

SEIU Local 1021 Executive Board Minutes

January 30, 2012

2300 Boynton Street, Suite 200

Fairfield, CA 94533-4354

Meeting called to order by President Roxanne Sanchez at 10:01 A.M.

Executive Board Members Present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Gladys M. Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, John Gales, Karen Joubert, Denis Villanueva, Kathy Basconcillo, Mynette Theard, Amy Dooha, Eric Stern, Gregory Correa, Ken Blomberg, David Turner, Jacqueline Sowers, Mercedes Riggelman, Michael Tong, Nadeen Roach, Dan Solomon, Jan Schardt, Debra Pearson (Temporary Courts Industry Chair)

Executive Board Members participating via video conference: Gayle Chadwick, Celeste Thompson, Gina Castellano, Shelia Darvell, Peggy LaRossa.

Executive Board Members participating via telephone conference: Saul Almanza, Nancy Atwell

Executive Board Members excused absence: Crawford Johnson, Ken Tam, David Fleming, Michelle Rodrigues, Andrea Longoria, Akbar Bibb, Amos Eaton, Kathryn Cavness

Executive Board Members absent without notification: Jim Nebel, Oliver Tarap

Staff Present: Joanne Cansicio, Bill Steck, Stephanie Batey, Pattie Tamura, Timothy Gonzales, Leah Berlanga, Rocky Morrison, Marguerite Fa-Kaji, Seth Schapiro, Frances Jefferson.

Member Speakers: Member Leaders from recently formed chapter PUC Hetchy were introduced – Julie Detman, Ken Brewer and Kirstern Leventhal. Third Vice-President Larry Bradshaw announced that the PUC Hetch Hetchy met all the required criteria for forming their own chapter, such as creating their chapter bylaws, which were submitted for review and found to be in compliance. There was a suggestion to ask the Policy Committee to review the current policy on creating new chapters, as there are some areas of the procedure that can be fine-tuned. Cynthia Landry from Alameda County also spoke.

Agenda Reviewed and the following additions were made:

Harry Baker: Pension – after Membership

Dave Turner: Announcement – after Poll results presentation

Redding Membership Comments: after Poll results presentation

Agenda adopted with the above noted additions to the agenda by consensus.

Review & Approve Minutes of November 19, 2011 & December 17, 2011.

Objections raised by Jan Schardt to not adopt November and December 2011 minutes.

Motion made by Gary Jimenez, seconded by Dave Turner, to table the November 2011 minutes. It was M/S/C.

Motion made by Gary Jimenez, seconded by Dann Solomon, to table the December 2011 minutes. It was M/S/C.

Survey Poll Results: Presentation prepared by EMC Research, Inc., and presented by Ruth Bernstein.

Membership Convention Update:

Staff Marguerite Fa-Kaji reviewed the 2-year Draft Plan from the 11 pre-delegate meetings that took place throughout the locals regions with the Executive Board. Harry Baker stated that a resolution was passed in December to include Pensions in the draft 2-year plan. Larry Bradshaw, Gary Jimenez, Alysabeth Alexander and Karen Joubert read to the EBoard key points of the Draft 2-year Plan document. Motion made by Dan Solomon, seconded by Karen Joubert, to adopt the Draft 2-year Plan with the change to include the Pension reform language brought forth by Harry Baker. It was M/S/C.

Harry Baker, Capital Stewardship Chair, reported of a recent Pension workshop conducted in Fairfield last week.

3rd Vice President Larry Bradshaw, presented and distributed an agenda and ground rules for the upcoming convention to all Executive Board members and staff. A motion was made by Jan Schardt, seconded by Eric Stern, to adopt the convention agenda. It was M/S/C.

Karen Joubert suggested a hospitality committee to greet and make the membership feel welcome. Dave Turner suggested that the entire EBoard serve as the hospitality welcome committee. President Sanchez advised that Joanne Cansicio will send out an email for Hospitality volunteers.

President Sanchez read the proposed Convention ground rules of the upcoming Member convention to the Executive Board. It was presented and reviewed. There was discussion to include that there would be no amendments from the floor, no photos taken without the permission of the person being photographed and responsible use of alcohol. Motion made by Kathy Basconcillo, seconded by Dann Solomon, to adopt the Ground Rules with the changes discussed in bullets #1, #2, #5, and the addition of three new bullet points.

Delegate Certification: Seth Schapiro reported that 19 members out of about 550 could not be certified as delegates with the ability to vote at the upcoming member convention. The certification committee requested that the board accept the certified list of delegates. It was M/S/C (Dooha/Stern) to accept the certified list by the board.

Member Comments (continued): Members from the Northern Region, Redding, expressed their displeasure about not receiving necessary representation. Stephanie Batey, Lead Director, requested

that the members contact her via email, preferably, after the convention. Stephanie Batey advised the members that she and the Director for the region will in fact meet earlier. President Sanchez advised that she would also attend the meeting. The meeting may take place via video conference.

Cynthia Landry announced that the Women's Solidarity Committee will have an event on 2/8/12. A flyer was distributed and she invited the Executive Board to the event.

Announcements:

Dave Turner announced that those Executive Board members who paid for and ordered Jackets are available for distribution.

Mynette Theard expressed concern that 1700 members are not reflected as full members, and hence it impacts the number of delegates at the convention. She advised that she received a report indicating that nearly 500 members are listed with the local as fee payers. She inquired who on staff could address the discrepancy, and reiterated that none of her members are fee payers. Seth Schapiro informed Mynette Theard that Ed Hanley is responsible for maintaining Membership records. Seth Schapiro also suggested that the discrepancy could be that members may not have completed a membership card. Mynette Theard stated that she would be willing to assist in reconciling the membership card check process again so that the discrepancy is corrected.

Political Director Bill Steck is retiring and was presented with a plaque, by Political Action Chair Alysabeth Alexander, for his outstanding service. The Executive Board and staff thanked him for his service. It was also reported that Bill Steck has agreed to stay on for three months to assist the Local with transition, as a consultant.

Bylaws Committee Report (None).

Budget & Finance Committee Report:

Organizing Budget Presentation by Interim Organizing Director, Tim Gonzales. Local Union Organizing Budget was distributed. Motion made by Jan Schardt, seconded by Dann Solomon, to accept the organizing budget proposal. It was M/S/C.

Treasurer Kathy O'Neil reviewed the 2012 EBoard Stipends overpayments, and provided a list of Executive Board Members who were overpaid. A motion was made by Dann Solomon, seconded by Michael Tong, to revise the current stipend policy and refer to the Policy committee for action and follow up with the Executive Board. It was M/S/C.

A handout for member reimbursement was distributed. Executive Board Members were advised that they can fax the reimbursement request to (510) 893-5363, Finance Department, attention Rocky Morrison or Lisa Bui.

SEIU Local 1021 Audit report was submitted to the Executive Board, and it will be addressed in Executive Session, rather than open session. CEO Sin Yee Poon requested a copy of the Audit report and not a copy of the Management Letter. Rocky Morrison explained that the practice in the past has been that

the Audit Report is reviewed and returned to the Finance Department. Seth Schapiro said he would check to verify that Executive Board members can have a hard copy of the audit report.

S.F. Non-Profit Justice Campaign:

Denis Villaneuva, Eric Stern, Larry Bradshaw and Fran Jefferson (staff) spoke about the Non-Profit Pilot program. S.F. was chosen as the location to launch the Pilot program because many non- profits in the City are currently in bargaining. Larry Bradshaw advised that if the program is successful, the model will be utilized throughout the local for all non-profits. Motion made by Eric Stern, seconded by Mercedes Riggleman, to adopt the distributed goal of the S.F. Non-Profit Justice Campaign document. The motion was carried.

Consent Calendar:

Motion was made by Kathy Basconcillo, seconded by Kathy O’Neil, to adopt the Member Lost-Time policy, Attorney/Client and Role of Attorney policy, Email and Internet Use policy, Financial Contributions to Community Organizations and Allies policy, and Staff Hiring policy. The motion was carried.

Retiree Council Request:

Motion made by Eric Stern, seconded Amy Dooha, to support the request not to exceed \$1,246, for Retiree Chair Dolores Dawson-Gholar to attend the ARA convention. The line item for funding will come from the meeting line item. It was M/S/C.

Political Accounts Budget:

PAC Chair Alysabeth Alexander distributed a worksheet and explained a correction that was made in the formula allocated in the Candidate & Independent Expenditures and Issues budgets. The worksheet combines the Candidate PAC and IE PAC at a rate of \$0.83 per member, per month (Jan-Oct). The separate rates are \$0.11 for the IE PAC and \$0.72 for the Candidate PAC. It was M/S/C (Jimenez/Stern) to accept as presented.

Industry and Committee:

Stephanie Batey requested a brief report from the Industry Committee Chairs. Field Director Leah Berlanga reported on the current statewide fight against the abolishment of Redevelopment Agencies. Leah Berlanga advised that the Local was able to save their jobs for two months, while the estimated 45 members are absorbed by City department. San Francisco and Oakland were most impacted.

The board discussed a “Framework” for accessing resource needs, including funding requests:

1. New Laws
2. Open Contracts (Contract Campaigns)
3. Training needs (Staff & Worker)
4. Politics (State Council Meetings)
5. Existing Laws (good ones) Best practices
6. SWOT analysis
7. Collaboration between Regions and Industries

8. Community Support
9. Contracting out threats
10. Organizing opportunities
11. Research needs

Jobs for Justice: Alysabeth Alexander gave an overview of Jobs for Justice. President Sanchez requested that the regional VP find out what programs are working and/or programs we can collaborate upon. Interim Political Director, Chris Daly, is acknowledging there is no line item for Jobs for Justice. However, he is willing to work with any Committee to address how this important work can continue in Solano & SF, and come up with creative ways to fund this important work. Treasurer O'Neil reiterated that the budget came into being by looking at where we could cut each line item so that we would not deplete our reserves.

An impositions training will take place at the February, 2012 Executive Board Meeting.

Lead Director and Field Director Reports: Reports were previously sent via email.

Stephanie Batey gave a verbal overview of her written report.

Chris Daly, Interim Political Director, distributed a written report.

Tim Gonzalez, gave a verbal overview of his written report.

Pattie Tamura gave a verbal overview of her written report.

Leah Berlanga gave a verbal overview of her written report.

Fran Jefferson gave a verbal overview of her written report.

Linda Joseph gave a verbal overview of her written report.

Open session ended at 4:30 P.M.

Executive Session convened at 4:31 P.M.

Motions out of Executive Session:

Motion made by Gary Jimenez, seconded by Jackie Sowers, to extend temporary employment of the following persons listed. It was M/S/C.

Marguerite Fa-Kaji

Jon Meade

Linda Joseph

Mark Ruggiero

Interviews for the Lead Director Recruitment will take place on February 14th and 15th. Seth Schapiro distributed a Hiring Committee list.

The Personnel Staffing committee has agreed to post the Organizing Director position internally and externally, so as to receive applications. The Executive Board agreed by general consensus to direct Head of Operations/Labor Relations Seth Schapiro to begin the hiring process.

Motion made by Gladys Gray, seconded by Gary Jimenez, to extend Executive Session by 15 minutes. The Executive Board in agreement by consensus.

Executive Session ended at 5:12 P.M.

Announcements:

President Roxanne Sanchez announced that she was sworn in last Wednesday as an Executive Board Member for SEIU International.

1st Vice President Gary Jimenez requested that the Executive Board acknowledge a moment of silence for the loss of union members, family members and those who are struggling with health issues.

Meeting adjourned at 5:15 P.M.

Respectfully Submitted

Pamela L. Holmes-Morton
Secretary SEIU Local 1021

SEIU Local 1021 Executive Board Minutes

SEIU Local 1021 Executive Board Proceeding Minutes

Saturday, February 25, 2012
10:00 A.M. – 5:00 P.M.
2300 Boynton Street, Suite 200
Fairfield, CA 94533-4354

Meeting called to order by President Roxanne Sanchez at approximately 10:25 A.M.

Executive Board Members Present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Third Vice President Larry Bradshaw, Secretary Pamela L. Holmes-Morton, Treasurer Kathy O'Neil, Alysabeth Alexander, Karen Joubert, David Fleming, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Michelle Rodrigues, Andrea Langoria, Ken Blomberg, David Turner, Jacqueline Sowers, Nancy Atwell, Peggy LaRossa, Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon, Yuvonne Johnson-Miller, Jan Schardt

Executive Board Members participating via video conference: Denis Villanueva, Gayle Chadwick, Gina Castellano, Shelia Darvell

Executive Board Members participating via telephone: Gladys M. Gray, Akbar Bibb,

Executive Board Members excused absence: Second Vice President Crawford Johnson, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Mynette Theard, Celeste Thompson, Mercedes Riggleman, Kathryn Cavness, John Gales (Leave of Absence), Kathy Basconcillo

Executive Board Members absent without notification: Jim Nebel

Staff Present: Joanne Cansicio, Seth Schapiro, Rocky Morrison, Don Evans, Fran Jefferson, Linda Joseph, Stephanie Batey, Tim Gonzales, Leah Berlanga, Chris Daly

Review Agenda - President Roxanne Sanchez:

Agenda changes: The swearing in of SFUSD Area Representative Yuvonne Johnson-Miller; and in Executive Session – Legal action discussion by Vin Harrington to take place prior the Review/Approve minutes of November 19, 2011, December 17, 2011 and January 30, 2012 meetings.

New Business:

3rd Vice-President Larry Bradshaw, SF Area Representatives Jacqueline Sowers and David Turner, asked for the board's acceptance for their recommendation to appoint Yuvonne Johnson-Miller to fill the SF Area Representative vacancy due to the retirement of Karen Bishop. It was M/S/C (Schardt/Solomon) to approve the recommendation. President Roxanne Sanchez performed the oath of office pledge.

Executive Session:

Closed Executive Session – Vin Harrington reported on an upcoming Legal matter pending in Superior Court.

Motion by Gary Jimenez, seconded by Dann Solomon, to authorize the President and Treasurer, along with staff Seth Schapiro to act on behalf of the Executive Board in negotiating a settlement related to a former employee's lawsuit against the Local. It was M/S/C.

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Motion by Jackie Sowers, seconded by Akbar Bibb, to authorize the President & Treasurer sole discretion of the financial settlement. It was M/S/C.

Executive Session ended at 11:05A.M.

Open Session reconvened at 11:06A.M.

Bylaws Language – Uniform Dues Rate:

Seth Schapiro distributed for Executive Board Review a *Uniform Dues Rate Implementation Plan*. The BFC reviewed this proposal and adopted it. Legal Counsel Vin Harrington, stated that he was not certain of the history related to the Uniform Dues Rate. He is also not giving an opinion as to the intent of the Executive Board when this language was adopted. He did comment on the proposal submitted could be viewed as a plan that is minimal. Union Legal Counsel will be consulted with plan for a new Uniform Dues Structure/Rate distributed by staff person Seth Schapiro, to replace the Uniform Dues Structure as noted in our current Bylaws.

Discussion ensued amongst Executive Board Members related to the new proposal adopted by the BFC related to the Uniform Dues Rate structure. Voice was also given to the feeling amongst Executive Board Members that the recent Poll conducted is challengeable.

The plan is made in light of the extreme economic challenges facing our members and the local, and recognizing that 2012 is a year in which the attention of the local needs to be focused on the external fights and not on a potentially divisive dues campaign. Also, in a recent poll, 79% of our membership supports an approach consistent with what is described in the plan below.

Motion by Kathy O'Neil, seconded by Nadeen Roach, to adopt the draft Uniform Dues Rate Implementation Plan recommended by the BFC. The following written proposal was provided to Secretary Pamela Holmes-Morton (with noted changes) from Treasurer Kathy O'Neil.

Motion Continued:

Given the economic conditions the plan for implementing a uniform dues structure will be implemented in the following way:

1. There will be no dues percentage rate increase for any members as part of the uniform dues implementation for at least the next two years.
2. By February 2014 and each year thereafter the BFC and E-board will analyze whether further steps can be made towards dues uniformity.
3. When it is determined that further steps can be taken towards dues uniformity a proposal will be presented to the membership for a vote that would set a uniform dues structure not less than 1.65% and or more than 1.74%. Any adopted plan would need to take into account that in any given year that a member can receive no more than a .2% increase towards the uniform dues rate. In addition a uniform dues rate may take into account lower rates for industries where the wages and benefits are low compared to other industries represented by the local.
4. Any plan must set a rate and implementation methodology that maintains the ability for the local to have the necessary resources to represent and support our members.

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A substitute motion was made (Fleming/Atwell), to table the motion made by O'Neil/Roach to allow for further discussion. The board voted by show of hands. The vote count was as follows: 15 Yes, 10 No and 3 Abstentions. The motion was carried. Further Executive Board discussion ensued.

Motion by Amos Eaton, seconded Dan Solomon, to recall the initial motion made by Treasurer Kathy O'Neil and Nadeen Roach. Secretary Pamela Holmes-Morton requested a roll call vote. The recorded vote is as follows: 1st Vice President Gary Jimenez, yes; 3rd Vice President Larry Bradshaw, yes; Secretary Pamela Holmes-Morton, abstain; Treasurer Kathy O'Neil, Yes; Alysabeth Alexander, yes; Gladys M. Gray, Yes; Karen Joubert, yes; Denis Villanueva, yes; David Fleming, no; Saul Almanza, yes; Amy Dooha, no; Eric Stern, yes; Gregory Correa, yes; Michelle Rodrigues, yes; Gayle Chadwick, yes; Andrea Longoria, yes; Ken Blomberg, yes; David Turner, yes; Jacqueline Sowers, no; Gina Castellano, no; Shelia Darvell, no; Akbar Bibb, yes; Nancy Atwell, no; Peggy LaRossa, no; Michael Tong, abstain; Nadeen Roach, yes; Amos Eaton, yes; Dan Solomon, yes; Yuvonne Johnson-Miller, yes; Jan Schardt, yes. Yes, 21; No, 7; Abstain, 2. It was M/S/C.

Review Minutes:

Motion by Secretary Pamela Holmes-Morton, seconded by Dave Fleming, to review written amendments proposed by President Roxanne Sanchez of the November 2011; December 2011; and January 2012 Executive Board Minutes at the next Executive Board Meeting scheduled to convene on March 24, 2012. Yes, 18; No, 4; Abstentions, 2. It was M/S/C.

Member Comments:

Karen Bishop thanked the Executive Board for a job well done for hosting the first Membership Convention.

Cynthia Landry thanked the Executive Board and the staff for all the work that went into a successful Membership Convention. Her only non-positive feedback was that it would have been nice to list the names of the speaker's.

Terry Lewkowitz advised that there are members that are not paying dues. Inquiry was made as to who on staff she would report such information to. She was advised that staff person Ed Hanley is to be contacted about matters related to payment and non payment of member dues.

Brenda Barros wanted to make the EBoard aware that the membership is expecting action and follow-through on the implementation of the 2 year Plan.

Industries, Committees and Regions Discussion:

Staff Don Evans, lead the discussion on Industries, Committees and Regions presentation, via overhead projector. He reviewed with the EBoard the SWOT Analysis. Several handouts were distributed.

Regions will be included in the Industries & Committees discussion. 2012 Industries Meetings are to take place after the February, 2012 Executive Board meeting.

Motion by Eric Stern, seconded Andrea Longoria, to authorize up to \$20K for the Schools Industry Council Program Funding Proposal distributed at the Executive Board meeting for consideration. It was M/S/C.

Joanne Cansicio will distribute community allies request for future meeting dates, via email to all Executive Board Members to discuss the community alliance request proposals submitted to the

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Executive Board for review today. The voting for approval will take place at the respective meetings. Secretary Holmes-Morton requested that the vote count be relayed to her in writing so that proper recording by the Secretary could be noted of the actions by the Industry Chairs, Committee & Regional Representatives when the voting takes place.

Bylaws Committee:

Larry Bradshaw reported, and distributed a list of the SEIU Local 1021 Phase 2 Bylaws Revision Committee. He also provided future Meeting dates for the Committee, noted as follows:

Bylaws Committee 4/21/12 9A.M. – 1P.M. Fairfield

Retirees Subcommittee 3/08/12 3:30P.M. – 6:30P.M. Myrtle Street

Election Subcommittee 3/10/12 2:30P.M. – 5:30P.M. Fairfield

Governance Subcommittee 3/02/12 5:00P.M. – 8:00P.M. Fairfield

Motion by Nancy Atwell, seconded by Alysabeth Alexander, to accept the list. It was M/S/C unanimously.

Budget & Finance Committee Report:

Treasurer Kathy O'Neil and staff Rocky Morrison reported. Staff Rocky Morrison reviewed and gave an overview of Local 1021's Audit and Financial standing for the period ending December 31, 2010. He reported that the numbers looked solid. A hard copy of the Audit reports were distributed to all Executive Board Members present. Hard copies of the Audit/Financials will be mailed to those Executive Board Members not physically present at the February 25, 2012 E-Board meeting.

Motion by Dann Solomon, seconded Karen Joubert, that the Executive Board adopt a policy to distribute the Auditor's report and maintain confidentiality as it relates to the Finances of the Local. It was M/S/C unanimously.

Quarterly report: Treasurer Kathy O'Neil distributed the Executive Summary/January – December 2011 Quarterly Financial Review report.

Treasurer Kathy O'Neil is putting forth the following recommendation by the BFC to reduce the dues for the highest rate dues payer's from 1.75% to 1.74%, as voted upon in Bylaws Phase I.

Motion by Larry Bradshaw, seconded by Dann Solomon, to reduce the dues for the highest rate dues payer's from 1.75% to 1.74%. It was M/S/C.

President's & Leaders Report:

President's Report:

President Roxanne Sanchez announced that Oliver Tarap, Calaveras County Area Representative, has submitted his letter of resignation from his seat on the Executive Board.

March 28th is a full Executive Board meeting for the State Council. Time and location information will be provided at a later date.

It was announced that the SEIU Convention pre-delegates meeting is scheduled on April 30th in Oakland. President Sanchez asked the board to hold this date.

3rd Vice-President Report:

3rd Vice-President Larry Bradshaw announced an upcoming action on April 26, 2012, Occupying City Hall (Member Action), to address SF county negotiations; and asked the board to participate

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Head of Operations/Labor Relations:

Seth Schapiro reported that the Building Committee would need to select a new office in San Joaquin. President Sanchez will appoint selected Executive Board members to serve on the building committee, along with members leaders in San Joaquin Chapter.

Director Reports:

Written reports were provided by Directors. Chris Daly, Temporary Political Director, reported that they are looking at hiring 6 temporary organizers, as several campaigns are forthcoming.

Regular session ended at 4:47 P.M.

Executive Session began at 4:50P.M.

Executive Session:

By consensus, the board agreed to move to extend Executive Session.

The following motion was discussed during Executive Session: Motion by Eric Stern, seconded by Amy Dooha, to accept the summary of the tentative agreements with regard to the OS-4 position, now retitled as Administrative Coordinators.

Yes 15; 2 No; 6 Abstentions. It was M/S/C.

Meeting adjourned at 5:11 P.M.

Respectfully submitted by,

Pamela L. Holmes-Morton
Secretary SEIU Local 1021

SEIU Local 1021 Executive Board Proceeding Minutes

Saturday, March 24, 2012, Fairfield

Executive Board Members Participating: 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, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, John Gales (by teleconference), Karen Joubert, Denis Villanueva, David Fleming, Kathryn Basconcillo (by teleconference), Mynette Theard, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Michelle Rodrigues (by teleconference), Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Jacqueline Sowers (by teleconference), Celeste Thompson (by videoconference), Gina Castellano (by videoconference), Sheila Darvell, Akbar Bill (by teleconference), Nancy Atwell, Peggy LaRossa, Mercedes Riggleman, Michael Tong, Nadeen Roach, Amos Easton,

Executive Board Members Excused: Crawford Johnson, Alysabeth Alexander, Gayle Chadwick, Dann Solomon, Kathryn Cavness

Executive Board Members Absent: Jim Nebel

Staff in Attendance: Stephanie Batey, Seth Schapiro, Joanne Cansicio, Pattie Tamura, Leah Berlanga, Tim Gonzales, Brian Lee, Lathe Gill (by videoconference).

The meeting was called to order at 10:05 a.m. by President Sanchez.

AGENDA REVIEW:

The following items were added: a) Guest Vin Harrington to speak on legal action under Executive Session; b) funding request from David Fleming under Leaders report.

MARCH in ALABAMA:

Gladys Gray spoke on the “Selma to Montgomery” march in Alabama. She spoke about the history of this march, and presented a brief video. First Vice-President Gary Jimenez and BART member Jonathan Brooks also attended the march.

SEIU STATE COUNCIL – GUEST SPEAKER:

Dave Kieffer, Executive Director of the State Council, was introduced by President Sanchez. He gave a brief explanation on his role in the State Council. He also spoke about the importance of this year’s election, including the paycheck deception, the Governor’s revenue measure and signature gathering, as well as other campaigns, such as Redevelopment Agencies and Eligibility Workers. Stephanie Batey stated that field representative Andrea Zanetti is the staff assigned to work with Tia Orr from the State Council on the Eligibility Workers campaign. Amy Dooha addressed an issue about how our members can be involved in conversations with the State Council around IHSS. Dave Kieffer stated that he will look into this. David Fleming stated that the local has a member that participates in the state council nurse alliance meetings, but they are not permitted to vote. Dave Kieffer explained that the locals have

voting representative(s) at the state council board meetings. There was a broad discussion on the compromise tax measure.

It was M/S (Almanza/Stern) to request that the State Council fund 20 positions on lost-time to help gather signatures needed on the compromise tax measure. Yes = 30, there were zero No votes and 3 Abstentions. The motion was carried.

The board went into Executive Session

EXECUTIVE SESSION:

- Legal Action: Vin Harrington gave an update on a legal action. It was reiterated to the board the importance of maintaining the confidentiality of the update provided.

The board broke for lunch from 12:10 p.m. to 12:30 p.m.

REVIEW MINUTES:

Review minutes of the November 2011, December 2011 and January 2012. President Sanchez stated that the revised minutes were submitted to the Secretary for review. Secretary Holmes-Morton stated that her objection on the revised minutes is, it does not record the No and Abstention votes. She stated that at a previous board meeting, it was decided that the minutes record such votes. She also stated that she would like it noted that she objects to the objections previously raised by Jan Schardt. President Sanchez stated that she reviewed the Secretary's minutes and the notes from Jan Schardt, and incorporated corrections.

It was M/S (Bradshaw/Stern) to accept the minutes of the November 2011, December 2011 and January 2012, as corrected and incorporated by the President. The board voted by count: Yes = 26, No = 2, Abstentions = 5. The motion was carried.

By consensus, the board agreed to table the February minutes to the March meeting. Any corrections to the minutes should be sent to the Secretary, with a copy to President Sanchez and Joanne Cansicio.

MEMBER COMMENTS:

- Retiree Liz Kimura thanked the board for their support in her daughter's legal issue around an Occupy Oakland incident. She stated that the case was dismissed. She also announced an upcoming APALA event.
- Schools Industry Chair, Mynette Theard, introduced SCUSD Chapter Vice-President Karla Faucett, and acknowledged her leadership in fighting lay-offs at SCUSD. Karla reported on various actions, including an increase in member participation in steward and CAT meetings.

CONVENTION DEBRIEF:

Seth Schapiro and Stephanie Batey presented a short debrief on the 1021 Convention. A written summary on the workshop evaluation was provided. A list of paid convention expenses, as well as a list

of Delegates, Attendees and Registrants were also provided. It was reported that we went over our budget; however, the budget was based on 400 people, but the actual turn-out was about 600 people, which was more than we expected.

TWO-YEAR PLAN IMPLEMENTATION:

Stephanie Batey presented and provided a summary of the 2-Year Plan Implementation Proposals. She stated there were about 57 action items from the different sections of the plan. The board was asked to sign-up/volunteer to participate in a Vision piece sub-group (Communications Strategy, Organizing, Political & Economic and Workplace Strength).

SEIU INTERNATIONAL CONVENTION:

A written summary of the draft program schedule was provided. A question was raised about lost-time. The past-practice at the last Convention was lost-time was not provided, and that delegates used their own vacation time. The board had a discussion regarding whether lost-time should be provided or not provided. It was said that there would be three (3) days of lost-time, if approved.

It was M/S (Holmes-Morton/Bibb) that the local absorb the costs in lost-time for all Executive Board members attending the International Convention, conducting business on behalf of the general membership. The board voted by count: Yes = 18, No = 8, Abstentions = 7. The motion was carried. Seth Schapiro explained that per the local policy, in order to process lost-time requests, documentation is required from the member showing that they took a leave without pay or vacation days from their work.

BY-LAWS COMMITTEE REPORT:

Third Vice-President Larry Bradshaw announced the following upcoming meetings. It was announced that the meetings are open to all members.

- Governance Sub-Committee: 4/14, 2pm, in Fairfield
- Elections Sub-Committee: 4/11, 6pm, (Location TBD)
- Bylaws full Committee: 4/21, 9am, Fairfield

MEMBER COMMENTS (continued):

Chapter President, Richard Greenwood from Far Northern Regional Center, addressed an issue regarding a member's grievance/case that's been on-going for approximately 2 ½ years.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Kathy O'Neil reported on the following items discussed at the Budget & Finance Committee meeting on March 17th.

- The Schools Industry requested to reallocate the previously approved funding for the *March in March* event to Lobby Days in May.
- There was discussion on the issue David Fleming raised regarding RN's paying multiple dues with different employers. Overall, it was determined that there are about 86 members local wide with multiple employers, and 8 out of the 86 are RN's

- The BFC approved up to \$50,000 for a communications campaign for the SF Citywide and RN's contract campaign.
- Mira Weinstein's contract was renewed. She will work on the 2-year plan implementation and the ByLaws Phase II vote.

There was a request that in the future, a list of all consultant contracts that were approved by the BFC should be provided to the Executive Board.

CONSENT CALENDAR:

The board discussed the following consent calendar items:

- Policy on Executive Board Members Working Full-Time for the Local:

There was a suggestion to revise the 1st and 2nd paragraph to:

This policy is meant to eliminate real or perceived conflicts of interest when an Executive Board member is working full time on leave of absence or as a temporary staff for the Local Union.

No Executive Board member working full time on leave of absence or as a temporary staff for the Local shall hold or run for chapter positions such as Chair/President, Steward, Bargaining Team member, COPE delegate or Local 1021 Convention delegate while in this status.

It was M/S (Eaton/Tong) to accept the policy with the changes. The board voted by roll-call vote. The following board members voted Yes: Gary Jimenez, Kathry O'Neil, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, John Gales, Karen Joubert, Denis Villanueva, David Fleming, Katherine Basconcillo, Mynette Theard, Saul Almanza, Amy Dooha, Greg Correa, Eric Stern, Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Jacqueline Sowers, Celeste Thompson, Sheila Darvell, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Mercedes Riggelman, Michael Tong, Nadeen Roach, Amos Eaton, Gayle Chadwick, Michelle Rodrigues.

The following board members voted No: Pamela Holmes-Morton, Sin Yee Poon.

There were zero abstentions. **The motion was carried.**

- Executive Board Stipend Policy:

It was M/S (Schardt/Eaton) to accept the policy as written. The board voted by count: Yes = 32; there were zero No's, and zero Abstentions. The motion was carried.

- Policy on Use of Cell Phones Issued by Local 1021

It was M/S (Gray/Holmes-Morton) to table approval of this policy. The board voted by count: Yes = 28; No = 4; there were zero Abstentions. The motion was carried.

PRESIDENT'S and LEADERS REPORT:

- Harry Baker, Capital Steward Chair, gave a brief report on pension costs and retirement reform.

- David Fleming, RN Industry Chair, submitted a written formal request for funding in the amount of \$5,000.00 dollars for member participation in the annual 2012 Legislative Conference being held April 30th, through May 2nd.
It was M/S (Jimenez/Baker) to accept the proposal. The board voted by count. YES = 32; there were zero No votes; and 1 abstention. The motion was carried.
- John Gales, Courts Industry Chair, announced an upcoming courts rally in San Francisco on March 27th.

PRESIDENT’S and LEADERS REPORT (continued):

- Secretary Pamela Holmes-Morton requested that board members provided a brief summary of their reports to her by email or a hard a copy, in an effort to ensure the accuracy of their reports in the minutes.
- Gary Jimenez, 1st Vice-President, made a motion to support the Governor’s compromise revenue measure, seconded by Harry Baker. YES = 20, NO = 9, Abstentions = 4.
- SF Communications – Larry Bradshaw and Karen Joubert reported on the San Francisco City Contract Campaign Messaging and Communications Plan for bargaining negotiations currently underway. Written proposals for the Contract Campaign Media Plan were submitted for Executive Board review. It was M/S (Jimenez/Dooha) to adopt the SF Campaign activity budget in the amount of \$129,500.00 dollars. Yes = 32, there were zero No votes and 2 Abstentions.

President’s Report:

- Community/Allies Meeting: President Sanchez announced that a quorum of 8 people is required for this meeting. The meeting scheduled on March 7th, did not have a quorum. Joanne Cansicio will send a notice of the next meeting to the entire Executive Board.
- BART Chapter ByLaws Amendment: President Sanchez announced that the BART Chapter submitted an amendment to their chapter’s ByLaws, and it was reviewed and found to be in compliance. There were no objections raised by the board.
- SEIU 1021/UHW meeting report back: The International facilitated a meeting that included 1021 and UHW member leaders, in an effort to break the stalemate between the two locals, around issues mostly in San Francisco. A second follow-up meeting has been scheduled.

CEO REPORT:

CEO Sin Yee Poon reported on a case study in San Francisco, regarding a PERB charge filed against the City & County of SF. The employer was targeting our members for union activity, since we were in bargaining. CEO Sin Yee Poon provided written documentation of the charges to the Executive Board.

HEAD of OPERATIONS/LABOR RELATIONS REPORT:

Staff Schapiro provided an update on the status of the following office buildings:

- Stockton Building: It was reported that there is a building available, and that the local submitted a *Letter of Intent* to the bank, as approved by the BFC, in order not lose out on the opportunity. It was also stated that San Joaquin member leaders will meet to discuss this issue, and make a

recommendation to the E-Board on whether or not to move forward with the purchase of the building, since there was concern regarding the safety of the neighborhood.

- Sacramento Building: Sacramento lease is up in September for both offices. We are in the process of getting a committee together to look at available buildings to consolidate both offices into one building.
- Oakland Building: There is a committee that will take a look at a potential building, to consolidate all 3 offices in Oakland into 1 building.

By consensus, the Executive Board agreed to extend the meeting to 5:45 p.m.

LEAD DIRECTOR REPORT/DIRECTORS REPORT:

Written director reports were provided to the Executive Board. Lead Director Stephanie Batey announced the new field directors that were hired: Brian Lee, Ulysess Madison, Lathe Gill and Nely Obligation. She also gave a brief report on campaigns, such as the Eligibility Workers, 2-Year plan, and signature gathering on the Governor's measure.

The board moved to closed session.

EXECUTIVE SESSION (continued):

The following motions were discussed during Executive Session:

Temporary Employees Extension:

- Mark Ruggiero: It was M/S (Thompson/Stern) to extend Mark Ruggiero for one month, through the end of April. The motion was carried
- Linda Joseph: It was M/S (Atwell/Gray) to extend Linda Joseph through June 30th. The board voted by count. Yes = 7; No = 13; Abstentions = 9. The motion was not carried.
- Judy Johnson: It was M/S (Holmes-Morton/Gray) to extend Judy Johnson through June 30th. The board voted by count. Yes = 7; No = 9; Abstentions = 11. The motion was not carried.
- Nathan Hansford: It was M/S (Roach/Jimenez) to extend Nathan Hansford through November 30th. The motion was carried by consensus a vote count was not taken.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted by,

Pamela L. Holmes-Morton
Secretary SEIU Local 1021

SEIU Local 1021 Executive Board Meeting

Saturday April 28, 2012

MINUTES

Executive Board Members Participating: President Roxanne Sanchez, First Vice-President Gary Jimenez, Second Vice-President Crawford Johnson, Third Vice-President Larry Bradshaw (by videoconference) Alysabeth Alexander, Harry Baker, Dolores Dawson Gholar, Renita Terry, Kenneth Tam, David Fleming, Kathy Basconcillo (by videoconference), Mynette Theard, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Gayle Chadwick (by videoconference), Andrea Longoria, Ken Blomberg, David Turner, Jacqueline Sowers, Gina Castellano, Celeste Thompson, Akbar Bibb, Nancy Atwell (by teleconference), Peggy LaRossa (by videoconference), Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon

Executive Board Members Excused: CEO Sin Yee Poon, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Gladys Gray, John Gales, Karen Joubert, Denis Villanueva, Jan Schardt, Yuvonne Johnson-Miller, Sheila Darvell, Mercedes Riggelman, Kathryn Cavness

Executive Board Members Absent: Jim Nebel

Staff in Attendance: Stephanie Batey, Seth Schapiro Joanne Cansicio, Fran Jefferson, Nely Obligacion, Brian Lee, Lathe Gill, Ulysses Madison, Chris Daly, Anna Bakalis, Carlos Rivera

Guests: Dave Kieffer, Tia Orr, Tom Moore, Sally Covington

The meeting was called to order at 10:15 a.m. by President Sanchez.

It was announced that Secretary Holmes-Morton has designated Joanne Cansicio to record the minutes, in her absence.

AGENDA REVIEW:

The following items were added: a) Amy Dooha on Occupy Oakland; b) SEIU Convention Resolutions; c) Nancy Atwell on hiring of staff person for SF nurses chapter; d) Harry Baker on Capital Stewardship. By consensus, the agenda was approved with the changes.

MEMBER COMMENTS:

Members from San Joaquin County, Donna Escado, Karen Groupie, Anna Marquez and Rachelle Carbajal addressed an issue regarding a recent approval by the board to authorize lost time for delegates to the SEIU Convention. They expressed their resentment and concern on this issue. President Sanchez addressed their concern. She stated that when members are pulled out of their jobs to do work on behalf of the union, lost-time is provided so that members do not lose wages or use up vacation. She also stated that the SEIU Convention is not a vacation for our delegates, as they will be doing intense work on behalf of the union.

OATH of OFFICE - ERICA WATKINS:

President Sanchez announced that Michelle Rodrigues, Contra Costa Area Representative, has requested for a leave of absence from her seat on the Executive Board for approximately six months. In her

absence, Erica Watkins (Contra Costa County Chapter V/P & Shop Steward) has been appointed to temporarily fill-in for Michelle Rodrigues. Erica Watkins was sworn in by President Sanchez.

SF CONTRACT CAMPAIGN PRESENTATION:

David Turner gave a brief update and overview on the contract campaign in San Francisco. He reported on the various actions that were held, in which hundreds of members have participated in. More than ½ of the Board of Supervisors have signed up for “walk a day in our shoes” campaign. Communications staff Carlos Rivera and Anna Bakalis presented a video, which highlights the various media coverage and member actions around the contract fight.

The board went into closed session from 11:01 a.m.

EXECUTIVE SESSION:

There was discussion regarding the Lead Director Candidate.

Open session resumed at 11:53 a.m.

SEIU STATE COUNCIL – GUEST SPEAKERS:

Guest Speakers Dave Kieffer (Executive Director) and Tia Orr (Lobbyist, Social Programs) gave an update on various campaigns the State Council is involved in.

Compromise Revenue Measure: It was reported that over 1 million signatures were gathered, and that we are on track to get this on the ballot. Local 1021 collected about 12,000 signatures.

Paycheck Deception: The state council will be working on a campaign around this issue. The Chamber Commerce of SF has apparently voted to endorse this.

Redevelopment: The legislature are moving 2 pieces of legislation, to push a bill through to clarify exactly what the on-going obligations are for workers in agencies, such as continued employment for workers, as the program starts to unwind.

Pension Update: It was reported that there will be a pension reform this year, but it will not be the Governor’s plan. The pension reform is likely to move after the budget. Dave Kieffer offered to have someone from the state council speak more on this issue, if more information is needed.

Eligibility Workers: Tia Orr spoke on the Eligibility Work for MediCal, and the ACA (Affordable Care Act) expansion. She also spoke on a campaign where SEIU locals throughout the state are working to make sure that politicians do not move a model forward where the eligibility system becomes privatized. It was said that currently state workers do not represent eligibility workers. President Sanchez addressed concern regarding locals that do not represent eligibility workers, but are brought into the discussion around the eligibility system; and that the eligibility workers discussion should remain within just 1021.

The board broke for lunch from 12:42 p.m. to 1:15 p.m.

The board moved to closed session at 1:22 p.m.

EXECUTIVE SESSION (continued):

The discussion on the Lead Director Candidate continued. It was M/S (Alexander/Sowers) to offer the Lead Director position to Peter Castelli. The motion was carried unanimously.

Open session resumed at 1:53 p.m.

President Sanchez announced that the board unanimously approved to offer the Lead Director position to Peter Castelli.

REVIEW MINUTES:

It was M/S (Solomon/Almanza) to approve the February 25, 2012 minutes with corrections. The motion was carried. There were zero No votes and zero Abstentions. By consensus, the board agreed to table the approval of the March 24, 2012 meeting to the May meeting.

BUDGET & FINANCE COMMITTEE REPORT:

A written summary report of the BFC's April meeting was provided.

- **Community Campaigns for Quality Care Presentation:**

Seth Schapiro stated that BFC agreed to table a proposal to hire *Community Campaigns for Quality Care* as a consultant, and to ask the group to make a presentation to the board. Representatives from the organization, Tom Moore and Sally Covington, were introduced to make the presentation. Several hand-outs were distributed, which includes a description of the work the organization can provide. The proposal is to hire *Community Campaigns for Quality Care* as consultants to support the Local's health benefits negotiations and stabilizing health care costs. The board had a lengthy discussion on this issue. The request is to enter into a contract and enter into negotiations for up to \$115,000.

It was M/S (Tong/Solomon) to approve up to \$115,000 from the reserves to *Community Campaign for Quality Care* to enter into a contract to explore stabilizing health care costs.

The board agreed to continue further discussion. It was said that there are other organizations, such as "Checkers" that can do the same level of research, at little or no cost to the local. There was a suggestion that we reach out to other organizations and explore what they can offer. There was also a suggestion that the local should look to hiring permanent researchers that can do this work. It was said that the level of research that *Community Campaigns for Quality Care* would do requires high expertise on getting data, which our current research position may not be able to do. Another idea was to ask representatives from *Community Campaigns for Quality Care* to add a training component for our staff, if they are hired as consultants. It was also suggested that we should enter into a contract, and then ask the International to help fund the cost, as it could be beneficial to other SEIU locals.

Renita Terry called the question. The board agreed unanimously to call the question and move to a vote. The motion on the floor (Tong/Solomon) was to approve up to \$115,000 from the reserves to *Community Campaign for Quality Care* to enter into a contract to explore stabilizing health care costs. The board voted by show of hands. The vote count is as follows: Yes = 14; No = 10; zero Abstentions. The motion was carried.

It was said that all concerns addressed by the board regarding this issue should be looked into by the Lead Director and Head of Operations/Labor Relations, including a training component; and that there should be a report back from the group.

- APRI Request

A written request was submitted to approve flight and hotel cost to send David Turner to the 43rd National Education Conference of the APRI in Washington, D.C. The negotiated hotel rate is \$159.00 per night. The dates of the conference are August 1 through 5, 2012.

It was M/S (Fleming/Almanza) to accept the request. The motion was carried unanimously.

PRESIDENT/LEADERS REPORT:

- Andrea Longoria, Mendocino County Area Representative, submitted a written letter on behalf of the Mendocino Chapter regarding temporary staff Paul Kaplan, whose temporary employment is due to end in early June. She appealed to the board to extend the Paul Kaplan's employment until November.

It was M/S (Atwell/Roach) to extend Paul Kaplan until November. There was discussion on the motion. Renita Terry stated that the Personnel/Staffing committee had a debated discussion around temporary employees, and requested to move the discussion into Executive Session, as it relates to staffing. There were no objections raised by the makers of the motion.

The board moved to Executive Session at 4:07 p.m.

EXECUTIVE SESSION (continued):

There was discussion on Temporary Employees. It was M/S (Tong/Solomon) to table the request to extend Paul Kaplan's employment to the May board meeting. The motion was carried unanimously.

The board moved to open session at 4:54 p.m.

By consensus, the board agreed to extend the meeting by 30 minutes.

BY-LAWS COMIITTEE REPORT:

A draft copy of the changes outlined by the ByLaws Committee was handed out. President Sanchez stated this is a first-reading of the changes to the ByLaws, and she asked the board review it. She also stated that there will time allotted to discuss the changes, at either the regularly scheduled meeting on May 19th; or a special meeting could be called on May 18th for just the ByLaws. An email will be sent to

the board to determine if we will have a quorum to hold a special a meeting on May 18th on ByLaws. President Sanchez also said that an issue that may have fallen through the cracks during the ByLaws review is clarification on the language for board members, who become staff, and their opportunity to revert back to their position on the board. President Sanchez will be working on proposing clarification language to bring back to the board.

TWO-YEAR PLAN IMPLEMENTATIO UPDATE:

Lead Director Stephanie Batey handed a written status report of the Two Year Plan for the board to review. It was said that further discussion will be held at the next meeting.

HEAD of OPERATIONS/LABOR-RELATIONS REPORT:

Seth Schapiro will send out a written report around an update on buildings.

LEAD DIRECTOR/FIELD DIRECTOR REPORTS:

Written director reports were emailed to the board. Interim Political Director, Chris Daly, distributed a written report of the signature gathering campaign on compromise measure campaign. The local bypassed its goal of 11,000, by collecting a total 12,632 signatures. He also spoke about the targeted local races for the June election.

CONSENT CALENDAR:

- Policy – Use of Union Cell Phones: At the March board meeting, the policy was distributed and the board agreed to table for approval to the April meeting. It was M/S (Tong/Eaton) to approve the policy. The motion was carried.

SEIU CONVENTION RESOLUTIONS:

The following proposed resolutions to submit to the SEIU Convention were distributed:

- Resolution to establish wage and benefit compensation guidelines for Staff and Officers of Local Unions: President Sanchez read the proposed resolution. It was M/S (Tong/Dooha) to approve the resolution as written. The motion was carried.
- Resolution to Support Single Payer: Capital Stewardship Chair, Harry Baker, read the proposed resolution. It was M/S (Stern/Dooha) to approve the resolution as written. The motion was carried.
- Resolution of Direct Election of International Officers: President Sanchez read the proposed resolution as written. It was M/S (Dooha/Baker) to approve the resolution. The motion was carried.

PRESIDENT/LEADERS REPORT (continued):

- 2nd Vice-President Crawford Johnson thanked the board for their support during a difficult time.

- Saul Almanza presented a request from *Bright Now Dental*, to approve a mailing to be sent to 1021 members; and there will be no cost to the local, as it will be paid entirely by the company. The mailing is to offer members a discount with *Bright Now Dental*. The local will send the mailing list to our mailing house, not to *Bright Now Dental*; therefore, they will not have access to our member list. It was M/S (Dooha/Roach) to approve the mailing. The motion was carried. There were zero No votes; and 4 Abstentions.
- Amy Dooha reported that there is group with Occupy Oakland that may protest at Alameda County Children’s Protective Services on May 1, where we represent members. She stated that this group has been permitted to use our Myrtle Street office for their meetings. She also addressed concerns about allowing the usage of our facilities for groups that plan actions against our membership. She would like the board to reconsider the fact that local is allowing this group to use our property. Seth Schapiro stated that the usual process for outside groups, who request to use our office, is supposed to go to him for approval. The board had a broad discussion on being careful on how the local aligns itself with Occupy Oakland.
- President Sanchez stated that the Community/Allies Committee met. A written copy of the draft minutes of the April 17th was distributed to the board for review.

By consensus the board agreed to extend the meeting to 6:00 p.m.

- Alysabeth Alexander presented a request on behalf of the SEJ. The request is to approve a Resolution of SEIU National Lavender Caucus to take to the SEIU Convention. It was M/S (Stern/Sowers) to accept the resolution as written. The board voted by show of hands. The motion was carried.

The meeting was adjourned at 5:57 p.m. in a moment of silence for the recent loss of union members and family members.

Respectfully Submitted By,

Joanne Cansicio
Assistant to Executive Board

Executive Board Proceeding

SEIU Local 1021 Executive Board Proceedings

May 19, 2012

St. Rose Church

398 Tenth Street, Santa Rosa, CA 95401

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, 1st Vice-President Gary Jimenez, 3rd Vice-President Larry Bradshaw, Secretary Pamela Holmes-Morton, Alysabeth Alexander, Harry Baker, Dolores Dawson Gholar, Renita Terry, David Fleming, Amy Dooha, Eric Stern, Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Nancy Atwell, Peggy LaRossa, Mercedes Riggleman, Michael Tong, Nadeen Roach, Amos Eaton, Dann Solomon, Kathryn Caveness

Executive Board members excused: 2nd Vice-President Crawford Johnson, Treasurer Kathy O'Neil, Gladys Gray, Ken Tam, John Gales, Karen Joubert, Denis Villanueva, Kathy Basconcillo, Gregory Correa, Gayle Chadwick, Jacqueline Sowers, Yuvonne Johnson-Miller, Celeste Thompson, Gina Castellano, Shelia Darvell, Akbar Bibb, Erica Watkins (Temporary Contra Costa Area Representative)

Executive Board members absent: Jim Nebel

Staff in attendance: Pete Castelli, Stephanie Batey, Seth Schapiro, Joanne Cansicio, Pattie Tamura, Tim Gonzales, Nely Obligacion, Fran Jefferson, Carlos Hernandez, Ulysses Madison, Lathe Gill

Guest speakers: Leslie Frane, Scott Adams

The meeting was called to order at 12:15 p.m. by President Roxanne Sanchez.

Agenda Review:

The following items were added to the agenda:

- SF RN Negotiations – Dave Fleming
- SF Superior Court Negotiations – Larry Bradshaw
- Reclaim California's Future Campaign – Steve Gilbert
- Community Campaigns for Quality Care – Larry Bradshaw & Seth Schapiro

Announcements:

Stephanie Batey announced the recent hiring and promotion of the following new staff: Pete Castelli, Lead Director; Tim Gonzales, Organizing Director; Chris Daly, Political Director; Naj Alikhan, Communications Director.

Member Comments:

Nancy Atwell thanked all the members who participated, in the annual St. Rose parade and gave special recognition to John Morrison, Hilary Izzerd and Lathe Gill for all the work in creating a successful float as an entrant into the Santa Rosa Rose Parade.

Executive Board Proceeding

Guest Speaker: Leslie Frane, SEIU Public Division Leader:

Leslie Frane spoke and showed a power-point presentation on the SEIU Public Service Program plan for the next four years, which will be discussed in detail at the 2012 SEIU convention in Denver, Colorado. Ms. Frane stated that Local divisions looked at four different components of the program and were asked to develop a plan: a) 99% Challenge-Economic & Equality; b) Organizing; c) Engage Members; d) Working in Coalition with Allies.

President Sanchez distributed a pledge form to the Executive Board and introduced the discussion about the Pledge for SEIU 2012 Convention this upcoming May in Denver, Colorado.

Lead. Unite. Fight: Win for the 99%. The Executive Board was asked to support the pledge and it is as follows:

- Devote my energy to re-electing President Barack Obama and electing candidates everywhere who stand with 99% and hold them accountable when they support policies that benefit the top 1%.
- Fully support our 99% agenda of good jobs now, investment in vital public services like healthcare and education, fair taxes and a pathway to citizenship for all immigrants.
- Unite with my SEIU brothers and sisters at the Convention to make winning for the 99% a core value, goal and strategy in everything we do.
- Talk to my fellow members about who broke the economy and recruit them to lead a massive 99% movement to end economic inequality in Canada, Puerto Rico and the United States.
- Engage the community organizations in which I am active (faith, neighborhood associations, etc.) in partnerships to create one, unified and powerful 99% movement.

Discussion ensued about the pros and cons of supporting the pledge. Leslie Frane stated that the Local has the option to sign or not sign the pledge.

It was M/S (Jimenez/Holmes-Morton) to adopt the SEIU pledge Lead. Unite. Fight: Win for the 99%. Discussion ensued. A substitute motion was made by Harry Baker, seconded by Gary Jimenez, to modify the 1st bullet by underlining the words “hold them accountable when they support policies that benefit the top 1%”. The Executive Board voted by a show of hands on the substitute motion: Yes 10, No 6, and 3 Abstentions. The Motion carried.

Pension Discussion:

Guest speaker Scott Adams, California Campaign Director, spoke on the SEIU Retirement Security for All campaign. He spoke about the pension fight on the local and state level for pension reform. He gave an overview about: a) Pension reform; b) Member engagement – mobilization of members; c) What can we do to raise the bar for retirement? Two polls and one focus group were conducted, statistical data, and details about the poll can be obtained at www.secureretirement.ca. One of the campaign goals is to engage members in discussions on retirement security and defending our pensions. Currently, there are 2 major fights on ballot measures in San Jose and San Diego. Also, the campaign is working with locals to engage members in testifying at CALPERS meeting. Senate Bill 1234 is out of committee however, it is not a state sponsored bill the campaign will support it as a secure individual retirement bill and are working to get it passed.

Executive Board Proceeding

Reports:

SF RN Negotiations:

RN Industry Chair Dave Fleming, gave an update on the SF RN negotiations. He reported that the members are ready to move on a strike authorization votes and there is overwhelming support from the membership to support the strike. He noted that should a strike become necessary it would not occur until July, 2012. He is seeking support from the Executive Board for a strike authorization.

It was M/S (Solomon/Atwell) to approve supporting a strike authorization for the SF RN Chapter. The motion was carried unanimously.

SF Superior Court Negotiations:

3rd Vice-President Larry Bradshaw gave an update on the SF Superior Court negotiations. The members continue to fight back management's efforts for a 5% permanent decrease in wages along with healthcare cuts. The employer has said they are moving to impose. The members are very engaged and are going to have a strike authorization vote on May 22nd. 3rd Vice-President Bradshaw requested that Area Representatives contact Court leaders in their respective areas to show support with a message of solidarity for a Courts Rally on May 23rd. He also sought support from the Executive Board for strike authorization.

It was M/S (Tong/Stern) to approve to supporting a strike authorization for the SF Superior Court Chapter. The motion was carried unanimously.

Reclaim California's Future:

President Sanchez introduced Retiree Steve Gilbert to speak on the Reclaim California's Future Campaign. This group is a coalition of many organizations throughout California working on campaigns on taxing the rich, and outreach on new or in-frequent voters. President Sanchez asked for the Executive Board's approval to recognize Steve Gilbert as the Local's representative on the steering committee on Reclaim California's Future. President Sanchez also asked the Executive Board for approval to reimburse Steve Gilbert for expenses, such as mileage, for work related to the campaign.

It was M/S (Baker/Schardt) to recognize Steve Gilbert as the SEIU 1021 representative on the steering committee of Reclaim California's Future, and to make available to him reimbursement of expenses related to work on the Reclaim California's Future campaign. There were three abstentions. The motion carried.

Retiree Chair Dolores Dawson-Gholar expressed her disappointment that as the Retiree Chair, she was not kept in the loop of the work that Retiree Steve Gilbert has and or will be doing. Ms. Dawson-Gholar requested that in the future, she would like to be notified and consulted of work that any retiree will be doing on behalf of the Local.

President Sanchez stated that Steve Gilbert will give a monthly report/update on the campaign, which will include any financial reports on reimbursement costs, if any.

Executive Board Proceeding

Community Campaign for Quality Care:

Larry Bradshaw reported on the work that Sally Covington/Tom Moore from Community Campaigns for Quality Care (CCQC) did during the SFCC negotiations. Bradshaw stated that the services on the research provided were essential to the decision made by the arbitrator, which were no healthcare concessions for the life of the contract.

As a follow-up related to a discussion held at the April, 2012 Executive Board meeting, President Sanchez asked staff Seth Schapiro to report on the comparison requested by Executive Board members on the work Checkers does in comparison to Community Campaigns for Quality Care. He reported that there is work Checkers is not able to provide which Community Campaigns for Quality Care can do. He also reported that the Local is in contract with Community Campaigns for Quality Care through July, 2012. CCQC is helping with various tables, and will work on adding a training component for staff.

Political Report:

Political Action Chair Alysabeth Alexander spoke on the upcoming June election. She reported that some of the Local's campaigns include San Joaquin County, Solano County and Mendocino County. Additionally, she reported that our very own Andrea Longoria is running for office in Mendocino. The VAN systems have all been set-up. Temporary Political Organizer, Nathan Hansford, handed out a written report on behalf of Political Director Chris Daly.

Mendocino County Temporary Staff:

Mendocino County Area Representative Andrea Longoria addressed an issue regarding an employment extension of temporary staff personnel. President Sanchez stated that the matter would be discussed in Executive Session, as it is a personnel matter.

Director Reports:

Written Director's reports were emailed to the Executive Board.

SEIU Resolutions:

President Sanchez stated that there were four Resolutions that our Local submitted to the International: a) Single Payer Resolution; b) Lavender Caucus Resolution; c) Staff/Local Officers Wage Compensation; d) Direct Election of International Officers. President Sanchez has asked the Executive Board to reconsider withdrawing the resolution on Election of International Officers, as we may not be fully prepared to argue this resolution at the SEIU Convention. 3rd Vice-President Larry Bradshaw spoke against withdrawing the resolution.

It was M/S (Stern/Longoria) to withdraw the Resolution on Direct Election of International Officers. The Executive Board voted by show of hands: Yes 9, No 4, and 4 Abstentions. The motion carried.

Minutes:

It was M/S (Stern/Roach) to approve the Executive Board Proceedings Minutes of March 24, 2012 and April 28, 2012 as written. The Executive Board voted by show of hands: Yes 13, No 0, and 2 Abstentions. The motion carried.

Executive Board Proceeding

Consent Calendar:

- Policy on Financial Contributions to Community Organizations & Allies

It was M/S (Tong/Tam) to approve the Policy on Financial Contributions to Community Organizations & Allies. The Executive Board voted by a show of hands: Yes 13, No 2, and 2 Abstentions. The motion was carried.

By-Laws Committee Report:

3rd Vice-President Larry Bradshaw reported and handed out a summary of the proposed By-Laws changes that were adopted at the May 18th Special Board meeting. He stated that the full proposed By-Laws changes document will be sent to the Executive Board when it is sent to the International. There are four issues that are unresolved: a) County Area Representatives responsibilities; b) Regional Chapter Council language; c) Budget & Finance Committee language; d) International Convention Delegates.

A sub-committee was formed at the May 18th meeting to develop proposed language on County Area Representative responsibilities. There was a suggestion that further discussion can be held at the SEIU Convention in Denver, Colorado. 3rd Vice-President Bradshaw stated that Executive Board members should email suggested language to the sub-committee prior to the SEIU Convention, so that a decision can be finalized at the convention. Eric Stern will circulate by email to the Executive Board the language the sub-committee developed.

The Executive Board had a lengthy discussion on the BFC language. The proposed language of the Budget & Finance Committee would change the make-up of the BFC to 1 representative from each of the (5) regions, the Vice-Presidents from each of the regions and the Officers.

It was M/S (Holmes-Morton/Longoria) to adopt the current BFC model of 11 members, and add the newly created Vice-President position, and add 1 Retiree Chair. Much discussion ensued about the motion.

It was M/S (Baker/Atwell) to table the motion made by Holmes-Morton and seconded by Longoria for future further discussion. The Executive Board voted by show of hands: Yes 10, No 4, Abstentions none. The Motion carried.

Budget & Finance Committee report

None

Policy Committee report

Eric Stern provided brief overview of pending policies.

Chief Elected Officer report

Sin Yee Poon provided a brief overview of outstanding PERB charges.

Head of Operations report

Executive Board Proceeding

Seth Schapiro provided a brief overview of the pending property sale status of the 1021 Stockton Office.

By consensus the Executive Board agreed to extend the meeting by 15 minutes.

The Executive Board Moved into Executive Session at 5:01 p.m.

Executive Session:

The following motions were discussed and adopted:

- It was M/S (Holmes-Morton/Roach) to extend the temporary employment contract of Paul Kaplan. Yes 13, No 1, and 4 Abstentions.
- It was M/S (Atwell/Stern) to seek authorization to utilize organizing funds for the Rebuild Mendocino County campaign through November 30, 2012 Yes 12, No 3, 3 Abstentions.

Executive Session ended at 5:25 p.m.

The meeting adjourned at 5:26 p.m.

Respectfully submitted by

SEIU Local 1021, Secretary Pamela L. Holmes-Morton

Executive Board Proceeding Minutes

SEIU Local 1021 Executive Board Proceedings

June 23, 2012

350 Rhode Island Street , San Francisco, CA 94103

Executive Board members present: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, 1st Vice-President Gary Jimenez, 3rd Vice-President Larry Bradshaw, Treasurer Kathy O'Neil, Amy Dooha, Kathy Basconcillo, Jan Schardt, Mercedes Riggleman, Denis Villanueva, Dave Fleming, Jacqueline Sowers, Renita Terry, Ken Tam, Dave Turner, Gregory Correa, Gladys Gray, Dolores Dawson-Gholar, Andrea Longoria, Kathryn Cavness, Gina Castellano, Mynette Theard, Yuvonne Johnson-Miller, Alysabeth Alexander, Amos Eaton, Nadine Roach

Executive Board members participating via video conferencing: Gayle Chadwich (Del Norte), Sheila Darvell (Redding), Ken Blomberg, Peggy LaRossa, and Saul Almanza (San Joaquin)

Executive Board members excused: Secretary Pamela Holmes-Morton, Akbar Bibb, Eric Stern, Karen Joubert, Harry Baker

Executive Board members absent: Jim Nebel

Staff in attendance: Seth Schapiro, Pattie Tamura, Lathe Gill, Carlos Hernandez, Rocky Morrison, Boyan Biandov, Chris Daly, Tim Gonzales, Ulysses Madison, Brian Lee, Naj Alikhan, Ed Warshauer, Arcelia Montoya, Norm Ten, Peter Masiak, Jennie Vattuone-Turner, Jon Meade, Steve Stallone.

President Roxanne Sanchez announced (at 10:25 a.m.) that there was no quorum as yet to begin the 10:00 a.m. Executive Board proceedings, due to Bay Bridge commute delays. In wait for a quorum the agenda was reviewed:

(2)Agenda Review & Additions:

President Roxanne Sanchez announced that Amy has a motion. There will be reports from:

Jan Schardt, Dave Fleming, and Amy Dooha. Seth Schapiro, said he will need 10 or 15 minutes for his report.

- **Executive Board Proceedings convened at: (?) No official establishment of quorum was noted.**

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(4) Member Comments:

- Arcelia Montoya presented the Court members for a bargaining update for the San Francisco Superior Court: Jackie Willis-McGhee – Management wants a permanent 5% cut. No agreement. Management intended to impose on June 1st, but pushed back to July 1st. Members took a strike vote (95.38%) and are ready to go if Management imposes. Gary Feliciano – We are state funded. The AOC, the administrative arm was under no one's over-sight. Their budget grew while the Court's shrank. They want to cut our benefits, while theirs is much more generous than ours. Last year, laid off 67 staff in SF (mostly Local 21 court reporters) to "stabilize" the budget. MEA agreed to a 5% cut with an economic "trigger." Members willing to give them the 5% but not permanently. Never had a CAT Team before, so he put one together.
- ◆ Rallies in March and April. Have purple Wednesdays, with a 90%+ participations. We have "Sargent Purple." We leaflet the public, people who come in for services. Michael Diles also spoke. Pattie Tamura spoke. Larry Bradshaw spoke and asked for support of the Executive Board members.
- ◆ Mike Donaldson – retired member to announce fight against school closing. Oakland is closing 5 schools. Asking Board for ongoing support to bring a measure to Alameda Central Labor Council to sanction their actions.
- ◆ Patrick Ikeda – to thank Chris Daly, and ROC, and other staff during June primary in San Joaquin County. Now have a Supervisor candidate, an African-American women trying to break into the old boys' network, able to force a run-off. Also trying to implement the 2-Year Plan. Have 14 Committees working on its implementation.
- ◆ Cynthia Landry – Alameda County Social Services Chapter. Want to talk about the Social Services Agency (SSA) contract. Members previously gave up a raise permanently, in exchange for a verbal promise of "no layoffs." This year, there were 4-months of "budget talks." At the end of the "budget talks," the membership was presented with a contract modification. No Negotiating Team. No opportunity for member input. 990 yes and 480 no. Gave up health care cost sharing of 10% to start in Jan. 2013. Will get a \$900 cafeteria plan, flexible spending account. And a 3rd tier retirement – 2% at 65 and 5-year averaging.
- ◆ Lena Wiggins – Alameda Sheriff Dept., wanted to clarify SSA contract. Was expecting the cost sharing. Was part of the team that met with Management. Management presented a proposal and asked that the Union present Management's offer for a vote of the members, and Management said that if the members did not approve, will see you at the table. Did make an effort to let everybody know what was happening. As member leader, we need better communication with our members. Also, members need to know who you (the E-Board) are and what you do.
- ◆ Nancy Ghanim – Chief Steward for Alameda County. Want to clear up confusion. Nothing is done if the members are not informed and didn't vote (about 5,000 members in BU). Most recently, Management made an offer, which we took to the members. Also, membership wants to be notified by the E-Board of what is going on. "Affordable Care Act" -- Need to be more involved and informed about the changes to IHSS.

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(4) Member Comments continued:

- ◆ Trudy Bryant Williams – President of the General Chapter of Alameda County. Commented that the E-Board does not communicate as well as they should, but also acknowledged that the membership have not done their part, either.

- ◆ **Response/Questions from the Executive-Board**

Sin Yee Poon – The report regarding “budget talks” that turned into a contract modification and ratification vote without a Bargaining Team in place, was disconcerting to me. Under our Bylaws, only a Bargaining Team can “present” a contact modification to membership for a vote, and the Bargaining Team has to be elected. This did not happen in the case of the Alameda County SSA contract vote. Amy Dooha – responded that there was no bargaining team, but it was not “full blown bargaining.” This has been done before, and no one complained.

President Roxanne Sanchez announced moving Political report up, as Alysabeth Alexander had to leave for a (training) event.

Political Action Report

(6) Alysabeth Alexander – November program is to build a program separate from the Democratic Party. Will train members in this program to have a bigger political program than we have ever had. Foreclosure legislation will go to a vote this Monday. Mock graduation for un-documented students. Asking for \$1,000 to fund this event. m/s/c by Jackie/Dave F. to approve this from Allies funding.

- ◆ Chris Daly – Seats targeted this June -- Solano: Knock out Mike Reagan, with Skip Thompson winning by 12 points. Now will have 3 votes on Board of Supervisors. San Joaquin: our candidate, Rhodesia Ransom, was initially down 28% behind the anti-union front runner, Bob Elliot, in the beginning. Huge engagement in San Joaquin, forcing a run-off in November. In Sonoma, our candidate, Susan Gorin closed an 8-point deficit behind John Sawyer to force a run-off in November. Will take a big effort in both San Joaquin and in Sonoma in November to win. In Mendocino, Andrea made a good effort against the incumbent Board Chair, John McCowen, o was responsible for imposition of the contract in Mendocino.

Two important state ballot measures in November: revenue -- the Millionaire tax (still waiting to hear about final qualifying) as the 99% agenda, and the “special exemption act” (paycheck deception). Allies are running a program to pass the revenue measure. Combining these two measures into one campaign. Special Exemption Act will prevent any corporation or union from having automatic payroll deduction for politics without annual re-authorization. (Of course, corporations do not use payroll deduction for politics.)

(6) Political Action Report continued:

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- Amy Dooha – word is not getting out to the members on the State budget campaign on eligibility workers and even us on the Board don't know on what is being done. We get information last minute, making it difficult to mobilize our members.
- Gina Castellano – need to have more discussion on our political program. Want to see our members in those election seats, need a “purple takeover.” That was why she ran, but had to get schooled by another local (L. 1000) on how to run for office. That should have come from our Union.

Break for lunch at 12:30 p.m.

President Roxanne Sanchez announced that she is moving the BFC forward on the agenda.

Reconvened at 12:53 p.m.

(7) Budget and Finance Committee report – first-quarter review

- ◆ Treasurer Kathy O'Neil – Role of BFC policy – needs approval on amendments proposed.
 - m/s/c Gary Jimenez/Nadine Roach to move to accept amendments with the modification of reporting \$1000 authorized by President or Treasurer to both BFC and E-Board. Other proposed amendments to motion to limit how many such expenditures allowable was not moved.
 - New iPhone cases only cost \$5 each.
 - On question of a motion to request a waiver from the International on the raise of minimum dues, Seth stated that our members are already not paying the minimum dues currently, and that we will not have a problem getting the International to grant a waiver. m/s/c by Amy Dooha/Jackie Sowers: motion to not change our minimum dues process and a request to the International for such waiver.
 - Quarterly report – question came up regarding expenditure for the staff realignment. Seth Schapiro was asked to prepare a ball park accounting of how much was spent for the next meeting.
 - Seth Schapiro – The Executive Board needs to have a discussion about the structural deficit.
 - Dave Turner – We should ask members for a one-time \$5 or \$10 assessment to help the deficit.
 - Amy Dooha: I am very much against that.
 - Rochelle (through Saul Almanza) in San Joaquin – need to bring up the members who are not paying full dues instead of asking members, who have taken hits and paying more for health care, to pay more.
 - Cynthia Landry (through Andrea Langoria) what about a voluntary payment instead of an assessment?

(5) SEIU International Convention Debrief – Discussion (some repetitive).

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- ◆ My high point (Amy Dooha) was the march on Well Fargo and the flash mob dance, when thousands of us were on the street.
- ◆ Only time we got to say anything substantive on the motions was when Amy and Pam got to speak on the Trayvon Martin resolution.
- ◆ 1021 had influence on the resolutions in committee work, many of our folks who normally do not talk spoke in the committees eloquently.
- ◆ Convention was very scripted and no substantive discussion on the floor about important changes to the International Constitution, including taking out educating ourselves and our members on labor history and defend union principles (which they did restore after complaints during committee work) and tried to take out “representation” out of the officer oath (which was partially restored), raising minimum dues, reducing audits from once every 6 months to annually, and diverting future strike fund contributions to politics.
- ◆ Should partner with other Locals ahead of time the next time to have more effect.

(8) Bylaws Committee Report

- ◆ Response from Alma Henderson, International Counsel –
 - State Council delegate cannot be the “Political Director,” as it cannot be a staff person who is not elected by the members. Larry Bradshaw will check with International to see whether there is room for compromise.
 - Must change provision for the designation of the International Convention delegates on the Executive Board, to provide for those who are elected by acclaim. m/s/c by Amos Eaton/Nadine Roach to choose Option A, i.e. delegates to be selected by random drawing of names, should the number of delegates slots be less than the number of Executive Board members.
 - m/s/c by Kathy O’Neil/Amos Eaton to adopt proposals on the document entitled “Response from Alma Henderson, Associate General Counsel, SEIU – REQUIRED CHANGES,” with the exception of the item regarding the State Council delegates.
 - Timeline for Bylaws Election – m/s/c by Kathy O’Neil/Jackie Sowers to adopt the timeline as a “quideline” for election.
 - Draft Ballot Language – m/s/c by Amos Eaton/Kathy Basconcillo to accept Draft Ballot Language with the understanding that #4 (fixing typos) may or may not be a separate item on the ballot.
 - Mynette Theard – Schools Industry is not a region and do not have a Vice President. Question is: should the Schools Industry Chair be renamed Vice President?
 - Election Committee – Donna Shane, Lars Christenson, Amos Eaton, Betty Williams, Lena Wiggins, m/s/c by Saul Almanza/Nadine Roach to accept Election Committee as named.

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(8) Bylaws Committee Report continued:

- Amy Dooha asked what is the possible financial impact of changing the number of Vice Presidents from the current 3 to 8. She needs the information in response to questions from members. Larry Bradshaw said there will be a “brainstorming” session after this to discuss how to present the Bylaw revisions to the membership.

- ◆ President Roxanne Sanchez announced that Jennie Vattuone-Turner has been promoted as the OS4 (Administrative Coordinator) to support the Executive Board.

Break - Reconvened at 3:50 p.m.

(8) Bylaws Committee Report continued:

- ◆ 3rd Vice-President Larry Bradshaw –
 - No time today, so would like to move the brainstorming session and Amy’s question to the next meeting
 - Too late to go back to revisit the Schools Industry Chair issue (whether to rename position as Vice President) if we want to keep to the timeline to adopt the Bylaw revisions in time for the next election.

Roxanne Sanchez asked for motion to table (3) Review by Minutes and (9) Policy Committee Report. m/s/c Saul Almanza/Micke Tong to table.

(10) Chief Elected Officer report

CEO Sin Yee Poon, stated that since implementation of the staff realignment and the Lead Director on board, staff meetings for Senior Staff and for the Directors have been suspended (while new Lead Director meets with staff individually). Staff meetings must still be happening, but no notice to the Chief Elected Officer. Hopefully, the President is exercising oversight of staff functions, since the Chief Elected Officer is out of the loop and not given any information on what staff is doing. President Roxanne Sanchez stated that she will speak with staff to make sure that Chief Elected Officer is noticed of all staff meetings.

(11) President and Leaders Report

- ◆ Amy Dooha – report on fight against Oakland Schools closing
- ◆ Jan Schardt – ROC participated in Colorado, have now been asked by the Local to help in trainings there.
 - UCP (United Cerebral Palsy) campaign – unfortunately lost by 6 votes
 - 4 retirees working on Oakland City Rebuild campaign
 - 2 members assisting in the San Joaquin and one in Solano campaigns
 - Will be assisting in E-Center decertification campaign
 - Currently rotating the ROC list to equalize opportunity for participation of ROC members.

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(11) President and Leaders Report continued:

- ◆ Dave Fleming
 - Final day of ratification voting today, going to get 1,000 votes out of the 1,700 Register Nurse (RN) members. SF RN Tentative Agreement summary was distributed to the Board.
 - Staffing Ratio issue – California Hospital Association, supported by UHW, trying to waive staffing ratios for lunch and break periods. California SEIU Statement to oppose Governor’s cut and to support staffing ratios “full and adequate staffing at all times” was presented. Executive Board was asked to approval signing the statement. m/s/c by Dave Turner/Mercedes Riggleman to accept this statement.
 - Motion to State Council to make the Executive Director of the Nurse Alliance of California a full member of the State Council. m/s/c by Amy Dooha/Andrea Langoria to approve motion.
- ◆ President Roxanne Sanchez – State Social Workers group. Asked members of the Board who are Social Workers:
 - Want to have a social workers and eligibility workers workgroup, tied in with L.521 to go to a meeting next month. State of California will develop a call center – will it be staffed by state workers or county work. If staffed by State workers, the calls will be county-specify – a growing dispute within SEIU (L.1000 disagreement with the “2 one” Locals). 8 a.m. call on Monday morning to discuss this dispute. There is a lot of interest to contract all of this work out; we have to present a unified position. Need eligibility workers to participate: Nadine Roach, a member recommended by Amy Dooha, Kathy O’Neil, and members to be recruited by CEO Sin Yee Poon will participate.
 - SF COPE framework agreement with UHW for a joint endorsement process to be approved by SF COPE. Still waiting for response from UHW to many questions.
 - Training in L.A., to be on 7/14 or 7/12, on secured retirement, will review status of pension reform, and how to set up secure retirement committee, and 5 members from 1021 should go. Those interested should give their names to President Roxanne Sanchez.
 - Monday, will send out list of her choices of committee members for approval; please vote in poll by Wednesday.
 - Arbitration Appeals Committee
 - Hearing Panel to hear disputes between members
 - Idea of an Executive Board retreat – next week, will send out suggest dates and times for a retreat, after Joanne Cansicio returns. Will have poll on whether to have retreat, and, if “yes,” dates and times for the retreat.
- ◆ **(12) Director’s Report –**
 - Pattie Tamura – COFAM, nonprofit side of the SF Museums, also in negotiations. Vigorous contract campaign.
 - Brian Lee – over 400 members at E-Center, spread throughout 7 counties, in an employer-initiated decertification campaign. Will give update later.

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(12) Director's Report – continued:

- Ulysses Madison – East Bay, Rebuild Oakland campaign is a more visible and open process now. Hayward Chapter elections are happening. Port of Oakland, CAT Team and Bargaining Team is meeting and gearing up, and are prepared to have meeting with the Employer and will probably make national news. Turning it over to Steve Gilbert for more on the campaign:
 - Steve Gilbert – Management has plenty of money to give us a fair contract, and they have been misleading their Board. Prepared to strike if necessary. Jean is an excellent example of members stepping up and is running the CAT Team. Port Management voted to send/give money to the City, but does not want to give members a fair contract.
- Naj Alikhan – working on a campaign to improve the “branding” of the organization and a “reachability” campaign to grow our reach to members.
- **m/s/c by Gladys Gray/Mynette Theard to extend meeting to 5:30 p.m.**
- **(13) Operations Report** -- Seth Schapiro – buildings report. San Joaquin, three buildings being considered. Sacramento is in process of buying new building, while considering the current building owner’s new offer of a good deal. Oakland – need to revisit the plan to consolidate all 3 offices in Oakland, made a non-binding offer on a (I Magnum, a green building on 20th and Broadway) building (50,000 sq. ft) along with an offer to a parking lot nearby by owned the City/Sears, which can probably be had for \$1.3 Million. Have to consider, also, the cost of moving. Incredible opportunity but incredibly challenge in costs. Myrtle St. lease is up 2014 – overlap of having to continue paying rent. Will probably have to take 6 months to sell the other two buildings. Need a motion to have a Board Committee of about five members to run the numbers, helpful to have someone from the BFC.
 - Andrea Langoria – has cost analysis been done?
 - Saul Almanza: what about Oak St. Corporation? Seth Schapiro: have to have Oak St. Corporate agree to sell and also have to deal with any issue that the BART Chapters may have regarding a sale.
 - Gina Castellano – will cost-savings give us the possibility of another office up north? Seth Schapiro: We are currently looking at a meeting space for Marin.
 - Andrea Langoria – will there be a cost analysis with all the pros and cons? Kathryn Cavness will volunteer to be on the committee.
 - Saul Almanza – what about seismic inspection? Seth Schapiro: this building has had a lot of upgrades including seismic. Incredible deal.
- Healthcare Consultants, Sally and Tom are moving the SEIU program
 - Attended CalPERS Board meeting and has now interested CalPERS regarding cutting unneeded costs in healthcare. Other SEIU Locals are also interested. State Council has an SEIU Committee on health care.
 - Also doing awesome work with Sonoma County campaign.
 - There will be a Saturday, 7/14, training on healthcare in San Francisco.

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(14) Executive Session

- M/S/C Kathy O'Neil/Nadine Roach to extend Paul Kaplan temporary employment for 1 month.
- M/S/C Jackie Sowers/Amy Dooha to extend temporary employment for David Canham and Jon Meade on the Rebuild campaign up to September, 2012.
- M/S/C Jackie Sowers/Kathy O'Neil to extend temporary employment of Gail Tiller for a month or two.

Meeting adjourned in honor of the passing of Don Evans.

(15) Motion to adjourn by Jackie Sowers at 6 p.m.

***Minutes as recorded by Secretary's designee, Chief Elected Officer Sin Yee Poon
Re-formatted and respectfully submitted by, Secretary Pamela L. Holmes-Morton***

***Secretary SEIU Local 1021
Pamela L. Holmes-Morton***

***Chief Elected Officer SEIU Local 1021
Sin Yee Poon***

SEIU Local 1021 Executive Board Proceedings

Saturday, July 28, 2012

Jack London Aquatic Center, Oakland

Executive Board Members Participating: 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, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Karen Joubert, Denis Villanueva, Kathy Basconcillo, Mynette Theard, Amy Dooha, Eric Stern, Gregory Correa, Erica Watkins (temporary Contra Costa County Area), Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Jacqueline Sowers, Yvonne Johson-Miller, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Michael Tong, Nadeen Roach, Kathryn Cavness

Executive Board Members Excused: Treasurer Kathy O'Neil, Ken Tam, David Fleming, Saul Almanza, Gayle Chadwick, Celeste Thompson, Sheila Darvell, Mercedes Riggelman, Amos Eaton, Dann Solomon

Executive Board Members Absent: John Gales, Jim Nebel

Staff in Attendance: Seth Schapiro, Stephanie Batey, Pete Castelli, Joanne Cansicio, Jenny Vattuone-Turner, Naj Alikhan, Tim Gonzales, Fran Jefferson, Ulysses Madison, Pattie Tamura, Chris Daly, Nely Obligacion, Lathe Gill, Nice Peraino, Anna Bakalis, Steve Stallone

The meeting was called to order by President Sanchez at 10:16 a.m. She announced that a quorum was established.

AGENDA REVIEW:

The following items were added: Report from Capital Stewardship Chair, Harry Baker, under Industry Quarterly Discussion. It was M/S (Stern/Atwell) to approve the agenda with changes. The motion was carried unanimously.

INDUSTRY QUARTERLY DISCUSSION:

Port of Oakland report:

Gary Jimenez introduced bargaining team members Jean Parks and Phillip Stewart, who reported on the Port of Oakland bargaining. Our members have asked for a small COLA and parity. Management presented 42 takeaways.

Health Exchange Board report:

Nadeen Roach, Erica Watkins, Fran Jefferson and Cynthia Landry reported on the Exchange Board meeting on July 19th in Oakland. Two options were presented at the meeting around Eligibility Work: #1 - Centralized Multi-Site Service Center Model; #2 - Integrated State/Consortia Service Center Model. The 1st option envisions a State-operated call center that would screen calls and refer clients to Counties. The "21" locals (Locals 1021, 521, 721) oppose option #1 as this would lead to privatization of the eligibility function that our County members do. The 2nd option would build the call center off of a

group of County-based call centers, and then refer clients to a State-based call center. A final decision will be made at the Exchange Board meeting on August 23rd. The “21” locals will advocate for Option #2. It was stated that we need to turn-out and make a presence at this meeting.

Affordable Care Act/Health Care Issues report:

A written summary on Health Care Issues facing Local 1021 was prepared by staff Nick Peraino, and consultant Sally Covington from Community Campaigns for Quality Care (CCQC). Nick Peraino presented an overview on the work and research our local is doing in order to protect the work of SEIU members from privatization. Our local is also taking part in an SEIU-wide workgroup, which focuses on holding health plans and providers accountable for improved quality, safety and costs. A concern was raised that at the Exchange Board meeting, we made a presence to advocate our position around the eligibility piece; however, a question was raised about whom from our local or team is overseeing or advocating our position around other pieces in the public health system. It was said that Nick Peraino, the field directors and consultants from CCQC are collaborating to move our position out into the field, including having speakers at various hearings to advocate our position. An email will be sent to the Board listing those that will be on the team.

SF Superior Courts report:

Larry Bradshaw introduced bargaining team member Roberto Bento. He reported on the strike that our members held that shut down all courthouses in San Francisco on July 16th. Management imposed a contract on the workers and would not return to the bargaining table. The imposition is being lifted and they are going back to the table.

State/Local Budget report:

Nick Peraino gave a brief report on the State Budget. There are cuts, such as to Medi-Cal that will adversely affect Local 1021 members. He stated that if the tax measure does not pass in November, we will face more “trigger” cuts that will affect our members directly, in particular with schools. He also reported the pension reform discussions were put off for now, but likely resume in August.

Political Report:

Alysabeth Alexander and Chris Daly reported on *NO on Prop. 32* and *Yes on Prop. 30*. A series of trainings on *Prop. 30* and *32* has begun throughout the local. More training will be held at worksites and at staff meetings during this election cycle. *Prop. 30* will prevent deep school cuts, help balance the budget, guarantees local public safety funding, asks the wealthiest to pay their fair share and protects taxpayers. *Prop.32* threatens union jobs, wages and retirement by prohibiting unions from standing up to corporate special interests. A brief video and power point were shown. *Prop.32* will take away Union members voice in politics. We need to have face to face conversations with our members to educate them that these attacks are coming and organize in the workplace.

The board broke for lunch at 12:21 p.m. (working lunch).

COMMUNITY/ALLIES REQUESTS:

- Chinese Progressive Association

A written request was submitted by Local 1021 member leader, Maria Guillen, to support a contribution to *Chinese Progressive Association* (CPA) in the amount of \$10,000. Alysabeth Alexander spoke about the work CPA has done in the Chinese community, and how they've aligned with our local in the past to fight against Prop B in San Francisco. She also stated that CPA has advocated our position in the community and aligns itself with labor. This organization has also expressed their commitment to work with us on *Prop. 30 and 32*. Discussion followed on supporting or not to support the request. A question was raised about who on the board would work with CPA and will be responsible for overseeing their work. It was stated that Larry Bradshaw, Alysabeth Alexander and Maria Guillen would work with CPA to develop a plan and provide reports to the Executive Board.

It was M/S (Stern/Atwell) to approve the request. Discussion on the motion ensued. It was suggested that someone from CPA should be present to address any questions by the board. There was also discussion on the need to see a plan outlining what CPA plans on using the funds for, as they are requesting for a large amount of money. President Sanchez suggested to table this issue to allow time for the local to meet with CPA, and develop a plan and budget.

It was M/S (Bradshaw/Baker) to table the request until a plan is developed to take back to the Executive Board. There were 2 no votes, and 1 abstention. The motion was carried.

MEMBER COMMENTS

Nancy Ghanim, Chief Steward, Alameda County, SSA Chapter, addressed the board. She reported on work, such as trainings, that their chapter is doing with their stewards and the members.

President Sanchez stated that a member, who was present in the morning, wanted to address the board but was unable to stay in the afternoon. In order not to inconvenience any member, who makes an effort to attend an Executive Board meeting, *Member Comments* should immediately follow after the *Agenda Review* at each Executive Board meeting.

INDUSTRY QUARTERLY DISUCSSIONS (continued):

Capital Stewardship Committee Report

Harry Baker spoke briefly about the written report he prepared.

REVIEW of MINUTES of the MAY and JUNE MEETINGS:

It was M/S (Stern/Bibb) to approve the minutes of the May 19th Executive Board meeting with corrections to add Erica Watkins under *Executive Board Members Excused* (instead of absent), and other minor grammatical corrections. The motion was carried unanimously.

As a follow-up regarding the issue of referring to Executive Board minutes as "*Proceedings*", President Sanchez looked into the matter and found that the Secretary has the discretion to do so.

June Executive Board meeting: It was M/S (Jimenez/Turner) to table approval of the June minutes. The motion was carried unanimously.

CONSENT CALENDAR:

There were two items on the Consent Calendar: a) Policy on Acceptance of New Chapters; b) Policy on Modification of Existing Chapters. It was M/S (Bradshaw/Schardt) to approve. The motion was carried unanimously.

BYLAWS REPORT:

The *Bylaws Election Rules and Procedures* was handed out. Seth Schapiro reported that we are in the process of printing materials for the ByLaws vote. He announced that the local is not hiring an outside vendor for the vote count on September 15th; therefore, volunteers will be needed. The Election Committee has approved the four (4) ballot questions, which was presented at the June Executive Board meeting. The final version of the full proposed ByLaws will be re-sent to the Executive Board.

BUDGET & FINANCE COMMITTEE REPORT:

President Sanchez announced that Treasurer Kathy O'Neil is out ill, and that Seth Schapiro would report on behalf of the BFC. He reported on the following action items approved by the BFC at its July 20th meeting:

- Consultant Contracts: The BFC approved to extend contracts for Mira Weinstein and Margaret Cunningham through September, at no additional costs.
- Sacramento office move: The BFC approved to authorize up to \$24,000 for moving costs, IT and Tenant Improvement (TI) needs.
- Stephanie Batey's retirement gift: The current policy on staff retirement gifts is a maximum of \$1,000. The BFC approved to recommend to the board to make an exemption for Stephanie Batey's gift, to go over the limit by about \$400. Seth Schapiro explained that this was a special circumstance, in which Stephanie stepped up to be the Lead Director when the local needed her to; and she has been with the organization for 33 years. He explained that the BFC can only make a recommendation on this issue. The board would need to take a vote, since it is a policy change. It was M/S (Turner/Eric) to approve to go over the set budget, as recommended by the BFC. The motion was carried unanimously.
- Industry Expenditures Policy Clarification: A draft policy for the remainder of 2012 industry funds was handed out. The BFC approved the draft policy to recommend to the board. It was M/S (Johnson/Stern) to approve the policy as presented. The motion was carried unanimously. Nancy Atwell stated that the policy should include a date on the footer of the document of when it was adopted.

Rocky Morrison gave a brief presentation on preliminary numbers of the upcoming quarterly report.

POLITICAL REPORT:

Alysabeth Alexander went through an exercise with the Executive Board on Prop 30 and 32. The exercise included how to craft a message, how to effectively reach co-workers and volunteer recruitment.

Chris Daly spoke about upcoming campaigns/races in the November election. The local's priority campaigns are Yes on Prop 30 and No on Prop 32. He also spoke about the PAC accounts. The Issues account is solid, while the Candidate account is depleting. He is seeking for the board's approval to amend the PAC contribution schedule. Currently, \$33,252 per month goes into the Issues account. The request is to move the current monthly contribution from the Issues account, into the Candidate account instead.

It was M/S (Alexander/Jimenez) to approve the request. There was discussion on the motion. The motion was carried unanimously.

ACKNOWLEDGEMENT:

President Sanchez announced that Stephanie Batey is retiring and acknowledged her 33 years of work in SEIU.

NEW BUSINESS:

Industry Council Development Resolution:

Eric Stern handed out a resolution on Industry Council Development, and asked for the board's approval to adopt it. The resolution reads: *Be it resolved that the Local 1021 Lead Director and Regional Directors and their Field Staff will give reasonable and timely assistance to Industry and sub-industry chairs, along with assigned Industry staff, to develop Local 1021 Industry and sub-industry conferences and events.*

It was M/S (Villanueva/Bibb) to adopt the resolution. There was discussion on the motion. It was pointed out that the resolution does not include Area Representatives and accountability for Industry Chairs. It was also said that the reference to "sub-industry chairs" in the resolution can be confusing. A suggestion was made that Eric Stern and the Lead Director, Pete Castelli, meet to discuss this issue further, and to allow for further input. It was M/S (Holmes-Morton/Turner) to table this request. There were 3 *No* votes and 1 *Abstention*. The motion was carried. The Executive Board was asked to review the resolution and provide feedback or edits to Eric Stern.

CWA Negotiations Bargaining Team:

President Sanchez announced that the following Executive Board members will be on the bargaining team for the upcoming staff CWA negotiations: Sin Yee Poon, Gary Jimenez, Larry Bradshaw, Kathy O'Neil, Mynette Theard, Jan Schardt and Nancy Atwell. It was M/S (Gray/Turner) to approve. The motion was carried unanimously.

Organizing Committee Chair Vacancy:

President Sanchez stated that the Organizing Committee Chair position was left vacant when Mary Sanders-Tucker was hired on as staff. She asked for the board's approval to appoint Ramses Teon-Nichols as the new chair. Ramses is member leader in the Non-Profits Industry. He currently works at CHP in San Francisco and is an active steward. It was M/S (Sowers/Stern) to approve Ramses Teon-Nichols as the new Organizing Committee Chair. The motion was carried unanimously. It was said that Ramses will be on full-time release from his employer. Ramses was sworn in by President Sanchez.

Proposal Against Stop & Frisk Practices in San Francisco:

Secretary Holmes-Morton presented a motion for the Executive Board's consideration on behalf of member John Morrison. The motion reads: *Oppose any legislation proposed by the SF Mayor Lee and SF Supervisors related to Stop and Frisk policies and procedures similar to what the New York police have practiced on the diverse New York civilian populace and stand in unity with the Coalition for a Safe San Francisco.*

It was suggested to make the following edits: change "Coalition" to "**coalitions**"; change "Safe" to "**safe**"; and add at the end of the sentence "**and other areas**". It was M/S (Johnson/Alexander) to support the motion against Stop & Frisk Practices in San Francisco with changes. The motion was carried unanimously. It was said that adding "**and other areas**" at the end of the sentence may lead to confusion, as this currently pertains to an issue in San Francisco. By consensus, the Executive Board agreed to not add "**and other areas**".

BUILDING UPDATE:

Seth Schapiro reported on the building updates for Sacramento, San Joaquin and Oakland.

Sacramento Building:

The local is currently in lease negotiations. There are tenant improvements to be done, and the target date to move into the new building is by November.

San Joaquin:

The member leaders have landed on a building in the Waterfront area. The local is currently in lease negotiations. It was reported that the first 3 years of the lease payment will be paid for from the sale of the current Stockton office.

Oakland Building:

Currently, there are 3 office locations in Oakland. Seth Schapiro gave an overview of the will of the board to look into possibly consolidating the 3 offices into 1. Recently the *I.Magnin* building in downtown Oakland became available for purchase. A summary of the *Proposed Building Purchase* for the *I.Magnin* building was distributed and reviewed. The summary includes an occupancy comparison, acquisition summary, SEIU cash requirements, as well as additional costs and anticipated revenue from sale proceeds from the 29th and Oak St offices. It was reported that the local submitted a "letter of intent", which is non-binding. The board had a lengthy discussion on this issue that included the pros and cons of purchasing the building. It was recommended that the local not invest in purchasing a building at this time, given the current economic difficulties. Instead, the local should look for ways on reducing our current monthly costs in the 3 Oakland offices. President Sanchez asked the Executive Board for a straw poll on whether to direct staff to move forward with trying to attain a better loan to purchase the *I.Magnin* building; or continue to search for another building with lower costs. Overall, the Executive Board agreed that purchasing the *I.Magnin* building at the current loan outlined was not realistic at this time.

OTHER BUSINESS:

ACMC General Unit & RN Chapter ByLaws: President Sanchez announced that the chapter ByLaws for ACMC General Unit & RN was submitted for review and found to be in compliance. There were no objections raised.

Sonoma County:

Nancy Atwell and Lathe Gill presented a bargaining update on Sonoma County.

August Executive Board Meeting Location:

The August meeting is tentatively scheduled to take place in Crescent City. This would require 2 days of travel and 1 day for the meeting, which may not be feasible. It was suggested that the meeting should be in Santa Rosa, to show support to the members that are in the middle of a contract campaign fight. President Sanchez stated that a poll will be sent to the board on a proposed location, which will either be in Ukiah or Santa Rosa.

By consensus, the Executive Board approved to extend the meeting to 5:30 p.m.

The Executive Board moved into closed session at 5:00 p.m.

EXECUTIVE SESSION:

The following motions were discussed during Executive Session:

- Personnel/Staffing Committee Report: It was M/S (Schardt/Sowers) to approve the proposal that Administrative Coordinators will lead clerical in their region, and that supervision will be by the appropriate Area Director. The motion was carried unanimously. By consensus, the Executive Board agreed that the overall written proposal on Changes to Operation Structure will be sent back to the Personnel/Staffing Committee for tweaking.
- Temporary Staff:
 - It was M/S (Schardt/Johnson) to extend Gayle Tiller to September 30, 2012. The motion was carried.
 - It was M/S (Atwell/Longoria) to extend Paul Kaplan to September 30, 2012. The motion was carried.

The Executive Board moved to open session at 5:45 p.m.

The meeting was adjourned at 5:45 p.m.

Respectfully Submitted By,

Pamela Holmes-Morton, SEIU Local 1021 Secretary

SEIU Local 1021 Executive Board Proceedings
September 22, 2012, Serna Center, Sacramento

Executive Board Members Participating: CEO 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, PAC Chair Alysabeth Alexander, Organizing Chair Ramses Teon-Nichols, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Gina Castellano, David Fleming, Kathy Basconciello, Saul Alamanza, Amy Dooha, Eric Stern, Erika Watkins, Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Sheila Darvell, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Mercedes Riggleman, Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Cavness

Executive Board Members Excused: Secretary Pamela Holmes-Morton, Karen Joubert, Denis Villanueva, Mynette Theard, Gregory Correa, Gayle Chadwick, Jacqueline Sowers, Celeste Thompson

Executive Board Members Absent: John Gales, Jim Nebel

Staff in Attendance: Seth Schapiro, Pete Castelli, Joanne Cansicio, Rocky Morrison, Pattie Tamura, Lathe Gill, Naj Alikhan, Chris Daly, Nely Obligacion, Brian Lee, Carlos Hernandez, Ulysses Madison, Tim Gonzales

Guests: Terry Brennand (SEIU State Council), Alexa Frankenberg (SEIU)

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

AGENDA REVIEW:

The following item was added: a) Report on SEIU trip in Washington, DC

MEMBER COMMENTS:

Cynthia Landry, Alameda County, acknowledged and thanked the ByLaws Committee and staff for their work on the recent ByLaws vote.

Members from SCUSD, Donna O'Meara, Teresa Raines and Mike Beverly, addressed issues regarding Field Rep assignments in their chapter, which have been unstable. In the last 3 years, there have been 3 different Field Rep changes.

REVIEW MINUTES of the JUNE and JULY MEETINGS:

It was M/S (Schardt/Dooha) to approve the June 23, 2012 minutes as written. The motion was carried. It was M/S (Johnson/Bradshaw) to approve the July 28, 2012 minutes as written. The motion was carried.

It was discovered that a quorum was not yet established, at the time the vote of the minutes occurred. Therefore, President Sanchez stated that the previous vote of the June and July minutes can only be a recommendation to approve.

PUBLIC EMPLOYEES PENSION REPORT:

Harry Baker introduced Terry Brennand from the State Council, who presented a powerpoint and report on the changes to Public Employees' Pension Reform. He spoke about AB 340 and how the law affects both current and new employees.

He also spoke about SB 1234, which is a bill to provide private sector workers an opportunity to enroll in a voluntary retirement plan with guaranteed benefits. A request was made to call our members to encourage them to call the Governor's office to support SB 1234. It was stated that this will be at no cost to the local, as the International will cover vendor costs. Harry Baker explained that the vendor would call our members and that the phone calls would need to be made during the day. He also explained that calls would need to happen within the following week; and that the lists (member phone numbers) would need to be provided to the vendor.

It was M/S (Stern/Bibb) to provide lists to the vendor. There was discussion on the motion. Concerns were addressed regarding not to provide work phone numbers, as "political work" is prohibited at worksites and may put the member at risk. It was explained that our VAN system contains mostly home/cell numbers, but it does include some work numbers. After discussion, the President moved to a vote. The motion was carried.

CA CHILD CARE ORGANIZING CAMPAIGN:

Tim Gonzales introduced Alexa Frankenberg, Organizer with SEIU. She introduced workers from Tulare County, who are members of Local 521. The workers presented and spoke about their recent campaign to organize child care providers. They would like to partner with Local 1021 and provide updates regarding this campaign.

BYLAWS ELECTION REPORT:

Election Committee members, Amos Eaton and Allena Wiggins, reported on the results of ByLaws Revision vote. Approximately 41,700 ballots were mailed, and about 2,800 were undeliverable. The results of the vote is as follows:

Question 1:

Shall the proposed changes to the **governance and election** provisions of the SEIU Local 1021 Bylaws be adopted, to be effective beginning with the election process to elect Executive Board members for the 2013-16 term?

YES = 2300; NO = 408

Question 2:

Shall the proposed changes affecting **retirees** in the SEIU Local 1021 Bylaws be adopted, to be effective beginning with the election process to elect Executive Board members for the 2013-16 term?

YES = 2225; NO = 510

Question 3:

Given the current economic challenges facing many of us, should SEIU Local/1021 freeze dues at the current percentage rates for at least the next two years?

YES = 2577; NO = 229

Question 4:

Shall the proposed changes to the SE:IU Local 1021 Bylaws provisions to correct typographical and other errors and other changes made for consistency and clarity be adopted, to be effective beginning with the election process to elect Executive Board members for the 2013-16 term?

YES = 2480; NO = 274

It was M/S (Dooha/Tong) to accept the Election Committee report. The motion was carried.

It was announced that a quorum was established during the Pension presentation by Terry Brennand.

REVIEW MINUTES of the JUNE and JULY MEETINGS (continued):

The vote to approve the minutes of the June and July meetings were re-done, since a quorum had been established.

It was M/S (Longoria/Dooha) to approve the June 23, 2012 minutes. The motion was carried.

It was M/S (Dooha/Tong) to approve the July 28, 2012 minutes. The motion was carried.

REGIONAL MEETINGS DEBRIEF:

Larry Bradshaw reported that meetings were held in the North Coast, East Bay, North Central and San Francisco regions, with one coming up in San Joaquin. The attendance for most of the regions were modest. The East Bay had a great turnout with about 90 in attendance. The objective of the meetings was to bring convention delegates and chapter presidents together, to engage them in our fight against Proposition 32 and 30.

The Executive Board broke for lunch from 12:01 p.m. to 12:33 p.m.

REPORT from CHICAGO TEACHERS UNION:

Jesse Sharkey, Vice-President of the Chicago Teacher's Union, gave a brief report by phone on the teacher's strike. He spoke about the obstacles and challenges they faced in their contract fight. He also spoke about how they picketed in the downtown area for 9 days, and how they gained support from parents and the community. More information can be found on their website at www.ctunet.com.

POLITICAL REPORT:

Alysabeth Alexander and Chris Daly reported on current poll numbers on Prop 32 and Prop 30. Internally, the Local is working on identifying about 75% of members to pledge to vote no on 32 and yes on 30. A report on how phone banks are going was also given. It was stated that we are currently behind in our goals on phone calls. Chris Daly gave a demonstration on how to log-on to the VAN system. He reached out to the Executive Board to phone bank, and asked that they do a total of five 1-hour shifts.

BUDGET & FINANCE COMMITTEE REPORT:

Treasurer Kathy O'Neil gave a presentation of the January-June 2012 Quarterly Review, and reviewed the report line by line. She also reported on the following action items that were approved at the August BFC meeting:

- Healthcare Exchange Expenditure request: The BFC approved up to \$25,000 on a joint communications and outreach plan with other "21" locals for the Eligibility Workers campaign.

- VAN Predictive Dialing System: The BFC approved up to \$25,000 to pre-pay minutes for the VAN predictive dialer system.
- Stockton Building: The BFC approved to recommend to purchase the proposed new building, and approved up to \$10,000 from the proceeds of the relocation of the old office, in order for an analysis and preparation to be done for purchase of the new building, pending approval of the Stockton member leadership to move forward with the purchase.
- Sacramento Building: The BFC approved anticipated one-time costs for the move of the Sacramento office (\$10k for moving costs, \$12k for cubicle costs; and \$27k for HVAC and IT related costs).
- COFAM Request: The BFC approved up to \$10k for 2 COFAM actions for a newspaper ad, busses and food/water.

CHIEF ELECTED OFFICER REPORT:

CEO Sin Yee Poon reported on 3 concerns. She addressed an issue regarding oversight with the Lead Director in respect to staffing operations. CEO Poon also reported on a member representation issue that was brought to her attention at the East Bay regional meeting by members from ACMC. It was said that since the “rebuild project” concluded, the chapter structure has not been retained. An evaluation of the rebuild should be considered. She also reported that members are having issues on representation, and that members do not feel connected to the Union.

HEAD of OPERATIONS REPORT:

Seth Schapiro gave a building update on the Sacramento and Stockton offices.

Sacramento:

The lease has been signed, and the move to the new office is anticipated to begin by mid-December.

Stockton:

Seth Schapiro distributed and reviewed a comparison of purchasing a building on Coronado Ave versus leasing a building on W. Weber Ave. The comparison report included what the proposed monthly rent would cost, and what the proposed monthly mortgage would be. It was stated that the San Joaquin member leaders have met and they recommend to move forward with purchasing the Coronado Ave building. It was reported that we received approximately \$545,000 from the sale of the current Stockton building with a relocation allocation of \$148,000.

It was M/S (Atwell/Castillano) to purchase the building on Coronado Ave subject to due diligence. The motion was carried unanimously.

LEAD DIRECTOR and FIELD/PROGRAM REPORT:

Pete Castelli reported on a recent trip to SEIU in Washington, DC where he and President Sanchez met with International staff from different departments to discuss how the International and the local will work together. He also reported that COFAM reached a Tentative Agreement, and gave a brief overview of other campaigns happening throughout the local. He also discussed creating a structure that when members need support, staff from throughout the local would participate in the action and show support. It was also said that he implemented to staff that all contract needs should be reported to him.

There was a request that a report of all contracts that have been settled throughout the local be created. He also stated that he is working on establishing an arbitration tracking system.

Naj Alikhan presented a brief video showing the various actions or contract fights throughout the local in the past few months.

ANNOUNCEMENTS:

- Sheila Darvell announced an upcoming event on October 20th at Anderson River Park, where she hopes to engage members to come.
- President Sanchez announced that the Civic Center Chapter ByLaws was reviewed and found to be in compliance. There were no objections raised.
- President Sanchez announced that Dann Solomon, BFC representative in Region 7, has recently retired.
- Pattie Tamura spoke on the COFAM campaign. She stated that this was a huge contract fight, and the experience has made the chapter stronger. She also reported on the sudden passing of Freddy Tejada, who was a member of the SF Rebuild team from the International.
- President Sanchez announced that due to the urgency of political work for the upcoming election, she is asking the Executive Board to consider changing the October E-Board meeting from Saturday, 10/27 to Friday, 10/26, in order to do GOTV on Saturday. A poll will be sent to the Executive Board to vote on this possible date change.
- Dolores Dawson-Gholar reported on the retiree council and spoke about their upcoming conference.
- Patrick Ikeda announced that former Local 790 President, Rex Spray, was recently assaulted and recently passed as a result of his injuries.
- Tim Gonzales spoke about various organizing campaigns that the organizing department is working on.
- Ramses Teon-Nichols announced an upcoming 3-day blitz in Oakland and is looking for member participation. He also announced an upcoming Non-Profit event.
- Saul Almanza announced a fundraising event, American Diabetes Association Walk in Oakland.

OTHER ACTION ITEMS: There were no other action items requested.

OLD BUSINESS:

Industry Council Development Resolution:

This issue was tabled from the July Executive Board meeting. Eric Stern provided a revised resolution, based on feedback/suggestions received. The revised resolution reads:

Be it resolved that the Local 1021 Lead Director and Regional Directors and their Field Staff will give reasonable and timely assistance to Industry chairs, along with assigned Industry staff, to develop Local 1021 Industry goals, standards and programs including best practices, legislative agendas, model contract language and conferences.

The Dilemma: With the reorganization to a regional structure, excepting the schools industry, there are no longer directors over an industry team of field staff. Field staff now report to regional directors. Attaining services for the purpose of populating and strengthening Industry goals,

standards and programs is now more complicated and requires this resolution to clarify and expedite ongoing Industry development.

It was M/S (Jimenez/Almanza) to accept the resolution as presented. There was discussion on the motion. The board voted by show of hands. In Favor = 14; Oppose = 7; Abstentions = 8. The motion was carried.

The Executive Board moved into Executive Session at 3:53 p.m.

EXECUTIVE SESSION:

The following motions were discussed during executive session:

- It was M/S (Eaton/Johnson) to resume the supervision of the Clerical Staff to the Clerical/Facilities Director. The motion was carried.
- It was M/S (Atwell/Longoria) to extend Paul Kaplan until November 9th.

The Executive Board moved to open session at 4:33 p.m.

President Sanchez announced the action items approved during Executive Session.

The meeting adjourned at 4:35 p.m. in memory of Rex Spray and Freddy Tejada.

***Minutes respectfully submitted by the Secretary's designee,
Joanne Cansicio, Assistant to Executive Board***

SEIU Local 1021 Executive Board Minutes
Friday, October 26, 2012, Fairfield, CA

Executive Board Members Participating: CEO 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, PAC Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Denis Villanueva, David Fleming, Kathy Basconcillo, Saul Almanza (by videoconference), Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Jan Schardt, David Turner, Jacqueline Sowers (by teleconference), Yuvonne Johnson-Miller, Celeste Thompson (by videoconference), Sheila Darvell (by videoconference), Nancy Atwell (by teleconference), Peggy LaRossa (by videoconference), Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Cavness

Executive Board Members Excused: Secretary Pamela Holmes-Morton, Ken Tam, Karen Joubert, Mynette Theard, Gayle Chadwick, Andrea Longoria, Ken Blomberg, Gina Castellano, Mercedes Riggelman

Executive Board Members Absent: John Gales, Jim Nebel

Staff in Attendance: Seth Schapiro, Pete Castelli, Joanne Cansicio, Nely Obligacion, Tim Gonzales, Chris Daly, Ulysses Madison, Fran Jefferson, Lathe Gill, Brian Lee, Carlos Hernandez, Naj Alikhan, Anna Bakalis, Marguerite Fa-Kaji, Harvey Hetch

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

Port of Oakland Report:

Gary Jimenez gave a brief update on the Port of Oakland contract fight, which has been on-going for about 15 months. Some takeaways management has proposed are on decent wages and healthcare. Anna Bakalis, Communications Specialist, reported on a recent action, where members successfully took over a Ports Commission meeting. New clips of the action was shown, where major news stations covered the story. An informational picket line is being planned, and Board members will be asked to participate.

Agenda Review:

The following items were added: a) Port of Oakland presentation; b) Community/Allies requests, where it will be discussed during lunch; and c) Personnel issue action item.

Member Comments:

Sacramento City Unified School District members Morgan Capshaw and Jeff Bozeman addressed issues and read a letter in regard to representation. The members expressed disappointment in the lack of information or assistance the members received during the process of layoffs.

Cynthia Landry, Alameda County, spoke about retirement benefits under the Ventura plan.

Marcus Williams (by videoconference from Stockton), spoke about the work members are doing to prepare for the upcoming San Joaquin County negotiations.

President Sanchez announced that a quorum had been established.

Review Minutes of the September meeting:

It was M/S (O'Neil/Dawson-Gholar) to approve the minutes of the September 22, 2012 meeting. The motion was carried.

Political Report:

Chris Daly gave a synopsis of the political work happening throughout the local. He also spoke about two of the local's priority campaigns, No on Prop 32 and Yes on 30, as well as numerous Board of Supervisors, School Board and City Council local races. A report of the phone bank activity on the VAN system and Commitment Cards was distributed. Alysabeth Alexander reported on the political work that lost-timers and retirees are doing throughout the local. Folks have been dispatched to different worksites, as well as working with some of the local's community allies. The board were asked to help recruit members to phone bank or precinct walk.

The Executive Board broke for lunch from 12:05 p.m. to 12:30 p.m.

Executive Board Election – Committee Report:

Seth Schapiro, Marguerite Fa-Kaji and Donna Shane (by teleconference) reported on behalf of the Election Committee. It was said that the Election Committee was confirmed by the Executive Board via poll. Donna Shane will serve as the Chair of the committee. The following draft documents were distributed for review: *Official Election Notice, Rules, and Procedures; Member in Good Standing Guidelines; SEIU Local 1021 Nomination Petition; Election Administrator Proposals Summary.*

○ Review of Official Election Notice, Rules and Procedures

It was said that changes on the recently approved SEIU 1021 ByLaws are reflected in the Election Notice, such as new positions and the appeal process. Seth Schapiro spoke about some key points in the document, such as the election schedule, which includes two trainings for candidates. He also pointed out that the appeal process would need to be heard by the Executive Board in early January 2013.

It was M/S (Johnson/Eaton) to approve the *Official Election Notice, Rules and Procedures* with the following changes: section 4d, add **unit** after the word *bargaining*; and section 16, include **email** as a form of a union resource. The motion was carried unanimously.

○ Review of Member in Good Standing Guidelines

Seth Schapiro reviewed each paragraph of the draft guidelines, which outlines different circumstances of how a potential candidate can qualify to be eligible to run.

It was M/S (Schardt/Basconcillo) to approve the *Member in Good Standing Guidelines* as presented. The motion was carried unanimously.

○ Review of SEIU Local 1021 Nomination Petition

There was discussion on making the following changes on the document:

- in the footer, the sentence "*Candidates are strongly encouraged to obtain more than 25 signatures to compensate for any invalid signatures or illegible names of their petition*" should be bold and underlined;
- on page 1, reformat the listing of positions, so that it is easier to follow, starting with the list of officer positions, then followed by other offices.
- Colusa, Sutter and Yuba Counties should be added in Region A (North Central) throughout the document; and Lake County should be added in Region B (North Coast). It was said that the addition of Counties will need to be clarified, so that it does not violate the ByLaws.
- on page 2, include the number of seats allotted for each position.

It was M/S (Correa/Johnson) to approve the Nomination Petition with the recommended changes. The motion was carried unanimously.

○ Review of Election Administrator Proposals Summary

The board discussed bids from Election Services Solutions (ESS), based in New York, plus two others based in California, Merriman River Group and TrueBallot. The Election Committee is recommending the selection of ESS. The summary outlines the committee's reasons of why it recommends this group. The CEO stated that she would like to make an official objection that no bids were obtained by the County Registrar of Voters, as she had previously recommended.

It was M/S (Basconcillo/Eaton) to accept the Election Committee's recommendation to select the bid from Election Services Solutions. The motion was carried.

It was suggested that a page be created on our website where all election documents can be obtained.

Budget & Finance Committee Report:

Treasurer O'Neil reported on action items of the BFC from its October meeting.

- The BFC approved to recommend extending Dave Kersten's contract through January 2013. The current contract ended in September. His work will focus on transition work with the new Researcher hired on staff, as well as upcoming BART negotiations. It was M/S (Johnson/Basconcillo) to extend Dave Kersten's contract through January 2013. The motion was carried.
- The BFC approved to extend Margaret Cunningham's contract through the end of November, at no additional cost. She will be assisting with various negotiations under Ulysses Madison's team.
- The BFC approved to recommend raising Sue Oszewski's contract limit from 500 hours to 900 hours. Her work will focus on the Sonoma County bargaining. It was M/S (Eaton/Johnson) to approve to increase Sue Oszewski's contract limit to 900 hours. The motion was carried.

- The BFC approved to recommend financing the remaining balance of the new Stockton office from the reserves. It was said that the local received \$545,000 from the sale of the old office, which will go towards the loan of the new building. After a lengthy discussion on the options to consider, the BFC felt it would be a cost savings to the local to pay the balance out of reserves. It was M/S (Thompson/Teon-Nichols) to approve to pay the remaining balance out of reserves. The motion was carried.
- The BFC approved to authorize Rocky Morrison to look into variations of refinancing the 29th St. office, with a report back to the BFC.

Chief Elected Officer Report:

CEO Poon reported that she is not getting information or getting input regarding staff operations, and feels that the ByLaws are being violated. She also spoke about an issue at ACMC, where the benefits of the rebuild has not been carried over. She stated there are pending layoffs. In San Francisco, she reported that the staff to member ratio has dropped, now that the SF rebuild has concluded.

President and Leaders Report:

- As a follow-up to an issue that was raised in regard to ACMC at the September meeting, President Sanchez reported that steps have been taken in an effort to address the concerns. A meeting with Larry Alcott, with SEIU and who was a lead in the rebuild campaign, was immediately called, along with Roxanne Sanchez, Pete Castelli and Fran Jefferson. Roxanne Sanchez has also recently attended the ACMC Steward's Council meeting, along with Sin Yee Poon and Eric Stern.
- Nadeen Roach and Akbar Bibb addressed issues regarding representation in Solano County.
- Larry Bradshaw reported on numerous happenings in San Francisco. The S.F. Superior Court members recently voted and overwhelmingly approved their TA. About 220 out of 240 in the bargaining unit voted. He also reported that a debrief of the SF Rebuild campaign will be held at the November meeting. Sascha Eisner, with SEIU, will be present to give a report. The SF Industry and Healthcare Industry are working together to hold joint monthly meetings. This is good innovation to move forward. He explained that Healthcare Industry chair, Karen Joubert, was not able to attend this month's meeting, as it is the same day of an all-day member appreciation event at Laguna Honda Hospital, where about 800 to 1000 members are expected to participate throughout the day. They hope to engage and educate members about the upcoming election.
- Ramses Teon-Nichols reported on the campaign to organize workers at the Asian Community Mental Health located in Oakland.

Director Reports:

Written director reports were sent by email to the Executive Board. Fran Jefferson stated that her report addresses in detail issues around ACMC, and encouraged the board read her report. Tim Gonzales spoke about various organizing campaigns. He also announced ROC trainings scheduled on Nov. 30th and Dec. 1st in Fairfield.

- Director of Field/Program Report:

Pete Castelli reported on some “hot spots” happening around the local. He spoke about the Port of Oakland and Sonoma County campaigns. Bargaining teams and staff are doing assessments at both campaigns to evaluate a potential strike. At Amador County, there is a potential decert campaign, and staff are working on a plan to avert it. He also spoke about an issue at the YGC Chapter in San Francisco, which is being addressed. He would like to instill in the local to have all staff provide support in major campaigns across the board, even if it is not in their region.

Local 1021 and 521 are both dealing with issues around Eligibility Workers, and how it will impact members. Local 1021 was asked by the State Council to assign key member leaders and staff to the campaign. Local 521 brought the concept to have both locals join forces to share ideas around this issue.

He also spoke about staffing. Directors will be asked to include summaries of bargaining updates in their reports. He will also require all staff to provide copies of their work plans to him, so that he can review them. A “transition form” template is also being developed, which is to be used when there are any staff assignment changes. This is to prevent any issues from being overlooked.

Other areas where members and staff are preparing for bargaining, include Oakland, BART and San Joaquin. The non-profit division hopes to develop a master contract for some of the local’s smaller jurisdictions. Overall, he hopes to instill a well thought out strategy process for all bargaining campaigns.

- Communications Report:

Naj Alikhan reported and showed a brief presentation on the website. He reported that we are moving to a new web platform, Wordpress, which is anticipated to launch by the end of this year. He explained that Wordpress is the International’s platform, so the changeover will be at no cost to the local. There will also not be additional costs to maintain the site, as all the work and maintenance will be done in house by communications staff, rather than consultants. One goal of moving to a new web platform is to successfully get information out to members. Training on the new site will be available to those members that are interested.

Head of Operations Report:

Seth Schapiro gave an update on the new Sacramento office. He reported on the progress of the construction work, which includes potentially removing a pole that’s currently located in the middle of the large conference room. The estimated cost to remove the pole is about \$34k. There was discussion on whether or not to approve funds to remove the pole. By consensus, the board agreed that it was not necessary to allocate funds to remove the pole.

Announcements:

It was said that action items of the Executive Board between meetings should be reported and recorded in the minutes. A summary of the Executive Board action items taken by poll since the September meeting was distributed. It was agreed to attach the summary report with the November minutes.

President Sanchez reported that Secretary Holmes-Morton has not been able to attend the last few months of Executive Board meetings due to health issues.

Action Items:

○ Benefits – Full-Time/Lost-Time Officers:

President Sanchez explained that a draft policy was created to address benefit issues for full-time officers, who are on lost-time. The policy is to help clarify benefit options for full-time officers. The board reviewed the policy. It was M/S/ (Stern/Johnson) to approve the Lost-Time Officer Benefit Policy as written. The motion was carried.

○ Resolution on Justice for Alan Blueford:

This resolution was submitted on behalf of the Social and Economic Justice Committee. Gladys Gray introduced Tanisha White, spokesperson for the Alan Blueford family, who provided background information for this case. A draft letter to the Alameda District Attorney's office and Resolution in support of *Justice for Alan Blueford* was read. The request is for the Executive Board to adopt the letter and the Resolution. The board discussed changes to the letter and the resolution.

It was M/S/C (Gray/Tong) to accept the letter and the resolution with the following changes that was discussed:

▪ Changes to the letter:

- ❖ 1st paragraph, 1st sentence: add **Local 1021 and its**, after the word *Union*.
- ❖ 2nd paragraph, 1st sentence: change sentence to read, **These demands are based on our understanding that the following are true**
- ❖ The letter should be printed on letterhead, and signed by Officers and the SEJ Chair

▪ Changes to the Resolution:

- ❖ 9th paragraph, change *Social and Economic Justice Subcommittee pass*, to **Social and Economic Justice Committee passed**

○ National Nurse Alliance Funding

A request from an RN member was submitted to approve funding to attend the National Nurse Alliance meeting. The funds would cover travel, hotel and meal expenses. The request died for a lack of a motion.

New Business:

○ 2013 Calendar

A draft schedule of the January through March 2013 Executive Board meetings was distributed for the board's consent. It was pointed out that the January meeting will be early in the month, due to the Executive Board election schedule. It was also explained that the new Executive Board would need to approve the schedule beyond March 2013. It was M/S (Turner/Fleming) to accept the calendar. The motion was carried.

○ Regional Member Recognition Events:

Roxanne Sanchez and Larry Bradshaw explained that some chapters have inquired about funding for an end of the year event for members. A draft guideline/framework for regional member recognition events was distributed for the board's consideration. The guideline includes suggestions on program ideas, as well as a proposal to approve up to \$30k to cover costs for food/beverages, a DJ, and venue costs, where applicable, for all the regions. The events will be held in our offices, except for those offices where there is not sufficient space to hold the event. It was stated that Area Representatives can work with the Field Director to work out specifics of the program in their respective regions. A question was raised in regard to candidates campaigning for the Executive Board election during the events. It was said that there should be a disclaimer indicating no campaign literature is permitted. It was M/S (Jimenez/Basconcillo) to approve the guidelines.

The Executive Board moved to Executive Session at 4:40 p.m.

Executive Session:

The following was discussed during Executive Session:

- It was M/S (Eaton/Dooha) to approve the posting of the Deputy Director and Research Supervisor positions. The motion was carried.

The Executive Board moved to open session at 5:35 p.m.

President Sanchez announced the motions that were passed during executive session.

Old Business:

- Community/Allies critiera:

The current policy on *Financial Contributions to Community Organizations and Allies* was distributed. There was discussion around how the policy does not address accountability. It was suggested that those presenting or brining a request forward, such as board members, should take responsibility for accountability. There was a suggestion to ask organizations, where we've made a contribution, to give a report on how the local's contribution was utilized. This report can be given at the end of each year.

The meeting was adjourned at 5:45 p.m.

Respectfully submitted by,

Joanne Cansicio
Assistant to Executive Board

Summary of Executive Board Action Items between Meetings

(Since Sept. 22, 2012 E-Board meeting)

Date of Poll: September 24, 2012

Item: Request to change October meeting from Sat, 10/27 to Fri, 10/26

Result: Poll was approved. YES = 28; NO = 5; ABSTAIN = zero

Date of Poll: September 25, 2012

Item: Request to approve \$250,000 from reserves for No on 32 fight.

Result: Poll was approved. YES = 28; NO = 1; ABSTAIN = zero

Date of Poll: October 1, 2012

Item: Request to move line items within Political Budget to come up with \$250,000 for No on 32 fight

Result: Poll was approved. YES = 28; NO = zero; ABSTAIN = 2

Date of Poll: October 15, 2012

Item: Request to approve Election Committee for Executive Board Election

Result: Poll was approved. YES = 30; NO = zero; ABSTAIN = 2

SEIU Local 1021 Executive Board Meeting
Saturday, November 17, 2012 – Fairfield, CA
EXECUTIVE BOARD PROCEEDINGS

Executive Board Members Participating: 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, PAC Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Gladys Gray, Harry Baker, Dolores Dawson-Gholar, Renita Terry, Ken Tam, Karen Joubert, Denis Villanueva, Kathy Basconcillo, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Gayle Chadwick (by videoconference), Andrea Longoria, Jan Schardt, Ken Blomberg, David Turner, Jacqueline Sowers (by teleconference), Celeste Thompson (by videoconference), Gina Castellano (by videoconference), Sheila Darvell (by videoconference), Nancy Atwell (by teleconference), Peggy LaRossa (by videoconference), Akbar Bibb, Mercedes Riggleman, Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Cavness

Executive Board Members Excused: Secretary Pamela Homes-Morton, Dave Fleming, Jim Nebel, Yvonne Johnson-Miller,

Executive Board Members Absent: John Gales

Staff in Attendance: Pete Castelli, Seth Schapiro, Pattie Tamura, Tim Gonzales, Nely Obligacion, Carlos Hernandez, Brian Lee, Chris Daly, Lathe Gill (by videoconference), Joanne Cansicio, Anna Bakalis, Jennifer Smith, Harvey Hecht

Guests: Sascha Eisner, Nina Schulman

The meeting was called to order at 10:05 a.m. by President Sanchez.

Agenda Review:

The following was added: a) report from David Turner on APRI.

It was announced that a quorum had been established.

Port of Oakland Report:

Gary Jimenez, Pete Castelli, Anna Bakalis and Steve Gilbert gave an update on the Port of Oakland contract fight. It was stated that members have been working without a contract for the past 17 months. The Union has filed ULP charges, and the members are ready to hold a ULP strike. It was said that although the strike will be held during the Thanksgiving holiday, the local has no intention of disrupting travelers at the airport. A brief video of previous actions, including media/news clips were shown. Members from the Ports bargaining team also spoke. Executive Board members were encouraged to show support for the members and participate in the strike.

Asian Community Mental Health Services (ACMHS):

Tim Gonzales, Ramses Teon-Nichols and Dulce Almendariz spoke about the recent organizing campaign at ACMHS, where the employer voluntarily agreed to recognize the Union to represent the workers. Members Pysay Phinith and Sann Myint from ACMHS were introduced. They spoke briefly about issues at their workplace, and how workers wanted change. A brief video was shown, which outlined a timeline of their campaign efforts.

Member Comments:

BART chapter officers John Arantes, Rhea Davis and Victor were introduced. They spoke briefly about getting accustomed to the functions of E-Board meetings. They also spoke about how their chapter will make an effort to recruit members to participate in the Ports strike.

Tom Popelnuck spoke about the upcoming Unity Event in Santa Rosa.

Cynthia Landry spoke about pension reform.

Dann Solomon, who served on the BFC, thanked the E-Board for honoring him on his retirement.

Review Minutes of October Meeting:

It was M/S (Correa/Stern) to approve the minutes of the October 26, 2012 meeting. The motion was carried.

SF Rebuild Campaign Report/Debrief:

Larry Bradshaw gave a brief background of the SF Rebuild Campaign to help frame the discussion. He stated that although the campaign has concluded and that additional resources are no longer available, there are still rebuild needs. It was said that the issues members in San Francisco faced, are not different than other jurisdictions. The debrief is to help us determine what worked or didn't work, apply lessons that we've learned, as well as determine how we can keep the momentum going throughout the local.

Sascha Eisner with SEIU, who was assigned to help lead the SF Rebuild campaign, was introduced. He spoke about some of the challenges they faced in the beginning process of the campaign, such as getting members to feel confident about their Union. A presentation was shown, which gave a synopsis of planning for the campaign, such as mapping worksites and doing assessments. He also spoke about the importance of being visible and having constant contact with members. Various worksite presentations were held, where the members trained and talked to their co-workers to get involved. Social networking tools, such as developing a text alert system and newsletters were developed to provide members with constant updates on bargaining. Multiple worksite and localwide actions at City Hall were held, such as sticker days or civil disobedience actions, which showed management that the members were unified. The various actions, as well as media coverage, helped put the pressure on management to settle the contract. A Tentative Agreement was ultimately reached, which the members voted to approve by 98%. He also reported on statistics of the campaign efforts, such as 400 leaders were newly engaged or re-activated; approximately 4,000 workers turned out for actions; and about 6,000 workers were engaged

in activities at worksites or on the streets. The tremendous efforts and success of the campaign would not have been possible without the involvement of member leaders.

David Turner and Karen Joubert also spoke about the importance of engaging and preparing members to get involved. Pattie Tamura spoke about other key components, such as research and building relationships with political allies.

Larry Bradshaw spoke about how there is still work to do, and the need to sustain the work that was done. He spoke about how to maintain the momentum of the campaign, such as worksite visibility, holding regular meetings, upkeep worksite mapping, continually develop member leaders, and to constantly communicate with members.

Election Committee Report:

President Sanchez asked the board to approve the appointment of Allena Wiggins to serve as an alternate on the election committee for the Executive Board election. It was said that she also served on the election committee during the recent ByLaws vote. It was M/S (Stern/Jimenez) to approve Allena Wiggins as an alternate on the Elections Committee. The motion was carried.

Ken Tam reported on behalf of the Election Committee. The committee discussed the use of the local's *Facebook* page for the duration of the election. He pointed out that one of the election rules is that the use of union resources is prohibited. The election administrator suggested that only 1021 staff should be permitted to post contents on the *Facebook* page; or if not possible, temporarily take down the page, in order to take control of preventing postings that are related to the election.

A written draft resolution regarding the local's *Facebook* page was presented for the board's approval. It was M/S (Stern, Turner) to approve the resolution as presented. There was discussion on the motion. Some questions were raised that could not be answered, accordingly, due to the absence of the communications director, election administrator, as well as a representative from the lawfirm. It was M/S (Almanza/Tong) to table the discussion to the December board meeting. The motion was carried. It was said that at next month's meeting, the appropriate persons that can answer questions that were raised will be invited to attend.

The Executive Board broke for lunch from 12:15 p.m. to 12:44 p.m.

Announcements:

President Sanchez announced that Dann Solomon recently retired. The Executive Board thanked and acknowledged him for his service on the Budget and Finance Committee, and his 25 years of service as a member and chapter leader.

Action Items:

Mynette Theard Resolution

Jan Schardt read a resolution in honor of Mynette Theard. It was M/S (Gray/Dooha) to approve the resolution. The motion was carried unanimously.

Budget & Finance Committee Report:

Treasurer O'Neil explained that part of the 2013 budget discussion will have to be done during Executive Session. A draft 2013 budget was distributed to Executive Board members. Treasurer O'Neil reviewed the draft budget line by line. It was said that the final approval of the 2013 budget will be done at the December board meeting; and that board members should provide any feedback to the BFC, before its December 7th meeting. There was a lengthy discussion on the proposed reduction of certain staff positions, which would not cause any staff person out of a job. The reduction would include the elimination of the training department. It was said that the training needs of members will be addressed by the field staff.

The Executive Board broke from 2:29 p.m. to 2:48 p.m.

Budget & Finance Committee Report (continued):

The board continued review of the draft 2013 budget. It was said that the proposed budget for the Industry lines are based on the 2012 actuals. Industry chairs can develop a program for their industry, and may request to increase their budget based on the program they would like to run or keep the proposed budget. It was also said that a restricted strike fund is being proposed. The strike fund will not be shown in the budget line, as it will be restricted.

Political Report:

Chris Daly distributed a written political report. The report includes a summary of the victories and losses from the November election. It also includes a summary of phone bank activity. There was a suggestion to debrief with staff and key members to discuss what worked or didn't work during the election season. It was said that debriefs are scheduled to take place at COPE meetings, which is the appropriate platform to get feedback.

Chief Elected Officer Report:

Chief Elected Officer Poon spoke about distribution of work in San Francisco, with 1,700 members to one field representative, in one instance. She continues to receive complaints from members, who feel they are being "short changed".

She also spoke about an issue at ACMC, where she continues to get complaints from members. She reported that there are issues around management's plan to layoff the entire medical records department, while using as-needed or registry to staff.

In Amador, she received complaints around how a recent ratification vote was handled, where members claim that the vote was not conducted properly, which resulted in a re-vote. The controversy led to a decertification campaign. She stated that additional resources should be provided in this jurisdiction, in order to help remedy the situation. President Sanchez explained that there were issues where members did not agree with the field representative to fight concessions.

It was M/S (Johnson/Dooha) to extend the meeting by 30 minutes. The motion was carried.

Head of Operations Report:

Seth Schapiro stated that part of his report would be discussed in Executive Session. He reported on building updates for the Stockton and Sacramento offices. It was said that contingencies have been waived, and that the move to the new office in Stockton would begin by mid-January. The target date for the office move in Sacramento is November 28th.

He spoke about a proposal for the board's consideration to address an issue with the key system for both the Sacramento and Stockton offices. The proposal from *Sonotral* for a "key card" system could go over \$10,000. It was M/S (Stern/Schardt) to approve up to \$15,000. The motion was carried.

President and Leaders Report:

David Turner reported on the APRI voter registration campaign. Voter outreach efforts were held in various counties in the bay area, as well as community events.

Karen Joubert spoke about a "bad boss" campaign she has been involved in for over a year. She reported that the bosses involved have been terminated.

Director Reports:

Written director reports were emailed to the Executive Board. Pete Castelli spoke about upcoming field staff bargaining trainings, as well as the ports strike.

Action Items (continued):

CA SEIU Developmental Disabilities (DD) Council:

Eric Stern presented a written proposal for the board's consideration. There were 2 proposals presented to all SEIU California Locals. The ask of Local 1021 is to consider Proposal #1, which is to approve an annual contract with Dave Mulvey, consultant, on a time and materials basis, not to exceed \$10,000. It was said that ½ of all statewide DD chapters are in Local 1021.

It was M/S (Bradshaw/Baker) to approve Proposal #1. There was discussion on the motion. It was suggested that Roxanne Sanchez should meet with the other SEIU Locals (Locals 521 and 721) to encourage them to share the total cost of funding this proposal. There was also a request to have more background information regarding the consultant. A substitute motion was made. It was M/S (Dawson-Gholar/Tong) to table the request to the December meeting. The Executive Board voted by show of hands: Yes=16; No=14; Abstentions=zero. The motion was carried.

It was M/S/C (Baker/Dooha) to extend the meeting.

New Business:

SF Regional Body ByLaws:

Larry Bradshaw presented a first reading of the SF Regional Leadership Body Draft ByLaws. It was explained that David Turner and Jacqueline Sowers have chaired the developing of these Bylaws for the past year. He also explained that there is not a ByLaws template in place for regions, therefore the SF Region draft only contains basics to have the region work more effectively. Since this is a first reading, the Executive Board agreed by consensus to place this item on the consent calendar at the December meeting. Any questions or input should be sent to David Turner, Jacqueline Sowers, Larry Bradshaw and Sin Yee Poon.

By consensus the board approved to extend the meeting.

Announcements:

Nancy Atwell announced that the Sonoma County Unity Event is scheduled on November 30th in Santa Rosa. A program is being finalized, where officers and politicians will speak; and informational tables for committees and industries will be set up.

It was M/S/C (Correa/Stern) to extend the meeting to 6:30 p.m.

The board moved into Executive Session at 5:51 p.m.

Executive Session:

The following was discussed during executive session:

It was M/S (Stern/Eaton) to not fund 8 FTE's outlined in the proposed draft 2013 budget. The board voted by roll-call vote. The results are as follows: Yes = 21; No = 3; Abstention = 1. The motion was carried.

The following voted "Yes": Gary Jimenez, Crawford Johnson, Kathy O'Neil, Ramses Teon-Nichols, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Kathy Basconcillo, Saul Almanza, Gregory Correa, Erika Watkins, Gayle Chadwick, Jan Schardt, Ken Blomberg, David Turner, Jacqueline Sowers, Akbar Bibb, Michael Tong, Nadeen Roach, Amos Eaton

The following voted "No": Gladys Gray, Nancy Atwell, Amy Dooha

The following "Abstained": Kathryn Cavness

By consensus, the board agreed to extend the meeting to 7:00 p.m.

The board moved to open session at 6:54 p.m.

President Sanchez announced the motions passed during executive session, which includes the elimination of the training department.

The board adjourned at 6:55 p.m. in memory of Mynette Theard.

Respectfully Submitted by,

Joanne Cansicio, Assistant to the Executive Board
(with consultation from Chief Elected Officer Sin Yee Poon)

Resolution to honor and recognize the life and work of Mynette Theard

Prepared for the Executive Board of SEIU Local 1021

Whereas: The Executive Board of SEIU Local 1021 want to recognize our late Sister Mynette Theard for her dedication to fighting for Working People in Northern California;

Whereas: Mynette's 14 years as an SEIU Local 1021 Executive Board member gave the Union's classified public school employees a strong voice in Local-wide policy and decision-making;

Whereas: Mynette's leadership in SEIU Local 1021 as the founding Schools Industry Council chair left permanent marks on Local 1021's public school classified members, whether fighting against contracting out and for SB 1419, or fighting for a fair pension;

Whereas: Mynette committed 15 years of service to the Schools Industry Council as an advocate, 13 years as Industry Chair, for classified public school employees, where she focused on member engagement and involvement, culminating in our annual Schools Industry Summit;

Whereas: Mynette focused on ensuring member voices and opinions were heard and addressed in the Schools Industry, always listened to member concerns relating to classified employee and school issues, and demanded resolution;

Whereas: Mynette's focus on organizing and empowering SEIU Local 1021 members to use their voice for positive change set an example for all leaders to follow;

Whereas: Mynette's continued advocacy on behalf of SEIU Local 1021's members while serving on the Executive Board has ensured the Local will carry on with a committed mission to make certain classified public school workers are treated with dignity and respect in the workplace;

Therefore, Be It Resolved that the Executive Board of SEIU Local 1021 will contribute \$2,000 to the OSEA/OCDPA Chapter to be used to establish a scholarship fund in Mynette's name.

Further, Therefore Be It Resolved that the Executive Board of SEIU Local 1021 will formally name the Second Floor Library at 100 Oak Street the "Mynette Theard Library."

SEIU Local 1021 Executive Board Meeting
Saturday, December 15, 2012 – Fairfield, CA
MINUTES

Executive Board Members Participating: Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, Third Vice-President Larry Bradshaw, PAC Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Karen Joubert, Denis Villanueva (by videoconference), Kathy Basconillo, Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Gayle Chadwick (by videoconference), Andrea Longoria, Jan Schardt, David Turner, Jacqueline Sowers (by teleconference), Yuvonne Johnson-Miller, Celeste Thompson (by videoconference), Sheila Darvell (by videoconference), Nancy Atwell, Peggy LaRossa (by videoconference), Mercedes Riggelman, Michael Tong, Amos Eaton, Kathryn Cavness

Executive Board Members Excused: First Vice-President Gary Jimenez, Second Vice-President Crawford Johnson, Secretary Pamela Holmes-Morton, Treasurer Kathy O'Neil, Ken Blomberg, Gina Castellano, Akbar Bibb, Nadeen Roach

Executive Board Members Absent: John Gales, Jim Nebel

Staff in Attendance: Pete Castelli, Seth Schapiro, Joanne Cansicio, Nely Obligacion, Leah Berlanga, Carlos Hernandez, Brian Lee, Fran Jefferson, Chris Daly, Tim Gonzales, Rocky Morrison, Pattie Tamura, Naj Alikhan, Harvey Hetch, Jennifer Smith, Cristal Grisby, Horacio Viveros

Guests: Vin Harrington, Matt Gauger

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

Agenda Review:

The following was added: Port of Oakland video.

A brief video of the Port of Oakland campaign and strike was shown.

Member Comments:

Members from City of Fairfield acknowledged the work of staff and the local for their help with the recent passing of the sales tax increase. They also spoke about representation in their chapter, and how it has been positive. They acknowledged the support of the field and office staff in the Fairfield office.

Claudia Arroyo, member from La Clinica dela Raza, spoke about representation. She also spoke about needing assistance to help get a better contract for their chapter.

Members from the Sonoma County bargaining team spoke. A TA vote was recently held, which the members voted to not accept. The members are ready to fight the concessions that management is

proposing, and asked for the board's support during their contract fight and potential strike. There were also concerns raised regarding how negotiations were handled.

Brenda Barros, member from SFGH, announced that her chapter is holding a holiday party on Dec. 22nd, and all are invited to come.

Harold Powell, AFRAM Committee representative, spoke about a mentorship program their committee is developing. He spoke about a funding request that the AFRAM committee is asking the E-Board to consider.

Rhea Davis and John Arantes, BART Chapter officers, spoke about an issue regarding the transfer of their current field representative to a different jurisdiction.

Chief Elected Officer Sin Yee Poon stated that she would like some issues addressed raised by members during Member Comments. She appealed the chair's decision for not being able to address these issues. It was M/S (Baker/Dooha) to move the agenda. The motion was carried.

PACE Solano Campaign:

Tim Gonzales and Cristal Grisby introduced workers from PACE Solano and spoke about the campaign. A handout summarizing some of the work done was handed out. The board was asked to support the workers in their effort to form a Union.

It was announced that a quorum had been established.

Review Minutes of November Meeting:

It was M/S (Atwell/Stern) to table approval of the November 17, 2012 minutes to the January meeting. The motion was carried.

President and Leaders Report:

RN Chair Report: Dave Fleming spoke about an agreement that SEIU and CNA previously agreed to in an effort to stop "raiding" in hospitals between the two locals. He reported that the agreement is due to expire at the end of this year, and it does not appear that the agreement will be renewed or extended. This would mean that the two locals can "raid" the same hospitals. He also reported that CNA and NUHW now have an affiliation agreement.

Budget and Finance Report:

Rocky Morrison, with assistance from BFC members, reported on behalf of the BFC. It was said that the 1st reading of the draft 2013 budget was reviewed at the November board meeting. Rocky Morrison reviewed line items where there was a change in the description, not the amount, based on the discussion from the November meeting. It was M/S (Riggleman/Schardt) to approve the proposed 2013 budget. There was discussion on the motion. There was a request to capture how much is spent on special events, and to track how they are being funded. The motion was carried.

The board broke for lunch from 11:48 a.m. to 12:30 p.m.

Executive Director of Field/Program Report:

Pete Castelli reported on some matters happening around the local. There is a delay in approving the Port of Oakland TA by the commissioners, due to language in the agreement. In Sonoma County, a strategy meeting is being planned with the bargaining team. The intent is to have members lead the way and for the local to provide support and resources needed to win. In SF, the local is working on developing a master contract of all contracts in the non-profit division. He also reported on a meeting he had with field staff around bargaining strategies and preparing for campaigns. A second meeting with field staff is scheduled in January. He also reported that he has spoken with BART chapter officers to address issues around meeting the chapter's needs, as they prepare for negotiations.

President and Leaders Report (continued):

Nancy Atwell addressed issues happening around Sonoma County. She spoke about the need to mobilize members and recruit members throughout the local to support actions.

Saul Almanza spoke about an issue regarding a manager at BART that was targeting members. Members fought against this issue, and the manager has been terminated.

Gladys Gray announced there will be a fundraiser on December 18th honoring Alan Blueford. She also announced an upcoming SEJ Committee meeting, where each sub-committee of the SEJ will share their mission statement, and a Western AFRAM meeting on January 18th to 19th. There was a question about whether the local can provide a venue to broadcast the inauguration of President Obama.

Action Items:

AFRAM Committee Request:

Gladys Gray presented a written proposal on behalf of the AFRAM Committee. The proposal is to send ten members to the International AFRAM convention in Los Angeles in April 2013. The AFRAM committee hopes to develop a Leadership Mentor Program. The request is for up to \$7,000 to cover costs for flight, lodging, registration and food. It was M/S (Watkins/Joubert) to send 10 members to the convention for up to \$7,000. There was discussion on the motion. A question was raised around what budget line this would be funded from. It was said that how this will be funded can be determined later, since the event would fall in the new budget year. The motion was carried.

Election Committee Report:

Donna Shane, committee chair, reported on behalf of the committee. She spoke about upcoming dates, such as candidate certification, notice to members that are not qualified, deadlines for any appeals, when ballots will go out and when ballots will be counted.

An issue regarding the use of the local's Facebook page was tabled from the November board meeting. It was said that the Facebook page could potentially be used as interfering with the election. There was a recommendation to temporarily take down the Facebook page for the duration of the election or limit its use. Vin Harrington, attorney, as well Maralin Falik (via teleconference), Election Administrator, joined the meeting to help answer questions around this issue and provided their recommendation. The

election administrator feels the page should be temporarily shut down, since there is not a way to technically prohibit users from posting on the page or control what contents get posted on the page. Vin Harrington addressed questions that were carried over from the November meeting. He read his recommendation to the board, which reads:

The following suggestions would potentially balance the interest in inappropriate posting on the Facebook page, with the desire of at least some members of the Executive Board to maintain the Facebook during the election season:

- 1. That the Facebook page include the following statement: "Do not post 'comments', 'likes' or 'dislikes' concerning candidates or candidates' slates in the ongoing internal Union election on this Facebook page."*
- 2. Additionally, place the following notation on the Facebook page: "No non-member of the SEIU, or any employer may post anything on this Facebook page concerning the current internal Union election."*
- 3. That the Union assign a staff person, working with the IT Department (or communications), to review postings on the Facebook page every day, and to take down any postings which violate these restrictions. In any doubtful cases, the question should be referred to the chair of the Elections Committee for review.*

It was M/S (Bradshaw/Atwell) to adopt the restrictions, as recommended by Vin Harrington. There was discussion on the motion. An amendment to the motion was requested that no candidate can post on their own Facebook page about the election. The makers of the motion did not accept. Another amendment to the motion was requested that the same restrictions apply to other local industries/committees on their pages. The makers of the motion accepted the amendment. It was said that the local cannot commit to administering other sites that the local does not own. There was further discussion on the motion. The question was called. The board voted by show of hands: Yes = 14; Oppose = 10; Abstentions = 1. The motion was carried.

It was M/S (Atwell/Baker) that if there are problems around the restrictions not being followed, the Election Committee has the authority to shut down the local's facebook page and report it to the board. The board voted by show of hands. The motion was carried.

President and Leaders Report (continued):

Harry Baker provided a written Retirement Security Committee report.

Local 1021 Appeals Committee

President Sanchez asked for the board's approval to appoint the following members on the Local 1021 Appeals Committee: Tom Popenuck, Angelberto Gonzalez, Duke Westphal, Enrique Legaspi, Ricardo Lopez, B.J. Wilson, and Oumar Fall (alternate). It was M/S (Stern/Atwell) to accept the appointees. The motion was carried.

Action Item (continued):

Josie Mooney Consultant Contract:

A written consultant contract summary was presented for the board's approval. The work will include BART negotiations and to continue in an ongoing advisory role. The term of the contract would be from January 2013 to June 2013, at a total cost of \$37,500. It was M/S (Stern/Tong) to approve Josie Mooney's consultant contract summary. There was discussion on the motion. It was said that this expense would come out of the negotiations budget line. The motion was carried.

Healthcare Industry Request:

Karen Joubert presented a written request to reimburse Sue Bergman, ACMC member leader, for expenses to attend the Single Payer Conference in Chicago from January 11-13, 2013. It was explained that the Healthcare Industry does not have a meeting in December, which is why the request was brought to the board. The total cost is \$797.00, which includes airfare, registration and lodging. This expense will be funded from the healthcare industry budget. It was M/S (Baker/Stern) to approve the reimbursement. The motion was carried.

The board moved to Executive Session at 2:24 p.m.

Executive Session:

The following was discussed during Executive Session:

Matt Gauger from the lawfirm discussed various pending legal cases. It was M/S (Longoria/Eaton) to allocate up to \$185k for various legal actions. The motion was carried.

The board moved to open session at 3:15 p.m.

President Sanchez announced the motion passed during executive session.

Chief Elected Officer Report:

Chief Elected Officer Sin Yee Poon spoke about issues at ACMC that members have reported to her, such as layoffs and placing regular employees on an as-needed status. She also addressed issues on staffing changes. Chapter and member leaders are not informed or consulted with when there is a staffing change in their chapter.

Head of Operations Report:

Stockton Building: Seth Schapiro presented a resolution of the Executive Board to authorize the purchase of the real property located at 4226 Coronado Ave, Stockton, CA. The resolution authorizes Roxanne Sanchez, together with Seth Schapiro, to execute and deliver any documents necessary to purchase the Stockton building. It was M/S (Stern/Dooha) to approve the resolution. The motion was carried.

Director Reports:

Written Directors reports were submitted. Ulysses Madison spoke about a PEPRAs issue at the Port of Oakland. City of Oakland, City of Richmond and BART are going into negotiations in January. Fran Jefferson spoke about challenges around PEPRAs in Contract Costa and Alameda County. Brian Lee reported that TA's were reached at Solano Superior Court and the ARC of Butte County. Nely Obligation gave an updated on an issue regarding a re-class case involving members at SCUUSD. The case was settled, and members received about 5%-10% retroactive pay. Pattie Tamura reported there are about

6 contracts up for bargaining in San Francisco. She also reported on current staff vacancies and staff on leave. Chris Daly reported on staffing changes. The department will focus on providing assistance in contract campaigns, when needed. Lathe Gill reported that Mendocino Superior Court recently settled. In Sonoma County, members are in a contract fight and are preparing for a possible strike.

Old Business:

CA SEIU Developmental Disabilities (DD) Council: Eric Stern provided an update, as well as a resume of the consultant being considered for this campaign, as requested from the November meeting. President Sanchez will meet with other SEIU local leaders to discuss sharing the cost of funding this proposal. A poll may be taken for the board's approval prior to the next E-Board.

New Business:

There were not any new business items discussed.

Consent Calendar:

SF Regional Body ByLaws: A first reading of the SF Regional Bylaws was provided to the board at its November meeting. Larry Bradshaw presented a revised version. He pointed out where minor modifications were made, which was replacing the *December 2012* date(s) with *March 2013*. It was M/S (Eaton/Joubert) to adopt the SF Regional Body Bylaws. The motion was carried.

Announcements:

Jan Schardt announced an event in celebration of Mynette Theard's life. The event will be the dedication of the Oak St library conference room in honor of Mynette Theard, on December 17th.

The board moved to Executive Session at 4:12 p.m.

Executive Session (continued):

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

The board moved to open session at 5:25 p.m.

There were not any action items to report during Executive Session.

The meeting was adjourned at 5:30 p.m. in a moment of silence for the Sandy Hook Elementary School victims in Connecticut.

Respectfully Submitted by,

**Joanne Cansicio, Assistant to Executive Board,
On behalf of Secretary Pamela Holmes-Morton**