

SEIU Local 1021 Executive Board Meeting
Saturday, January 7, 2017 – Fairfield, California
MINUTES

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

Executive Board Members Excused: Karla Faucett, Pete Albert, Theresa Breakfield, Mary Sandberg, Kathryn Cavness

Executive Board Members Absent: Norlissa Cooper, Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Kristin Lynch, Tim Gonzales, David Canham (29th St), Nely Obligacion (29th St), Lisa Morowitz (29th St), Kim Carter-Martinez (29th St), Bill Petrone (STKN), Kim Alvarenga (SF), Dana MacPherson (SF), Lisa Maldonado (SROSA)

President Roxanne Sanchez called the meeting to order at 10:00 a.m.

Review Agenda:

The following items were added: Officer and Board member reports; Action item - Contra Costa strike payments; community/allies request - Bayview Baptist Ministers Fellowship; Announcement – update on member Darla Brown’s case; Executive Session – salaries/lost-time officers.

Member Comments:

- Kristen Loomis, Retiree (Solano County): She asked that the local publicize all activities around the Jan. 20th inauguration and Martin Luther King, Jr. Day.
- Claire Zvanski: She spoke about the SF Retirement Board election and asked that the local support a 1021 retiree member, who is running for re-election.

New Microphone System Tutorial:

Boyan Biandov and Harvey Hecht gave a demonstration on the new microphone system to be used at E-Board meetings.

Approval of the December 10, 2016 Minutes:

It was M/S/C (Jimenez/Wise) to table approval of the minutes of the December meeting

Treasurer’s Report:

Treasurer Amos Eaton reported that the training committee sent a request for a year-end (2016) donation to the *In the Public Interest* group, which is an organization that does training to defend public services against privatization. For the purposes of having the expense come out of the 2016 training

budget, John Stead-Mendez, under his authority as the Executive Director, approved for the payment to be processed; however, the check has not yet been released. It was M/S/C (Stern/Boutte) to release the payment.

Officers and Board Member Reports:

- Cynthia Landry reported that the California Supreme Court will be hearing the Marin County Retirement Case; and that CalPERS has lowered its assumed rate of return from 7.5% to 7%.
- Alysabeth Alexander announced that the CA Democratic Party voting is taking place this weekend. She also spoke about conversations with members in the worksites around the new president administration. She also spoke about several actions/activities that are being discussed and planned around the presidential inauguration.

Training Committee Report:

Jan Schardt presented the annual training report. She announced that the new training brochures are out and need to recruit members to sign-up for a training(s).

Ethics Report:

Larry Bradshaw (Ethics Liaison) presented a report of Local 1021's Ethics Score Card for 2016. He gave an overview of the rating system and its components. He spoke about areas that can be improved. Overall, the local's ethical compliance score ranked as "strong". There was a suggestion to expand the ethics training to other committees and/or chapter leaders.

Action Items:

- CA Values Act SB54:
Alysabeth Alexander presented a request to support the CA Value Act SB54. She reported on the legislation that protects our jobs and our positions by protecting the services that we provide. A comprehensive packet on this request was distributed. It was announced that in order for the Board to review and consider the information, a poll would be sent out to the Board by next week. As of now, the State Council has not taken a position on this, but we would like to have the Local's name put on this in support
- St. Vincent de Paul Marin Chapter Initiation Fees:
Amos Eaton addressed an issue that was brought to his attention around the chapter's \$100.00 initiation fee, which needs to be clarified. The chapter is currently in bargaining where this issue may come up. There was no action taken at this time. If needed, it was announced that a poll would be sent to the Board, if the issue needs to be settled before the next meeting.
- Bayview Baptist Ministers Fellowship - Community/Allies Request.
Amos Eaton explained that due to a time sensitive request that was recently submitted, the item was added on the E-Board agenda. Joseph Bryant presented a *Tier 3* request to make a contribution to support the 33rd Annual Dr. Martin Luther King, Jr. Celebration event on Jan. 14th, hosted by the Bayview Baptist Minister Fellowship. It was M/S/C (Landry/Bibb) to approve funding in the amount of \$500.00 to come out of the community/allies budget.
- Contra Costa Strike Payments:
At the November meeting, the Board approved to accept pay stubs from members as verification of eligibility for strike hardship. Seth Schapiro explained that about \$48,650 of payments has been issued; and another \$15,950 is in process, meaning the criteria were met or the necessary documents were provided. He explained there are still some outstanding issues where payments have not yet been processed due to additional documents that are still being

pursued, which adds up to about \$8,800. In order to bring closure on the outstanding issues, a recommendation was made to authorize payment. It was M/S/C (Stern/Landry) to authorize up to \$10,000 for the outstanding issues, based on the documents the local has been provided, even if the information is not 100% complete.

Poll Announcements:

A report of poll actions taken by the Executive Board since its last meeting on December 10, 2016 was presented:

- Sacramento City Unified School District – Board of Education Resolution:
The Board passed via poll a request to support the *Sacramento City Unified School District Board of Education Resolution – Recognition of a Safe Haven School District*

Announcements:

- Elected Officials Time Allocation Form: Board members were asked to complete and submit their forms for 2016 by the end of the day.
- 2017 Meeting calendar: A hardcopy of the calendar was provided in the packets. An e-copy will also be sent.
- John Stead-Mendez reported on an arbitration case regarding member Darla Brown, which the arbitrator ruled in the Union’s favor; and resulted in the member’s reinstatement and made whole. He also reported that Contra Costa County ratified their contract.
- Omar Medina reported on a Jobs for Justice Event on January 14th.

The Board moved to closed session at 12:15 p.m.

Executive Session:

- CWA 9404: M/S/C (Jameyson/Arantes) to accept the terms of the roll-over Tentative Agreement with CWA 9404, as presented.
- Unrepresented Staff Salary: M/S/C (Medina/Stern) to approve across the board salary increases, effective January 2, 2017, for unrepresented staff and full-time lost-time officers at the same rate specified in the 12/15/2016 TA with CWA 9404, with the understanding that the management salary bands and lost-time officer rates shall also be adjusted by that amount.

The Board moved to open session at 1:15 p.m.

Secretary Jan Schardt announced the motions passed during Executive session.

The meeting adjourned at 1:15 p.m.

Respectfully submitted,

Jan Schardt
Secretary

SEIU Local 1021 Executive Board Meeting Minutes
Sunday, February 28, 2017
San Francisco, California

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

Executive Board Members Excused: Omar Medina, Theresa Breakfield

Executive Board Members Absent: Monique Broussard, Al Fernandez

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, David Canham, Nely Obligacion, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Carter-Martinez, Boyan Biandov, Dana MacPherson

President Roxanne Sanchez called the meeting order at 9:00 am.

Roxanne Sanchez thanked the industry and committee chairs for the sessions on Saturday afternoon.

Review Agenda: Added to agenda a presentation by CWA bargaining team members. Move executive session bargaining update to after CWA presentation. Approved by consensus.

Member Comments:

- Brenda Barros, San Francisco County is in support of staff. On February 28th she will be honored by the SF Board of Supervisors.
- Karen Joubert, Laguna Honda Hospital thanked the executive board and staff in support of the loss of her son. Spoke on the termination of Daz Lamparas and how he should have been supported.
- Belinda Calvin, Oakland City Chapter has had complaints that have not been addressed that have been brought forward to prior meetings.
- Kristin Loomis, retiree from Solano County. Spoke on CWA and how she hopes it will be resolved. SB562 single payer and how she hopes that SEIU will support this. Suggested that everyone watch the movie "Fixit".
- Darla Brown, Highland Hospital wanted to let us know that she won her arbitration 100%. She also spoke in support of CWA but does not support those who sell out our members.
- Mike Donaldson, retiree from Peralta Community College District spoke for SB562.
- Augusto Guerra, San Francisco Mental Health Chapter member spoke about supporting the Latino members with worker rights, Cesar Chavez Day and in the general community. Also concerned about the ratio of staff to members and their long probation period. We need to get

more information out such as the “Day without an Immigrant” so that we can lend more support.

- Greg Marro, retiree from Peralta Community College District. We also need to convince our employers to support single payer. Thanked us for a great training session. Feels the vision plan does not formulate a think tank.
- Jonathan Mead retired from San Francisco City Fire Department. Spoke about single payer health insurance SB562. Spoke about the health care system and what needs to happen.

Approval of December 10, 2016 and January 7, 2017 Minutes: M/S/C (Stern/Correa) to approve the December 10, 2016 and January 7, 2017 minutes as written.

Discussed Single Payer Medical Care and how we need to hold a campaign and support. This needs to be addressed at the State Council.

CWA Update: Oumar Fall, director in San Francisco spoke for CWA and what is occurring with their negotiations their working conditions and what is occurring in the nation. Millie Cleveland one of the field reps spoke about job security, layoff language, term of contract and cost of living. They want to be a part of developing support in the attacks that we all are facing. They ask us to stand in support of our union staff.

The board moved to closed session at 9:40 am.

Reconvened into open session at 11:00 am.

Lunch 11:00 – 11:20 am

BFC Report:

Treasurer Amos Eaton reported on action items that the BFC approved on the January 23rd and February 11th meetings.

1. E-Board Members Retro Stipend (January meeting):

The following requests were approved:

- The BFC approved a retro E-Board stipend for a total of eight (8) months to a current Board member at a total amount of \$2,400 (\$300.00/per month). Note: The Board member recently completed the necessary paperwork that is required to process E-Board stipends.
- The BFC approved a retro payment to Gary Jimenez at a total amount of \$7,600 (about two years’ worth of stipends). Note: Gary Jimenez’s E-Board stipend was previously put on hold while he held a temporary position as *staff* with the Union. Due to an oversight, his stipend was not automatically restored, once he resumed his position on the Executive Board.

2. Timothy West, Consultant (February meeting):

The BFC approved to extend Timothy West’s contract through up to 4/30/2017 at the same contract terms with the understanding the contract max would need to be adjusted for the additional time.

His current contract is through 2/28/2017 at \$65.00 per hour at up to 100 hour of work per month, plus expenses. He is currently assisting with representation issues in the City of Oakland chapter.

3. Michael Bell, Consultant (February meeting):

The BFC approved a new consultant contract with Michael Bell – InPartnership Consulting, Inc. to assist with work around diversity, inclusion and equity issues around our organization. His work will include helping the local design how the Union will approach this work (i.e. training, assessments). The initial contract is at \$2,500 per day or \$312.50/per hour (if work is under 8 hours per day), at a contract max of up to \$30,000.

4. Mendocino Unity Event (February meeting):

The BFC approved an additional \$500.00 towards the Mendocino Unity event on Feb. 16th. Note: The initial amount allocated was \$2,000. However, due to an increase of interest/RSVP's for the event, additional funding was requested.

Community/Allies Requests:

- California Alliance of Retired Americans (January meeting):

The BFC approved a donation in the amount of \$500.00 to the California Alliance of Retired Americans (CARA) to help cover transportation (bus) costs for the CARA Day of Action event on January 27th.

- SF Youth Guidance Center (YGC) Charity Event (January meeting):

The BFC approved to match the chapter's donation in the amount of \$262.50 for the YGC softball fundraiser event held in June 2016.

Action Items:

BFC Recommendations:

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

A. PAC Account Transfers, Consultant (January meeting):

The BFC recommends to the Board to set the PAC Account transfers based on the following formula:

- Transfer \$400,000 into the Candidate PAC account, in payments of \$.89 cents per member, per month, spread over ten-months, starting in March 2017.
- Transfer \$200,000 into the Issues PAC account, in payments of \$.45 cents per member, per month, spread over ten-months, starting in March 2017.

Note: The BFC also agreed to poll this recommendation to the Executive Board by the end of January, in order for payments to begin in March.

B. 2017 Organizing Budget and Resource Agreement (February Meeting):

M/S/C (Jameson/Jimenez) to accept the 2017 Organizing Budget and Resource Agreement (RA), as presented to the BFC.

C. David Mulvey, Consultant (February Meeting):

M/S/C (Schardt/Landry) the BFC recommends to the Board to renew David Mulvey's contract through up to 12/31/2017 at the same contract terms to come out the Organizing budget. His work

includes continued support for the Developmental Disabilities Council. His current contract is \$50.00 per hour with a contract max of \$10,000.

D. Nato Green, Consultant:

M/S/C (Jameson/Popenuck) extend Nato Green's contract through up to 9/30/2017 at the same contract terms with the understanding the contract max would need to be adjusted for the additional time. His current contract is through 12/31/2016 at \$70.00 per hour at up to 120 hours of work per month. His work will include helping lead "Faculty Forward" campaigns (aka. Adjunct Professors' first contract campaigns).

Note: The BFC also approved to pay any hours worked after 12/31/2016 (January invoice) for Nato Green.

E. Fred Beal, Consultant (February meeting):

M/S/C (Valdez/Park) to extend Fred Beal's contract through 9/30/2017 at the same contract terms, with the understanding the contract max would need to be adjusted for the additional time. His current contract is through 3/10/2017 at \$80.00 per hour at up to 100 hours of work per month. He is currently assisting with work in the Alameda County chapters, and also advising on state mandates impacting Alameda County.

F. LL616 Employee Benefits Associations (February meeting):

M/S/C (Schardt/Landry) to change the administrator of the Employee Benefit Association (EBA) account (legacy Local 616 investment fund) from Rocky Morrison to Lisa Bui.

Amos Eaton reported that he and Seth Shapiro are discuss our needs with the insurance broker.

- Napa Valley College Strike Sanction: Jan Schardt reported on what is happening at Napa Valley College and how negotiations have been going along with 4 or 5 ULP's which will be filed next week. M/S/C (Eaton/Stern) to approve pending membership vote.
- Political Work Priorities: Alysabeth Alexander reported on what has been occurring in politics, the State Council program and other buckets of work. Health Care – fight back on the ACA at the national and State level; Immigration and Civil Rights; electoral work; fight against privatization and public services; and education. M/S/C (Stern/Landry) to authorize the political department to take these components forward. The first 3 items on the list are State Council commitments. The other 2 items are our Local's items due to comments from our COPE committees and individual members.

Al Rojas from Labor Council for Latin American Advancement AFL-CIO came to thank us for our support and to ask for our support in their action on March 5th.

Reports:

- Report Back from February 25th: Derrick Boutte (SEJ) reported that the membership does not know what SEJ represents and how they represent what are being supported. We need to put out more information in our workplaces so they have a better understanding of what we do and why.

- Yeon Park (County and City) the concerns and comments were the same as what SEJ reported in addition privatization is a large concern.
- Cynthia Landry (Retirement Security) reported that the Law Firm came and gave a presentation to them; they also discussed Medicare and SB1234.
- Theresa Rutherford reported on discussions over race relations and immigration. How this impacts health care both for staff and patients.
- Alysabeth Alexander shared an idea of creating a flash card system to reinforce what was heard and learned, need to make it fun.
- Larry Bradshaw reported on the morning session and how well it went, now that we have had the first one under our belt we will be able to make the afternoon session better. Worker Power newsletter is being redesigned to a 4 page document to generate discussions among members. The board needs to have a discussion on how to distribute this, which our target audience is and what is it to be used for.
- Roxanne Sanchez thanked everyone who worked on the logistics, training, etc. for the success of the day.
- Training Committee: Jan Schardt reported on the task that the training committee is undertaking to update the president and steward list for all chapters. Also reported was a revised training from the “Virtual Water Cooler” to “Know Your Digital Rights” parts 1 and 2 which will begin next quarter. Also a reminder to share the training brochure with all members and to recruit for trainings.
- May 1st General Strike: Ramses Teon-Nichols reported on what is happening with May Day. There was a discussion on what this would mean to our membership and if there is enough time to do this as it would not be a strong strike. We should do creative actions to support this and call it a day of action which could lead into a general strike. Roxanne reported that we can’t speak to this as a strike due to our contractual agreements and call it something such as labor uprising or day of action. Rameses Teon-Nichols asked that we bring this back to the board next month

Director Reports:

John Stead-Mendez: The 2016 year-end report has been sent out and the February reports. He previously reported that the SF miscellaneous unit approved their contract. Converted 289 members during the contract campaign. Have an agreement at the College of the Arts with a 17% raise and other provisions. They are in hopes to settle SFFI.

Seth Shapiro: reported on Operations, Rocky Morrison and Pat Morones have retired and Pattie Tamura is out on medical leave. Staff has been coming up the plate and they are working on staffing needs.

Announcements:

- Poll announcements:
 - PAC Account transfer had passed by poll.
 - CA Values Act Endorsement also passed by poll.
- A revised meeting calendar was distributed.
- St. Mary’s College Chapter Bylaws are in compliance

The board moved to closed session at 1:35 pm.

M/S/C (Stern/Perez) to approve an exemption of the temporary hire policy and to approve the extension of Gail Byrdsong, Maria G. Rosas and Catherine Bundy to extend their temporary status up to June 30, 2017.

M/S/C (Jameson/Jimenez) to approve offering CWA 9410 to offer initial discussions around their expiring contract.

Consensus to adjourn.

Respectfully submitted,

Jan Schardt
Secretary

SEIU Local 1021 Executive Board Meeting Minutes
Saturday, March 25, 2017 - Fairfield, California

Executive Board Members Participating:

President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP-Politics Alysabeth Alexander, VP-Region A Sunny Santiago, VP-Region B Tom Popenuck, VP-Region C Gary Jimenez, VP-Region D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Omar Medina, Jim Wise, Karla Faucett, Dellfinia Hardy, Eric Stern, Norlissa Cooper (by videoconference), Pete Albert, Cynthia Landry, Janice Wong (by videoconference), Derrick Boutte (by teleconference), John Arantes, Gregory Correa (by teleconference), Yeon Park, Angel Valdez, Robert Taylor, Dan Jameyson, Theresa Breakfield, Al Fernandez (by videoconference), Akbar Bibb, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep (by videoconference), Rhea Davis, Julie Meyers (by videoconference), Peggy LaRossa (by videoconference), Mary Duncan

Executive Board Members Excused: Mercedes Riggelman, Evelyn Curiel, Lorraine Bowser, Geneva Haines

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Nely Obligation, Bill Petrone, David Canham, Lisa Morowitz, Lisa Maldonado, Tim Gonzales, Kim Carter-Martinez, Kim Alvarenga (by videoconference), Dana MacPherson

President Roxanne Sanchez called the meeting to order at 10:00 a.m.

Agenda Review:

Approval of the draft minutes of the February meeting was tabled to April. The following items were added: Dakota Access Pipeline (under action items); Retirement Security report. By consensus, the agenda was accepted with modifications.

Member Comments: There were no speakers during member comments.

Review/Approve Minutes of the February 26, 2017 Meeting:

It was M/S/C (Taylor/Alexander) to table approval of the minutes to the April meeting.

Inclusion and Equity Discussion:

President Sanchez introduced Michael Bell (consultant) with *In Partnership*. As previously reported to the Board, a consultant was hired to help plan and design the work that is integrated with the *Transformation* goals around *Diversity, Equity and Inclusion* (DEI). Michael Bell gave a brief background about his firm. There was discussion on where this work should fall under and how it will be assessed. It was M/S/C (Jimenez/Bibb) to create a small workgroup of Board members, with a representative from each region, if possible, including at least one (1) member from the *Blue Group* (architects), to work with Michael Bell to build/design the “assessment plan”, as a first step of this work; the workgroup will first bring the “assessment plan” to the *Blue Group* for coordination and alignment with the *Transformation*

process; then bring the “assessment plan” back to the full Board for discussion and approval. Board members were asked to email Joanne Cansicio, if they are interested in being part of the workgroup.

The Board took a lunch break at 12:00 p.m. and reconvened at 12:45 p.m.

Budget and Finance Committee Report:

The Quarterly review for January – December 2016 was presented.

Treasurer Amos Eaton reported on motions approved by the BFC from its March 20, 2017 meeting.

The BFC approved the following items:

1. Certificate of Deposit Account Registry Service (CDARS) and Insure Cash Sweep (ICS) accounts:
The BFC approved to authorize Treasurer Amos Eaton and Seth Schapiro to determine the allocation into our CDARS and ICS accounts; and to give Lisa Bui the authority to move the funds, as needed.
2. SF Non-Profit Campaign:
The BFC approved the 2017 SF Non-Profit Campaign Budget at a total cost of \$38,630.00 to go towards costs for various actions, media needs and up to 3 lost-timers. The campaign will focus on winning a COLA for Non-Profit (NP) Workers and work towards a permanent fix for NP workers. The campaign will also include a lost-time member program that will include work that will be in line with the Local’s goals, such as the *Vision for Power* goals, build organization at the worksite and engage members through the political process. _
3. Handyman Services:
The BFC approved to extend a vendor contract for handyman services through up to June 30, 2017 and to authorize an additional \$30,000 for a total contract max of \$40,000. As needed, payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. Note: An initial contract was approved under Seth Schapiro’s authority, per policy, at a contract amount of \$10k.
4. Stockton Building Fence:
The BFC approved up to \$23,000 to expand the fencing surrounding the Stockton Office.
Note: The previous work done surrounded the front and side of the building. The expansion will cover the back and side of the parking area.
5. Strategic Ally Requests:
The BFC agreed that funding for organizations with which the Union has a specific partnership with be allocated from the *Resource Agreement*. Such organizations include the following: East Bay Alliance for Sustainable Economy; North Bay Jobs with Justice; North Bay Organizing Project; Richmond Progressive Alliance; San Francisco Jobs with Justice; San Francisco Tenant’s Union

The BFC also approved the following funding requests to come out of the *Resource Agreement*:

- SF Jobs with Justice: annual dues in the amount of \$20,000

- North Bay Jobs with Justice: annual dues in the amount of \$10,000
- North Bay Organizing Project: annual dues in the amount of \$6,000
- Richmond Progressive Alliance: contribution in the amount of \$5,000 to support the operations of this strategic ally.

The BFC approved the following Community/Allies requests:

- People’s Climate March Bay Area:
The BFC approved a donation in the amount of \$500.00 (Tier 2) to support the April 29th Climate Action to be held in Oakland at the Lake Merritt Amphitheatre.
- Youth Violence Prevention Council:
The BFC approved a donation in the amount of \$500.00 (Tier 3) for the organization’s annual *Shasta Mud Run*, which will benefit the programs and services for youth and families in Shasta County.
- 48Hills.org
The BFC approved to sponsor the *48Hills* 4th anniversary gala event on May 2nd in the amount of \$3,000 (Tier 1).
- Asian Pacific American Labor Alliance (APALA) Alameda Chapter:
The BFC approved to sponsor the APALA Alameda Chapter Lunar New Year event in Oakland on March 29th in the amount of \$1,000 (Tier 1).

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

- A. Tim Redmond, Consultant:
M/S/C (Stern/Jimenez) to approve extending Tim Redmond’s contract through up to 8/8/2017 at the same contract terms. His current contract rate is \$4,000 per month. He is currently assisting with work on the *Worker Power* magazine.
- B. Financial Contributions to Community Organizations and Allies Policy:
There was a discussion over the changes and the impact. M/S/C (Schardt/Sandberg) to adopt the following modification to the *Tier 3* language in the *Financial Contributions to Community Organizations and Allies* policy:
- Current Language:
Tier 3 – Groups or organizations with which we wish to build good will and develop stronger relationships based on member involvement. Participation in these groups or organizations should include:
- *Allocate annual budget for modest contributions for events and activities that arise as the year goes on; e.g., sponsoring a baseball team, support a local group that is taking on a special project, etc. Primary purpose of this fund would be to demonstrate support for*

community groups that members are active in and give members an avenue to connect their community work and their union.

Proposed Change:

Tier 3 – Groups or organizations whose service and mission we admire with which we wish to support; where our relationship is one of support and good will towards the community. Participation in these groups or organizations should include:

- *Modest contributions for events and activities that arise as the year goes on.*

We recognize that situations may arise such as a tsunami, hurricane, or Standing Rock, and the BFC may recommend a different approach to the board that goes beyond this policy.

Funding guidelines for Tier 3 will range from \$250.00 to \$500.00.

The BFC received the annual audit and the Hudson audit and it was found to be acceptable, which will be discussed at the next board meeting.

Action Items:

- **Housing Now! Campaign:**

Alysabeth Alexander reported on issues that the local has been active in around making housing affordable. Housing has been one of the issues that continue to rise to the top. There has to be a state-wide campaign on housing and 1021 has been invited to join this group named *Housing Now* out of Sacramento. This will be a revenue campaign. M/S/C (Jimenez/Arantes) to endorse the campaign and to participate in the campaign planning committee.

- **CalPERS Divestment:**

Pete Albert reported on a CalPERS divestment proposal to divest any company that is supporting the Dakota pipeline. He recommends that the Union support the position of demanding CalPERS divest from holdings in companies that are building or financing the Dakota Access Pipeline. The 1021 COPE Committee and Retirement Security Committee have voted to support this position. M/S/C (Arantes/Santiago) to support sending CalPERS a request to immediately divest from holdings in companies that are building or financing the Dakota Access Pipeline.

- **Treasurer's Release Time:**

President Sanchez is seeking to extend full-time release for Treasurer Amos Eaton, until January 2, 2018. M/S/C (Jameyson/Santiago) to approve this extension.

Executive Board Member Reports/Announcements:

- COPE retreat report: Alysabeth Alexander reported on the retreat and the 5 bucket areas that COPE will be addressing. Discussed actions that will be occurring over health care May 19 – 21 in Sacramento. Immigration is being worked on and the steps that we are taking. United We Stand our Local's website for this information has the trainings, etc. posted. There is a strand on what

to do if ICE comes to your worksite and the other strand is for those that ICE maybe coming for and what they need to do.

- May Day Presentation by Ramses Teon-Nichols: Strategy and education over mobilization was discussed. Discussion on how we can support this in various ways. The presentation that was done at the last board meeting by Catlin Prendiville (Research Coordinator) will be available and can be used in April to bring into the worksites in order to get the members involved in May Day.
- Retirement Security Committee report: Cynthia Landry reported on the SACERS elections that are going to be held. M/S/C (Albert/ Medina) to support Kathryn Cavness as the SACRS secretary.
- Tina Diep asked if we can do a partnership with the local for day of immigration. This will go to Kristin Lynch and Alysabeth Alexander.
- Eric Stern announced a non-profit conference on April 8th.
- Gary Jimenez reported that on April 8th there is a Climate Justice Forum in Alameda that we are invited to attend.
- Ramses Teon-Nichols spoke about an organizing blitz for a company, which is a drive all across the country. The blitz starts on Friday, April 7th through Sunday, April 9th.
- Mary Sandberg announced that there is an organizing blitz in Santa Rosa Junior College on March 27th and 28th.

Director Reports:

- Kristin Lynch reported on organizing and the different projects and blitz's that are happening. As events are happening they need to be sent to Peter Masiak (Strategic Coordinator) and Kimberly Alvarenga (Political Director).
- Lisa Morowitz reported on membership campaign and obtaining a "dashboard" for all Board members.
- John Stead-Mendez announced that written field director reports were emailed to the Board. He reported on staffing. Dana McPherson has been awarded the director position in the East Bay working with cities and special districts. Kim Carter-Martinez had been awarded the other East Bay director position. Nely Obligation has been awarded the position of Deputy Director

and Internal Organizing. Char Clark and Amelia Bunch have both been hired for the East Bay. North Coast has added a field rep for Ukiah and Mendocino. Three (3) new communicators have been hired. CCA has closed their contract with a 17% raise and key protections with job safety. Sonoma Courts have ratified their contract. The SF Housing Authority is escalating and the Alameda Health System, as well.

- Seth Shapiro reported that interviews for finance director position will be held on Monday.

Meeting recessed to Executive Session at 3:25 p.m.

M/S/C (Taylor/Alexander) to approve the contract proposal with CWA 9410, which is a one year roll over with a 3% increase effective April 3, 2017.

Meeting reconvened into open session at 4:10 p.m.

Secretary Jan Schardt announced the motion passed during closed session.

Meeting adjourned at 4:11 p.m.

Respectfully submitted,
Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
April 22, 2017 10:00 am – 5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: Secretary Jan Schardt, Treasurer Amos Eaton, VP of Politics Alysabeth Alexander, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams, VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Karla Faucett, Dellfinia Hardy, Norlissa Cooper (by teleconference/videoconference), Janice Wong (by videoconference), Pete Albert, Cynthia Landry, Derrick Boutte, Gregory Correa, Yeon Park, , Robert Taylor, Dan Jameyson, Mercedes Riggleman, Al Fernandez (by videoconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Geneva Haines, Akbar Bibb (by teleconference), Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep (by teleconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa

Executive Board Members Excused: President Roxanne Sanchez, VP of Organizing Ramses Teon-Nichols, VP Region-A Sunny Santiago, Eric Stern, John Arantes, Angel Valdez, Rhea Davis

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Nely Obligacion, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Carter-Martinez, Lisa Maldonado, Kim Alvarenga, Dana MacPherson

It was announced that President Roxanne Sanchez asked to be excused from the meeting and has appointed Marcus Williams, Region-E Vice President, to chair the meeting.

Marcus Williams called the meeting to order at 10:04 a.m. A quorum was established.

Agenda Review:

The following items were added: announcement from Mercedes Riggleman and legislative report from Alysabeth Alexander. The agenda was approved by consensus.

Member Comments:

- **Fairfield Employees Association (FEA) Chapter:** Chapter leader Terry Luchini, to speak on their chapter's negotiations. She provided an overview of the steps the chapter has taken and spoke on key issues of the campaign. The chapter is seeking for the Board's approval to authorize a strike sanction.

The Board temporarily put the *Member Comments* on hold and moved to *Action Items* in order to vote on the FEA chapter request.

Action Items:

- **Fairfield Employees Association Strike Sanction:** It was M/S/C (Eaton/Alexander) to authorize a strike sanction for the *Fairfield Employees Association Chapter*.

Member Comments (continued):

The Board resumed to *Member Comments*.

- David Williams, Retiree: He spoke on behalf of the West Bay Area Retiree council regarding an issue pertaining to staff.
- Kristen Loomis, Retiree: She spoke about the SB562 *Medicare for All* “Get on the Bus” action in Sacramento on April 24th. She asked for the Board’s support.

Presentation:

It was announced that Theresa Breakfield (San Joaquin County Area Rep) has recently retired; and Omar Medina (Counties Industry Chair) has recently resigned. Both seats are now currently vacant. Marcus Williams presented both with a certificate of appreciation for their work on the Executive Board and the Union.

Approval of the February 26 and March 20, 2017 Meetings:

It was M/S/C (Wise/Jimenez) to approve the minutes as presented.

Budget and Finance Committee Report:

Amos Eaton, Treasurer, reported on behalf of the Budget & Finance Committee.

The BFC approved the following items:

IT Request (hardware for core Cisco switch):

The BFC approved replacement of 2 power protection units with APC 220v UPS backup units at a total cost of \$9,648.96. The existing units are 10 years old and no longer supported by the manufacturer.

City of Oakland Bargaining Campaign:

The BFC approved a contract with Josie Mooney and Vin Harrington for comprehensive bargaining, campaign strategy, and other duties related to the City of Oakland contract campaign at a flat rate of \$9750/mo. for up to 5 months.

Deborah A. Edgerly:

For financial analysis, strategic advice and other duties related to the City of Oakland contract campaign at a rate not to exceed \$5000/month through July 31, 2017.

Tim West:

For continued work on ADA cases in the City of Oakland at the same terms, a rate of \$65 an hour plus expenses through May 31, 2017.

The BFC approved the following Community/Allies requests:

- North Bay Jobs with Justice-
The BFC affirmed payment of the annual membership to North Bay Jobs With Justice (Tier 1) of \$10,000 which would come out of the Resource Agreement. (This was approved in March 2017.)
- San Joaquin Women’s Center-

A request for \$250.00 (with an additional \$250.00 being paid by the San Joaquin Chapter) for the San Joaquin Women's Center (Tier 3).

- San Francisco Foster Youth-
A donation in the amount of \$500 to support the San Francisco Foster Youth (Tier 3) event, which helps to raise funds for items outside the scope of what social services can provide foster youth.
- KPFA Book Signing Event-
A request from Contra Costa County COPE to donate to the KPFA (Tier 2) fundraiser/release party for the book Refinery Town about the successful fight to take back the City of Richmond politics from Chevron. The event occurred February 2nd. The request was originally brought to Local COPE.
- Asian Advisory Committee for Crime-
A donation of \$500 to the Asian Advisory Committee on Crime (Tier 3) annual fundraiser for their scholarship program.
- Filipino Advocates for Justice-
A donation of \$500 to the Filipino Advocates for Justice (Tier 2) for their fundraiser.
- U.S. Labor Against War-
Request from the Peace and Solidarity committee to renew our annual membership with USLAW (Tier 2) in the amount of \$6,250.

Audit Report:

Treasurer Eaton reported that the auditors, *Hood and Strong*, have reviewed our financial documents for 2015. Almi Bush reviewed the audit, which includes the recommendations made by the auditing firm.

Action Items (continued):

1. SEIU 2016 COPE Unders:
The BFC recommends paying the International invoice of \$58,519.20 (\$39,013 per capita and \$19,506 penalty) for the COPE Unders (a shortage in the per capita formula of COPE contributions). Each Local is required to have COPE contributions of \$5.30 per a represented on an annual (not monthly) basis. We raised \$295,223 of the \$334,236 required. Alysabeth Alexander reported on how this process works and that when we reach our goal next year we will receive the funds back from the International. M/S/C (Jimenez/Cuevas) to approve paying the COPE Unders.
2. Service Not Cells Campaign:
The BFC recommends paying \$100,000 for our share of the Services not Cells campaign in Contra Costa County. At the same time that we are meeting with Contra Costa County over possible layoffs to our members the Board of Supervisors has approved general fund money to finance a jail expansion that will continue to include ICE detainees. This Campaign, a partnership with ACCE and RPA as well as other community groups, is to build power and to convince the

Supervisors to pull support for the jail expansion. There were questions on the funding and where we will take this money from the budget. This will come from the negotiations line item. Currently they are in negotiations for 40 – 50 layoffs in Contra Costa County which will have an impact on services in the county and our members. M/S/C (Jameyson/Correa) to support paying \$100,000 for our share of the campaign.

3. County Industry Chair:

The Counties Industry Chair position is currently vacant due to Omar Medina's recent resignation from Sonoma County. President Sanchez has recommended that Dan Jameyson be appointed as the new Chair. M/S/C (Sandberg/Eaton) to appoint Dan Jameyson as the new Counties Industry Chair. It was said that Dan Jameyson's former seat as a *Contra Costa Area Representative* is now vacant.

4. 1021 Appeals Committee:

President Sanchez has made the recommendation to add Cristin Perez and Dellfinia Hardy to the 1021 Appeals Committee. Currently serving on the committee are Jan Schardt, Yeon Park, Tom Popenuck and Theresa Rutherford. The role of the committee was explained. M/S/C (Schardt/Jiminez) to approve Cristin Perez and Dellfinia Hardy to the committee.

5. May 20-21 Board Meeting:

A recommendation was made to modify the previously scheduled 2-day May E-Board to one (1) day on May 20th (instead of 2-days); and to hold the next 2-day training/meeting in the month of June (on June 24th and June 25th). M/S/C (Alexander/Jimenez) to approve the schedule change.

6. Strike Sanction Request: S. F. Housing Authority (SFHA):

David Canham reported that the SFHA contract expired and has been extended through May. The inequities were reviewed between management and the members. He announced there is a possibility that the members may strike before the May Board meeting. The chapter is seeking approval from the E-Board to authorize a strike sanction. M/S/C (Landry/Cavness) to approve the San Francisco Housing Authority strike sanction.

Reports/Announcements:

- DEI Workgroup:

It was announced that members and staff appointed to serve in this workgroup are Jan Schardt, Cynthia Landry, Rameses Teon-Nichols, Dellfinia Hardy, Lisa Morowitz and Kim Carter-Martinez.

- Purple Group Report:

Larry Bradshaw and Tom Popenuck reported on the "purple team meetings" and gave an update of the progress. The lesson learned is that the members appreciated the engagement. They are still compiling the report from the information that the members have given, which will be presented at a future meeting.

- Pink Group Report:

Joseph Bryant reported that this group is the staff engagement group, which is comparable to the purple group. The task is to engage all staff and have the similar dialogue that has been going on with the members. One meeting has been held at this time with the SF team, which was positive, with more to be scheduled in the month of May and June.

- Peoples Climate Movement Action:
Gary Jimenez announced that included in the E-Board packets there is a flyer with information on a rally for Climate change on April 29th. The form needs to be filled out so that action participation can be addressed. There are also actions on *May Day* that the Union will be participating in.

The meeting was temporarily suspended at 11:52 am for a lunch break and resumed at 12:30 pm.

Reports/Announcements (continued):

- East Bay Leadership Team Report:
Yeon Park reported on the composition of the team and their purpose and objectives and how to interact with the membership and how to become stronger. They will want to work with the training committee to develop a procedure to collect data in regards to each chapter. This process will be to access outreach, member response, etc. in not only self-assessment, but in membership assessment. The team is made up of Yeon Park, Angel Vasquez, Dan Jameyson, Gary Jimenez, Filipe Cuevas, Doug Marr and Sandra Lewis.
- Training Committee Report:
Jan Schardt reported that the committee is in the process of finalizing the 3 module New Chapter Officers Training. Once this module is complete, the committee will need the board to assist with implementation. The committee is also working on the Steward project and still needs the board's assistance with getting updated lists of all chapter leaders and stewards, which includes personal emails and phone numbers. Once this project is complete then an event to honor stewards will be held.
- Sacramento County Foster Children:
Mercedes Riggleman reported on a previous contribution from the Local that had been done a year or so ago with matching funds, which has resulted in over 579 children that have been covered for medical alert until they are between 18 and 21 years old.
- Legislative Report:
Alysabeth Alexander reported on the actions that we are currently involved in such as health care, contracting out, housing and union busting. There are also sanctuary cities, and other items that are of importance.
- Calaveras Area Representative Position:
President Sanchez will be presenting a nominee for the Calaveras Area Representative position, Michael Magana, for the Board's consideration at the May meeting.
- Asian Health Services:
Tina Diep reported that on May 31st there will be an Asian Health Services event and all are invited to attend.

Director Reports:

John Stead-Mendez reported on the Measure C campaign in Santa Rosa. Phone banks are scheduled every Tuesday night at the local office and there will also be precinct walks. He also reported on some of the staffing changes. He announced that Robert Li was recently hired as the *Strategic Coordinator to the Executive Director*. He also spoke about *May Day* events, the Santa Rosa Jr. College blitz and Prop 64.

Seth Shapiro reported that on April 26th is Administrative Professional Day. The staff will be honored with a card and a token of appreciation, which will be a \$50.00 Target card. He announced that interviews for the finance director position have been completed. A final decision and offer for employment will be made by next week.

The board moved into Executive Session at 1:22 pm.

There were no actions taken during closed session.

The board moved into open session at 2:03 pm.

The meeting adjourned at 2:05 pm.

Respectfully submitted,

Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
May 20, 2017 10:00 am – 5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Karla Faucett, Dellfinia Hardy, Norlissa Cooper (by videoconference), Janice Wong (by videoconference), Cynthia Landry, Derrick Boutte (by teleconference), John Arantes, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Al Fernandez (by videoconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Akbar Bibb, Mary Sandberg (by teleconference), Cristin Perez, Kathryn Cavness, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP of Politics Alysabeth Alexander, VP of Organizing Ramses Teon-Nichols, VP Region-A Sunny Santiago, Dan Jameyson, Eric Stern, Pete Albert, Monique Broussard, Mercedes Riggelman, Geneva Haines, Rhea Davis

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Tim Gonzales, Dana MacPherson, Karin Hendrickson, Robert Li

President Roxanne Sanchez called the meeting to order at 10:00 a.m.

Introduction of New Staff:

Seth Shapiro introduced Karin Hendrickson the new Finance Director. John Stead-Mendez introduced Robert Li the new Strategic Coordinator to the Executive Director.

Review Agenda:

Under action items - tabled Calaveras County Area Representative position. Add under Executive Board Reports - Santa Rosa Junior College work (Mary Sandberg), BART Foreworkers Unit Report; Secure Retirement Committee report (Cynthia Landry). Added under announcements - Mills College Chapter Bylaws.

Member Comments:

- Jeff Nelson, Chabot/Los Positas College District chief steward: He spoke about a situation at the college.
- David Williams, President of the West Bay Retirees Chapter: He spoke about the San Francisco Retirement Board and divestments in fossil fuel. He thanked the Union for working on the minimum wage for non-profits.
- Greg Marro, Retiree: He spoke on chapter funds and suggested that each chapter should have their own funds be audited annually.

Approval of the April 22, 2017 Minutes:

M/S/C (Eaton/Cuevas) to approve the minutes as presented.

Budget & Finance Committee Report:

Treasurer Amos Eaton reported on behalf of the Budget & Finance Committee.

Quarterly Review:

The January - March 2017 Quarterly Financial Review was presented.

The BFC approved the following items:

1. Timothy West, Consultant:

The BFC approved to extend Timothy West's contract through up to 6/30/2017, subject to any potential modifications as determined by the Executive Director, at the same contract terms with the understanding that the contract max would need to be adjusted for the additional time. His current contract is through 5/31/2017 at \$65.00 per hour at up to 100 hours of work per month, plus expenses. He is currently assisting with coverage in the City of Oakland chapter.

2. Dues Analysis:

The BFC approved a sub-committee to analyze the cost and bring a proposal to the May E-Board meeting to possibly hire a consulting firm (Beacon Economics) that will assist the local with dues analysis and help build a model on revenue impacts. The sub-committee will include Roxanne Sanchez (President), Amos Eaton (Treasurer), Seth Schapiro (Head of Operations), Karin Hendrickson (Finance Director) and possibly Caitlin Prendiville (Researcher).

3. Capital and Main:

The BFC approved to renew the *Capital and Main* agreement from July 30, 2017 to August 1, 2018 at a total cost of \$40,000 to come out of the *Resource Agreement*. The Board previously approved to form a partnership with this organization in 2014. The partnership includes a seat on their editorial board.

4. Finance Accounts:

The BFC approved to move the financial administrative responsibility around the local's various business accounts, such as the CDARS and ICS accounts, to Karin Hendrickson (Finance Director).

5. S.F. Housing Authority Contract Campaign:

The BFC approved the S.F. Housing Authority Contract campaign budget proposal at up to \$34,340.00. The budget includes costs for various worksite activities, actions, media needs and up to four (4) lost-timers.

6. S.F. Superior Court Contract Campaign:

The BFC approved the S.F. Superior Court Contract campaign budget proposal at up to \$36,425.00. The budget includes costs for various worksite activities, actions, media needs and up to four (4) lost-timers.

Community/Allies Requests:

The BFC approved the following community/allies requests:

- Wealth & Disparities in the Black Community Justice 4 Mario Woods:

The BFC approved the following two (2) requests (tier 1) from the *Wealth and Disparities in the Black Community Justice 4 Mario Woods*, pending verification of payee information:

- a) \$500.00 towards transportation costs to the “Caravan for Justice” press conference event on May 22, 2017 at the State Capital.
- b) \$1,500.00 towards the “Mario Woods Remembrance Day” event on July 22, 2017 to help cover costs for food.

- 1021 Men’s Committee:

The BFC approved a donation in the amount of \$500.00 to the *1021 Men’s Committee* (tier 3) to help co-host the “Heritage of the Mission” event to be held in June 2017, pending verification of payee information.

- Oakland Rising:

The BFC approved to sponsor the *Oakland Rising* fundraiser dinner on June 15th in the amount of \$5,000 (tier 1).

- Supported Life Institute:

The BFC approved to donate \$500.00 to the *Supported Life Institute* (tier 3), as recommended by the SEIU DD Council, to support the group’s work for self-advocacy for the developmentally disabled population served by DD workers.

- American Cancer Society Napa Relay for Life:

The BFC approved a matching donation from the Napa City chapter in the amount of \$250.00 (tier 3) to sponsor member Shelly Engleman for the American Cancer Society Napa Relay for Life fundraiser.

- Council of Community Housing Organization:

The BFC approved to donate \$500.00 to the *Council of Community Housing Organization* (tier 3) to support the group’s annual fundraiser.

- Chinese for Affirmative Action:

The BFC approved to sponsor the Chinese for Affirmative Action 48th Anniversary celebration dinner in the amount of \$1,200.00 (tier 1) to be held on June 8th.

- Sonoma County Conservation Action:

The BFC approved to sponsor the Sonoma County Conservation Action fundraiser on June 10th in the amount of \$2,500 (tier 2).

- May 1st Coalition:

The BFC approved a donation in the amount of \$1,000 to the *May 1st Coalition* (Santa Rosa) to support the group’s work on the People’s March event on 4/29/2017 for Jobs, Justice and Climate (tier 2).

- Stockton Cinco de Mayo Parade:

The BFC approved a matching donation from the San Joaquin County chapter in the amount of \$250.00 (tier 3) to the City of Stockton Cinco de Mayo Parade on May 7th.

- Marin May Day March:
The BFC approved to help defray outstanding costs incurred from the *Marin May Day March* in the amount of \$500.00 (tier 3), pending verification of payee information and/or proper paperwork, such as receipts.
- Martin Luther King, Jr. Freedom Center (Merritt College Oakland):
The BFC approved a contribution in the amount of \$500.00 to send 40 middle and high school youth on a civic engagement pilgrimage and to include a letter from the Union requesting that the organizers of the event include “labor” training as part of their program (tier 3).
- North Bay Jobs w/ Justice Awards Night:
A request was made sponsor this event in the amount of \$3,000. The request was tabled, pending further discussion to be brought to the E-Board around multiple contributions to an organization.

Action Items:

BFC recommendations:

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

A. Legacy Local 616 Employee Benefit Association:

The BFC approved to recommend to the Board to change the administrator of the *Employee Benefit Association (EBA)* account from Lisa Bui to Karin Hendrickson. M/S/C (Park/Correa) to approve this recommendation.

B. SEIU IEB Stipend:

The BFC recommends to the Board to pass all of the stipend paid by SEIU International for the President’s time on the International Executive Board (IEB) through to the president, and any future president, that is sitting on the International Executive Board with the Local paying the employer payroll taxes and that this President, Roxanne Sanchez, be made whole for past stipends. M/S/C (Jimenez/Bryant) to approve the BFC recommendation.

C. Community/Allies Requests:

The BFC recommends to the Board that when considering requests from allies, the local should make only one (1) contribution per year to the organization for either organizational dues or for a sponsorship/fundraiser, but not contribute to both. There was a discussion on this recommendation which is not program based it is general fund based for the organization. M/S/C (Jimenez/Park) that When considering requests from community allies that have dues structures, the local should make only one (1) contribution per year to the organization for either its dues or for a sponsorship/fundraiser event; this is exclusive of program and will take effect August 1, 2017.

The BFC also approved to adhere to the current protocol that community/allies requests must be submitted at least one (1) week prior to the date of each BFC meeting, with the caveat to allow the Treasurer the discretion to make exceptions to the protocol, if needed.

North Bay Jobs with Justice:

The North Bay Jobs with Justice is requesting for financial support to sponsor their *Justice Awards Night* event. It was said that the Local pays annual dues to this organization in the amount of \$10,000. It was M/S/C (Park/Wise) to sponsor the event in the amount of \$500.00, which includes 20 seats.

D. Contra Costa County, More Public Services, Not Jail Cells campaign:

The BFC recommends to the Board to move the previously approved funding, in the amount of \$100k, of the *Contra Costa County More Public Services, Not Jail Cells* campaign from the negotiations line to the Resource Agreement budget. M/S/C (Wise/Correa) to approve the recommendation of the BFC.

Executive Board Member/Committee Reports:

- Update - BART Foreworkers Unit Request:

President Roxanne Sanchez gave an update on an issue regarding the BART Foreworkers Unit request to move from the *BART Chapter (Maintenance/Clerical)* to the *BART Professional Chapter*. It was reported that the sub-committee, which was approved by the Board to act on its behalf, held meetings with leaders from both chapters, in an attempt to find a resolution in this matter. John Arantes added that the Foreworkers (FW) unit recently elected a new chief steward, who has been involved in the BART Chief Steward Council meetings; and has been working to get the Foreworkers unit more engaged in the BART Chapter work.

At the December Executive Board meeting, the Board approved a list of recommendations presented by sub-committee, which included a six-month progress report, as well as an item that the sub-committee would work with the FW Chief Steward and Area Stewards to reestablish the FW Subchapter, as outlined in the BART Chapter bylaws. This work is now moving forward. In recognizing the progress in the last several months, the initial request to transfer to the *Professional* chapter will not be moved for action; therefore, the status of the Foreworkers unit will remain status quo, which means the unit will remain in the BART Chapter. This issue will be recorded as resolved.

- Training Committee Report:

Joseph Bryant and Jan Schardt reported on the work of the committee. It was asked that the committee add to the training to identify the skills of the new leaders and provide any training needed. Give the new officers ongoing support via mentors and/or a buddy system. It was asked that we conduct the training at industry meetings.

Lunch Break from 11:45am to 12:05pm.

Executive Board Member/Committee Reports (continued):

- Training Committee Report (continued):

An invitation was extended from the training committee to do the new leader training at the June 24th board meeting. If the industry is interested, they need to let Jan Schardt know so the team can prepare.

- Ethics Liaison Report:
Larry Bradshaw and Yeon Park gave an overview of Ethics policy that Board members must adhere to. A change has been made that each board member must sign the ethics renewal annually. There are 4 Ethics Liaison Key Responsibilities which were reviewed by Yeon Park.

- Right to Work Preparation:
There was a discussion on the transformation work in Stage 1 that we need to do to prepare us for the imminent threat of right to work. Seth Shapiro and John Stead-Mendez reported on the work that is being done towards right to work. New and other proposed tracking goals were developed by *Reach Every Member* workgroup and the Blue group. A list of proposed goals was also presented. M/S/C (Taylor/Landry) to accept the following tracking goals:
 1. COPE sign-ups – 10% increase by 2018
 2. Fee Payer to Member – 50% of current
 3. Cell phones – 60% of members
 4. Email – 60% of the members
 5. Mobilization – 3% of 1021 leaders

- Transformation Process:
Pink Group:
Joseph Bryant reported on the task assigned for the group. They have been meeting with the staff to engage in dialogue about the transformation process. The group hopes to have met with all staff by the middle of June.

DEI Workgroup:
Jan Schardt reported on the first meeting of the committee. A survey is being developed and announced that a random selection of 30 employees will be surveyed via phone and the rest will be sent out via an online survey.

- Santa Rosa Junior College:
Mary Sandberg reported that the organizing campaign to organize the short term employees has been successful and they filed with PERB. The chapter is continuing to make the community aware that there is a sub-culture of employees at the college. Their college president has sent out a letter stating that there is no money and that they are going to freeze hiring of classified staff.

- Retirement Security Committee:
Cynthia Landry reported that Kathryn Cavness has been elected to the State Association of County Retirement System. There was a report from the City of San Diego on decision vs. PERB and how this can impact retirement.

Announcements:

- California College of Arts Chapter Bylaws and Mills College Chapter Bylaws: It was announced these bylaws were reviewed and found to be in compliance with the Local's Chapter Bylaws template. There were no objections raised.

Director's Report:

Written director reports were emailed to the Board. John Stead-Mendez reported that Del Norte has ratified their agreement. Bar O Boys Ranch was slated for closure but the community stepped up and helped save the Ranch. Napa County has reached agreement related to economics; they are still working on other items. Mendocino has reached an agreement on their contract. E-BART, which is the diesel workers and is a sub-group of BART has reached their first contract. Calaveras decert effort has taken a turn for the better; Bill Petrone reviewed what they are doing in this campaign. Staffing – have filled the East Bay and Central areas; and will be interviewing for the Education positions. Dana McPherson has been working with the MTC/ABAG merger. Sacramento County Sups has reached agreement which will come to vote next week. REST Care has been approved for organizing. E-Center has been a big fight but with help from the Local they are able to go back to the table. Asian Mental Health will be going to the table and their relationship with Asian Health Services. Felipe Cuevas discussed some of the changes with PEPR.

Seth Shapiro reported that Lisa Bui will be moving from the Finance team to become the Membership Department Supervisor. Karin Hendrickson will be reviewing reorganization of the finance department. Staff at 29th Street has formed a committee about staying green; they are starting a pilot and will expand out to the rest of the local. The building committee has asked to meet over the accessibility of the SF office. Oak street the painting and carpet has been completed. The one item that needs to be done is replacing the flooring in the main meeting room, it was also suggested that the room dividers be removed and maybe some of the walls can be straightened out and the vending machines to be buffered due to the noise they create.

Meeting went into executive session at 2:07 pm.**Moved into open session at 2:20 pm.**

It was announced that there was nothing to report out from the Executive Session it was informational only.

Meeting adjourned at 2:21 pm.

Respectfully submitted,
Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
June 25, 2017 9:00 am – 1:00 pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Felipe Cuevas, Jim Wise, Janice Wong, Al Fernandez

Executive Board Members Absent: Monique Broussard

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Joanne Cansicio, Nely Obligacion, Lisa Maldonado, Lisa Morowitz, Bill Petrone, Tim Gonzales, Kim Carter-Martinez

President Roxanne Sanchez called the meeting to order at 9:04 a.m.

Review agenda: Tabled Calaveras County Area Representative. Items added: Retirement Security Report by Cynthia Landry, Training Committee by Jan Schardt, Inpartnership report and request, and polls which need to be decided on. Approved by consensus.

Member Comments:

- Sarah Creighton, Solano County came with a request for our opposing the Vallejo Cement Factory the Napa Solano CLC is in favor of this. She requested that we have a presentation from Fresh Air Vallejo to share the information. This has been forwarded to COPE who will work with the Solano members over this issue.
- Jeff Nelson, Chabot College spoke about his case.
- Greg Marro retiree spoke on items in the news that are impacting us as citizens and union members.

Minutes: M/S/C (Alexander/Arantes) to approve the minutes as written.

Update: Transformation Process – Stage 2: Introduced the thinking about the steps taken in Stage 1 and what needs to be taken in Step 2. Roxanne Sanchez and Seth Shapiro introduced and reported that the objective for today is to introduce the process for “Stage Two” of our transformation so that the board can make a decision in July. Amos Eaton spoke on Stage 2 which would be to start discussing the member roles, staff roles and finally to integrate and conclude these steps if the board adopts this at the July meeting. Alysabeth Alexander spoke on the process and what needs to be done such as research, define participants and get their commitments, and design the staff readiness process. A Stage 2

process team needs to be developed. Meetings were defined, first meeting would focus on member roles; 2nd meeting would be to build scenarios to model out the member roles and which ones would be best; 3rd meeting to finish member roles if necessary but staff roles would be the discussion and how do the staff come in and support the member structure that we want to build; 4th meeting would be to complete the staff roles and the 5th meeting would be integration. With the completion of this we would then move into Stage 3. John Arantes suggested that we take the material from the training Held on June 24th and put it into pamphlets to hand out to the members when we have discussions. We need to make sure we work together with members and staff so it is a joint collaboration. We need to reach out to all members by reaching out to 3 people then those 3 people reaching out to 3 more, etc. It was brought up that we need to see what representation is going to look like and what their roles will look like. Send ideas and names to Joanne for the participants of the Green Group. If you have questions reach out to Joanne so that she can match you up with one of the members from the architect group.

BFC REPORT:

The BFC approved the following items:

1. Community at Work:

The BFC approved to recommend to the Board to extend Sam Kaner's (Community at Work) contract through up to July 31, 2017, with no changes to the current contract terms. He is assisting with work around organizational change and implementing the *Vision for Power* document.

2. Bill Fletcher (new contract), Consultant:

The BFC approved to go into contract with Bill Fletcher as the Strategic Advisor to the leadership; the contract is for six (6) months, effective 6/20/2017 at 15 hours per month at the rate of \$150/per hour for any phone consultations. If during the 6 month period, Bill comes for any in-person trainings or all-day events, the daily rate will be \$1,500/per day (plus expenses). Contract cap of \$20,000.

3. Timothy West, Consultant:

The BFC approved to extend Timothy West's contract for 1 month through up to 7/31/2017 at his current contract terms with the understanding that the contract max would need to be adjusted for the additional time. He is currently working on ADA cases with the City of Oakland Chapter.

4. Fred Beal, Consultant:

The consultant tracking sheet currently shows contract cap for Fred Beal at a contract maximum of \$48,000, which is inaccurate. The correct contract max and amount authorized for Fred Beal will be adjusted and reflected on the updated consultant tracking sheet, which will be presented at the next BFC.

Community/Allies Requests:

• Trade Unions for Energy Democracy:

The request was presented by Cynthia Landry, as a Tier 3 request. The BFC approved to pay membership dues to support the Trade Unions for Energy Democracy in the amount of \$500.

• SF Dyke March:

The request was submitted by the Lavendar Solidarity Committee (SEJ), as a Tier 3 request. The BFC approved \$300 to sponsor the 25th Dyke March event on June 24th at the Silver level.

• Trans March SF:

The request was submitted by the Lavendar Solidarity Committee (SEJ), as a Tier 3 request. The BFC approved \$250 to sponsor the 14th Annual Trans March event held on June 23rd at the Silver level.

- Senior & Disability Action (SDA):
The request was presented by Maria Guillen, as a Tier 2 request. The BFC approved to donate \$1,500 to help offset the cost for the 5th Anniversary fundraising event on September 22nd.
- Shalom Free Clinic:
The request was presented by Geneva Haines, as a Tier 3 request. The BFC approved to donate \$500 towards the purchase of medical vouchers for patients who needs assistance with payment for medications.
- Asian Pacific American Labor Alliance (APALA) – SF Chapter:
The request was presented by Evelyn Curiel, as a Tier 1 request. The BFC approved \$1,000 to sponsor the SF Fundraising Dinner event on June 29th at the Table level.
- Asian Health Services:
The request was presented by Tina Diep, as a Tier 1 request. The BFC approved \$5,000 to sponsor the 2017 Annual Gala event on September 23rd at the Gold level. Due to the nature of this request the reason the contribution was made was explained since we normally don't sponsor employer events.
- Little Manila Foundation:
The request was presented by Marcus Williams, on behalf of the San Joaquin Chapter, as a Tier 3 request. The BFC approved to match the chapter's donation in the amount of \$250 to sponsor the 2017 Annual Community Showcase event on June 10th.

The Budget and Finance committee has also reestablished the credit card committee Tom Popenuck, Jan Schardt, Cristin Perez, Tina,Diep Theresa Rutherford and Amos Eaton with Karin Hendrickson have been appointed as committee members.

ACTION ITEMS:

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

- A. Handyman Services:
The BFC approved to recommend to the Board to extend a vendor contract with Emma Velasquez for handyman services through up to December 30, 2017 with a contract max of \$80,000. As needed, payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. M/S/C (Jimenez/Park) to approve the Handyman Services contract.
- B. Pete Castelli, Consultant:
The BFC approved to recommend to the Board to extend Pete Castelli's contract through up to October 1, 2017 at the current contract terms with the understanding that the contract max would need to be adjusted for the additional time. The scope of his work is to help lead negotiations with Alameda Health System – San Leandro hospital. There was a discussion on what is happening with

negotiations with San Leandro Hospital. M/S/C (Jimenez/Correa) to approve the Pete Castelli contract.

Inpartnership Consulting, Inc.:

Dellfinia Hardy reported on what the committee has developed in the survey to be given to staff. There will be a 4th meeting to finalize the survey. Lisa Morowitz spoke on the contract and that we have a contract for \$30,000 with less than half being spent to this point. Interviews need to be conducted and the electronic version needs to be completed. An additional \$23,387 request was made to complete the plan.. M/S/C (Landry/Faucett) to approve the additional \$23,387.00 to complete the project.

Poll Item: Alysabeth Alexander would like to send a letter with our support in having John Avalos being appointed to the Coastal Commission. M/S/C (Stern/Landry) to approve sending a letter supporting John Avolas being appointed to the coastal commission.

REPORTS:

Report Back/Comments from the June 24th Training: Comments were that it was great and thanked everyone for participating and the experience. The next training will be in September and will focus on Right to Work. It was asked how we are to report back; this will be through the industry chairs and Lisa Morowitz. Joanne wil send the link to the video out to the board. It has been asked to not only have the poster boards but in addition to put the poster board materials into handouts and also into PowerPoint. It was also suggested that we put the poster board on the website so that it can be accessed. It was suggested that we put the speeches out on social media as it is important that our members hear them. It was also suggested that we come up with a uniform way to explain what Right to Work is.

June IEB Report: This was a 3 day meeting which Roxanne had the lost time officers attend so that they can see what happens at International board meetings. Joseph Bryant, Alysabeth Alexander, Dellfinia Hardy, Ramses Teon-Nichols, Gary Jimenez, Amos Eaton and Theresa Rutherford reported on their experiences and what they learned from attending the IEB meeting. There was a discussion about the “hollowing out of the states” and how we have to push to support those states that are still purple. It was reported that one of our SEIU members in Ohio is running for governor.

Arbitration Report: Theresa Rutherford reported that the reported handed out reflects all open cases from 2011 through April 2017. We need to review the report and determine what information we want from it. A few ideas were given but in order to have the ideas in full send Theresa Rutherford an email with your ideas for the next report.

Retirement Security Committee: Cynthia Landry reported on the San Diego situation and would like to see it brought up to the State Council. This is the 75th anniversary of Social Security there will be a rally in August in Oakland more information will be sent out.

Training Committee Report: Jan Schardt reported that the 2nd quarterly report is in the packet. Also for those chapters that have recently had elections to email Lisa Morowitz and Jan Schardt so the leadership can be contacted to schedule trainings.

Director Reports:

John Stead-Mendez:

Nely Obligacion addressed the situation with Jeff Nelson at Chabot College. On May 30th there were 2 reps brought in and reports including legal advise were given to Roxanne Sanchez, Theresa Rutherford and Karla Faucett. The field representative is working on having a sit down with legal council, the member, chapter leadership, and Greg Correa to discuss the situation. Roxanne Sanchez reported on how this will be handled and the sensitivity of the issue; if a board member has an issue with a chapter president in their own chapter you need to take it to Theresa Rutherford, Roxanne Sanchez, Nely Obligacion or the industry chair along with advising the board as to what you are working on to develop a protocol.

Director reports have been emailed. The field directors will develop written plans by July 11th to set the goals that was set forward by the Reach Every Member workgroup.

Asian Mental Health Workers- thanked those involved in negotiating new contract for and a review of the results of the contract were shared. They will receive an average of 16% salary increase.

Calavares Decert- count will occur this Tuesday, it is felt that the campaign is moving in our direction. The team working on this was thanked for all of their hard work and building bridges with the workers. The membership is split due to the commercial taxation of marijuana grows because it has given them the financial methods to keep the county out of deficit. It now breaks down to an ethical and moral issues within the county.

Santa Rosa Junior College has gone to PERB over the temporary workers being represented and has recognized the temporary workers. All involved were thanked.

John reported on staffing status and upcoming interviews. Also announced that Kimberly Alveranga has given resigned, she will be working with the Domestic Workers Alliance.

Seth Shapiro :

The building committee needs to meet to focus on the allowance for upgrades in San Francisco. Leases in Fairfield and Sacramento are going to be up and a discussion on what is needed, the cost, size so discussions need to be started. Sunny Santiago brought up that the Northern Region is always giving up offices so we need to look at this. Any decisions will have input from board members from the areas and possible members.

Operations Staff is trying to get the operation ready for what is coming. Hopefully we can do this in a manner that is effective and that everyone can be heard.

There was discussion of subleasing part of the San Francisco office such as we do in Fairfield with subleasing to 2015.

Looking at how we deal with credit cards, payroll, etc. is there a way to streamline the process. Is there a way to do reports without having to ask the Membership Department for a report.

July meeting will be important as we will be discussing plans for a board reterat, 1021 Convention and other items of importance.

Recessed into Executive session at 12:10 pm

By consensus it was approved to extend the meeting until 1:10 pm.

Temporary employee extensions: Personal Staffing Committee recommends to extend Gail Byrdsong, David Mulvey, Catherine Bundy and Nora Belrose through up to 10/1/2017. With policy exemptions for Gail Byrdsong and Catherine Bundy. M/S/C (Alexander/Faucett) to approve the extensions of Gail Byrdson, David Mulvey, Catherine Bundy, and Nora Belrose with policy exemptions for Gail Byrdsong and Catherine Bundy.

Reconvened into open session at 1:05 pm.

Secretary Jan Schardt reported the motion and outcome.

Richard Greenwood, past BFC and board members presented a song that he composed for our union called "1021 Strong".

Meeting adjourned at 1:08 p.m.

Respectfully submitted,
Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
July 22, 2017 10:00 am – 5:00 pm, Fairfield, California
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasure Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck; VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, Felipe Cuevas, Dan Jameyson, Jim Wise, Dellfinia Hardy, Eric Stern, Norlissa Cooper (by videoconference), Pete Albert, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Mercedes Riggleman, Evelyn Curiel (by videoconference), Mary Sandberg, Cristin Perez, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP-Politics Alysabeth Alexander, VP Region-E Marcus Williams, Karla Faucett, John Arantes, Monique Broussard, Lorrain Bowser, Geneva Haines, Akbar Bibb, Kathryn Cavness

Executive Board Members Absent: Janice Wong, Al Fernandez

Staff in Attendance: John Stead-Mendez, Seth Schapiro, Kristin Lynch, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Lisa Maldonado, Tim Gonzales, Dana MacPherson, David Canham

President Roxanne Sanchez called the meeting to order at 10:09 a.m.

Review Agenda:

The following items were added: under Action Items – City of Oakland strike sanction, Calaveras County and Contra Cost County Area Rep. Positions; under Announcements – SF Mental Health Chapter Bylaws; under Executive Board reports – Robert Taylor, Cynthia Landry, Dan Jameyson, Jan Schardt. The agenda with modifications was approved by consensus.

Action Items:

- **Executive Board Vacancies:**
President Sanchez introduced members Michael Magana (Calaveras County Chapter) and Sandra Wall (Contra Costa County Chapter). She asked the Board to consider her recommendation to appoint Michael Magana as the *Calaveras County Area Representative*; and Sandra Wall as the *Contra Costa County Area Representative*. A brief bio was also presented for both. It was M/S/C (Schardt/Jimenez) to approve the appointment of Michael Magana and Sandra Wall, as recommended by President Sanchez. The Oath of Office was given.

Member Comments:

- Nadeen Roach, Solano County: she reported on the Solano County bargaining.
- Greg Marro, Retiree: he spoke on the need to be vocal and have the face of labor in the community.

Approval of the June 25, 2017 Minutes:

M/S/C (Correa/Riggleman) to approve the June 25, 2017 minutes, as written.

Together We Rise Presentation/Discussion:

Robert Li, Strategic Coordinator to the Executive Director, presented the *Together We Rise* campaign plan. A written plan was presented, which includes a summary of the campaign goals, timelines and field strategy and tactics. A discussion was held on how we can do outreach to our members and how we can do a good job as leaders.

The meeting recessed at 11:45 a.m. and reconvened at 12:00 p.m.

Together We Rise Presentation/Discussion (continued):

There was a discussion on social media and the best way to do outreach to our members via Facebook, Twitter and possibly a phone app. One-on-ones are going to be done with the lost time officers to see how things are working and what can be done better. Once they have completed this step, then all other officers will be interviewed. Lisa Morowitz and Gary Jimenez reported on member engagement, including what is to come and how to address these issues. Other tools are available, such as a video for new hire orientations, leader guide when talking to new hires, new chapter officer training, and digital sign-ups. A Member recruitment video was shown.

Transformation Process:

Seth Shapiro gave an overview of the *Transformation* work up to this point in time. The Stage 1 concept is the *Understanding* phase, which has now been completed, that includes the work of the *Purple Group* and the *Pink Group*.

- Purple Group report:
Tom Popenuck, Ramses Teon-Nichols, Dellfinia Hardy and Larry Bradshaw reported on the work of the purple group, which was to engage members in discussion of the *Transformation Goals*. A written report was presented.
- Pink Team report:
Joseph Bryant, Theresa Rutherford and David Canham reported on the work of the pink group, which was to engage in *Staff Dialogue*. A power-point was presented.
- Stage 2 Process:
The current Stage 2 planning group members are Roxanne Sanchez, Alysabeth Alexander, Amos Eaton, Seth Schapiro, Kristin Lynch and Oumar Fall. An overview of the Stage 2 goals, desired outcomes and process was presented. M/S/C (Stern/Santiago) to approve the Stage 2 goals and to authorize the Stage 2 planning group to move forward with implementation.

The Board moved to closed session at 2:40 p.m.

Executive Session:

- CWA 9404 Tentative Agreement:
M/S/C (Jameyson/Jimenez) to accept the tentative CWA 9404 Tentative Agreement, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.
- Education Team Field Supervisor Position:
M/S/C (Stern/Santiago) to approve adding an Education Team Field Supervisor FTE Position, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.

- Human Resources Team:
M/S/C (Jameyson/Stern) to approve the following changes in the *Human Resources* team, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee:
 - a. Modify the *Human Resources Manager* title/job description to *Benefits Coordinator*.
 - b. Freeze the vacant *Accounting Team Leader* (Finance Supervisor) position.
 - c. Add an FTE Personnel Director position.

- Merit Increases for Sr. Staff:
As recommended by the Personnel/Staffing Committee and Budget & Finance Committee, it was M/S/C (Stern/Santiago) to approve merit increases for Sr. Staff, based on evaluations consistent with Union policy, to be effective the first full pay period after approval by the Executive Board.

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

Secretary Jan Schardt reported on motions and approvals from Executive Session.

Budget & Finance Committee Report:

Summary of motions approved by the BFC at their July 14, 2017 meeting was presented.

The BFC approved the following items:

1. Sue Angeli, Consultant:
The BFC approved to amend Sue Angeli's contract through up to 12/31/2017, at \$90 an hour for up to 40 hours of work per month, plus expenses, with a contract max of \$25,200. She will continue to work with the BART Professional Chapter President, which will include work around preparing files (backlog of 100 grievances) for resolution ; assist in weekly meetings with District Labor Relations Analyst; assist in worksite discussion with Shop Schedulers, Shop Senior Planners, Accounting Department workers to seek possible sign-offs of grievances; and to continue transition historical understanding of the BART Professional Chapter files and issues to the Chapter President.

2. Bill Fletcher, Consultant:
The BFC approved a correction on Bill Fletcher's contract to amend his hourly rate to \$180.00 an hour. Note: At the June meeting, the BFC approved a new contract with Bill Fletcher to work as a Strategic Advisor to the leadership; however, the incorrect hourly rate (\$150.00/per hour) was reported. His contract is for six months, effective 6/20/2017, at a flat rate of 15 hours per month, plus \$1,500/per day for when he travels for an all-day in-person event or training. The contract cap is currently at \$20,000.

3. Deborah Edgerly, Consultant:
The BFC approved to extend Deborah Edgerly's contract through up to 8/31/2017 at the same contract terms; and the contract cap to be increased to \$22,500. She is currently working with the research staff around budget analysis and strategic advice related to the City of Oakland negotiations.

4. Oakland Pride Event:

The BFC approved to sponsor the *Oakland Pride* event on September 10th in the amount of \$1,500 to come out of the SEJ budget, with the caveat that if it is determined that SEJ does not have sufficient funds; the expense will come out of the General Fund. The sponsorship includes contingent in the parade, an exhibit booth, plus ads.

5. East Bay Alliance for a Sustainable Economy (EBASE):

The BFC approved to sponsor the *East Bay Alliance for a Sustainable Economy (EBASE) Anniversary Dinner* on September 13th in the amount of \$5,000 to come out of the Resource Agreement budget.

The BFC approved the following Community/Allies Requests:

• Tenants Together:

The BFC approved a contribution to *Tenants Together* in the amount of \$1,000 (tier 1) to support the organization's statewide work around tenant protection.

• Marin Organizing Committee:

The BFC approved membership dues with the *Marin Organizing Committee* in the amount of \$3,500 per year (tier 1).

• North Bay Organizing Project:

The BFC approved to purchase two (2) tables to the *North Bay Organizing Project* fundraiser event on July 18th in the total amount of \$1,000 (tier 1).

• Kappa Alpha Psi Fraternity:

The BFC approved to donate \$500.00 (tier 3) to the *Kappa Alpha Psi Fraternity Ninth Annual Golf Tournament* event on July 26th to benefit the group's scholarship program.

• Bay Area Black Worker Center:

The BFC approved to donate \$500.00 (tier 3) to the *Bay Area Black Worker Center* to support the organization's program around promoting economic and racial justice, peace and prosperity.

• Causa Justa/Just Cause:

The BFC approved to sponsor the *Causa Justa/Just Cause Anniversary Dinner* on August 30th in the amount of \$3,000 (tier 1)

Action Items (continued):

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

A. Community At Work (Sam Kaner), Consultant:

The BFC recommends to extend the *Community At Work* (Sam Kaner) contract through up to 12/31/2017 and to add an additional \$100,000 to the contract max. He is currently assisting with work around the *Transformation* project. His current contract is through 7/31/2017 with a contract max of \$300,000. There was a discussion on the process and when do we expect to be completed. M/S/C (Stern/Jameson) to approve the Community at Work extension.

B. Tim Redmond, Consultant:

The BFC recommends extending Tim Redmond's contract through up to 12/31/2017, with the understanding that the contract cap would need to be adjusted based on the extension, and modify the contract to reflect that Cecille Isidro (Communications Coordinator) would oversee the contract. He is currently assisting with work around the Worker Power Magazine. M/S/C (Jimenez/Bryant) to approve the contract extension for Tim Redmond.

• Policy Committee Recommendations:

a. Personnel/Staffing Committee Policy:

The first reading of the draft Personnel/Staffing Committee policy was presented at the June E-Board meeting. M/S/C (Jimenez/Jameyson) to approve the policy, as written.

b. Amendments to the Arbitration/Legal Action Approval and Appeal Policy:

M/S/C (Sternberg/Santiago) to approve the amendments to current policy as presented, which will now be titled: *Arbitration/Civil Service Disciplinary Hearing Appeal Policy*

c. Legal Action Appeal Policy:

M/S/C (Jimenez/Jameson) to approve the *Legal Action Appeal Policy*, with the modification to change the last sentence in the last paragraph to read: "The decision in accordance with the BFC spending authority limits final."

• August E-Board Meeting:

The Board discussed to possibly not hold an E-Board meeting in August. M/S/C (Taylor/Riggleman) to have a dark hall in August.

• Strike Authorization from the City of Oakland:

M/S/C (Jimenez/Landry) to approve a strike sanction for the City of Oakland chapter, with the caveat that the chapter membership has authorized the strike.

• Strike Authorization for Calaveras County:

The membership has expressed the possibility of a strike. M/S/C (Stern/Taylor) to approve a strike sanction for the Calaveras County chapter, with the caveat that the chapter membership has authorized the strike.

• Strike Authorization for La Clinica:

M/S/C (Stern/Cuevas) to approve strike sanction for the La Clinica chapter, with the caveat that the chapter membership has authorized the strike.

Executive Board Member Reports/Committee Reports:

- DEI Report: Dellfinia Hardy reported that a survey has been sent out to the staff, which is due back by July 31st. A report on the survey will be made by Michael Bell in September.
- Calaveras County: Robert Taylor thanked Roxanne Sanchez for support and the Training Department for their education. Robert had been disciplined for being a steward; this is going to PERB for a hearing and more than likely a trial.

- Retirement Security Report: Cynthia Landry reported on the fiscal financial status of the San Francisco City retirement funding. There was a discussion on how this affects retirees in San Francisco. This is happening in other areas and we need to do at the State Council level via research. SSERS trust meeting is being held August 9th and we need members to come out. CalPERS rate of return is 11.2%, the highest increase since 2014.

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

Executive Board Member Reports/Committee Reports (continued):

- Contra Costa County: Dan Jameyson reported on those who were being laid off from Covered California and what they had to do with filing PERB charges, where the members should be transferred to. Sandra Wall reported on issues with black women workers and the investigation that has been held.

Director Reports:

Written director reports have been sent via email.

John Stead-Mendez: Reported that in San Francisco they are working possibly piloting maintenance of check-off.

Announcements:

- Chapter Bylaws:
It was announced that the *Notre Dame College Faculty Union Chapter ByLaws* and the *Amador County Chapter ByLaws* were reviewed and found to be in compliance with the Local's Bylaws template. There were no objections raised.

The meeting adjourned at 5:15 pm.

Respectfully Submitted by,

Jan Schardt
Secretary

(The Executive Board did not meet in August 2017)

SEIU 1021 EXECUTIVE BOARD MEETING
September 24, 2017 – 9:00 AM – 1:00 PM, San Francisco Office
MINUTES

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP Region-A Sunny Santiago, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), VP of Representation Theresa Rutherford, Felipe Cuevas, Dan Jameyson, Jim Wise, Karla Faucett, Eric Stern, Norlissa Cooper (by teleconference), Pete Albert, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Michael Magana, Sandra Wall, Mercedes Riggleman, Al Fernandez, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Mary Sandberg, Cristin Perez, Kathryn Cavness, Tina Diep, Julie Meyers (by teleconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: Dellfinia Hardy, John Arantes, Akbar Bibb, Rhea Davis,

Executive Board Members Absent: Monique Broussard, Janice Wong

Staff in Attendance: Kristin Lynch, Seth Schapiro, Joanne Cansicio

The meeting was called to order by President Roxanne Sanchez at 9:05 AM.

Feedback from September 23rd E-Board Training:

Board members shared their thoughts on their take away on how the Sept. 23rd E-Board/Member Leaders training went. Overall, most felt the training went well and appreciated being able to meet/speak to other member leaders outside of the Board. There was a suggestion to allow more interaction and communication with member leaders. Some expressed acknowledging our retirees.

Review Agenda:

Add to Action items: Stockton Air Conditioning; letter of support for vehicle code law regarding honking. Add to Reports and Announcements: report from Angel Valdez and Retirement Security Report. Announcement from Felipe Cuevas regarding City of Oakland. Move the Solano County Chapter strike vote moved to after member comments, as requested by Jim Wise.

Member Comments:

- Nancy Ghanim, Alameda County SSA Chapter: She stated that the chapter is ready to fight *Right to Work*. They are organizing members and going to employee orientation with packets. She spoke about the work the chapter has been doing to do this.
- Nadeen Roach and Frank Rodriguez, Solano County: The members gave a report on the status of their bargaining. They reported that the Napa/Solano County CLC has sanctioned a strike.
- Greg Marro, Retiree: He spoke on the value and importance of COPE.
- Mike Donaldson, Retiree: He spoke on the proposed Oakland A's stadium at the Peralta Community College District site. Alysabeth Alexander added that this issue is also being discussed by the Alameda County COPE.

Action Items:

- Solano County Strike Sanction Request:
The Solano County Chapter is seeking authorization from the Board for a strike sanction. M/S/C (Santiago/Wise) to approve the strike sanction.

Approval of the July, 22, 2017 Minutes:

Correction that the title of the Pension Board meeting is SFERS. M/S/C (Faucett/Wise) to approve the minutes with the correction.

Budget & Finance Committee Report:

Summary of motions approved by the BFC at their Aug. 19 and Sept. 15, 2017 meeting was presented.

The BFC approved the following items:

1. Cisco Upgrade Project (Aug. meeting):
The BFC approved the purchase of firewall upgrades at the Union's remote offices.
2. Solano County Contract Campaign (Aug. meeting):
The BFC approved the Solano County Contract Campaign budget in the amount of \$35,000. This amount includes costs for media needs, campaign t-shirts and print materials. The field plan also incorporates the *Together We Rise* work, as well as increasing COPE commitments. The contract expiration date is 9/28/2017.
3. Deborah Edgerly, Consultant (Aug. meeting):
The BFC approved to extend Deborah Edgerly's contract through up to 9/30/2017 (previous contract expired 8/31/2017) at the same contract terms, with the understanding the contract max would need to be adjusted for the additional month. She will continue to work with research staff around budget analysis and strategic advice related to the City of Oakland negotiations.
4. Pat Morones, Consultant (Aug. meeting):
The BFC approved to extend Pat Morones' contract effective 10/1/2017 through up to 12/31/2017 at a rate of \$50.00 per hour at 80 hours of work per month, with the contract max to be adjusted for the additional hours. She is assisting with work in the membership department and the *Together We Rise* campaign.
5. BFC October and November Schedule (Sept. meeting):
The BFC approved to modify its originally scheduled meeting on Oct. 21st to a joint meeting with the Personnel/Staffing Committee on Oct. 24th and Oct. 25th. The BFC also approved to change the November meeting to 2-days, Nov. 14th and Nov. 15th.
6. Deborah Edgerly, Consultant (Sept. meeting):
The BFC approved to extend Deborah Edgerly's contract through up 10/31/2017, if necessary, at a contract max of \$5,000, with details to be determined by Caitlin Prendiville, Research Coordinator. Her current contract expires on 9/30/17. Her duties include working with research staff around budget analysis related to the City of Oakland negotiations.
7. CDARS (Certificate of Deposit Account Registry Service) Account (Sept. meeting):
The BFC approved to authorize Karin Hendrickson, Finance Director, to move funds from the CDARS account, at her discretion, and to reinvest the funds with RBC.

The BFC approved the following Community/Allies Requests:

- Organize Sacramento (Aug. meeting):
The BFC approved a donation of \$1,500.00 (tier 1) to *Organize Sacramento* event on July 21st.
- Women’s Group Tea Day (Aug. meeting):
The BFC approved to reimburse Dellfinia Hardy up to \$500.00 (tier 3) to help cover costs, such as supplies and rental, for the *Women’s Group Tea Day* event of Oct. 14th.
- Right to the City Alliance (Aug. meeting):
The BFC approved a donation of \$1,000.00 (tier 2) to the *Right to the City Alliance* dinner on Sept. 23rd.
- United Seniors of Oakland and Alameda County (Aug. meeting):
The BFC approved a donation of \$250.00 (tier 3) to the *United Seniors of Oakland and Alameda County* “Healthy Living Festival” on Sept. 21st.
- Chinese Progressive Association (Sept. meeting):
The BFC approved to sponsor the *Chinese Progressive Association’s 45th Anniversary* event on Oct. 7th at the \$10,000 (tier 1) level.

Action Items (continued):

- The BFC recommends to the Executive Board to approve the following proposals:
 - A. Telegraph (Jim Ross), Consultant (Aug. meeting):
The BFC recommends approving a new consultant contract with *Telegraph* in the amount of \$122,500 to assist with work around the political/media plan for the City of Oakland bargaining campaign. This amount includes costs for media needs, such as billboards, online and television ads. (Note: this request was sent by poll to the Executive Board).
 - B. Vin Harrington and Josie Mooney, Consultant (Aug. meeting):
The BFC recommends to the Board to extend the Vin Harrington/Josie Mooney contract at \$12,000 per month for September and October with a contract max of an additional \$24,000. They will continue to work around a comprehensive bargaining and campaign plan for the City of Oakland bargaining campaign. (Note: this request was sent by poll to the Executive Board)
 - C. Sonoma County Contract Campaign (Aug. meeting):
The BFC recommends to the Board to approve the Sonoma County Contract Campaign budget proposal in the amount of \$107,908. This amount includes costs for communication/media needs and costs around logistics for various meetings/rallies. The field plan also incorporates the *Together We Rise* work, as well as increasing COPE commitments. The contract expiration date is in February 2018. M/S/C (Bryant/Jimenez) to approve the Sonoma County Contract Campaign.
 - D. Fred Beal, Consultant (Sept. meeting):
The BFC recommends extending Fred Beal’s contract through up to 12/31/2017 at the same contract terms. His current rate is \$80.00 per hour at up to 100 hours of work per month. He is currently assisting with work in the Alameda County chapter. M/S/C (Jimenez/Valdez) to approve Fred Beal’s contract.

E. Pete Castelli, Consultant (Sept. meeting):

The BFC recommends extending Pete Castelli's contract through up to 12/31/2017 at the same contract terms to continue with negotiations work in the Alameda Health System-San Leandro Hospital chapter, and in addition, his duties will include work around the Port of Oakland contract. His current rate is \$100.00 per hour at up to 80 hours of work per month. M/S/C (Jimenez/Taylor) to approve extending Pete Castelli's contract.

- Stockton Office: Air Conditioning/Heating System:

It was reported that the Stockton office unit needs repair. The estimated cost to repair is approximately \$11k. M/S/C (Taylor/Duncan) to approve the expense at up to \$11,000.

- Vehicle "honking" Code Law:

Roxanne Sanchez gave an overview of a vehicle code law that specifies that the use of "honking" your vehicle is only for safety. It was expressed that "honking" is a typical action at strikes/rallies or generally used to get the attention of others in the case of an emergency. The Board was asked to support sending a letter to elected officials to request that this law be amended or deleted. M/S/C (Sandberg/Santiago) to authorize President Roxanne Sanchez to send the letter on behalf of the Union.

Report of Poll Actions:

The following report of action items approved via poll by the Executive Board between meetings (since the July 22, 2017 meeting) was presented:

1. **Item:** Bay Area Rallies Against Hate

Date of Poll: August 10, 2017

Request:

- a) To endorse and support the August 27th "Bay Area Rallies Against Hate" event in Berkeley.
- b) To contribute \$750.00 to the costs associated with the "Bay Area Rallies Against Hate" event (e.g., fliers, bottled water, poster or sign making materials, etc.).
- c) To encourage 20 Member-leaders to volunteer to serve as security/safety marshals for the "Bay Area Rallies Against Hate" event.

Result: Approved

2. **Item:** City of Oakland Contract Campaign

Date of Poll: August 22, 2017

Request:

- a) To hire Consultant Jim Ross to assist with media/political work around this campaign. Proposal: up to \$122,500 (this amount includes costs for media needs, such as billboards, online and television ads);
- b) To extend Josie Mooney/Vin Harrington contract up to October 31, 2017, and to modify monthly rate for Vin/Josie contract to \$12k per month for September and October.

Result: Approved

It was said that there will be discussion at the October Board meeting regarding the Bay Area Rallies Against Hate rally.

Executive Board Member Reports:

- Retirement Security Council: Pete Albert announced that a written report was sent.

- Vallejo Cement Plant: Alysabeth Alexander reported on the meeting. The members were unanimous in opposing the plant; however the announcement will be held off until the Solano County contract is settled.

Director Reports:

Written director reports were sent to the Board via email. Kristin Lynch spoke about key highlights from the reports.

Announcements:

- It was announced that the Notre Dame College Faculty Chapter Bylaws and Del Norte County Chapter Bylaws were reviewed and found to be in compliance with the Local's Bylaws Template. There were no objections raised.
- La Clinica Chapter: Angel Valdez reported that the chapter is in bargaining, and potentially reaching a point of impasse. He announced an action on September 30th and asked for the Board's support.
- Oakland City Chapter: Felipe Cuevas reported on the homeless problems and how it is impacting employees. Felipe reported on the work that Jim Ross has helped with and the politics involved. It is asked that we all share this and spread this all over the area to flood with responses so they will actually deal with this problem.

The Board went into closed session at 10:35 a.m.

Executive Session:

- Political Department:
M/S/C (Jimenez/Sanchez) to approve the following: Move the Strategic Campaign Coordinator position to a Political Organizer position; and Two (2) political organizers FTE positions to be funded out of the Organizing budget; with the understanding that these changes will happen once the FTE positions are filled.
- Temporary Employee Extensions:
M/S/C (Jimenez/Diep) to extend the following temporary employees through up to 12/31/2017: Gail Byrdson, Jessica Inouye, David Mulvey, Jason Klumb, Catherine Bundy, and Nato Green.

M/S/C (Jimenez/Santiago) extend the following temporary employees through up to 10/31/2017: Nora Belrose.

The Board resumed to open session at 11:00 am.

Secretary Jan Schardt announced the motions that were carried out in Executive Session.

Meeting adjourned at 11:05 am.

Respectfully submitted,

Jan Schardt
Secretary

SEIU 1021 Executive Board Meeting
October 28, 2017 - Fairfield, CA, 10am-5pm
MINUTES

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

Executive Board Members Excused: Karla Faucett, Derrick Boutte, Yeon Park, Al Fernandez, Kathryn Cavness

Executive Board Members Absent: Monique Broussard, Janice Wong

Staff in Attendance: Seth Schapiro, Lisa Morowitz, Joanne Cansicio, Nely Obligacion, Robert Li, Bill Petrone, David Canham, Tim Gonzales, Kaden Kratzer, Jason Klumb, Karen Ridley

President Roxanne Sanchez called the meeting to order at 10:05 a.m.

Review Agenda:

The following items were added: under *Action Items* - DD State Council request, relief fund for fire victims and unity events; under *Executive Board Member Reports* - Mary Sandberg, Tom Popenuck and Cynthia Landry; under *Executive Session* - OPEIU bargaining team.

Member Comments:

- Jeff Nelson, Chabot-Las Positas Community College District:
He gave an update on a situation at the college, which is now being addressed by the employer.
- Kristen Loomis, Retiree:
She announced that October is Filipino Heritage month, and she spoke about a CA Labor History class. She also spoke about a movie about Bayard Ruston called *Brother Outsider* and asked for funding of \$125.00 to have the showing.
- Eide Maignet: Solano County:
She spoke about a retirement security meeting that she attended.
- Rachael Carbajal, San Joaquin County:

She spoke on the variance of dues that is across the local, and how it is inequitable for the chapters who are paying the higher dues.

Approval of the September 24, 2017 Minutes:

Secretary Jan Schardt presented the minutes. M/S/C (Wise/Riggleman) to approve the minutes, as written.

Together We Rise – Status Report:

Robert Li and Larry Bradshaw reported on the status of *Stage 2* of the *Transformation Plan*. Approximately 29 chapters have signed up to be part of the Leadership Academy. One of the goals is to see who will step up to move Stage 2 from the chapter leadership. There are currently 3 modules and it is hoped that the chapters will have them completed by February.

Budget & Finance Committee Report:

A summary of motions approved by the BFC at their Oct. 24, 2017 meeting was presented. Treasurer Amos Eaton stated that the BFC held a joint meeting the Personnel/Staffing Committee, which will be reported on in Executive Session.

The BFC approved the following items:

1. **North Bay Fire Disaster Relief:**

The BFC approved the following:

- a. Purchase 100 gift cards at a value of \$200.00 per card at a total cost of up to \$20,000. The cards will be distributed through a process in which names of members, who are eligible to receive the gift card, have been vetted through by the Union and the Employer. The process is to ensure that cards will not be distributed unfairly.
- b. Purchase T-Shirts at a cost of up to \$10,000, with the understanding that the mechanism will be vetted by the members.
- c. Contribute up to \$10,000 to the North Bay Labor Council Disaster Relief Fund. It was noted that the State Council has a balance in their fund of \$17,000 and members can request funds from this fund.

2. **Deborah Edgerly, Consultant:**

The BFC approved to extend Deborah Edgerly's contract through up to 11/30/2017 at the current contract terms of \$2500 per month. She will continue to work with research staff around budget analysis and strategic advice related to the City of Oakland negotiations.

The BFC approved the following Community/Allies Requests:

• **Asian Prisoner Support Committee:**

The BFC approved a \$500.00 donation (tier 3) to the *Asian Prisoner Support Committee* fundraiser on Oct. 26th.

- San Joaquin County Diversity Luncheon:
The BFC approved to match the San Joaquin County Chapter contribution in the amount of \$234.00 (tier 3) to the San Joaquin County Annual Diversity Luncheon on Oct. 26th.
- Catalyst Mentoring:
The BFC approved to donate \$500.00 (tier 3) to the *Catalyst Mentoring* organization in Shasta County to support the group's mentorship program.
- North Valley Stand Down Association (American Legion Auxiliary):
The BFC approved a donation of \$500.00 (tier 3) to the *North Valley Stand Down Association* event on Oct. 26-28.
- Clean Power, Healthy Communities:
The BFC approved to donate \$500.00 (tier 3) to the *Clean Power, Healthy Communities 2017* event on Nov. 16th and 17th at the Oakland Cultural Center.

Other BFC Reports:

- 2018 Convention:
\$150,000 has been allocated in Reserves for the 2018 Convention. We will begin the process to reserve a venue.
- Uniformed Dues:
There has been discussion on developing a method to research information in Unionware to see what the effects could be for members and the Local. Currently, there is not a timeframe for this issue. As ideas are develop, there was a suggestion to potentially bring a model for discussion to the membership at the 2018 Convention.

Action Items:

- The BFC recommends to the Executive Board to approve the following proposals:
 - A. RBC Investment Policy:
The BFC recommends adopting the *RBC Wealth Management Investment Policy Statement*. There was a discussion to clarify how these funds are handled and how this works. There are some language edits that will be sent to Amos Eaton for review, as a result this policy will be tabled for further review and discussion at the November meeting.
 - B. Telegraph (Jim Ross), Consultant:
The BFC recommends extending the *Telegraph* (Jim Ross) contract through up to 11/30/2017, with the understanding that an ask for additional funding will be brought to the Oct. 28th E-Board meeting, to assist with work around the political/media plan for the City of Oakland bargaining campaign. M/S/C (Duncan/Bryant) to approve the extension of the *Telegraph* (Jim Ross) contract.

- Fire Disaster Relief Fund:
Approximately 100 SEIU members have lost their homes in the North Bay fires. Currently, the CA State Council has issued about \$70,000 of funds to those who applied for financial hardship of which 80% of applicants are Local 1021 members. Other SEIU Locals have donated towards the relief fund. Amos Eaton is recommending a proposal to donate \$50,000 to the State Council Fire Disaster Relief Fund.

M/S (Jimenez/Santiago) to donate \$100,000 to the *St. Council 2017 Wildfires Relief Fund*. There was discussion on the motion on the pros and cons of this proposal. After a lengthy discussion the Board moved to a vote. The motion was carried.

The Board recessed for a lunch break at 12:20 p.m. and reconvened at 12:45 p.m.

Action Items (continued):

- Co-Ethics Liaison:
Larry Bradshaw reported on the new requirements by SEIU for Ethics training and compliance. He is seeking assisting from a Board member to eventually take on the Ethics Liaison position and to help with the trainings. It was reported that Yeon Park has expressed interest and volunteered to take on this roll. M/S/C (Landry/Correa) to accept Yeon Park as the Co-Ethics Liaison, including a 6-month transition period where she will take over the roll completely.
- DD Council Request:
Eric Stern presented a written request for the 2018 St. Council Legislative agenda. The SEIU DD Council is working with DD community partners and stakeholders to craft language for a bill that will retain closed developmental center properties as commercial or other long term lease properties. The SEIU CA DD Council requests that the CA SEIU St. Council include this legislative priority on their 2018 Legislative agenda. There was discussion on the need to support the DD Council work and for the issue to remain as a priority for the St. Council. M/S/C (Landry/Taylor) to support the development center discussion being taken to the State Council.
- Unity Events:
In anticipation of the potential impacts on the budget as a result of the *JANUS* case, a request was presented to hold “dessert receptions” at each of our Union offices, instead of holding larger regional unity events. M/S/C (Perez/Santiago) to hold dessert receptions, with the understanding that alternative locations will be researched, if needed, for areas without a Union office.
- Condemning Violence (rallies supported by Local 1021):
Eric Stern addressed a concern that peaceful rallies supported by the Union sometimes has other groups, who can be destructive, attend these rallies, which can reflect negatively towards the Union. There was discussion on what transpired at the *Rally*

Against Hate action in Berkeley. After a lengthy dialogue around this issue, it was decided through consensus that there is not a motion to be made at this time.

Executive Board Member Reports:

- Mary Sandberg and Tom Popenuck reported on the devastating impact the wildfires has had on members in Sonoma County. Approximately 94 members in the county have lost their homes. They are still in the process of gathering information. Jan Schardt shared that we should caution members to be aware of identity theft.
- Cynthia Landry reported on the CalPERS election and that there is a runoff election. Mike Bilbrey is the endorsed candidate.

Directors Reports:

Lisa Morowitz, Acting Deputy Executive Director, announced that written director reports were sent by email. She also reported that 10 contracts have been ratified in the past month and 3 contracts have been settled, but not yet ratified. Other events and actions were shared with the Board. She announced recent staff resignations from field directors Kim Carter-Martinez (east bay) and Lisa Maldonado (north coast). Robert Li will transition as the temporary acting director in the east bay, and Jason Klumb will be the temporary acting director in the north coast.

The Board moved to closed session at 2:32 p.m.

Executive Session:

- OPEIU Negotiations:
M/S/C (Sandberg/Arantes) to authorize the Union to enter into negotiations with OPEIU Local 29 for a successor agreement and the bargaining team to include Seth Schapiro, Pattie Tamura, Amos Eaton, plus one (1) additional Board member to be appointed.

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

Secretary Jan Schardt announced the motion passed during Executive Session.

Respectfully submitted,

Jan Schardt
Secretary

**SEIU 1021 Executive Board Meeting
November 18, 2017 - Fairfield, CA, 10am-5pm
MINUTES**

Executive Board Members Participating: President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP-Politics, Alysabeth Alexander, VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-C Gary Jimenez (by teleconference), VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas, Dan Jameyson (by teleconference), Jim Wise, Karla Faucett, Eric Stern, Norlissa Cooper (by teleconference), Pete Albert, Cynthia Landry, John Arantes, Angel Valdez, Gregory Correa, Yeon Park, Robert Taylor, Michael Magana, Al Fernandez (by videoconference), Evelyn Curiel (by videoconference), Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg (by teleconference), Cristin Perez, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference)

Executive Board Members Excused: VP Region-B Tom Popenuck, Dellfinia Hardy, Derrick Boutte, Sandra Wall, Mercedes Riggelman, Kathryn Cavness, Rhea Davis

Executive Board Members Absent: Janice Wong, Monique Broussard

Staff Present: Kristin Lynch, Seth Schapiro, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Bill Petrone, David Canham, Jason Klumb, Robert Li, Dana MacPherson, Tim Gonzales, Karen Ridley, Ed Hanley, Karin Hendrickson, Boyan Biandov

President Roxanne Sanchez called the meeting to order at 10:08 am.

Review Agenda:

The following items were added: Executive Session before lunch; Leader Reports from Jan Schardt, Gregory Correa, Cynthia Landry and Yeon Park.

Member Comments:

- Mike Donaldson, Retiree: He reported on an organizing meeting on the August Organizing Action and has named it Safe East Bay. He also recommended web sites that people may find useful.

Approval of the October 28, 2017 Minutes:

M/S/C (Faucett/Wise) to approve the October 28, 2017 minutes, as written.

Budget and Finance Committee Report:

Draft 2018 Budget Presentation:

Treasurer Amos Eaton presented the first reading of the Draft 2018 Budget working document, with an explanation of the recommended budget for each line item.

The meeting was temporarily suspended at 11:40 a.m. for a lunch break and resumed at 12:05 p.m.

The Board went into Executive Session at 12:05 p.m.

There were no actions taken during Executive Session.

The Board moved to open session at 4:22 p.m.

Action Items:

- The BFC recommends to the Executive Board to approved the following proposals:
 - A. Website Upgrade:
M/S/C (Stern/Duncan) to enter into a contract with Digital Deployment for a website redesign project with a 24-week build out and 6 months of additional support.
 - B. Calaveras and San Joaquin County CLC:
The BFC recommends to the Board to pay full-share of per caps at 75% of members at \$.50 cents per member to the Calaveras and San Joaquin County Central Labor Council. M/S/C (Bryant/Landry) to approve rejoining the Calaveras and San Joaquin County CLC.
 - C. PAC General Fund:
The BFC recommends to the Board to approve moving **up to \$150,000** of unspent 2017 general fund political line money to be moved to the Issues PAC account in preparation for the 2018 political year. M/S/C (Park/Faucett) to approve moving the unspent funds of \$150,000 from the 2017 political budget to the 2018 political budget.
- RBC Investment Policy:
A first reading of the revised *RBC Wealth Management Investment Policy* was presented at the October Board meeting. M/S/C (Rutherford/Wise) to adopt the policy, as recommend by the Budget & Finance Committee.

Budget & Finance Committee Report (continued):

Draft 2018 Budget Presentation (continued):

Treasurer Amos Eaton continued the review of the draft 2018 Budget working document. The Board shared their initial thoughts and suggested changes on the proposed budget, and used the “Gradients of Agreement” scale on specific items.

M/S/C (Schardt/Landry) to extend the meeting to 6:00 p.m.

M/S/C (Sanchez/Schardt) to extend the meeting to 6:15 pm.

Budget and Finance Committee Report (continued):

A summary report of motions approved by the BFC at their November 14-15 meeting was presented.

The BFC approved the following items:

1. RN Industry Request:
The BFC approved additional funding for the RN Industry to help cover hotel and airfare costs in the amount of \$7,600 for nine (9) members who attended the SEIU National Nurse Alliance Conference

in Washington, D.C. on Oct. 25-27. The additional funding is to help cover a deficit in the 2017 RN Industry budget, including a reimbursement to the SF RN Chapter funds.

2. Deborah Edgerly, Consultant:

The BFC approved to extend Deborah Edgerly's contract through up to 12/31/2017 with the contract max to be adjusted by \$2,500 for the additional month. If needed, the work will be determined by Kristin Lynch or Roxanne Sanchez. She is currently working with research staff around budget analysis related to the City of Oakland negotiations.

The BFC approved the following Community/Allies Requests:

- Special Olympics Torch Run
The BFC approved a \$500.00 (tier 3) donation to the Law Enforcement Torch Run for Special Olympics Northern California.
- Coalition for S.F. Neighborhoods
The BFC approved a \$210.00 (tier 3) contribution to the Coalition for S.F. Neighborhoods 45th Annual Holiday Dinner on Dec. 6, 2017.
- Oakland Coalition for Police Accountability
The BFC approved a \$100.00 donation to the Oakland Coalition for Police Accountability.

Executive Board Member Reports:

- Alysabeth Alexander: She shared a summary report of the State Council legislative priorities. Board members should contact Alysabeth Alexander or Kristin Lynch for any questions.

Director Reports:

Kristin Lynch announced that a new political director, Gustavo Arroyo, was recently hired and is due to start in December. It was announced that written director reports were emailed to the Board.

The meeting adjourned at 6:10 p.m.

Respectfully submitted by,

Jan Schardt
Secretary

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, December 16, 2017 – 10am-5pm, Fairfield, California
MINUTES

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

Executive Board Members Excused: Karla Faucett

Executive Board Members Absent: Monique Broussard, Al Fernandez

Staff in Attendance: Seth Schapiro, Kristin Lynch, Joanne Cansicio, Karin Hendrickson, Ed Hanley

Call to Order:

President Roxane Sanchez called the meeting to order at 10:05 a.m.

Review Agenda:

Add to action items: Oakland Strike Fund, Jim Ross (consultant) extension, Political Budget funding, Deborah Edgerly (consultant) extension, and temporary Board reassignments. Add under Executive Board Member Reports: Robert Taylor, Cynthia Landry, Theresa Rutherford, Felipe Cuevas, Jan Schardt, Yeon Park and John Arantes. Add to announcements: Cynthia Landry. The agenda was adopted by consensus.

President Sanchez announced that Seth Schapiro, Head of Labor and Operations, will be retiring effective January 22, 2018. The Board honored and thanked him for his years of service.

Member Comments:

- Johnetta Crawford, Alameda Health System: She spoke about her case and asked for the Board's support.
- Kristen Loomis, Retiree: She spoke about a class on Unions and the value of it. She also shared a map showing the history of labor in California.
- Greg Morrow, Retiree: He spoke about the website and suggested that meetings, caucus groups and committees be shown on the calendar.

Approval of the November 18, 2017 Minutes:

M/S/C (Alexander/Correa) to approve the November 18, 2017 minutes as written.

The Board went into Executive Session at 10:40 a.m.

The meeting was temporarily suspended at 11:30 a.m. for a lunch break and resumed at 12:00 p.m.

Executive Session (continued):

M/S/C (Stern/Santiago) to adopt the staff structure changes, as recommended by the Personnel/Staffing Committee and Budget & Finance Committee.

The Board moved to open session at 1:40 p.m.

Secretary Jan Schardt reported out the motion taken from Executive Session.

Budget & Finance Committee Report:

Draft 2018 Budget Presentation:

Treasurer Amos Eaton presented the proposed 2018 Budget, as well as the budget message to the Board. He reported on the process that the Budget & Finance Committee and Personnel/Staffing Committee used when developing the 2018 Budget. The Board reviewed the draft budget line by line and offered feedback.

E-Board Stipend:

The budget proposal is to modify the stipend amount to \$250. M/S/C (Teon-Nichols/Cuevas) to keep the current Board stipend at \$300.00 per month and to revisit possibly modifying in April or after the Supreme Court decision on the *Janus* case.

M/S/C (Taylor/Curiel) to adopt the 2018 Budget, with the modification to possibly close the Fremont office in March 2018 and to further review the usage of the office.

BFC Summary Report:

A summary report of motions approved by the BFC at their December 16, 2017 meeting was presented.

The BFC approved the following items:

1. Bill Fletcher, Consultant:

The BFC approved to extend Bill Fletcher's contract through up to February 28, 2018 at the current contract terms, with the understanding that the contract max to be adjusted for the additional months. He is currently working as a strategic advisor to the leadership.

2. Patricia Morones, Consultant:

The BFC approved to extend Patricia Morones' contract through up to March 31, 2018 at the current contact terms, with the possibility of her hourly rate to be adjusted to \$60.00 per hour (from \$50.00 per hour) to cover any additional costs, plus expenses. Her work will focus on updating data and creating templates in Unionware.

3. Pete Castelli, Consultant:

The BFC approved to extend Pete Castelli's contract through up to January 31, 2018 at the current contract terms. He is currently assisting with the Port of Oakland negotiations.

4. Sue Angeli, Consultant:

A request was presented to the BFC to extend Sue Angeli's contract through the end of January 2018 in order to wrap up the work with the BART Professional Chapter president. The motion failed.

5. David Mulvey, Consultant:

The BFC approved to renew David Mulvey's contract through up to 12/31/2018 at \$50.00 per hour with a contract max of \$10,000 to come out of the Organizing budget. His work includes continued support for the SEIU Developmental Disabilities Council. (Note: It was noted that the written BFC summary report mistakenly had David Mulvey's extension as a recommendation to the Board. However, the extension was within the BFC's authority.)

The BFC approved the following Community/Allies Requests:

- USLAW:
The BFC approved to re-affiliate with the U.S. Labor Against the War (USLAW) for 2018 in the amount of \$6,250.00 (tier 2), as recommended by the Peace and Solidarity Committee.
- Move Marin Organizing Committee & Chinese Progressive Alliance to the 2017 RA:
The BFC approved to reallocate previously approved funds for Marin Organizing Committee (\$3,500) and Chinese Progressive Alliance (\$10k) from the Community/Allies budget line to the Resource Agreement.

Action Items:

- The BFC recommends to the Executive Board to approve the following proposals:
 - A. Concur (Travel and Expense Software):
The BFC recommends approving costs to implement a new web-based travel and expense software called *Concur*, at a cost of \$10.00 per report transaction or approximately \$1,000 per month. The software is to help streamline travel and expense requests for member and staff reimbursements. M/S/C (Stern/Jameson) to approve implementing Concur travel and expense software.
 - B. Handyman Services:
The BFC recommends extending a vendor contract with Emma Velasquez for handyman services through December 31, 2018 with a contract max of up to \$100,000 for the year at the current contract terms. Payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour. M/S/C (Andrade/Stern) to approve the BFC recommendation.
 - C. Fred Beal, Consultant:
The BFC recommends to the Board to extend Fred Beal's contract through up to January 31, 2018 at the current contract terms and the contract max to be adjusted for the additional month, with the caveat that no further extension beyond January 31, 2018. He is currently assisting with work in the Alameda County Chapter. M/S/C (Alexander/Cuevas) to approve the BFC recommendation.
 - D. Community at Work (Sam Kaner):
The BFC recommends to the Board to renew the Community at Work (Sam Kaner) contract through up to January 15, 2018 at an additional cost of up to \$50,000. Note: As presented in the initial 2018 budget working document, \$50k was allocated to continue work through the first 2-weeks in January. M/S/C (Stern/Alexander) to approve the BFC recommendation.
 - E. Deborah Edgerly, Consultant:

The BFC originally approved to extend Deborah's Edgerly's contract, as determined by Roxanne Sanchez and Kristin Lynch, through up to January 31, 2018 at the current contract terms. It was explained to the Board that the BFC was initially misinformed around the contract rate, which should have been \$5,000 per month for November 2017, December 2017 and January 2018. It was noted that she was paid \$2,500 for November so will need to be reimbursed for the difference. M/S/C (Cuevas/Stern) to approve the extension through up to 1/31/2018 and to adjust the contract amount to \$5,000 per month for November, December and January.

- Telegraph (Jim Ross), Consultant:

The request is to extend the Telegraph (Jim Ross) contract through December 31, 2017 with no additional costs to continue work around the political/media plan for the City of Oakland contract. M/S/C (Taylor/Jimenez) to approve the request.

- Oakland Strike Fund Request:

Felipe Cuevas reported on the City of Oakland strike. The members were out on strike for seven (7) days from Dec. 5th through Dec. 11th. The current Strike Hardship Strike Fund Policy allows funds at a maximum amount of \$50,000 from the Local, which becomes payable to eligible members on or after the 4th day of the strike action. A request was presented for an additional \$50,000. M/S/C (Landry/Curiel) to approve up to an additional \$50,000 for the Oakland strike hardship funds, beyond the \$50,000 allowed per policy, and to make an exception to the policy to allow 30-days to process payouts, with the caveat that Oakland Chapter leaders and key Local leaders to develop the criteria for eligibility.

- Political Action Committee Funds:

Alysabeth Alexander gave an overview of the PAC accounts budget. M/S/C (Jimenez/Eaton) to approve the following:

- a. Candidate PAC: transfer \$737,896 into the Candidate PAC account, in payments of \$2.25 per member, per month, spread over 8 months, starting in February 2018 through September 2018.
- b. Issues PAC: transfer \$423,504 into the Issues PAC account, in payments of \$1.29 per member, per month, spread over eight months, starting in February 2018 through September 2018.

- Temporary Board Assignments:

President Sanchez announced the VP of Politics Alysabeth Alexander will be going on maternity leave in January 2018. She presented the following request for the Board's consideration on temporary Board assignments/appointments for the duration of Alysabeth's leave:

1. Gary Jimenez will serve as the acting VP of Politics (back-fill for Alysabeth Alexander);
2. Yeon Park will serve as the action VP of Region-C (back-fill for Gary Jimenez);
3. Appoint Sandra Lewis as an interim Alameda County Area Representative (back-fill for Yeon Park).

M/S/C (Stern/Correa) to approve the temporary Board assignments, as presented.

Announcements:

- **City of San Rafael Chapter Bylaws:**

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

- **Draft 2018 E-Board meeting schedule:**

A first draft of the 2018 Board meeting schedule was presented. M/S/C (Sandberg/Santiago) to approve Monday, January 29, 2018, as the date of the next meeting of the Board. The remaining schedule, for the months of February through December, to be discussed at the January meeting.

- BFC Region-B (North Coast) Seat:
It was announced that Kathryn Cavness, former BFC Region-B (North Coast) representative has recently been promoted outside of a 1021 bargaining unit. This seat is now currently vacant.
- Cynthia Landry announced and congratulated Roxanne Sanchez on her election as the State Council President.

Executive Board Members/Committee Reports:

- Robert Taylor reported on the issues of his court date and appeal. The county accepted all complaints and will send a posting to all employees. The judge drafted a proposal and it will have to be posted for 30 days on the bulletin boards, web site, etc.
- Theresa Rutherford reported on who makes up the appeals committee and the work that the appeals committee has been doing. She also spoke about how the process goes and a report on the numbers that have had hearing and the outcomes.
- Mary Sandberg reported on the Sonoma fire relief event Saturday, December 9th. Over 100 people attended and over \$2,500 was donated during the event. There was a VIP room set up so they could share their experiences with the Union and receive a \$200 gift card. There will also be a Union day at the food bank. A legal representative was available to assist those with legal questions.
- Felipe Cuevas reported on the Oakland Contract. They had a 7 day strike and are now at impasse. There are some TA's on the table that will be beneficial. Issues left on the table are the temporary workers, homeless issues, and some others. They have filed a suit against the City over the temporary workers. They were also able to TA on a me-to-clause.
- Cynthia Landry reported that she is handing out a Retirement Security report along with it being emailed out to the board. She also has a list of cases going before the California Supreme Court over pension formulas. It was requested that Cynthia request from Joanne time on the next agenda to discuss this in detail.
- Jan Schardt reported on the E-board attendance report and explained that Board members must notify her and Joanne if they need to be excused, otherwise they will be marked as absent. She also reported on the Part-Time Worker temporary campaign at Napa Valley College and what has occurred up to this point and that it is at PERB.
- Yeon Park reported the East Bay Leadership team. Spoke how they have been meeting on a routine basis and what they are doing.
- John Arantes reported that the BART chapter leadership was moved on giving to the California Fire Fund. Their chapter is going to have a fundraiser and will have a \$5,000 match from the members. He also reported on their COPE drive and how they have increased participation.

- Gregory Correa thanked Gary Jimenez for coming out to Chabot to assist with chapter issues.
- Pete Albert asked us all to read the end of year retirement report as it shows all of the activities. The research staffs were appreciated for their work.

Action Items (continued):

The following temporary employee extension requests were presented, as recommended by the Personnel/Staffing Committee:

- A. David Mulvey: extend through up to Jan. 31, 2018, under the condition that only if he is in agreement that the Union will not cover housing costs.
- B. Catherine Bundy: extend through up to Jan. 31, 2018.
- C. Jason Klumb: extend through up to Feb. 28, 2018.

M/S/C (Jimenez/Rutherford) to approve the above listed temp employee extensions.

The meeting adjourned at 5:13 p.m. in a moment of silence for SF Mayor Ed Lee.

Respectfully Submitted by,

Jan Schardt
Secretary