleming, Gina Castellano, Gladys Gray, Ken Tam, Gregory Corraera, Renita Terry, Amy Dooha, Mynette Theard, Karen Bishop, Andrea Longoria, Kathy Basconillo, Harry Baker, Nancy Atwell, Dave Turner, Larry Bradshaw, Eric Stern–Yes. Pamela Holmes-Morton–No.

Chief Elected Officer Sin Yee Poon advised that the motion is in conflict with the current Bylaws as it relates to the Election Committee not meeting prior to 60 days to set up the election parameters. CEO Poon also went on to inform that the election process outlined in the Bylaws speaks to any election process and that Officer elections are not exempt from the process. CEO Poon also stated that the process implored was not democratic.



**Policy Review Committee** – Eric Stern Policy Committee Chair had staff distribute for a first reading by the Executive Board the following: proposed revision of policy on member travel; proposed revision of staff complaint policy.

M/S/C – 26-0-0 / Motion Gladys Gray, seconded Amy Dooha to table the SEIU Ethics Policy training.

M/S/F – Motion Failed / Motion by Harry Baker on behalf of his Civic Center Chapter seconded Pamela Holmes-Morton. If the election proceeds, that both pro and con information about the proposed bylaws be included with the ballot, so voters/members can hear both sides of the argument and make an informed choice. Roll call vote: Pamela Holmes-Morton-Yes. Gary Jimenez, Crawford Johnson, Jackie Sowers, Kathy O’Neil, Dolores Dawson-Gholar, Jan Schardt, Mary Sanders Tucker, Ken Blomberg, Dave Fleming, Gina Castellano, Gladys Gray, Ken Tam, Gregory Correra, Renita Terry, Amy Dooha, Mynette Theard, Karen Bishop, Andrea Longoria, Kathy Basconillo, Harry Baker, Nancy Atwell, Dave Turner, Larry Bradshaw, Eric Stern-No.

M/S/C Motion to call the question Andrea Longoria (24-1-0)

M/S/C – 24-1-0 / Motion by Nancy Atwell seconded Mary Sanders Tucker authorizing President Sanchez to execute the contract with Election Services Solutions to conduct the Bylaws amendment vote if the Chief Elected Officer fails to execute the contract with ESS on November 29, 2010 by 5:00P.M.

M/S/C Motion to call the question Andrea Longoria (18-4-2)

M/S/C – 18-4-2 / Motion Nancy Atwell seconded Andrea Longoria to delay vote on the adoption of the Executive Board *minutes* of October 23, 2010 until the December 2010 board meeting.

**Ken Smith – IFC Executive Board Meeting Evaluation Assessment:** Recommendations on how to do things better: Ken Smith stated that the agendized learning piece was nice however we got about 1/100 out of the political presentation (November 2010 Election) by Phil Giarrizzo, Larry Bradshaw, John Shaban. The 30 minutes would have been better utilized to engage the Executive Board in thinking more about what this state just went through and less on the show and tell. Ken Smith stated that there needs to be more preparation more thoughtfulness so that the Executive Board can have a better learning experience. Ken is willing to drive that with the appropriate people if they wish that to happen. He recommends that we identify a team of staff and leaders who are going to make sure that at our meetings everything is taken care of and arranged.

Ken Smith stated that the Executive Board members talk too much on top of each other; there are side conversations going on all around the room. Ken Smith went on to state that some of us just can’t stand to listen to each other talk. Ken Smith stated that he has observed Executive Board members get up and start talking to other people, by the time that gets multiplied five or six times you really have a distracting environment. He is not sure we are giving each other the respect that leaders of Local 1021.

Ken Smith stated that he has previously advised the Executive Board it is not a good policy to talk about personnel matters in open session with members in the room. Ken Smith advised that this is the second time he has observed the Executive Board engaging in this behavior and strongly recommended that a discussion ensue to cease such conduct.

Finally, IFC Consultant Ken Smith advised the Executive Board that his contract has not been executed by Chief Elected Officer Poon. Discussion ensued and he advised the Executive Board that he would follow up with the Chief Elected Officer.

Executive Board went into executive session at 5:00P.M.

Seth Schapiro, Head of Operations/Labor Relations – staff reported on CWA bargaining and discussion ensued.

M/S/C - 24-2-0 / Motion Mary Sanders Tucker, seconded Amy Dooha to extend executive session to 6:00P.M.

Executive Session ended at 5:50P.M.

M/S/C - 24-1-0 / Motion Mary Sanders Tucker, seconded Gladys Gray to approve the OS4 recognition and interim agreement.

M/S/C – 19-1-6 / Motion Mary Sanders Tucker, seconded Amy Dooha to approve the CWA bargaining agreement.

Staff comments - unrepresented staff to receive the same CWA agreement for wages for those tied to CWA wage scale and benefits such as the vacation cash out.

Meeting adjourned at 6:00 P.M.

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

---

### BYLAWS MOTION

Whereas the Executive Board of Local 1021 has reviewed discussed, and approved bylaw revisions at its October 23, 2010 meeting in Redding, California, and subsequent to that date, the Board made modifications to the dues language of the bylaw amendments by phone and email polling; and

Whereas the Board adopted these bylaw revisions to help transform the Local by improving representation and making the Union stronger, more democratic and more responsive to the members; and

Whereas in accordance with Article 24 of the Bylaws, the board shall refer any bylaw amendment to a vote of the membership; and

Whereas delays in signing contracts and sending deposit checks have delayed the bylaws vote beyond the November 30 goal established by this Board and a vote during the holidays would not be in the best interest of our members; and

Whereas the deputy counsel of SEIU has advised the Local in cases where the Board and the CEO are in disagreement, "The CEO may disagree with this policy and program choice, but she is obligated to implement it in accordance with her subordinate relationship to the board" and the deputy counsel further clarifies, "...I stress that, in my opinion, the CEO may not decline to countersign checks because she disagrees with the approved board program (in this case the PSC)." Therefore, be it

Resolved that the Executive Board reaffirms its motions from October 23, 2010 in which the Board approved the formation of an election committee in order to ensure a fair vote, authorized the Local to contract with a neutral third-party contractor to conduct a vote on these bylaw amendments, authorized funding in the amount necessary to conduct and complete all aspects of the bylaws vote; and be it further

Resolved that the Board accepts the recommendation of the Budget and Finance Committee on the selection of an election contractor and directs staff and the CEO to contract with Election Services Solutions (ESS) to conduct the bylaws amendment vote. Staff and/or the CEO shall review the contract for performance and reporting, shall process the contract and the CEO shall sign the contract with ESS in an expeditious manner. In the event staff or the CEO have any concerns or problems with the contract with ESS, they shall immediately contact the President and/or the Bylaws Revision Committee Chair to expeditiously resolve those concerns or problems; and be it further

Resolved that the Election Committee, in consultation with the election contractor, shall establish new dates for the bylaws vote with the understanding that the Board directs the bylaws vote begin no later than early January 2011. The Board directs staff and the CEO to take all necessary steps to modify the contract with ESS to reflect this new date; and be it further

Resolved that the Board directs the CEO to sign a contract with ESS no later than 5:00 p.m. ET, November 29, 2010 and send the required deposit check no later than November 30, 2010; and be it further

Resolved that the Board directs staff and the CEO to take all necessary steps, including the necessary expenditure of funds to translate the proposed bylaw amendments into Spanish, Cantonese, Tagalong, and Vietnamese. Copies of the bylaw amendments shall be made available at each 1021 office, posted on the 1021 bylaws webpage and translations mailed to any member on request; and be it further

Resolved that the Board directs staff to take all necessary steps and expend the necessary funds to mail copies of the bylaw amendments to members of 1021, along with an election notification, election rules, notification to members on how to obtain a translated copy of the proposed amendments, and a statement from the Board including a recommendation from the Board on the bylaws. The Board directs that this mailing be sent out prior to the mailing of the bylaws amendment ballot on a date to be determined by the Election Committee. The Board directs staff and the CEO to take all necessary steps to obtain a non-profit bulk mail permit prior to the mailing; however the lack of obtaining this permit shall not delay this pre-election mailing; and be it finally

Resolved that the Board directs staff and the CEO to take all necessary steps, sign all necessary contracts,

produce the necessary materials, provide the necessary information and support required to implement this decision of the Board. The fact that a particular service, material or contract is not specifically mentioned or contained in this motion is not a reason for that service, material or contract to not be provided in carrying out this motion of the Board. The Board directs staff and the CEO to immediately consult with either the President or the Bylaws Committee Chair to resolve any questions, matters of interpretation or problems and to meet the timelines contained in this motion and those set by the Election Committee.

**SEIU Local 1021 Executive Board Meeting Minutes**  
**Saturday, December 18, 2010**  
**2300 Boynton Street**  
**Fairfield, California**

**Board members present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Saul Almanza, Nancy Atwell, Kathy Basconcillo, Karen Bishop, Kenneth Blomberg, Gina Castellano, Dolores Dawson-Gholar, Amy Dooha, David Fleming, Gladys Gray, Karen Joubert, Andrea Longoria, Michelle Rodrigues, Mary Sanders-Tucker, Jan Schardt, Eric Stern, Renita Terry, Mynette Theard, Celeste Thompson, David Turner, Denis Villanueva

**Executive Board members participating via telephone conference:** Akbar Bibb, Gayle Chadwick, Jim Nebel

**Executive Board members excused:** Second Vice President Crawford Johnson, Sheila Darvell, John Gales, Jacqueline Sowers, Oliver Tarap

**Budget & Finance Committee members present:** Mary Jane Logan, Peggy LaRossa, Michael Tong, Dann Solomon

**Budget & Finance Committee members absent:** Danielle Johnson, Nadine Roach, Mercedes Riggelman, Amos Eaton

**Staff present:** Timothy Gonzales, Fran Jefferson, Seth Schapiro

**Guests present:** Ken Smith, Nina Schulman, Larry Alcott (International staff)

**Meeting called to order by President Roxanne Sanchez at: 1:03 p.m. following board training provided by Ken Smith of the Institute for Change from 10:00 a.m. to 1:00 p.m.**

**Review Agenda:** President Sanchez recommended the following agenda modifications:

- **Review minutes** (15)
- **Treasurer Report** - 1:20 PM
  - Needs Assessment
  - Motions
- **CEO Report** – 2:00 PM
  - Member public comments
  - Golden Gate Member Comments
  - Election Committee Report

Agenda changes were adopted by the Executive Board via consensus.

President Sanchez announced that she had to leave the room. Larry Bradshaw chaired the meeting.

**Review and approve the minutes of October & November 2010:** Karen Bishop mentioned several proposed amendments of the October 2010 minutes. However there were no proposed amendments submitted in writing from the San Francisco Area Representative.

Nancy Atwell expressed concerns about the structure of the minutes and some of the information. We look to have facts only without having the interpretive comments.

Ken Tam stated that he was excused from the October 2010 meeting. However, there were no proposed amendments submitted in writing from the Counties Industry Chair.

Jan Schardt stated that her last name was spelled incorrectly on page 10 of the October, 2010 minutes. However, there were no proposed amendments submitted in writing from the Napa County Area Representative.

Dave Fleming stated that his name was left off roll call vote for Bylaws revisions, Bylaws election, and funding votes. Larry Bradshaw stated that he remembers the vote being 30-1 and he only counts 26 names. He further stated if there was anyone else not counted as present and voted at that meeting then they need to correct the minutes. However, there were no proposed amendments submitted in writing from the Registered Nurse Industry Chair.

Kathy O'Neil moved that at least the November minutes be re-written to be fair and impartial to what happened during that meeting as there were a number of speakers for and against different things but only the negative comments were included.

Larry Bradshaw stated a motion has been made and seconded. He asked that people would put their comments in writing and send it out before the next meeting so that corrections can be made.

Secretary Holmes-Morton reiterated that all motions need to be put in writing and all proposed amendments to the minutes need to be put in writing. She added an audio recording of the meeting if it is available.

Larry Bradshaw requested that Kathy O'Neil restate the motion: "The November minutes be re-written to reflect a very impartial reporting of what happened during the meeting and not editorializing." Larry Bradshaw asked that the motion include the November minutes. Secretary Holmes-Morton requested clarification of the motion. Larry Bradshaw responded the motion on the floor is that we will table the October and November minutes and people will send their suggested corrections to Secretary Holmes-Morton between now and the next meeting. And if there are differences we will vote on those differences at the next meeting when we approve the minutes. M/S/C – 27 yes, 1 no, 2 abstention.

President Sanchez returned and stated that it is imperative in order to maintain the meetings function we need to read the minutes, we need to make suggestions and we need to get those comments into the Secretary in an efficient manner.

**Treasurer Report/Needs Assessment Reporting:** Fran Jefferson Field Director for Alameda/Contra Costa counties, Private Sector/Non-Profit Industry as well as Alameda County Medical Center (ACMC) gave a report on the pre-merger history of the three legacy locals representing Union members. 616 represented professional, clerical, technical workers; 535 represented social workers and old UHW represented dietary, radiology and LVN's. The medical center had a functioning chapter. The staff assigned to the medical center coordinated and bargained actions together. ACMC has had a revolving door of CEOs amidst budget cuts resulting in disciplines and terminations of members. At one point there were as many as 170 disciplines. Progress has been made and the disciplines are down to 113. RN's are unhappy with 1021 and their contract ends in October, 2011. Fran Jefferson stated that we have not delivered on the promises made to RN's for a lot of reasons and that we need to stop and figure out how we do deliver on the promise. The opportunity is before us to do so and she is hopeful that we can take advantage of the opportunity with the challenge being how we build a stronger RN structure.

Fran Introduced Nina Schulman from the SEIU Public Division. Ms. Schulman reported that the Executive Board requested the Public Division to conduct an assessment of two units, San Joaquin County and Alameda County Medical Center. On November 5, 2010 Nina met with several Executive Board members to discuss the details of the assessment and gave a completion date goal of 1/17/2011. Ms. Schulman advised that the completion date is on target with currently 7% of the 10% membership random sampling done for San Joaquin County, which consists of talking to the members and in depth to the leaders. The fair assessment for ACMC was finished early but the bad news is members lined up to talk about their unhappiness and frustrations.

At ACMC the fair assessment sampling resulted in talking to 12.5% of the general unit (175 workers and leaders) throughout all the worksites and 10% of the RN's (81). As a result of the sampling three prominent major issues were flagged: (1) Leadership of the bargaining units was no longer representative of them. Factors were race, job description and job location. A number of the rank and file members felt that there were not enough leaders to represent their concerns. (2) Widespread discontent and frustration with the level of representation the membership was receiving. (3) Huge grievance and arbitration back log primarily in the general unit.

Nina Schulman impressed upon the Executive Board that the Public Division recommendation to bring in five additional staff for up to nine months is not a decertification avoidance campaign but a crisis level Chapter revitalization campaign focused on both the wage re-opener and the expiration of the RN contract. Additionally, the contract campaign will include the leadership and the recommended International staff developing an action plan with on leadership development, expanding the steward representational base and equipping the leadership with the ability to fight back.

Executive Board questions and comments included the roles of the 5 additional International staff, whether or not Union leaders have been targeted by the hospital administration.

Chief Elected Officer Poon pointed out that the ACMC history Fran Jefferson reported on was primarily of a structural problem from pre-merger and the current situation. During pre-merger there were 5 staff persons, post-merger there were 3. Post-merger members were not getting the attention and representation. CEO Poon acknowledged member dissatisfaction and her staff are committed to deal with it. Chief Elected Officer Poon spoke of expecting a more thorough process and referenced the minutes of the last meeting whereby she requested the data obtained from the assessment project be put in a report form so that the Executive Board would deliberate on the information provided and decide on the action to be taken. CEO Poon's further concerns included her and the staff not receiving a current clear written report or recommendation from the assessment project. Additionally, she and the staff have yet to verify and see the nurses' decertification petition. The CEO stated, it is not clear if the International would waive the allowance to use \$70,000 per month in organizing dollars for a period of up to nine months, and is requesting a more deliberate process.

Comments were made in support of the BFC recommendation of the ACMC campaign in the amount of \$630,000, rather than a decertification resulting in an estimated \$1,200,000 in lost revenue as well as engaging

the membership in the ACMC assessment project and not just the International staff as well as consider member lost time.

Secretary Holmes-Morton requested that all motions being made at today's Executive Board proceedings be put in writing and given to the Local's Secretary.

Larry Alcott, SEIU Public Division staff responded to questions and comments. He believes there is a crisis and stated there is not one single nursing department at ACMC in which there is support for 1021 and the principle leaders of the nurses at ACMC support an exit strategy from 1021. He stated that from his perspective the issues at ACMC are not structural but deeper and more substantive. Rebuilding of confidence and trust, a redevelopment of rank and file member leadership training, vision goals and a strategy plan that people can participate in requires a real intervention. Mr. Alcott went on to state that he believes we have a team right now that can do that however, the team needs help right now and the International staff can provide help to make it happen and then transition back very quickly to the Local as a whole. Nina Schulman concluded her report with informing the Executive Board that she spoke to the Public Division after the December 2010 BFC meeting and discussed the Board's request to finance the project with organizing funds and approval was granted.

### **List of BFC Recommendations to the Board from December 2010 Meeting**

1. Motion by Bradshaw that BFC recommend to the board that we pay up to \$70,000 per month for up to nine months for ACMC revitalization campaign in conjunction with overall plan to rebuild the union at ACMC, to be funded by organizing funds if possible. Grievance backlog and open contracts in 2011 were discussed. SEIU's approval and up to five SEIU staff are needed in order to proceed in the manner described. M/S/C. Larry Bradshaw called the question - M/S/C – 25 yes, 2 abstentions. Motion: Mary Sanders Tucker, seconded Gary Jimenez – M/S/C – 27 yes, 3 abstentions.

2. Motion to have Mary Sanders on lost time for all of 2011 M/S/C. This cost would be part of the organizing budget presented to the International. Larry Bradshaw called the question - M/S/C - 26 Yes, 1 No. Motion: Jan Schardt seconded Amy Dooha - M/S/C – 27 yes, 2 abstentions.

3. Motion to approve ROC Training program at \$310,369.75 M/S/C Note this will be part of the organizing budget presented to International and would need their approval as part of the overall organizing budget. Motion: Jan Schardt seconded Gary Jimenez - M/S/C – 27 yes, 3 abstentions.

4. Motion to refer the funding of USLAW to SEJ passed 8 to 2. – BFC recommendation was not adopted by the Board. New motion: That the \$5,000 affiliation cost shall be from SEIU Local and not SEJ budget. Gary Jimenez called the question – M/S/C by consensus. Motion: Harry Baker seconded Larry Bradshaw - M/S/C 17 yes, 8 no, 3 abstentions.

5. Motion by President Sanchez to purchase two vans from organizing budget, seconded by Dann Solomon, M/S/C. Cost Approximately \$100,000. Note this will be part of the organizing budget presented to International and would need their approval as part of the overall organizing budget. Andrea Longoria called the question - M/S/C - 27 Yes. Motion: Gary Jimenez seconded Eric Stern - M/S/C – 13 yes, 13 no, 4 abstentions. President Sanchez voted yes to break the tie. Final vote – M/S/C 14 yes, 13 no, 4 abstentions.

Tim Gonzalez Interim Organizing Director – Reported on the proposal to purchase two (2) vans. The purpose of the first van would be to transport organizing tools such as chairs, cables, microphones, banners, etc. The second van would transport members in organizing campaigns. Additionally, the vans would serve as mobile billboard advertising with the 1021 decal/logo affixed on the vans. Cities Industry Chair Renita Terry asked about liability (driving, insurance), other costs (gas, insurance), and storage. Staff response: \$100,000 would include liability whereas the Local would get a higher liability which is currently \$4 million with the vans it would be \$10 million all inclusive which would come from the organizing budget. Tim Gonzalez reported that the insurance has been allocated within the funds. It was reported that rental costs for 2008 to the present were \$9,000. Organizing is currently putting together the processes and protocol for use and storage of the vans which will be made available in the future. Board discussion ensued. The Board requested that in the future proposals submitted to the BFC be provided to the Board in advance so that they can be evaluated by the Board. Additionally, Nancy Atwell requested copies for the Board of the proposal that the BFC looked at with maybe the pros and cons.

6. Karen Bishop's Comcast internet connection bill – M/S/C to pay this expense through the end of January. Treasurer O'Neil advised that Karen Bishop is at home due to a medical condition and that the Board has been paying her Comcast hookup so that she can be on the internet to receive emails. Chief Elected Officer Poon voiced an ethics concern related to paying the Comcast bill of a Board member. Treasurer O'Neil stated that the internet portion of the bill is being paid which is \$25.00. Staff Seth Schapiro advised the Board that motions made by the Board in the past to allow for Karen Bishop to have internet access would have generated a cost of \$70 per month. The way that it is being done at present will cost less each month. Andrea Longoria called the question M/S/C – 27 yes, 1 no. Motion: Nancy Atwell seconded Gina Castellano – roll call vote requested by Secretary Holmes-Morton. YES: Gary Jimenez, Larry Bradshaw, Kathy O'Neil, Alysabeth Alexander, Harry Baker, Dolores Dawson Gholar, Gladys M. Gray, Renita Terry, Karen Joubert, Denis Villanueva, David Fleming, Katherine Basconcillo, Mynette Theard, Saul Almanza, Gregory Correa, Amy Doocha, Eric Stern, Jim Nebel, Michelle Rodrigues, Gayle Chadwick, Andrea Longoria, Jan Schardt, Ken Blomberg, Karen Bishop, David Turner, Gina Castellano, Celeste Thompson, Akbar Bibb, Nancy Atwell. NO: Pamela L. Holmes-Morton. Abstain: Ken Tam.

7. Del Norte chapter rebates – Affiliation agreement specified 50 cents per member per month for first year. Motion by Bradshaw, seconded by Tong, to extend current policy for a year with Bradshaw to communicate with chapter leaders regarding process of change. Motion: Eric Stern seconded Celeste Thompson. Motion adopted by consensus.

8. Proposed guest speaker Bill Barry for January Executive Board has a book, "Union Strategies for Hard Times." A proposal to buy his book for BFC and board members and pay the cost of having him here for trainings and meetings. Motion by Sanchez to spend up to \$2,000 total, including approximately \$750 for the books plus estimated \$1,000 cost of travel and expenses. M/S/C by voice vote. Motion Eric Stern seconded Amy Doocha - M/S/C – 29 yes, 2 abstentions.

**Treasurer - Informational Items Only:** Treasurer O'Neil reported on the trip that she, Chief Elected Officer Poon and Seth Schapiro took to Pasadena, CA where a meeting took place with International Secretary-Treasurer Eliseo Medina and other Locals in the Member Resource Center. Treasurer O'Neil reported that the Detroit MRC office is closing because it is not cost effective. Treasurer O'Neil reported at the meeting that almost 100% of the Board was not happy with the MRC. Treasurer O'Neil further advised that an official vote of the Executive Board needs to take place soon as to whether or not 1021 will remain in the MRC. The contract ends in June 2011 and we must begin planning now to set up our own MRC and give an official response to the International and ask for their help if we are no longer going to be a part of the MRC.

Treasurer O'Neil advised all Industry chairs to submit all bills prior to 12/20/10 in accordance with Rocky Morrison's email dated 12/17/10 so that the posting will be attributed to the 2010 budget. Any invoices submitted after 12/20/10 will be posted to the 2011 budget. Treasurer O'Neil reminded Board members that we are on a cash accrual basis.

Treasurer O'Neil advised that she has paid a final invoice for one hour in the month of July 2010 for the professional services of Siegel & Yee provided to Chief Elected Officer Poon. Treasurer O'Neil did approve the bill and advised the Board that Dan Siegel had not received the letter from the Board advising that his services will no longer be required. Treasurer O'Neil informed the Board that the CEO and Treasurer exchanged several emails and informed the Board that CEO Poon is not taking the Board's recommendation but that she will continue to contract with his services. Chief Elected Officer Sin Yee Poon responded "that is not what I said."

**Secretary – Informational:** Secretary Pamela Holmes Morton requested that all written reports be provided timely to the Board in advance and that all Board members be held to the same standard. Also requested that all financial reports and proposals pertinent to running this Local that have been submitted to the BFC be made available to the Board in advance so that when voting takes place Board members can make an informed decision related to their fiduciary responsibility. President Sanchez stated that she will do due diligence next time and make sure she works with the Treasurer in making sure that those things are made available to the Board.

**Donna Shane - Chair of the Election Committee** - Ms. Donna Shane read from a written prepared report. The report provided to the Executive Board recommended changing the name of the Bylaws Election Committee to the Bylaws Revision Vote Committee. Ms. Shane acknowledged receipt of Chief Elected Officer Poon's open letters to the Executive Board dated 11/29/2010 and 12/07/2010. Ms. Shane acknowledged disagreement with each of the CEO's points and stated that the Bylaws Revision Vote Committee has met all of the CEO's concerns and cannot move forward until there is resolution of this matter. Document-1 dated 12/13/10 received on

12/18/10. Document-2 received 12/18/10 with no date. (attached).

Chief Elected Officer Poon advised the Board and the Bylaws Revision Vote Committee that the committee was not approved at any of the Board meetings. There was a telephone poll; nothing has been recorded from that telephone poll. CEO Poon stated the Bylaws Revision Committee did not conduct an RFP. Third VP Larry Bradshaw called a few vendors. That does not constitute an RFP and it is not within Third VP Larry Bradshaw's description of duties.

President Sanchez stated that the poll was an email poll, and not a phone poll, and she did send the result to the Secretary. She further advised that she did not delete the emails and that she has them all, and will send the replies to the Secretary for proper recording.

Third Vice President Larry Bradshaw advised that the Bylaws of Local 1021 state that the Executive Board shall transact and conduct all business of the Local. He reported that he and the Chief Elected Officer appealed arguments to Norm Gleichman, Deputy General Counsel of SEIU International. Mr. Gleichman ruled that the Executive Board has fiduciary responsibility to this Local and that the Board is allowed to conduct the financial affairs. He went on to state there is no requirement for an RFP.

Chief Elected Officer Poon responded if you believe that the Executive Board has the authority to conduct all business, then you can certainly have/to follow through with your motion that you believe you have the authority to make and have the President sign the election vendor contract."

President Sanchez responded that the reason she has not signed the contract is because if she signs the contract and the CEO refuses to fund the bylaws election, the President only puts the Local in harms way and she cannot do that. President Sanchez stated the CEO has made a couple of statements that she won't sign the checks for the Election Services. President Sanchez asked CEO Poon if she would sign the check then the President would sign the contract.

Chief Elected Officer Poon responded to President Sanchez, "I have said that I believe that this is illegal, so I'm not going to do it. You believe that the Executive Board has the authority to conduct all business that would include, you signing the contract; that would include the Executive Board designating who signs the checks. So you're telling me that the Executive Board has the authority. You believe that the Executive Board has the authority to have Third Vice President Larry Bradshaw conduct the RFP, that the Executive Board has the right to have you sign the contract. If you believe that the Executive Board has the authority to conduct all business then you're going to take whatever action you believe you have the authority to do."

President Sanchez responded to Chief Elected Officer Poon, "Norm Gleichman was very clear that the signing of the checks falls to the CEO and you can delegate that responsibility to me on record. Please do so and I would then sign the check and sign the contract. If you want to delegate me that authority that's given you by the Bylaws, I will accept it."

Chief Elected Officer Poon responded, "It's illegal." President Sanchez asked Chief Elected Officer Poon "will you delegate that responsibility to me?" Chief Elected Officer Poon replied, "I do not believe, as you do, that the Executive Board has ultimate authority to conduct all business. You do, so no, I do not believe you have the authority."

**Karen Navarro - Golden Gate Community Health:** Ms. Navarro a community educator works with Juvenile Hall, public & private schools and with teachers to provide affordable, accessible and high-quality reproductive and primary health care services to teens throughout the bay area. Due to no longer being affiliated with Planned Parenthood, which has resulted in funding loss, Union members at Golden Gate Community Health are at risk of losing their jobs. Ms. Navarro is requesting that the Executive Board support their fund raising efforts so that 1021 members can retain their jobs. The membership is approximately 35 members which includes clinic locations in San Francisco, Oakland and Hayward. Motion Amy Dooha seconded Alysabeth Alexander - M/S/C: 28 unanimous. Approve letter of support on letter head to potential donors and support fundraising efforts such as phone banking.

**Chief Elected Officer Report:** Chief Elected Officer Poon advised that in the interest of time her report would be brief and distributed Field Director reports. Board members Gina Castellano and Karen Bishop were advised by Chief Elected Officer Poon that she would follow up on concerns related to training and the alleged refusal of a Worksite Organizer to give his phone number to members.

Chief Elected Officer Poon reported to the Board on the staffing/hiring process and informed them of recent rounds of interviews conducted. She further advised that new hire announcements would be forthcoming. Chief Elected Officer Poon, for transition purposes, requested Helen Horn's temporary employment extension to January 31, 2010 for a total of three-four working days during the time period. Motion Alysabeth Alexander seconded Gary Jimenez - M/S/C: 25 yes, 1 abstention.



**Tim Gonzalez Organizing Director** reported on an external organizing success and introduced Mr. Tim Molina, external organizer working with La Clinica De La Raza who was the lead in organizing 100 new members.

**Public Comments: Members**

Brenda Barros requested to be paid for lost time as a result of working hundreds of hours on the Prop B campaign in October 2010. Ms. Barros further requested that Executive Board members intercede on her behalf. President Sanchez acknowledged receipt of Brenda Barros' documentation of lost time status, and advised that she would follow up with Ms. Barros and Chief Elected Officer Poon.

Cynthia Landry spoke about a mechanism to track grievances throughout the Local after the MRC is no longer utilized. Ms. Landry also voiced concern that there is some centralized number where the member can bring their grievance to. She does not want grievances falling through the cracks.

Ramses Teon-Nichols voiced his concern related to a Tenderloin Housing Clinic matter and is requesting that the Executive Board assist in some manner. The matter will be discussed in executive session.

**President and Leader Reports:**

Sonoma County Area Rep. Nancy Atwell distributed the Living Wage Coalition of Sonoma County newsletter related to Jobs for Justice. Marty Bennett is a founding member and wanted the Executive Board to be aware what the coalition is doing. Nancy also distributed a flyer on the Women of Thailand who are a group of impoverished women who hand make and sell jewelry, arts and crafts to empower themselves to overcome poverty, improve their community and better their environment.

President Roxanne Sanchez distributed a written report summarizing the challenges and accomplishments of the Executive Board. Additionally, she distributed written responses to Chief Elected Officer Poon's open letters to the Executive Board dated November 29, 2010 and December 7, 2010.

Gary Jimenez reported on the SEIU Local 1021 Executive Board Standing Policy date revision. Motion: Amy Dooha seconded Karen Bishop to extend the Standing Policy expiration date to December 31, 2011. M/S/C – 27 yes, 1 no.

President Sanchez reported on the establishment of a Hearing Panel to address Executive Board complaints. President Sanchez advised that it was recommended to her that at least one Executive Board member serve on the panel. President Sanchez further advised that she has asked Ken Blomberg to serve on the panel and Warren Mar. President Sanchez also advised that she would forward additional information to the Executive Board via email.

Alameda County Area Representative Amy Dooha requested clarification on what will be sent to the panel. President Sanchez explained that member to member complaints go through an internal process.

**Consent Calendar**

1. Proposed revision of policy on member travel
2. Proposed revision of staff complaint policy

Motion: Gladys Gray seconded Eric Stern – M/S/C 25 yes, 1 no.

**Campaigns:** Public Services Campaign (PSC) - Larry Bradshaw distributed handouts which included a research report, project status chart and the PSC survey. This is an effort to include the Area Representatives with what is going on in their respective areas.

**Committee Reports:** Bylaws/Dues Committee - Larry Bradshaw distributed Bylaws document Article 16 – Administration & 20.2C requiring minor date modifications. Motion: Amy Dooha seconded Eric Stern – M/S/C 27 yes, 1 no, 1 abstention.

**Election Committee Report:** First Vice President Gary Jimenez, Second Vice President Crawford Johnson and Third Vice President Larry Bradshaw initiated charges against Chief Elected Officer Sin Yee Poon for alleged violations of Local 1021's Bylaws and SEIU International Bylaws. Third Vice President Bradshaw presented two copies of written charges to Secretary Holmes-Morton of Local 1021 to be served upon the charged party as specified in Article 22.C. of Local 1021's Bylaws. Third Vice President Bradshaw requested that the Board schedule the hearing expeditiously.

**Meeting Evaluation - Ken Smith- IFC Facilitator:** Ken Smith acknowledged that the Executive Board meeting started on time. The business session of the Executive Board meeting was 215 minutes. The Budget and Finance Committee report was very detailed and complicated and took 70 minutes. 20% of the Executive Board meeting was spent on two questions: Fundraising for Golden Gate Community Health and the USLAW \$5,000

expenditure. Ken advised that before we consider meeting more often consider how the Executive Board is using its current meeting time. Ken challenged us to grapple with three questions:

1. Is this a decision we should be making or should someone else? For example the needs of Golden Gate Community Health would have been best served by the PNP Chair and possibly assistance from the Health Industry Chair as stated by Schools industry Chair Mynette Theard rather than at the Executive Board.
2. Could work before the Executive Board meeting have streamlined the process? For example the Executive Board would have more likely had fewer questions and been able to make an informed decision more expedient had documentation related to the \$100,000 van purchase been made available to the Executive Board in advance.
3. Is this necessary for an Executive Board discussion? Every matter brought before the Executive Board does not require in depth discussion with just a few Board members.

Ken continues to respect and admire the Board for the difficult decisions that we are making in a difficult time in a difficult environment.

**Old Business:**

- A. Seth Schapiro - Staff reporting SEIU Ethics Policy Training document distributed & SEIU Local 1021 Elected Union Official's Time Estimate document distributed to the Board. Seth reviewed the time reporting requirements with the Board and encouraged many Board members to submit the 1021 Elected Union Official's time estimate before the end of the year.
- B. Social & Economic Justice Committee guidelines – SEJ Chair Gladys Gray distributed to the Executive Board SEJ Committee Operational Manual guidelines. Motion: Pamela L. Holmes-Morton seconded Gregory Correa to adopt SEJ Committee Operational Manual guidelines. M/S/C – 21 yes, 6 abstentions.

**Motion to extend the Executive Board meeting to 5:30PM Nancy Atwell seconded Gary Jimenez. M/S/C by consensus.**

**New Business:**

- A. Social & Economic Justice Committee Guidelines - Reporting Gladys Gray - reminder of Health Wellness Fair at Preservation Park January 29, 2011.
- B. First Vice President Gary Jimenez reported on the state of the Castlewood workers who have now been locked-out for nine months. Gary Jimenez requested Local donations – cash & food. Cash was donated by some Executive Board members and was collected by Executive Board member Gregory Correa who will make sure that the cash reaches the workers. Those who would like to donate non-perishable foods can at the Alameda County Central Labor Council.
- C. Motion Eric Stern seconded Nancy Atwell to place SEIU phone numbers and 1021 email addresses of Executive Board & BFC members on the 1021 website. M/S/C 27 unanimous.

**Regular meeting suspended at 5:20PM**

**Executive session: convened at 5:25PM**

**Regular session: reconvened at 5:40PM**

Motion: Gary Jimenez seconded Amy Dooha – M/S/C – 25 yes, 1 no - Continue the practice of unrepresented staff to receive the same CWA agreement wage for those tied to the CWA wage scale and benefits such as the vacation cash out.

Motion: Authorize a small group of Board members: Sin Yee Poon, Larry Bradshaw, Roxanne Sanchez, Seth Schapiro (staff), Alternate Alysabeth Alexander, Legal Counsel Vin Harrington meet to explore a settlement regarding the Tenderloin Housing Clinic matter. Motion by Mynette Theard seconded Andrea Longoria. M/S/C 27 unanimously.

**Meeting adjourned at 5:45PM**

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