

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, January 14, 2008

10:00 a.m. to 5:00 p.m.

Sacramento

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Jim Ellett, Ed Kinchley, Becky Kraft (phone), Kathy O'Neil, Vicki Reed, Leea Rodriquez, Norm Ten, Lacy Topolewski, Marcus Williams

Executive Board members excused: Cindy Bannister, Bob Adamson, Amanda Booker, Nadia Frazer-Robinow, Mary Sanders, Kim Burke

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Bill Steck, Marion Steeg, Pattie Tamura

President Damita Davis-Howard called the meeting to order at 10:28 a.m.

Announcements: Marcus Williams announced a Head Start press conference in Stockton on January 15. Larry Bevan reported on organizing in Colorado in nine inches of snow. State workers there make annual wages of \$18-24,000 with the first \$6,000 going toward health care. Larry Bevan had five Laguna Honda workers helping to organize in Colorado.

December 10, 2007 minutes: It was M/S/C to accept minutes as amended.

Courts Industry executive board nominee: President Davis Howard announced that Lacy Topolewski will be recommended to SEIU President Stern for appointment to the Executive Board to fill the vacancy created by Carl Carr's resignation.

SEIU pre-convention town hall meeting: Kerry Newkirk reported there will be a pre-convention town hall meeting in Los Angeles on February 26. Local 1021 can send seven people to the meeting. President Davis Howard suggested the content may include the convention program, quality public services, member engagement, and member resource centers. It was moved to approve sending officers, COPE Committee chair, chief of staff, communications staff, political director and an industry chair to participate (up to nine). Motion was seconded and carried.

Initiation Fees: President Davis Howard reported members of legacy Local 949 have asked that legacy Local 535 stop collecting initiation fees from Marin County members. The board agreed by previous action to keep legacy locals' dues and fees as is. There are still varying dues structures and dues caps and policies. It was M/S/C to continue the board's earlier decision, to keep initiation fees as is and raise dues caps as scheduled.

SEIU convention delegate election: Vicki Reed raised concerns about the appointment process for the election committee. As Special Districts Industry chair, Vicki had called in a nominee for Special Districts. It was noted that deadlines were missed.

In order to improve communications, it was M/S/C that Treos should be provided to Executive Board members who want one. The recommendation will be sent to the Budget and Finance Committee.

SEIU Local 1021 convention delegate election (continued): Kerry Newkirk submitted the Election Committee's proposed election rules and procedures. Appointed election Committee members are David Murray (Benicia), Bev Becker (Sacramento), Ana Douglas (San Francisco General Hospital), Cassandra Burdick (Valley Mountain Regional Center), Jane Coffee (Fine Arts Museum), Bertha Lee Howard

(Alameda County Courts), Bob Ivory (SFGH/retired RN), Marty Bergstedt (Chico Parks & Rec.). A Schools Industry member is still needed. Vicki Reed submitted Eugene Texiera as an alternate nominee if Marty Bergstedt cannot serve on the committee. It was M/S/C with one no vote to accept rules as presented with grammatical corrections. The board asked for clarification on candidate statements (whether each translation is limited to 150 words), campaigning on work hours, chapter endorsements, and candidates and/or observers at ballot count. Candidate statements will be posted on the website and available in each office. The Election Committee has responsibility for election oversight, an autonomous, apolitical group. The board asked that language regarding appointment of the retiree delegate be clarified.

Election administrator: Kerry Newkirk reported three election companies have submitted bids. Although \$80,000 was budgeted for the election, bids range between \$91,000 and \$133,000. The Election Committee recommends TrueBallot pending a references check. The Election Committee has the authority to make the determination but the board has authority to approve expenditures. It was M/S/C to authorize additional funds up to \$20,000 and retain the firm to conduct the election.

Vision: Political Director Bill Steck reported on SEIU 1021's "statement of intent" regarding the reorganization of ten locals into one. It is important to our members why we took up the challenge and we need to get the message to our members, employers, and elected officials. The statement of intent drafted by the Vision/Bylaws Committee was distributed. The board listed current and potential roles for members—member political organizers, stewards, counselors, teachers, communicators, web stewards, greeters, liaisons, committee members, mediators, community ambassadors, conflict resolution, photographers, organizers, COPE stewards, lobbyists, writers, translators, cooks—to increase the percentage of active members beyond the current 1% to 3%.

Outreach subcommittee report: Chair Larry Bevan reported the subcommittee will propose a plan to maximize participation in eight vision town hall meetings over six weeks. Subcommittee members are Larry Bevan, Kathy O'Neil, Ed Kinchley, Derrick Boutte, and Marcus Williams.

MAC/VBC vacancies/alternates subcommittee report: Chair Sandra Lewis reported subcommittee members are Karen Bishop, Marcus Williams, John Morrison. The subcommittee is addressing requests from Del Norte County for a MAC delegate; formal letter from BART president for MAC representation; and how to fill MAC/VBC alternate positions and vacancies. The letter from BART president needs a formal reply informing them of their representatives on MAC and welcoming them to participate. Committee is tasked to develop new language to populate MAC by industry/chapter/region. Committee will meet February 4 in Santa Rosa. It was M/S/C to accept the report.

SEIU convention resolutions: May 3 is constitutional deadline to submit convention resolutions. Resolutions should go through executive board in a two-step process—readings at the March and April meetings.

REPORTS:

- **Presidents Report:** President Damita Davis-Howard reported on the January 23-24 SEIU Executive Board meeting in Los Angeles. Results from the 2005 discovery process are being used to plan the program for the convention.
- **COPE Committee political and legislative report:** Political Director Bill Steck submitted a written department report (attached) and an SEIU State Council report on the state budget. The 1021 COPE fundraising campaign generated 1,990 new cards for an annual total of over \$140,000. A little more than 10% of our members contribute to COPE. Tracking COPE validation has been complicated due to maintaining 10 databases. Current campaigns were reviewed: presidential race, local races, state budget, health care reform, COPE fundraising, at least 20% members on COPE. The governor's state budget proposal includes \$4.8 billion cuts to schools, \$9 billion cuts to services, suspension of Prop. 98,

7-11% cuts per program, and (worst case scenario) a 50% reduction in classified employees. Complete budget resource guide is at www.cbp.org.

- **Presidential endorsement:** COPE Committee Chair James Bryant and Political Director Bill Steck reported on the presidential endorsement process. SEIU authorized endorsements by state and California locals have endorsed John Edwards. After Iowa/New Hampshire results, SEIU members polled 10% Edwards, 19% Obama, 20% Clinton, 40% undecided. Polling of 1021 Democrats and decline-to-state: 11% Edwards, 24% Obama, 23% Clinton, 36% undecided. SEIU and Change to Win may endorse after February 5. It was M/S/C with two no votes and three abstentions that if the SEIU State Council reconsiders its endorsement and the choices are Barak Obama and Hillary Clinton, 1021 recommends support for Barak Obama. The recommendation will be forwarded to the Member Advisory Committee for input.
- **Central labor council:** Marcus Williams reported that the San Joaquin/Calaveras County Central Labor Council wants SEIU 1021 to reaffiliate with the council.
- **Budget and Finance Committee:** Treasurer Sandra Lewis reported that the staff budget team has been working very hard on a budget report for the February 9 Member Advisory Committee meeting. More detailed reports and revenue monitoring will allow for audits of employers. The BFC will be reviewing and updating mileage and travel reimbursement policies. Industries and committees that decide to reimburse mileage must advise accounts payable. All industry and committee expense authorizations and reimbursements must be signed by the industry or committee chair. Industries and committees will receive quarterly budget balances and chairs will be able to print their own reports. Quarterly BFC budget review meetings have been scheduled. Treasurers' meetings are now called "finance/budget informational" meetings and scheduled for the third Thursday of each month. All per capita taxes paid through December 2007.

It was M/S/C to approve all reports distributed (attached).

1021 website: Currently, 28 chapters/bargaining units have web pages on the 1021 website and contracts will be up as available. There was discussion regarding the posting of contracts under chapters/bargaining units or at a separate place on the website. Strategic Campaigns Director Pattie Tamura will discuss the proposal with communications staff and report at the next meeting.

Funding request: The Social and Economic Justice Committee requested the board approve purchase of a table (\$750) for the January 23 Martin Luther King breakfast in San Francisco. It was M/S/C without objection.

Executive session at 4:58 p.m.: It was M/S/C to extend the meeting for 20 minutes. In response to members in a jurisdiction facing intimidation and threats, it was moved, seconded, and carried that SEIU 1021 is committed to help members in their fight. Motion carried unanimously.

It was M/S/C to adjourn at 5:35 p.m.

Submitted by John Morrison
SEIU 1021 Secretary

PRIVATE SECTOR/NON-PROFIT INDUSTRY REPORT submitted by Industry Chair Norm Ten

December and January has brought us a lot of challenges, opportunities, and victories.

Challenges: New College of California has not paid their employees in eight weeks. ULP filed. FLSA complaints filed. Letters assuming of layoffs sent to employer, so members can receive severance and unemployment benefits. San Joaquin Head Start in mediation. Two ULPs filed against employer for "regressive bargaining". North Coast Opportunities has been a challenge. Negotiations have been scheduled for two more times. Five ULPs have been filed. Trial phase on 2/6.

Victories: Huckleberry Youth Program – SF: Members will be getting a 3% cola and an added 3-6% step. Members voted and adopted their contract. Timothy Murphy School (TMS) has adopted the agreement. Management will recognize SEIU

1021. TMS will support Unemployment insurance for affected workers. \$88K settlement for lost wages for five workers. TMS is now in negotiations. Asian Art Museum members unanimously adopted the contract.

Opportunities: PNP Staff supervisor selected: Yvette Jordan-Albert has enthusiastically accepted. We look forward to a smooth transition. PNP Retreat (12/7-9) at Asilomar Conference Center: goals, visions, budgets, challenges, and best practices were discussed. Educational pieces and trainings for staff. 2008 plan for PNP. CEO PNP meeting (12/19 @ 10-12 noon): PNP invited over 20 CEOs of private sector non-profits to encourage positive dialogue. Great discussions. Next meeting is scheduled for 2/20 (10 a.m.- noon) in SF office. Exploratorium: Contract is open; negotiating team will be meeting with members. Alameda Head Start contract is nearly concluded. Lusty Lady: In negotiations.

RN INDUSTRY REPORT submitted by Industry Chair Christal Cox

RN Industry has been having meeting every month since conception. It was decided to meet every other month starting in 2008. It was also decided to alternate locations since there is always a nurse attending the meeting each time, and some of the same.

SEIU 1021 has an active presence in the California Nurse Alliance Steering Committee, as we have three major leaders of subcommittees: Lorraine Thiebaud, public co-chair of the California Nurse Alliance with a private sector counterpart; Robert Ivory co-chairs subcommittee on staffing issues; Kuwaza Imara co-chairs subcommittee on educational issues. There is also a legislative subcommittee. The Nurse Alliance has produced a brochure.

Staffing subcommittee met on 1/11 at the San Francisco office with about 30 nurses from the entire state, public and private sectors. There were also 6 CEUs (continuing education units) provided. The speaker/educator was provided by the Nurse Alliance. Currently collecting SEIU 1021 nurse MOUs to speak with one voice throughout the state. All meetings are open to all nurses to attend. A calendar will be prepared and e-mailed to SEIU 1021 nurses by the end of January.

California Nurse Alliance: Meeting to be every other month, alternating between north and south. There will be conference calls during the non-meeting months. Topics include preparations for the SEIU convention, California Nurse Alliance Convention (5/5-6 in Sacramento), combined with legislative visits.

On 12/14/07: San Francisco nurses hosted a Med-Surg Annual Winter Ball at the San Francisco Hilton. There was a selection of queen and king of the ball by votes. Harry Ragudo won as queen, in his full length gown. There was a talent show by each unit, dancing, and dinner.

RN Industry continues to utilize Robert Ivory doing outreach one day a week through July 2008. Will re-evaluate the need then.

CITY WORKER INDUSTRY REPORT submitted by Industry Chair Cindy Bannister

The City Workers ended the 2007 year with two successful holiday events. The December 8 monthly meeting in Napa was followed by a holiday wine and cheese social which was attended by not only City Workers, but other 1021 members who live or work in the North Bay area. Several 1021 Staff and Executive Board members also attended. It was a great opportunity for members, staff, and E-Board members to chat and get to know each other.

The second event was hosted jointly by both the City and County Industries and was held in the Jack London Aquatic Center on 12/14. Over 400 members, guests, staff and E-board members attended. There was a great buffet dinner, dancing, and socialization. Members from all over northern California participated in raffles and discussions on the importance of COPE. Member volunteers decorated the hall and served at the bar. Due to the success and attendance at this first ever 1021 City/County Industry holiday event, we have already made a tentative reservation at the Marriot Hotel in Oakland for 12/12/08. The Marriot's ballroom can accommodate up to 700 people and has plenty of parking. The current plan is to offer hors d'oeuvres and dancing. The Industries will buy the first two drinks, but additional beverages will be paid for by the members. Otherwise, it is our intent to offer the event free of charge—but must RSVP. We are hoping to establish a "confirmation" of RSVP that members can bring as an entrance ticket. We will also attempt to negotiate a discounted room rate for members that want to stay overnight in the hotel.

At the 12/8 City Worker Industry meeting, the members decided to set a specific Saturday each month for their meetings and agreed to alternate between the El Cerrito area and the Napa office for the meetings. Meeting dates, locations, and times will be set for the entire 2008 year and a newsletter will be sent out to all city workers by 2/1. Originally, the second Saturday each month was chosen, but this will create a conflict with MAC meetings. The meetings are now set for the third Saturday each month, from 11 am-3 pm, alternating between the Napa office and the El Cerrito Recreation Center on Moeser Lane.

Each meeting in 2008 will either have a guest speaker or "mini-training". We will attempt to secure commitments from each of the State Assembly members representing the five counties of 1021 where we have city workers. Training opportunities will vary. The first training will be "Creating a Successful Flyer for Communicating with Members". The March meeting will include a guest speaker to give us an update on the "State of the State Budget", anticipating the governor's office will issue the

draft budget document the first part of March.

In July, we are planning a "City Worker Education Forum", which will be an all day event offering a variety of workshops, speakers, and trainings. The County Industry may also participate in this forum as a joint activity.

We have identified several areas of "logistics" that will involve more members of the City Worker Industry. Examples include making meeting reminder phone calls, planning the "City Worker Education Forum", folding and addressing newsletters and planning the 2008 holiday party are areas that need assignment to subcommittees. One goal for our Industry is to develop more member driven subcommittees for projects. The Industry will also be planning for election year activities and supporting city chapters engaged in bargaining.

The first seven months of the City Workers Industry were challenging and rewarding in that we started from scratch and have increased participation each month. Members have been excited by the trainings, the interactions with other members and the sharing of information. We look forward to continuing in 2008 and continued to building on our success of 2007.

POLITICAL DEPARTMENT REPORT submitted by Political Director Bill Steck

COPE Fundraising Campaign

- As of 12/31 we collected 1,990 new or upgraded COPE cards, for an annual total of \$140,479 in new COPE dollars (average of \$5.88/card/month). Doing final clean up for 2007 campaign and getting systems and plans in place for 2008. SEIU's goal for public division locals is at least 20% on check-off. Best estimate for 1021 following our 2007 COPE drive is a little over 10%.

Federal Issue Campaigns

- State Children's Health Insurance Program fight continues, with another vote scheduled later this month. SEIU is working on list of priority issues for 2008 (pretty much the same as last year).

State Issue Campaigns

- As of this report the health care reform campaign continues, with Senate Health Committee hearing next stop (tentatively 1/16). In addition to turn-out for the hearing, we are being asked to do phone calls to Senators Lee and Steinberg over the next two weeks. SEIU is on record supporting the bill but is also working for changes in the Senate, focused on affordability and minimum benefits.
- We are working with our Organizing Department on a field campaign to secure Senator Machado's commitment on AB 1496, our bill to end the abuse and exploitation of temporary workers in cities and counties.
- State issue priorities will be finalized at the next State Council meeting. I'll go out on a limb and predict the state budget will be our #1 priority and a major fight.

County-based COPE Committees

- As of December we have held COPE meetings in nine counties (San Francisco, Alameda, Contra Costa, Marin, Napa, Solano, Sonoma, Sacramento and San Joaquin). We still have much work to do however, to build these committees into our vision of member-based forums for moving both decisions and political organizing campaigns on an ongoing basis in 2008. Focus for next few months will be candidate evaluation and endorsements for the June primary.

2008 Planning Process

- Both the State Council and SEIU planning processes continue. We have developed a six-month timeline of political program priorities based on available resources and are working with leaders and staff on implementation

STRATEGIC CAMPAIGN DEPARTMENT REPORT submitted by Strategic Campaigns Director Pattie Tamura

Staffing- No changes in staffing. No vacancies. No temporary staff.

Research- The Research Team is continuing workflow interviews on grievance procedures and disciplines. Also, they are working on research projects in San Francisco DPH, Health Access, Asian Health Services, Contra Costa County in addition to ongoing work on CA health care reform and the Alameda County Medical Center. Researchers are preparing for a budget analysis training for worksite organizers working with the Schools Industry next and prioritizing workflow and data collection.

Communications- The Communications Team continues work with San Francisco, Del Norte, Sonoma, Calaveras and Solano counties on communications support for contract campaigns. They are also working with SF Health Care, NCO & San Joaquin Head Start on issues. The January newsletter will be available today. The website has gone thru another round of improvements and beginning in February, twice monthly there will be a conference call for web stewards which will increase the number of chapter pages on website. The 1021 NewsWire is a weekly feature which provides updates on campaigns, calendar dates and calls to action. Any member can sign up on the website to receive weekly. Ideas and suggestions for newsletter, Website, NewsWire or the 1021 annual report should be forwarded to Pattie Tamura.

Training and Education- Recent trainings have been conducted in Sonoma County, Berkeley, Chico by the training staff. Staff is also working with the UC Berkeley CL Dellums schools and Popular Education training programs. Training staff supported the all field staff training and train the trainer stewards training in December. In January staff has already worked to

support the Vision/ByLaws Committee meeting, Member Resource Center Committee and Industry chairs/staff meeting. Basic stewards training will be conducted in San Rafael, Napa, Redding, Contra Costa County, San Francisco, and Head Start February thru June. Contract action team and bargaining training is scheduled to support upcoming negotiations. Curriculum for advanced stewards training and staff bargaining training is being drafted. A calendar for upcoming trainings and catalog should be complete for February.

FIELD TEAM REPORT submitted by Valerie McCan-Murrell, Field Director

Staffing: David Gabler resigned his position as worksite organizer his last day was 1/4. Mike Fouch was reassigned to the Calaveras route which leaves a vacant position in San Joaquin; this position has been posted. Kris Organ will be transferring to the City of Berkeley worksite organizer route which leaves a supervisory opening for the North Bay counties route. This position will be posted soon. Candidates are still being considered for the vacant Sacramento and Solano routes. Talks are underway with potential candidates to act as lead negotiator for the Del Norte contract. I am happy to announce that Angela Thomas was hired for the vacant East Bay schools route; Angela has previous experience as a schools worksite organizer and experience as an external organizer.

Politics/COPE: "Justice Can't Be Temporary" campaign – SEIU Local 1021 President Damita Davis-Howard, organizers, worksite organizers, and many temporary workers (primarily from San Joaquin General Hospital) visited Senator Machado's office in an effort to swing his vote on the campaign. Senator Machado abstained from voting on the Justice Can't Be Temporary legislation and his vote was the determining vote. This was a great "action" for our members with many of them telling their personal stories in front of video cameras. There will be follow up to this action which will culminate in another vote on this legislation this spring.

Dixon Unified School District members have become politically active for the first time in the chapter's history. Following a meeting with Dixon Vice Mayor (and IBEW business agent) Mike Smith, members submitted COPE cards and pledged to attend COPE meetings, central labor council meetings, and—more importantly—to begin attending school board meetings and start searching for a labor candidate for school board.

Napa Valley College members are reviewing and evaluating a \$178 million bond measure floated by the district. Members will make recommendations to SEIU Local 1021 on 1/17 on whether or not to support this measure.

Updates for Eastbay, Westbay, San Francisco and Contra Costa schools: Full contract and reopener negotiations are underway in most chapters in the Schools Industry. We have ratified an agreement in Fremont Unified which includes maintenance of health benefits, longevity increases and salary increases. In San Francisco Unified, we are dealing with possible charter amendments to alter retirement and retiree medical.

Wins: In Sacramento County, we won an agency shop election in the welfare supervisory unit. Unit members voted 121 to 72 in favor of agency shop. The election was certified by the California State Mediation and Conciliation Service on 1/2/08.

Fights, Challenges and Bargaining: As the Sacramento City Unified School District Chapter prepares for bargaining team elections, members have begun the field campaign, declaring Thursdays as "Purple Day." At the same time, negotiations around the reopener for last year's COLA have stalled. We are meeting with the Teachers Association and Teamsters to coordinate our campaigns and bring pressure to bear on the district. Attendance at membership meetings has more than doubled with numbers increasing at each meeting. Three seats will open on the school board this year. Members and staff are working with community-based organizations as well as the labor council to identify suitable candidates. Eight new activists have been recruited and have attended steward training. All are currently in the process of circulating petitions to become stewards.

Negotiations are ongoing at the City of Redding where our contract expired at the end of December. Unsurprisingly, the main sticking points are health care costs and economics. The Stewards Council has recently begun meeting and members and staff is working on strategies to organize around issues as the grievance process has a history of being ineffective in this area.

ARC of Butte County negotiations on a wage reopener are moving slowly. The team left the bargaining table for a time in order to build strength. With the help of our Organizing Department, 65 new members were signed up, giving us majority membership in the chapter for the first time. Plans are underway for a field campaign and volunteers are signing up for informational picketing and leafleting.

In contrast to Redding and ARC, the recently-concluded bargaining at Siskiyou Training & Employment Program and Chico Area Recreation District both provided 4% rises in the first year with reopeners in the second and third years. Worksite Organizer Tim Gonzales, in conjunction with our Strategic Campaigns Department, has brought together activists from all chapters in the area for steward training, brainstorming and mutual support.

Also in the Chico area, 23 employees of the Superior Court of Butte County attended a union orientation and converted from agency fee to full membership.

Solano contract campaign: We are currently working with a mediator to assist in getting the contract settled. We are trying to step up the heat with the field campaign and connect what's going on at the table with the CAT team.

Sonoma contract campaign: The team is preparing to begin negotiations. There has been training and strategic thinking around the contract campaign.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, February 11, 2008

10:00 a.m. to 5:00 p.m.

Oakland

Executive board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Cindy Bannister, Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Nadia Frazer-Robinow, Ed Kinchley, Becky Kraft (phone), Kathy O'Neil, Vicki Reed, Mary Sanders, Norm Ten, Lacy Topolewski, Marcus Williams.

Executive board members excused: Amanda Booker, Kim Burke, Jim Ellett, Leea Rodriguez.

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Marion Steeg, Pattie Tamura.

Guests: Irving Kestin and Dolores Dawson Gholar (president of the East Bay retirees).

President Damita Davis Howard called the meeting to order at 10:14 a.m.

Announcements: Ed Kinchley announced a February 19 rally at SFGH to protest the severe budget cuts and proposed 300 layoffs.

Review January 14 minutes: It was M/S/C to approve the minutes as amended.

Executive Board stipend policy and certification form: Treasurer Sandra Lewis presented the draft stipend certification form and reviewed the criteria for the 20- and 40-hour monthly stipend payments. It was generally understood that one cannot count lost time toward the stipend hours. The intent of the stipend is to compensate those who are working above and beyond. It was M/S/C to accept the proposed changes to the policy. There was discussion about whether lost time paid by industry is exempt. There should be accommodation for loss of pay and vacation. It was recommended by consensus to send the policy back to the Budget & Finance Committee for clarification.

Resolutions: The Social & Economic Justice Committee submitted resolutions for board adoption. It was M/S/C to adopt the "Resolution in Favor of Including Transgender & Transsexual Health Care in Benefit Plans" and "Resolution Calling for a National Holiday for Farm Worker Leader Cesar E. Chavez on His Birthday March 31" (attached).

1021 anniversary celebration: Sandra Lewis reported on 1021 anniversary celebration activities. The theme is "United: Forging a Winning Path" and there will be a video of accomplishments and a member organizing component (recruitment for Colorado and Pennsylvania campaigns): March 5/Crescent City, March 6/Redding, March 7/Chico, March 11/Ukiah, March 13/Stockton, March 14/San Andreas, March 15/Jackson, March 18/Santa Rosa, March 19/Napa/Fairfield, March 25/Sacramento, March 27/SF, March 28/Fremont/East Bay.

Outreach Subcommittee report: Chair Larry Bevan submitted a report on intent, content, and calendar for nine town hall meetings. Local issues will be tied in to vision discussion to engage and get more members involved. Committee recommends at least two board members attend each town hall meeting. Outreach Committee members are Larry Bevan, James Bryant, Ed Kinchley, Sandra Lewis, and Marcus Williams. It was M/S/C to distribute flyers, mail to random 3% of members in area, and blitz one week in advance of events.

SEIU convention delegate election report: Kerry Newkirk reported the election notice has been mailed to all members. The election notice, rules, and nominating petitions were distributed at the Member Advisory Committee meeting and are available on the website and in each 1021 office. There was discussion about the convention, history, the value of participation, and the importance of grass roots democracy. It was suggested the ballot mailing include an education piece about SEIU, our relationship to SEIU, the convention, resolutions, etc. For the record, President Davis Howard reported she spoke to Election Committee members and was clear about their role. Candidate statements are limited to 150 words in English and additional word counts are allowed for translations; candidates cannot campaign on candidates' or members' work or paid union time (break time and before or after work is acceptable); chapters/bargaining units are allowed to make endorsements; observers can be candidate or not; candidate statements will not be included in the ballot mailing. It was suggested the Election Committee consider including employer names on the ballot because of common name confusion.

Contracts online: Strategic Campaigns Director Pattie Tamura reported courts contracts are posted on the website; counties next week; schools, cities, and PNP later.

Executive session: The board went into executive session at 1:15 p.m. The board discussed communication and executive session confidentiality. Out of executive session at 1:40 p.m.

Member Advisory Committee Alternates/Vacancies Subcommittee report: Chair Sandra Lewis summarized preliminary subcommittee findings.

REPORTS:

- **President's report:** President Davis Howard called executive session. The board discussed trusteeships of legacy locals and Local 1021 real estate issues. It was M/S/C to replace legacy Local 790 regional vice presidents on the Oak Street Corporation with the Local 1021 treasurer and industry chairs.
- **SEIU resolutions** adopted by the SEIU executive board were reviewed: Resolution in Support of Passage of ABx11, Resolution to Adopt Recommendations of Political Strength for State Councils, and Resolution on Campaign for the New American Dream. There was discussion regarding ABx11, San Francisco's universal health care program, state budget cuts, and potential loss of members and programs.
- **Building Committee:** President Davis Howard reported for committee members Amanda Booker, Mary Sanders, and Sandra Lewis. The committee hopes to find office space to replace the San Rafael/Fairfield/Napa offices by May. They have looked at several properties along the I-80 corridor (Fairfield/Cordelia) both for sale and for lease. The committee understands the need for meeting space for Napa and Marin members. Members are encouraged to forward ideas to committee members.
- **Member Resource Center:** Christal Cox reported on the six-month pilot MRC project for school and Head Start members. Training will start mid-February and the pilot project should be functional before the summer break. The MRC in Pasadena handles calls in English and Spanish with an advocacy group to handle grievances. There will be no cost to 1021 for the pilot project. The board can review the process after six months. Sandra Lewis noted there are still many questions but this will give us a chance to review the process. It was M/S/C to accept the Step II Pilot program for six months.
- **OPEIU bargaining:** Marcus Williams reported a mediator is now involved and the secretary-treasurer of the Alameda County Labor Council has been observing the sessions. Major issues remain on the table; the 1021 team is waiting for counter offers. Bargaining is scheduled for February 14, February 21, March 13, March 17. The team will report at the Member Advisory Committee meeting. There were comments of solidarity for the ongoing efforts of the team.
- **COPE Committee:** Chair James Bryant and President Davis Howard reported the SEIU State Council

is putting together a state budget campaign.

- **Budget & Finance Committee:** Treasurer Sandra Lewis proposed a modification to the member reimbursement policy to require submission of expenses within 60 days (v. 45 days). It was M/S/C to accept the modification.

Industry/Committee reports:

- **Special Districts:** Special Districts Committee met January 31 with 30 members present.
- **Health Care:** Chair Ed Kinchley reported he is trying to identify steering committee members from Alameda, San Joaquin, and other areas. Serious staffing problems with the San Francisco health care program. Last week met with SF supervisor Tom Ammiano, main architect of SF health care, to get health department to talk and meet on a regular basis about these problems; they responded by not wanting to talk about policy but “nuts & bolts.” Laguna Honda closing 300 beds which means 300 layoffs. Major struggle to save the only public Workers Comp clinic (city wants to contract out the work, reassigning six represented workers and impacting all city and school district workers). There are flyers going out about the retirement ballot measure in San Francisco.
- **Private Sector/Non-Profit:** Chair Norm Ten added to his written report: PNP conference to be held February 23 in San Francisco. February 23 is celebration for Dale Butler’s retirement. 90% contract ratification for Head Start workers in San Joaquin.

It was M/S/C to accept reports.

Executive session: The board went into executive session at 4:20 p.m. The session ended at 4:34 p.m. President Davis-Howard and Chief of Staff Marion Steeg will address the staff issue raised.

Questions were raised regarding bargaining units that have not recognized Local 1021 and members’ eligibility to vote and run for delegate. Requirement of two years of membership in good standing can be met by combination of membership in legacy local and Local 1021.

Sandra Lewis will submit industry and committee budget reports at the next board meeting. Members are asked to submit proposed convention resolutions in advance of the next meeting.

It was M/S/C to adjourn the meeting at 4:36 p.m.

Submitted by John Morrison
SEIU Local 1021 Secretary

RESOLUTION CALLING FOR A NATIONAL HOLIDAY FOR FARM WORKER LEADER CESAR E. CHAVEZ ON HIS BIRTHDAY MARCH 31

Whereas, from humble beginnings in 1927, Cesar E. Chavez, founder of the United Farm Workers, rose to be a major force in American history, making him one of the heroic figures of the 20th century, and

Whereas, through personal sacrifice, Cesar E. Chavez focused national attention on the plight of farm workers, making the world aware of their demands for safe and fair working conditions in the fields of our nation, and

Whereas, millions of Americans from across the nation, of all races and nationalities, joined Cesar E. Chavez in the movement for farm workers rights, and

Whereas, Cesar E. Chavez was also a champion for civil rights, labor rights, voting rights, women’s rights and was an early environmentalist, warning the public of the devastating affects of pesticides on both farm workers and consumers; and

Whereas, as a result of these and other valuable contributions, ten states now celebrate Cesar E. Chavez’s birthday, March 31, as a holiday including California, Arizona, Texas, New Mexico, Colorado, Utah, Michigan, Illinois, Wisconsin and Rhode Island; and countless schools, streets, libraries and other public institutions have been named after Cesar E. Chavez, and

Whereas, many cities have honored Cesar E. Chavez by establishing an official city holiday on his birthday, and

Whereas, the life of Chavez, who like Dr. Martin Luther King, Jr., was an adherent to nonviolent civil disobedience, serves as a model for all Americans; and

Whereas, Cesar E. Chavez National Holiday is an organization based in Los Angeles that is spearheading a national effort to win support for a national holiday and day of service, learning, and action to be established on his birthday, March 31; therefore be it

Resolved that SEIU Local 1021 calls on the U.S. Congress and President Bush to establish an official federal holiday and day of service, learning, and action for Cesar E. Chavez on his birthday, March 31; and be it further

Resolved that SEIU Local 1021 agrees to join with the Cesar E. Chavez National Holiday coalition and in so doing become an active partner alongside of Latino, labor, civil rights, interfaith, and other organizations, leaders, elected officials, and celebrities who are working together to insure that the legacy of Cesar E. Chavez is recognized, celebrated, and emulated throughout our nation; and be it further

Resolved that SEIU Local 1021 supports HR 76, a House Resolution introduced by Rep. Joe Baca (CA) with 53 congressional co-sponsors, which puts House members on record in support of a national holiday for Cesar E. Chavez; and be it finally

Resolved that SEIU Local 1021 agrees to honor the life of Cesar E. Chavez by participating in service, learning, and action events that celebrate his birthday, March 31.

RESOLUTION IN FAVOR OF INCLUDING TRANSGENDER AND TRANSSEXUAL HEALTH CARE IN BENEFIT PLANS

SEIU Local 1021 supports all appropriate efforts to obtain health benefits for transgender and transsexual people, pursuant to the Harry Benjamin International Gender Dysphoria Association, Inc. (HBI/GDA) Standards of Care guidelines. Local 1021 will also work to ensure that any and all language discriminatory and/or insensitive to transgender and transsexual people in health care forms, applications, memoranda, computer files, notes, files, etc. be revised with language sensitive to transgender and transsexual people.

Local 1021 supports SEIU Local 1000's effort to have transgender health benefits be included in all benefits plans under CalPERS, and calls upon our elected representatives at all levels of government to support that effort. Local 1021 also calls upon SEIU International and Change to Win, its affiliates, and independent labor organizations to adopt such a policy position and to support and work with all labor, human, and civil rights groups to obtain the above stated medical services and benefits for all health plans that cover our members.

BACKGROUND ON TRANSSEXUAL/TRANSGENDER HEALTH ISSUES: Transgenderism and transsexualism are human conditions that are historical, cross-cultural and worldwide. Definitions vary, but in general transsexual people are those who feel strongly that they are or ought to be the other sex. This feeling causes significant distress in social, occupational and other important areas of functioning and may be diagnosed as Gender Identity Disorder. "Transgender" is used as an umbrella term for people who have a conflict with or question about their gender. AB 196, which became law in the state of California January 1, 2004, expands the prohibition on sexual discrimination and harassment by including transgender and transsexual people among other protected classes. Transgender and transsexual individuals experience improved mental health status with gender transition-related medical, psychological and other ancillary transgender services. The incidence of transgender and transsexual people requiring gender congruity medical care and services is very small, documented in the professional literature as not more than 1:10,000, nor less than 1:30,000. The cost all of possible care and services for gender congruity for any single transgender, or transsexual person would not likely be greater than \$350,000.00 on average. The attempted suicide rate of transgender and transsexual people, the rates of various forms of violence against them, their rates of unemployment and underemployment, etc., all based on gender identity, and/or gender presentation discrimination, are more costly to society than appropriate medical care for the condition of transgenderism and transsexualism. All of the health plans offered to CalPERS members specifically exclude transgender and/or transsexual Gender Congruity Surgery and other ancillary gender congruity surgeries. Gender congruity consultative services for transgender and transsexual people are not covered services in CalPERS health plans and coverage for complications incident to gender congruity procedures for transgender and transsexual people is not a covered benefit. One of our union's mottos is an injury to one is an injury to all and it is the intention of our union to eliminate discrimination.

PRIVATE SECTOR/NON-PROFIT INDUSTRY REPORT submitted by Chair Norm Ten

Challenges: Contract at Unity Council Head Start has lapsed and the employer refuses to negotiate.

Victory at San Joaquin Head Start: The following was the best account that was reported to me. It gives you the essence of the victory we won. "WE" meaning the involvement of over 100 members of 140 workers, the diversity of the staff that helped, and the community leaders. It was sweet. As we say in the PNP, "We EDUCATE our bosses" "Early this morning we settled the contract at San Joaquin Head Start. After a number of actions attended by over 100 workers plus family and community members, Head Start fired their union busting negotiator (from Diamond Walnuts). Yesterday was the first bargaining session without the union buster. Late in the day, management finally agreed to take all of their illegal takeaway

proposals off the table. Thanks to the creative, hard work of the bargaining team, they were able to then win a settlement in the wee hours of the morning." (reported by Marion Steeg) This is a huge victory. congratulations to Dale Butler, Margaret Mooney, Ruben Garcia, Eileen Phillips, Andrea Colavita, and Randy Lyman with lotsa help from Gilda Valdez, Terri Gonzales, Richard Barnard, and a guest appearance at the final negotiation session by Larry Hendel. Hats off to you all and to the great members and leaders at San Joaquin Head Start. AND of course... Marcus Williams.

Opportunities: We'd like to welcome Sarah "Fred" Sherburn-Zimmer and Debbie Thomas to the PNP Team!

SPECIAL DISTRICT INDUSTRY REPORT submitted by Chair Vicki Reed

Staff resignations: The resignations of Larry Hendel and Linda Joseph will have a significant consequence on Special Districts. I am scheduling an appointment with Damita and Larry before the end of this month to discuss how we are going to resolve the void of leadership and professional skills that Larry and Linda have been providing.

Alameda County Water District: With the Alameda County Water District workers' contract expiring on April 1 there is danger of a decertification campaign. They are being courted by another union that they feel better represents their industry. Separating them out of the government industry into Special Districts has given them a feeling of further isolation. We should consider redrawing the jurisdictions for government workers in the new bylaws.

Association of Bay Area Governments: We represent 45 workers at ABAG, 15 of which are dues paying members and the rest are fee payers. There had been dissatisfaction with what they perceive as being excluded from participation in the Member Advisory Committee and the 15 members were talking about not participating any more. I have spoken with one of the chapter leaders and she feels the issue has been resolved. Linda and I have discussed the need for a campaign to sign up the 30 fee payers and restoring confidence in the other workers that their participation is valued in our new merged Local.

Oakland Housing Authority: I attended a meeting on January 24 of the Oakland Housing Authority CAT Team and discussed, among other things, developing a regional master contract and job opportunity through the building and trades.

January 31, 2008 we held a member-leader appreciation day and COPE drive.

CORUT INDUSTRY COUNCIL REPORT submitted by Chair Lacy Topolewski

Court Industry met at the Fairfield office to support our Solano court members preparing for their next contract fight. We have requested budget, revenue and audit reports from the AOC (Administration of Courts) for all 12 represented courts, in preparation of upcoming bargaining and possible training on deciphering court budgets.

We rolled out our COPE competition, going over rules, prizes and resources available. Discussion on "Why COPE" followed with a presentation by Michael Weinberg regarding the importance and upcoming election.

The topic of structure arose, whether or not we wanted to have bylaws and a rigid structure or if we wanted to continue to be flexible and fluid. We decided to contact other industry chairs to see what their draft bylaws entailed. We also added the election of officers to the next agenda.

Solano members requested additional support from other courts showing their members that they are not alone—which they have been feeling without steady worksite organizer involvement. Sonoma members volunteered to make it out for a "Purple Picnic" with Solano, dates to follow. The Marin County Courts contract campaign leaders have decided to launch a commute contest to mobilize around the recent loss of a transit incentive subsidy, sign up new members, and lay the groundwork for their contract campaign.

Round table discussion was held asking members what *they* want to get out of our industry council. The overwhelming response was courts have always been the black sheep of the union family and now with our industry council we have the opportunity to communicate, share information, and support each other in both our battles and victories.

We are working toward sending welcome packets to all represented courts asking for their participation in the council as well as inviting them to participate in the upcoming COPE competition.

Currently our next meeting is scheduled for March 8 in the Myrtle St office in Oakland.

SOCIAL AND ECONOMIC JUSTICE COMMITTEE REPORT submitted by Chair Derrick Boutte

The first meeting of the year was held at the Oak Street office in Oakland. Participants continue to be primarily from the Bay area, clearly recruitment needs to be increased and expanded. Staff will assist in recruitment materials and develop a plan with the committee.

A summation of the 2007 activities and accomplishments were provided by each of the Solidarity Committees. Clearly, the committees' activities vary from committee to committee.

We proposed a planning session with all the chairs of the Solidarity Committees, but some folks indicated that they had already submitted their program with their budgets.

Staff will follow up and create a chart with budgets/programs for the next meeting. The Solidarity Committees' program pieces will be reviewed and highlighted. The idea is that a proposal will be drafted from the SEJ program and presented

to the Executive Board for adoption and integration of the Local's plan. This should be prepared by the end of March.

Actions and activities:

- o SEJ voted to support the Transsexual Health Care Benefits resolution.
- o SEJ contributed \$500 to the African American Program for Black History Month, February 15, 2008.
- o November 17, 2007 a coalition of Oakland-based community, labor, environmental groups working to transform economic development policy put on a summit on Jobs, Housing and Justice. SEIU 1021 was a co-sponsor and over 400 people attended.
- o SEJ voted to support Resolution 76, The National Day of Service, Learning and Action for March 31, the Day of Cesar Chavez's birthday.
- o SEJ purchased a table for the CBTU dinner where Linda Joseph will be honored.
- o AFRAM and Latino Solidarity Committees are planning to do voter registration.

The next meeting for the SEJ Committee will be February 21, 2008.

FIELD TEAM REPORT submitted by Valerie McCann-Murrell, Field Director

Wins: Calaveras County ratified an agreement that includes increased employer contributions to health care costs. A one year agreement was ratified for the San Joaquin Mosquito and Vector District with COLA increases and no takeaways.

Campaigns: Worksite organizers and external organizers are working together on the **Justice Can't Be Temporary Campaign** identifying temp workers in San Joaquin County in an effort to move Senator Machado to vote in support of the temp worker legislation (AB 1492). Members at primarily the hospital and behavioral health are excited about the activity to assist them and their coworkers become permanent employees of San Joaquin County. All efforts are leading to a 300-member rally in front of Senator Machado's office on February 28. **Head Start Contract Campaign:** The San Joaquin County Chapter Board led with a vote of support to the Head Start contract campaign. They have been engaged in helping with the entrenched contract campaign against the employer. Collectively, everyone's efforts resulted in a successful campaign that recently concluded with the parties reaching a tentative agreement. **ARC of Butte County:** New members are working on a leafleting campaign targeting the director. Members are alerting the public to the director's treatment of staff and clients. This chapter has never previously engaged in work actions of any kind. **Solano County:** Bargaining continues. Hundreds of members participated in a countywide unity break at 10:21 am on January 29. Management actually moved on some proposals following our break. Executive Board Member Kathy O'Neil has agreed to come on board as a lost-timer.

Recognition: After we lobbied the city council, the city attorney and city manager agreed to work with us on an amendment of certification with Public Employee Relations Board. SEIU Local 1021 is now recognized as the bargaining unit representative at the City of Chico. We have also obtained recognition with the County of Marin.

Politics: We are working with the Sacramento Labor Council to put pressure on Supervisor Roberta MacGlashan, who voted with the majority to end retiree health benefits for Sacramento County employees. Additionally, working with other labor organizations and the labor council to identify a candidate to run against Mary Peters—architect of the plan to end retiree health—in June 2008. We are also working with school district members to identify candidates for open school board seats and build member involvement in the school board elections.

State Budget and Schools: Cuts this year total approximately \$4.8 billion. If classified service workers have to shoulder the bulk of these cuts, there will be a high percentage of layoffs statewide. The grim budget forecast has stalled movement at most of our open bargaining tables. In addition, many of the districts are recommending layoffs already.

FIELD TEAM REPORT submitted by Larry Hendel, Field Director

Private Sector/Non-Profit: Tentative agreement reached at San Joaquin Head Start. All takeaways gone. Some nice improvements too! Great work by our organizing and political departments softened up management. Three year contract. Tentative agreement reached too at Alameda Head Start. First contract. Struggles continue at North Coast Opportunities. The NLRB cited the company for regressive bargaining. We are turning up the heat on management for harassing workers, messing up paychecks, and refusing to grant binding arbitration and agency shop. The process of transferring SF State Head Start and University Enterprises at Sac State to SEIU Local 2579 is finally underway.

Special Districts/Cities: We are fighting a decert at Alameda County Water District. Operating Engineers Local 3 has filed with PERB. We are working overtime to win them back. Contract is up April 1. Tough bargaining continues at the Oakland Housing Authority. Many of the smaller contracts are up in July as well.

Cities: Bargaining continues in Fairfield and Emeryville. Starting negotiations in Berkeley and Oakland.

Staffing: Staffing problems have hit our division. Rosa Cabrera and Linda Joseph are both gone. Dale Butler has a few days left. We are interviewing now to replace Rosa and Linda. Gail Byrdson's lost time assignment ended in January. Fred Zimmer, Debbie Thomas, and Sequonite Buggs have been hired as temps. Kris Organ has transferred to the cities team as a worksite organizer in Berkeley.

FIELD TEAM REPORT submitted by Fran Jefferson, Field Director

Staffing: We're engaged in marathon interviews to fill the vacancies in Alameda County and San Francisco (two vacancies in each area). Our goal is to have staff hired as soon as possible. In Alameda County we're fortunate to have two experienced temps on board, Nick Jones and Mike Smith. Both Nick and Mike retired from UHW and were willing to help us out. Derrick Boutte continues to provide coverage for Wayne Templeton who is still out on medical leave. In San Francisco, Steve Pitocchi is out on medical leave for nine weeks. We are seeking a temporary replacement for his route if we can't identify a member lost-timer. We're fortunate that the SF health team is stable and healthy! Sincere thanks to all the staff who have willingly helped each other out and have been covering vacant routes for some time. It hasn't always been easy.

In addition to counties and health I will be assuming responsibility for cities and special districts beginning March 1. I look forward to working with the members and staff in those areas.

San Francisco: There's a lot going on in SF. We reached a tentative agreement with the city on a GASB/retirement enhancement proposal. The GASB/retirement team recommended taking the TA to the SF bargaining team and a recommendation was made to have the members vote on the proposal. The TA came about after months of bargaining in coalition with other impacted SF unions. Central Labor Council Secretary-Treasurer Tim Paulsen led the coalition team. The TA includes changes in retiree health for employees hired after 1/09. New employees will have access to health care after five years with no city contribution, 50% contribution after 10 years, 75% after 15 years and 100% at 20 years. In addition, new employees will pay 2% of base to fund retiree health with the city picking up 1%. The pre-funding will, over time, begin to reduce the GASB liability, currently estimated at \$4.2 billion over 30 years at the current rate of plan cost escalation.

In exchange for GASB changes, the city was willing to increase the current 2% @ 60 retirement formula to 2.1% @ 60, 2.2% @ 61 & 2.3% @ 63. In addition, the 2% COLA will go from simple interest to a compounded formula & the 1% compounded supplemental COLA will increase to 1.5%. Member education and voting meetings will be held over the next two weeks. Since the cost of the retirement enhancement is \$67 million, the city is asking that all unions with labor contracts expiring in 2009 agree to a one-year extension and an additional six-month wage freeze to help offset the cost which is 3.55% of payroll. If the proposal is approved by all the unions the changes will be on the June ballot.

SF budget deficit: The projected moving target deficit is \$229 million. The city is attempting to close the Worker's Comp clinic and is proposing to eliminate 300 positions at Laguna Honda Hospital. Cuts are proposed in social services and parks & rec. with other proposed cuts to follow. We have tough fights ahead of us. Next year will be worse.

Contra Costa County: We're gearing up for contract negotiations. The MOU expires in June. We will also be grappling with GASB in Contra Costa. We have coalition bargaining with AFSCME & Local 1 in the county.

Alameda County: At least there is no GASB problem. Retiree medical is fully funded thanks to a supplemental retiree benefits reserve fund administered by the retirement system. A portion of excess fund earnings is earmarked for retiree benefits and can't be used for anything else. This system has been in place for over 20 years. Good planning Alameda County! The deficit appears to be manageable and we don't anticipate layoffs or program cuts. There may be a short term furling freeze.

Alameda County Medical Center: Life goes on and the labor strife continues. The board of supervisors committed \$900 million for the Highland Hospital rebuild. Brad Cleveland has been doing a terrific job on research. Our goal is to have a bigger vision for the medical center that includes rebuilding Fairmont Hospital (long term care & rehab facility) and expanding John George Psychiatric Pavilion. We're lucky, we won't have to go to the voters.

POLITICAL DEPARTMENT REPORT submitted by Political Director Bill Steck**2008 Presidential Primary**

- With John Edwards withdrawal from the race, State Council voted to endorse Barack Obama on Friday, February 1. We've been working to get that message out, via our website, worksite contact, and phone banking.
- We are testing a new online voter contact system, the Voter Activation Network (VAN) with staff for GOTV calls. In four calling shifts prior to Election Day we were able to make 8,173 calls, reaching 2,305 members and getting 2,237 pledges to vote. Staff reaction to the system has been positive & we will be expanding it to member volunteers for the June primary.

COPE Fundraising

- As of 12/31 SEIU reports that we contributed \$145,153 in "hard" dollars and \$111,625 in "soft" dollars, for a total of 2/3 of our 2007 obligation.
- Projections for 2008, based on our Fall COPE drive, are that we will exceed our obligation in 2008. Our 2008 COPE fundraising plan sets team goals for total money raised and percent of members on COPE checkoff, with incentives for early COPE work.

Federal Issue Campaigns

- Top priority federal legislative campaigns for 2008 will include the Employee Free Choice Act, SCHIP funding, Head Start funding, child care funding, stopping Food Stamp and other human services program privatization, immigration, the war in Iraq. Whether or not any of these actually get addressed in an election year is another question.

State Issue Campaigns

- As you probably know the Health Care Reform bill, ABx1 1, was defeated in the Senate Health Committee. I anticipate there will be a debrief of the campaign and discussion of where to go from here at the February State Council meeting.
- We are planning for a major field campaign on the state budget, beginning in March when hearings begin in the capitol. We will be asking each Industry and the SEJ Solidarity Committees to commit to 2–4 days of lobbying in addition to district-based work with our allies. As always, the 2/3 vote requirement subjects us to the tyranny of the minority..... expect a long, hard, hot summer.
- State Council will set final division legislative priorities at its February meeting, but budget will be overwhelming.
- Organizing department continues to work on a field campaign to secure Senator Machado's commitment on AB 1496, our bill to end the abuse and exploitation of temporary workers in cities and counties.

June 2008 Primaries

- We are deep into the candidate endorsement process for Congressional, state legislative, and local races. SEIU "one voice" town hall meetings are being held throughout our jurisdiction in February and March to evaluate and interview candidates and make recommendations for SEIU endorsements.

2008 Political Program Budget

- The COPE Committee approved a "working" budget for the 2008 political program based on funds allocated by the Executive Board.

SEIU 1021 2008 COPE GOALS

PRINCIPLES: Goals apply to each supervisor's team. Overall goal based on 5 cards/mo x \$6.00/mo/card/WO. Incentivize early collection. Look long-term (we are a minimum of 3 years away from reaching our overall COPE participation goal).

GOALS:

1. \$2,340 credited COPE contributions for the year per Team Worksite Organizer.
 - a. Credit is calculated based on the number of months 1021 will receive COPE contributions, assuming that contributions begin in the month the card was signed.
 - b. One-time contributions will be credited at actual cash amount.
 - c. Ongoing contributions over the annual goal will be credited to the next year.
2. Minimum of the equivalent of 10% of each team's represented workers on check-off at an average of \$6.00/month by end of 2008.
 - a. Percentage will take into account separations, drops, and new sign-ups.
 - b. One-time contributions do not count toward this goal.
3. COPE check-off language in every contract ratified in 2008.

2008 Political Staff Assignments – as of January

Berry Bingham: state budget, SEJ, voter registration, DNC delegate process, community strength, ALIVE

Andrea Colativa Pinkham: Central Valley region, schools, Rep/DTS

Jerry Fillingim: Alameda, Contra Costa, cities, special districts, retirees, capital stewardship

Robert Haaland: San Francisco, health care, RNs, PNP

Michael Weinberg: North Bay, North Coast, counties, relationship building

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, March 10, 2008

10:00 a.m. to 5:00 p.m.

Santa Rosa

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Larry Bevan, Karen Bishop, Derrick Boutte (phone), James Bryant, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Mary Sanders, Norm Ten, Lacy Topolewski.

Executive Board members excused: Cindy Bannister, Amanda Booker, Jim Ellett, Becky Kraft, Kim Burke, Vicki Reed, Leea Rodriquez, Marcus Williams.

Staff present: Kerry Newkirk, Valerie McCan-Murrell, Katy Nunez-Adler, Pattie Tamura.

President Damita Davis-Howard called the meeting to order at 10:38 a.m.

Announcements: Kerry Newkirk passed out a calendar of events and asked for updates and corrections. President Davis Howard proposed executive board meeting locations: April 14 in Oakland, May 12 in Sacramento; June 12 in Oakland, July 14 in Crescent City, August 11 in Ukiah, September 8 in San Francisco, October 16 in Fairfield; November 10 in San Francisco, December 8 in Oakland. Officers can talk about area, logistics, and substitutions later in year.

February 11, 2008 minutes: It was M/S/C to approve the minutes as corrected.

NEW BUSINESS:

Local 1021 retired members in Arizona: The SEIU Retiree Advisory Council has requested SEIU 1021 provide addresses of retiree members who live in Arizona to SEIU Local 5 and, if possible, reallocate dues. There are 14 members. Dues average \$2.50/month. It was M/S/C to provide names to Local 5 and poll members on transferring their membership to Local 5.

OLD BUSINESS:

Vision: Strategic Campaigns Director Pattie Tamura presented the schedule and agenda for the Vision Town Hall meetings which will include discussion of the future of unions and a vision exercise. We need to hear members' vision and ideas. Dates and locations are March 12 in Sacramento, March 17 at Myrtle St. Oakland, March 20 in San Rafael.

Outreach Subcommittee report: Marcus Williams, Larry Bevan, and Pattie Tamura sent emails about the recommendation to schedule a mid-May meeting with members from Laguna Honda facility and county members. Committee will schedule another conference call.

MAC/VBC Vacancies/Alternates Subcommittee report: Sandra Lewis reported that the committee hasn't had a chance to meet and will schedule a meeting.

NEW BUSINESS:

Convention resolutions: Four resolutions were submitted to the board by Ed Kinchley:

- Resolution for Public Health Care Organizing—Internal and External—in SEIU Public Sector Division:
It was M/S/C to accept the resolution as read (attached).
- Resolution in Support of the United States National Health Insurance Act, H.R. 676 (Expanded &

Improved Medicare For All Bill) and SB 840 in California: It was M/S/C to accept the resolution (attached) without objection.

- Resolution regarding SEIU Authority to Merge Local Unions: Board discussed the proposed language; a modified resolution will be brought to the April meeting.
- Resolution for Concrete/Material Support from the International Union SEIU for Newly Merged or Reorganized Locals: Board considered the draft a work in progress; a version will be brought back for a second reading at the April meeting.

OLD BUSINESS:

Retiree convention delegate: The leaders of the three retiree chapters will meet with President Davis Howard regarding appointment of the SEIU 1021 retiree delegate to the convention.

Legacy local trusteeship: The board went into executive session at 12:31 p.m. and reconvened at 12:41 p.m. President Davis Howard reported a trustee has been named for Locals 535, 616, 707, 949, 1280, and 1292. Local 614's charter has been withdrawn by SEIU.

COPE expenditures policy: It was M/S/C to accept the Political Action Committee Expenditures Policy and Procedure as amended (attached).

Local 1021 contracts on line: Pattie Tamura reported all contracts are on line except for private sector/non-profit contracts. Members can click on "chapters/contracts on line" for easy access.

REPORTS:

COPE Committee: In response to a question regarding labor council delegate vacancies, President Davis Howard explained that delegates from past legacy locals retain their labor council seats. There is a concern that there are mayoral and city council races where we have no active representation. Senior staff are delegates and executive committee members on some councils. CWA members cannot represent Local 1021 on labor councils. President Davis Howard may attend an upcoming Alameda CLC meeting because of pending endorsements. Kerry Newkirk maintains the list of delegates and Political Director Bill Steck has information about delegates. James Bryant suggested there be one process for determining delegates. The COPE Committee will be asked to recommend an interim process for filling vacancies. President Davis Howard suggested the following: (1) verify which delegates are currently attending CLC meetings, (2) confirm those members who can and will continue to serve until a new procedure is in place, and (3) the COPE Committee draft a recommendation for the appointment/election of labor council delegates. Larry Bevan is still listed as a UHW delegate at the San Francisco Labor Council. Kerry Newkirk will update lists for San Francisco and Alameda councils. The SEIU State Council is coordinating "speaking with one voice" SEIU caucus/endorsement meetings. Members throughout the local should be notified of these meetings. We need to accommodate members who work in one labor council or political district and live in another.

SEIU Convention Delegate Election Committee report: Kerry Newkirk reported 94 candidates petitioned to be delegates for the SEIU1021 convention and 80 were verified as members in good standing according to the established election rules. The Election committee is autonomous and dealing with issues raised by members. There were questions about the City of Oakland not recognizing Local 1021 in time and therefore members were not eligible to be candidates, but there are Department of Labor regulations and a definition of "member in good standing" in the SEIU constitution. Under service agreements where there is no recognition, the dues money is forwarded from legacy locals to 1021. Questions are being referred to the Elections Committee. Staff have been advised to remain neutral in the election of convention delegates.

The board went into executive session at 1:37 p.m. and reconvened at 2:06 p.m. It was M/S/C that union dues will automatically be deducted for members on temporary hire status on the SEIU 1021 payroll in order to maintain their continuous membership status.

SMART campaign: SMART is an acronym for SEIU Member Activists for Reform Today, a national campaign with members in Chicago, Florida, and California. It seems there is some UHW influence within their membership.

Ken Tam, Sonoma County Parks member, spoke before the Executive Board in support of a fair OPEIU/SEIU1021 contract settlement. President Davis Howard updated Ken Tam on the history and status of bargaining to date. Larry Bevan, SEIU 1021 negotiating team, summarized the difficulty of negotiations. President Davis Howard suggested Ken ask a Member Advisory Committee member for an updated report.

Training session: Training Coordinator Katy Nunez-Adler presented a training session to prepare board members for the upcoming Vision/Bylaws town hall meetings. The agenda, power points, working definitions for developing vision/mission statements, and other materials were passed out. The board then broke into three groups where visual images were created to match vision statements.

REPORTS:

President's report: President Davis Howard reported on the dues cap increase (\$3/month) that went into effect for legacy Local 616 nurses. By past board action, legacy local dues rates—and scheduled dues cap increases—have not changed and will change only when SEIU 1021 bylaws provide for a change.

Member Resource Center report: Sandra Lewis reported on the recent visit to Pasadena to study the MRC. Head Start and school members participated. The visit was very successful—there were many questions and members got excited. There will be a follow up on March 31. The director of the MRC answered questions. Schools will be the first up on the pilot project; Head Start will follow. SharePoint provides access to all contracts. Leaders were able to see how the process works. There is some fine tuning to be done and the on-site camera is an issue. Leaders will have in-service training in Sacramento on March 18. Ed Kinchley asked that the pilot project be expanded to include health care. Solano County is also interested. The pilot may be extended by two months; interested industries should contact Chief of Staff Marion Steeg.

Building Committee: Larry Bevan reported that the committee met and continues to tour potential properties. A decision about Fairfield needs to be made by the end of April. Napa members need an update on the status of their building.

Organizing: Member Organizer Committee Chair Mary Sanders reported on the many members who have been recruited to organize in Colorado and Pennsylvania. Colorado has been very rewarding and SEIU 1021 has sent more organizers than any other local. Recruitment of members has been incredible and imaginative. Anniversary celebrations provide an opportunity for recruitment. The gift of giving in organizing and making the lives of members better also energizes the organizers.

Budget and Finance Committee: Treasurer Sandra Lewis reported the first quarterly budget review meeting will be April 5. The organizing budget should be available in advance. Suggestions for revising the budget should be submitted two weeks in advance. Quarterly meeting will review budget versus actual spending. The Budget and Finance Committee will meet with investment advisors on April 14. The cost of a Treo is \$199 per phone plus monthly charges and alpha pagers (with email) are available at \$15/month.

Sandra passed a sign-up sheet for board members who desire a Treo for union business. Treos are for work-related communication. All calls become union property.

Private Sector/Non-Profit Industry report: Chair Norm Ten reported SEIU is sponsoring a Vietnamese union delegation visit to San Francisco and Washington, D.C. 40 members showed up for the February 23 PNP meeting.

At 5:13 p.m., it was M/S/C to extend the meeting by 15 minutes.

OPEIU bargaining: Larry Bevan reported on negotiations with OPEIU. A comprehensive package will be presented April 13 with the understanding that if OPEIU is not motivated to move, a last, best, and final offer will be presented.

SEIU Pre-Convention Town Hall meeting: Board members who participated thought it was a scripted conference. The new formula to jointly support organizing where there are no unions is ambitious. RNs didn't get support at the meeting. Discussion focused on organizing plans, authorization, and funding. SEIU 1021 has a budget and targets for 1021; organizing plans are approved by division. There is concern about spending on certain line items, staying on budget, and authorization for organizing plan.

Staffing: Eric Lerner is now on staff working with Marion Steeg and will be an assistant to the president for six months. Stephanie Batey has been appointed as Special Districts staff supervisor

Courts Industry: Chair Lacy Topolewski reported on a March 12 rally for court workers, a candlelight vigil on March 21 for the Orenda Center, a Sonoma County Board of Supervisors candidate event on March 25, a brown bag GASB lunch on April 1, and Sonoma County unfair labor practice charges PERB hearing May 4-6.

City Workers Industry: John Morrison reported on SEIU 1021 support at the Santa Rosa Rose Parade with other labor groups.

Moved to adjourn at 6:13 p.m. in memory of Maria Martinez, member, activist, and poet.

Respectfully submitted,
John Morrison, SEIU 1021 Secretary

**Resolution in Support of Internal and External Public Health Care Organizing
in the SEIU Public Sector Division**

Whereas public health institutions and public health departments and systems are part of the Public Sector Division of SEIU because they share the same employers and funding sources and often collective bargaining agreements as other public sector workers; and

Whereas public health institutions and public health departments and systems continually face budget cuts and threats of contracting out; and

Whereas there are many public and publicly-funded health care institutions that are still unorganized; therefore be it

Resolved that SEIU will develop a subdivision with the Public Sector Division to bring together leaders from within the public health care sector on a regular basis to work with others in the public sector to improve funding and public support for public services, develop legislative strategies for improving working conditions in this sector, and organize the unorganized.

**Resolution in Support of the "United States National Health Insurance Act"
(H.R. 676 and S.B. 840 in California)**

Whereas lack of access to health care is a national disgrace, causing undue hardship and suffering, particularly to working

families of color; and

Whereas 48 million people in the United States have no health insurance and hundreds of millions more are under-insured, making it difficult or impossible for them to access quality health care; and

Whereas the United States is the only industrialized country that does not provide some form of national health care for its residents, and even many Third World countries provide this basic need to their residents; and

Whereas the United States has available to the wealthy and to members of Congress and the Senate the best quality health care available anywhere in the world; and

Whereas health care costs are the number one reason for individual bankruptcy in the United States (in 2006, two million Americans—74% of whom *had* health insurance—were forced to declare personal bankruptcy because of their medical bills); and

Whereas 20-30% of every dollar spent on health care in the U.S. goes to insurance companies for profits and administrative fees rather than to health care providers and institutions that provide health care; therefore be it

Resolved that SEIU endorses and will actively support the passage of the United States National Health Insurance Act, H.R. 676, and similar legislation in the states, such as S.B. 840 in California, that provides universal access to quality health care for everyone in the United States.

POLITICAL ACTION COMMITTEE (PAC) EXPENDITURES POLICY and PROCEDURE

SEIU Local 1021 maintains Candidate, Issue, and Independent Expenditure PAC funds. The purpose of these funds is to support candidates for elected office who share our values and commitment to organizing, to support ballot measures that improve the lives of our members and working families, and to oppose anti-worker candidates or ballot measures.

The SEIU 1021 COPE Committee has the authority to approve PAC expenditures, subject to verification that adequate funds are available.

Requests for contributions: Chapters and/or bargaining units, industries, Solidarity Committees, and other recognized bodies may request contributions to endorsed candidates and contributions to support or oppose ballot measures that Local 1021 has taken a position to support or oppose through their County COPE Committee. In the absence of a County COPE Committee or in the case of extreme emergency, requests may be made directly to the 1021 COPE Committee.

County COPE Committees may meet via conference call or electronic poll upon the call of the chair as necessary to act upon requests that require attention prior to the next regularly scheduled meeting.

Requests must include the minutes of the meeting or meetings where the vote to recommend was made, along with the names of those members in attendance at the meeting.

Processing of requests: The 1021 COPE Committee meets on the second Tuesday of each month and will approve, modify, or deny pending requests at that time. The President, Treasurer and COPE Chair shall be available to meet as necessary to act on requests that require attention prior to the next regularly scheduled meeting.

Upon approval of the 1021 COPE Committee, the original documentation, the COPE Disbursement Request Form and a copy of the 1021 COPE Committee meeting minutes showing approval of the request shall be forwarded to the administrative staff person responsible for verifying all the required information and documentation have been provided.

The administrative staff person will submit a Disbursement Request Form to the Law Offices of Olson, Hagel, Waters & Fishburn. In the absence of the administrative staff person, the Budget Director, President, Treasurer or Political Director are authorized to submit Disbursement requests.

The COPE Chair shall provide the Executive Board with a written monthly summary of all PAC disbursements.

RN DIVISION REPORT by Chair Christal Cox

The RN Industry had the first SEIU 1021 meeting on March 1 at the San Francisco Rhode Island office. There was a presentation by Member Organizing Committee Chair Mary Sanders. The plan is to develop a member rapid response team of nurses to help organize throughout the nation. There used to be a nursing response team in the legacy locals, including nurses at Laguna Honda Hospital and Alameda County Medical Center. Sharlyn Hansen, Director of the California Nurse Alliance, was present to give important dates of interest to the RN Division.

- SEIU National Nurse Alliance, April 10-11 in Chicago. The subcommittee members have not been chosen yet. There has been interest from SEIU 1021 members.
- SEIU California Nurse Alliance Conference, May 6-7 in Sacramento. The Steering Committee will meet on May 5 prior to the conference. Members will get 15 CEUs.
- The California Nurse Alliance is, with Kuwaza Imara, developing an educational module for CEU credits. He and Chair

- Christal Cox will travel to learn the educational tools to present to members at various locations. We will go to the nurses.
- Grace Corse, RN, member of Board of Registered Nurses (BRN) from SEIU 721, has been selected for the SEIU National Nurse Alliance to represent the public sector nurses. This is historical, the first time recognizing the public sector RNs. This took years to get recognition.
 - The California Nurse Alliance meets every other month, alternating between the north and south.
 - The public health nurses are having a Public Health Week with a press event and lobby day on April. There will be a seminar on public health funding and advocacy in the Capitol to address the human cost of the governor's proposed budget cuts.
 - During the February meeting in Bakersfield a letter was drafted to Jamie Cohen and Mary Kay Henry regarding changing the dates of meetings and representation at different events. If the Health Care Division wants nurses, they should be given designated slots at the International Convention. As a result, not one SEIU Local 1000 RN (which represents state nurses), was voted to go and represent.

Alfredo Mireles Jr., RN, a San Francisco nurse in mental health services, served an internship in Washington State with a member of Congress who is an RN and a member of the National Nurse Alliance. We got a report of his visit and behind the scene look at Congress, what the public does not see—especially the major debates and negotiations to get a deal.

At the meeting there was discussion regarding the current issues and updates on MAC, VBC, and MRC. There were positive responses to all three committee reports.

Discussion of the time line for the International Convention: Nurses were extremely upset that they were promised a whole day at the International Convention since they did not have a National Nurses Alliance Conference last year in Washington, D.C. Nurses are upset that they are used to help organize and once again put on a back burner with their meetings and ability to be heard. This is especially true with the public sector nurses. It appears the main emphasis is only on private sector nurses and they feel that eventually they will lose in the future. Discussion will be ongoing on this topic.

CITY WORKER INDUSTRY REPORT submitted by Chair Cindy Bannister

The City Workers did not meet in January of 2008. The first meeting of the year was held February 16 in Napa. We were successful in getting a couple new members to our meeting as a result of a membership mailing. A second mailing was done for the upcoming March 15 meeting. These mailings are hopefully reaching some of those 90% of our members that have never participated in organized activities or maybe will draw in those that have not participated since we became Local 1021. Member participation continues to be our biggest challenge.

At the December 8 City Worker meeting, the members decided to set all meeting dates for 2008 and alternate meeting locations between the El Cerrito Area and Napa. Meeting dates, locations, and times have been set for 2008. We will be using a room at one of the El Cerrito Community Centers and the Napa Office for meeting locations.

We have not met our goal of securing guest speakers for each meeting in 2008. This is a challenge that we need to overcome. For April, we will attempt to contact CLC presidents or board members to give us an overview of each CLC. Sandra and I need some direction from the E-Board on the policy of electing/assigning 1021 delegates to each CLC.

In July, we are planning a "City Worker Education Forum" which will be an all day event in El Cerrito offering a variety of workshops, speakers, and trainings. Our goal is to attract 75 City Workers. Depending on the cost of industry wide mailers, we will continue to use this method to reach more workers to get the word out about our meetings, including the Education Forum.

Katy Nunez-Adler is working on developing monthly mini-trainings and topics for our July forum. Throughout 2007, we collected ideas from City Workers on their training needs and will incorporate those suggestions into our plan.

A number of our City Workers are in the middle of contract negotiations. The City of Emeryville will be reporting at our March 15 meeting on their status. We are anticipating a report of upcoming actions and will include the Industry in their plans to provide support and resources.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Staffing: Janine Grantham has been hired to fill the vacant City of Oakland position. Janine will be starting on March 17. Keith Snodgrass will transfer from organizing to fill one of the vacant SF positions. We hope to have some lost timers on board soon. We still have two vacancies in SF and two in Alameda County. Temps Nick Jones and Mike Smith are covering the Alameda County positions. Nick is also negotiating the City of Oakland contract. Greg Carter is on loan to assist Nick at the table. Stephanie Batey is supervising the Special District and Cities team on a temporary basis until we can fill the supervisory position vacated by Linda Joseph. I will directly supervise the City of Oakland team. There is another worksite organizer posting and we hope to interview as soon as possible. I have been assigned the two Cities and Special District teams.

Cities/Special Districts: I will submit a more detailed report next month. I've officially taken over these areas on March 5 and am getting acquainted with the members and staff. Our first priority is the City of Oakland contract which expires

June 30. Nick Jones is an experienced negotiator and I will be working with Nick and Greg Carter. Our goal is to assist these folks in getting the best contract possible. Liz Perlman has been working on the Alameda County Water District decert campaign. Liz is doing a terrific job. The campaign should be successfully concluded by the end of March. This will be a busy year for water districts, several contracts are up.

Alameda County Medical Center: The RN contract expires at the end of the year. Ed Warshauer will be working with Brook Demmerle and the RN bargaining team to ensure a successful outcome. We're continuing to work with both APMC administration and the county board of supervisors in developing a rebuild plan for the medical center. While there has been a commitment to rebuilding Highland, we believe that the rebuild should include Fairmont and an expansion of in-patient psych services at John George. As usual, money is the key component.

Alameda County: The Superior Court and court reporter contracts are up at the end of this year so it's time to start planning. Mike Smith is providing temporary coverage for the courts so it's critical to find a permanent workplace organizer quickly. We haven't felt the budget crunch yet but its coming. We're involved in a series of budget workgroups with agency and department heads, representatives from county administration, and the board of supervisors. We've used this process successfully in the past to avoid layoffs and program/service cuts.

San Francisco: We have busy time ahead of us. In SF we're faced with mid-year cuts. Public health nurses, oral, and elective surgery are all on the chopping block. We're still battling the closure of the Worker's Comp Clinic. The board of supervisors budget committee voted to restore funding for the rest of this fiscal year but the battle isn't over. There are also anticipated layoffs at Laguna Honda due to "fast tracking" the downsized rebuild. There are also cuts in mental health and human services. On the political front, there are several key board of supervisor races in November along with the SFGH rebuild bond. In June we'll be working hard to pass the enhanced retirement measure which includes changes in retiree medical for future hires.

Contra Costa County: We're preparing for contract negotiations. There is a huge GASB problem in Contra Costa that we have to deal with. A major issue at the table will be the cost of the health plans. We know the employer wants employees to pick up 20% of the health plan premium (that's their answer to the GASB problem). Lois McKinney will be leading the 1021 negotiating team. In Contra Costa there is coalition bargaining. We don't anticipate an easy time.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Tony Colley-Perry has been hired as a full-time permanent worksite organizer for the San Joaquin team. Toni was a long time leader in the Sacramento City Unified School District. Temporary staff Frank Parish has been hired to cover for Monica Oqvist thru the second week in April. Monica is currently on leave. Tim Gonzales' transfer request was granted and he is now covering the previously vacant position in Solano. We will be interviewing for the now vacant Chico/Redding route. Kathy O'Neil has been a tremendous help to the Solano team filling in as a lost timer to assist in their contract fight. Until we find a replacement for Tim, we have hired Jessie Smyth as temporary staff to cover the vacancy. Jessie is a previous rank and file and recently retired leader out of the City of Chico. Interviews for the vacant North Bay supervisor position will take place this month.

Politics: We are expecting turnout of over 120 of our schools members for the schools budget workshop and lobby day on March 11. Many of the school districts have realized the need to partner with SEIU on this fight and have released members on district time to attend. Buses will be leaving from San Francisco and Oakland. Members from the North Bay schools and Sacramento areas will be driving. Local 1021 is turning out so many members for this event; a larger venue was secured to hold everyone. Staff will also be attending to discuss the local campaign for schools to fight the budget. In addition, we will be collecting pledge cards and member commitments to talk to others to join the fight. Staff in other areas has been attending board meetings to keep an active watch on the state budget deficit and its impact on local budgets.

In **Sacramento**, we anticipate a good turnout for our SEIU "One Voice" meeting scheduled for March 17. Our members will be interviewing candidates for board of supervisors and mayor. Kevin Johnson, the former basketball player who supports charter schools and the privatizing of our classified employees, is a mayoral candidate.

Solano County members are expected to turn out in force for a candidate's night for board of supervisors. Our members are in a major contract fight in Solano and currently have only one vote on the board. Longtime labor supporter Skip Thomson has agreed to run for one of the seats and Local 1021 member Benjamin Lewis is considering filing for a seat also. Recruitment is heavy for candidate's night in **Sonoma**, where 3 of the 5 seats are up this year.

Justice Can't Be Temporary Campaign: Worksite organizers and organizers in **San Joaquin** have increased campaign activity on the Justice Can't Be Temporary Campaign. Worksites with large numbers of temporary employees were initially targeted. Now, staff has expanded the campaign to all departments. A rally has been scheduled outside of Senator Machado's Office on March 11. A good number of temporary and full time county employees have been signed up to attend this rally.

Victories: Despite the grim budget projection, successful contracts have been settled in **Albany** and **Acalanes Unified School Districts** that include pay raises, additional steps, and fully paid health insurance for our members. Other

contract settlements are **Freeman Dental, Asian Art, and Huckleberry**. Various grievance and wrongful termination settlements have been won for our members at **Mission Housing, Catholic Charities, and Napa Office of Education**. The combined total these employers will have to pay is approximately \$50,000.

Campaigns and Fights: In **Solano County**, believing we were at impasse in this tough contract fight, we requested and were granted strike sanction from the Napa-Solano Central Labor Council. At the same time, we began moving forward with a more aggressive field campaign. The higher visibility and “buzz” created movement at the table and management is at least moving on some issues. Over 500 members met at a special membership meeting on March 4 (as reported in the *Fairfield Daily Republic*) to support their bargaining team and send a strong message to the county...It’s Time...Members will be at the board of supervisors meeting on March 11 to have their voices heard and deliver petitions and letters to the board demanding they settle a fair contract now.

In **Sonoma County** the contract campaign has kicked off to a great start. Members are engaged and excited to bargain after coming off of a six-year contract. There is no doubt that this will be a fight; however members are purpled up, actions are planned, and they are preparing. There will be a contract kick-off and rally on March 12. SEIU 1021 members working at the health department's alcohol & drug services division were told that they would lose their jobs and have their work contracted out. Their boss, claiming our members' salaries and benefits are "too high," indicated the Department of Health Services will go to the board of supervisors to propose closing treatment and prevention programs at the **Orenda Center**, currently staffed by our members. A team of members and staff has been working together with faith-based and other community partners to mount a campaign with real pressure to save members' jobs.

City of Redding: Following the reassignment of Worksite Organizer Tim Gonzales to Solano County, the team supervisor is working with the bargaining team in Redding to win a contract. The overall economic package is looking more promising, with additional medical costs being offset by “hidden” COLAs, but outstanding issues are enhancements in the retirement plan and the city’s demand that the Union give up retiree health for all future hires. Almost 100 members attended a special meeting in Redding to hear from the bargaining team and provide both support and guidance. A city council action is planned for March 18. As in Solano County, immediately following the membership meeting, the employer began bargaining more earnestly.

Conard, Baker, Progress Foundation, and Catholic Charities face a 15% budget cut and bed reduction. **Catholic Charities’** removal of medical components could result in layoffs of 15-20 members.

Agency fee conversion campaign: Worksite organizers and organizers are engaged in a targeted agency fee conversion campaign at behavioral health, public health, and San Joaquin General Hospital in Stockton. The goal is for staff to contact all agency fee payers in these areas to sign them up for the Union. We are gearing up for a similar campaign in **Marin County**.

STRATEGIC CAMPAIGN TEAM REPORT submitted by **Pattie Tamura**

- Del Norte County continues contract campaign preparation with bargaining team training, communications messaging training, contract campaign blog, and webpage.
- NCO Head Start completes contract campaign with campaign newsletter in English and Spanish; begins ratification and agency shop campaign.
- Data collection continues for posting all schools contracts, websites, policies and forms on website and Member Resource Center pilot preparation.
- Training and education prepare for leader, member, and staff training for pilot Member Resource Center.
- Research and communications supporting the Alameda County Water District contract campaign.
- Solano County contract action team hold 500-member emergency meeting gearing up for last phase of bargaining and actions.
- Basic stewards training continues in Red Bluff, San Francisco, and San Ramon.
- New leadership training in development for late spring rollout.
- Sonoma County prepared for negotiations following bargaining team and CAT training and campaign blog, webpage and button.
- Anniversary materials highlighting our first year of victories.
- San Francisco fights announced budget deficit and mid-year cuts with protests, press conferences, and radio interviews on channels 2, 4, KPFA, and KCBS.
- Preparation for county two-year budget analysis training for successful number crunching.
- Oakland schools begins pilot campaign utilizing popular education techniques for getting members engaged.
- City of Oakland begins CAT and community campaign planning/action for contract campaign.
- Available training programs catalog in development with a course description and how to sign up for classes in each office/area.

- No current changes in staffing in strategic campaign team. In preparation for a vacation and leave of absence for Brad Cleveland; will review options to continue research.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, April 14, 2008

10:00 a.m. to 5:00 p.m.

San Francisco

Executive Board members present: Damita Davis-Howard (president) Sandra Lewis (treasurer), John Morrison (secretary), Cindy Bannister (phone), Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Norm Ten, Lacy Topolewski, Marcus Williams.

Executive Board members excused: Bob Adamson, Amanda Booker, Kim Burke, Christal Cox (vice president), Becky Kraft.

Staff present: Kathryn Ballard, Kerry Newkirk, Marion Steeg, Pattie Tamura.

Guests: Pete Albert, Dolores Gholar

President Damita Davis-Howard called the meeting to order at 10:24 a.m.

SEIU President Andy Stern acknowledged the local's one year anniversary and achievements. President Stern gave an overview of where labor has come from and where labor must go to gain political force for a better future for our children and all working families. He reported that when workers in similar industries or same employers come together across regions, workers have won better contracts and gained a stronger political voice. President Stern described the main theme of the upcoming 2008 SEIU convention in Puerto Rico by building on the phrase "change is inevitable...progress is optional." 80% of working families say America is headed in the wrong direction. We have a chance of a lifetime and choices of a lifetime. SEIU has had the largest union growth—1,000,000 members in 12 years. SEIU is the number one advocacy union in America, most effective in political organizing, has the largest PAC, and is a leader for health care reform. 2008 is important for SEIU to move on health care for all, paths to citizenship, the Employee Free Choice Act, and quality work for everyone. We need 10% of our membership to be leaders. The Board viewed a video and PowerPoint. President Stern distributed platform papers and recommendations to the SEIU 2008 Convention.

President Stern then opened the meeting for discussion and questions. Regarding SEIU support for constituency groups like APRI and community groups like ACORN, President Stern responded community and political work is funded locally and where needed. In response to a question regarding SEIU industry divisions, President Stern replied members are elected and each member has one vote on the division leadership board. Regarding support for single payer health care and SEIU's position, President Stern responded that SEIU was the first union to endorse John Conyer's single payer legislation (the SEIU website has details on SEIU's position). SEIU supports single payer but realizes incremental steps will have to be taken toward the goal. In response to a question regarding the California Nurses Association's efforts to decertify Local 1021 jurisdictions, President Stern stated there are 100,000 unorganized RNs in California and we "don't need to fight each other." In response to a question about dues, President Stern replied SEIU doesn't want to raise dues. Dues are about program and program is dependent upon the convention and bylaws recommendations.

SEIU Public Services Division Director Eileen Kirlin reported on the division's "A Bold Vision Plan for Quality Services and Strong Communities" and the Denver Public Division vision where SEIU is the leader for quality public services and the catalyst in building strong communities, uniting all public

service workers, and strengthening workers' political voice. "We have a responsibility to be in the fight for all workers, also private sector workers, to lead and grow in our communities. We need to be the model for public sector workers, publicly funded temp workers, and help workers in other states win collective bargaining to improve their lives and raise COPE funding. When we pool our resources to make the best national plan, we get results." There was a question regarding the intent of freeing "individual local unions from administrative tasks by pooling administrative functions" in the "Justice for All: Pass It On" document. In response, President Stern said there have been many challenges, we are not there yet and have more than we can handle. Some locals want the service, others feel like they are mandated. We are getting more members involved in IT administration work, trying out member resource centers, and sharing services.

The Campaign for Quality Services needs a place in the Health Care Division for public sector health care workers. Eileen Kirlin responded that all public health workers will meet together on division day during the convention to figure out how to communicate, work together, and coordinate priorities. President Stern added 80% of our health care members in California are public sector. In response to a question regarding how to deal with the public and controversial disagreements between SEIU and UHW West, President Stern stated SEIU is like any family and family discussions are best not conducted in public. Union democracy is about protecting the rights of the minority and respecting the majority rule.

President Stern expressed his appreciation for what 1021 has won for its workers, for organizing and mobilizing members, for solidarity in Solano County, and winning agency shop elections. "It does work, doing what's right. We're gonna win justice for all."

March 10, 2008 minutes: It was M/S/C to approve the minutes as presented.

NEW BUSINESS:

Convention resolutions:

- **SEIU Supports Good Union Jobs for Persons with Disabilities:** It was M/S/C to adopt the resolution (attached).
- **Resolution to Condemn the Attacks on Immigrant Workers and to Oppose Guest Worker Programs:** It was M/S/C to accept the resolution as amended (attached).
- **Resolution Regarding the Reorganization and Merger of Local Unions:** It was M/S/C to accept the resolution (attached).
- **Resolution on SEIU Support for Newly Merged or Reorganized Local Unions:** It was M/S/C to accept the resolution (attached).

Resolution:

- **Resolution to Support Local May Day Marches:** It was M/S/C to adopt the resolution (attached) with a donation of \$300.

A resolution regarding voting rights was submitted by the Local 1021 Retirees Committee. The Board went into executive session at 1:31 p.m. The Board reconvened at 1:47 p.m. It was reported the retirees' resolution was referred to the Vision/Bylaws Committee.

Local 1021 Executive Board stipend policy: The board reviewed an amendment to the policy adopted by the Budget and Finance Committee. The change raises the minimum number of hours

required to receive a stipend from 20 to 25 hours/month and 40 to 50 hours/month but allows Board members to count all hours of union work as an officer (not chapter or bargaining unit work or hours on lost time status) toward the minimum. It was M/S/C to accept the amended policy (attached) to be effective May 2008.

Treos: Treasurer Sandra Lewis reported Treos are available with email-only capability. Treos will be provided to Board members who request them. The cost for the phone is \$199 plus \$55.00/month. Expectation is to promote better communication among Executive Board members by receiving and answering emails timely.

Budget and Finance Committee: Sandra Lewis presented the first quarter budget review, including the following materials: BFC meeting minutes, revenue projections, current dues revenue (on 57,633 members/fee payers), member counts by jurisdiction, and a budget v. actual report. There will be regular reports of jurisdictions broken down by Industry and reports on chapter/bargaining unit accounts. She reported Unionware has been helpful; reports show who is paying dues and fees and what follow up action is needed. Projections will change after July based on head count and new expenses. The issue of initiation fee payment and waiver for previous payment was referred to the Vision/Bylaws Committee. It was M/S/C to accept the report.

Appointment of retiree convention delegate: It was M/S/C to appoint Dolores Gholar as SEIU 1021 retiree delegate to the SEIU convention; Al Haggett is alternate.

SEIU Convention Delegate Election Committee Report: Kerry Newkirk reported six challenges to the election have been filed. The challenges, along with findings of fact and committee recommendations, have been forwarded to SEIU Secretary-Treasurer Anna Burger and the convention Credentials Committee. The Election Committee's report will be posted on the website and in union offices by April 18; copies will also be sent to those who filed challenges.

The Board went into executive session at 3:13 p.m. The Board reconvened at 6:28 p.m. President Davis-Howard reported on board actions regarding staff eligibility for union membership, an allocation of SEIU convention alternates and guests, and payment of dues by members on lost time.

It was M/S/C to adjourn at 6:36 p.m.

Respectfully submitted,
John Morrison, SEIU 1021 Secretary

Resolution in Support of Good Union Jobs for Persons with Disabilities

Whereas Service Employees International Union recognizes that the ability of individuals to contribute to their communities through productive work for which they are paid a living wage is a basic human right and this basic human right should never be denied based on gender, race, religious belief, sexual orientation, or physical or mental disability; and

and
Whereas as part of its organizing goal SEIU has been working with members of the disability community to bring members of this community into our union; and

Whereas according to 2000 U.S. census data only 55.8% of adults with disabilities in the U.S. are currently afforded the dignity of employment; and

Whereas, persons with disabilities who are employed are often placed in segregated work settings, paid less than the minimum wage, and denied access to promotion; and

Whereas persons with disabilities often place their public health benefits at risk when accepting employment ⁽¹⁾; and

Whereas the loss of health benefits when losing employment can lead to increased hardship and more severe disabling conditions due to lack of access to medical services; and

Whereas access to employment for persons with disabilities is often limited by misguided assumptions and lowered expectations of the value and productivity that persons with disabilities bring to the workplace, in spite of repeated, recent studies showing that workers with disabilities are just as productive and valued by their employers as their non-disabled co-workers.⁽²⁾; and

Whereas numerous artificial barriers to employment of persons with disabilities persist as the result of public policy and labor management agreements that end up excluding disabled workers from the marketplace. These barriers include public and private health care benefits policy at the state and federal level, civil service testing and hiring procedures, job classification requirements, federal Social Security Disability Insurance and Supplemental Security Income benefits policy and work incentive rules that don't work ⁽³⁾ and few understand; and

Whereas the Americans with Disabilities Act (ADA) and Family Medical Leave Act (FMLA) are laws that were enacted to give equal access to the workplace to people with disabilities but employers often fail to meet existing requirements under the ADA and FMLA, and many union rank and file members and stewards are unaware of how to inform and protect members' rights under the ADA and FMLA; therefore be it resolved

SEIU will take an ongoing leadership role to contribute to policy change that removes artificial barriers to the employment of persons with disabilities and emphasizes the abilities and innovations of people with disabilities who engage in any paid work.

SEIU will work in partnership with other groups to develop initiatives and policies that support employment of persons with disabilities in good union jobs with access to benefits.

SEIU will support health care policies such that no individuals lose insurance when they lose a job, change jobs, or lose existing insurance when they get a job.

SEIU staff and members will be given the information they need to work with employers with respect to health benefits, COBRA health continuation protections, HIPPA, and pre-existing condition exclusionary policies and protections.

SEIU will develop and provide training and training materials for staff, stewards, and members on:

- Federal laws on inclusive employment and relevant state initiatives
- Americans with Disabilities Act and reasonable accommodations
- Family Medical Leave Act
- Information on protecting and retaining access to benefits for persons with disabilities who are employed and/or self-employed

SEIU, through its publications, websites, and other communications with staff members, employers, and policy partners, will address cultural barriers and misinformation that limit the acceptance of persons with disabilities in the workforce. These will include highlighting:

- The positive contributions made by disabled workers who are SEIU members
- Innovative initiatives and best practices that support the employment of persons with disabilities in good union jobs with access to benefits.

SEIU will work with employers to create more flexible job descriptions and work rules that facilitate the employment of persons with disabilities.

SEIU locals will reject contract language that would create unnecessary barriers and de facto systemic exclusions that limit the employment of persons with disabilities.

SEIU will support the establishment and operation of worker with disabilities caucuses or committees at the levels of chapters, locals, the International and Change To Win.

(1) For example, a 2001 Urban Institute study found that 20.1% of non-working adults with disabilities cited "fear of losing health insurance or Medicaid" as a reason for not looking for work.

(2) De Paul University, Exploring the Bottom Line: A Study of the Costs and Benefits of Workers with Disabilities, 2008

(3) For example, the Social Security Administration reports that in 2003 and 2004 just 0.5% of SSDI beneficiaries had a change in cash benefit because of employment.

Resolution to Condemn the Attacks on Immigrant Workers and to Oppose Guest Worker Programs

Whereas the attacks on our immigrant brothers and sisters are on the rise, whether as raids conducted at their homes and workplaces or as the "no match" letters which employers unscrupulously use to intimidate and fire those who stand up for their rights or try to organize; and

Whereas the attacks on immigrants and anti-immigrant hysteria undermine the future of the labor movement as a whole; whether or not we can rebuild labor is a question that is wrapped up with the fate of those immigrant workers

who are the most vulnerable yet also joining unions the most vigorously; and

Whereas the current administration's efforts to streamline current guest worker programs by relaxing regulations for contractors reveal that the attacks have little to do with curbing immigration itself and everything to do with maintaining and justifying a low-wage workforce; and

Whereas all guest worker programs—whether the *bracero* program of the past, the H2 programs of today, or the “break the mold” proposals of tomorrow—are designed not to fill labor shortages, but instead to squeeze the most out of the workers within them by greedy employers who refuse to pay workers in this country, including immigrants, what they are worth; and

Whereas all guest-worker programs—of the past, present, and the future—create a downward pressure on wages overall; and

Whereas using guest worker programs as a way to handle the “future flow” of immigrants to this country is no other than resurrecting the practice of indentured servitude, and an unacceptable and antiquated way to treat new generations of immigrants; therefore be it

Resolved that the Service Employees International Union condemn all attacks on immigrants, including raids and no-match firings, and be it further

Resolved that Service Employees International Union reject all immigration reform legislation that includes guest-worker programs.

Resolution Regarding the Reorganization and Merger of Local Unions*

Whereas the SEIU constitution and bylaws were amended to give authority to the International Union to merge local unions; and

Whereas that authority has been used in states such as Massachusetts and California to reorganize and merge SEIU locals toward the goal of achieving stronger unions and unions better able to organize the unorganized; and

Whereas such reorganization could result in more union power if more members were involved in the process of deciding to reorganize and how to reorganize; and

Whereas in California's reorganization process, fewer than one in five members voted on the proposed reorganization plan; therefore be it

Resolved that the International Union and impacted local unions will take responsibility to educate and involve the membership in reorganization plans and maximize discussion with the membership regarding such plans prior to making any decision about reorganizations; and be it further

Resolved that in order for a vote to be valid, SEIU will require at least 25 percent of the affected membership to vote on reorganization plans before proceeding with mergers and/or reorganization; and be it finally

Resolved that appropriate changes in the constitution and bylaws of SEIU will be made to reflect the content of this resolution.

*This resolution does not affect trusteeship of local unions.

Resolution on SEIU Support for Newly Merged or Reorganized Local Unions

When local unions are merged or reorganized, such as the 10 locals merged to form Local 1021 in northern California, there are many practical problems that would benefit from additional resources from the International Union.

Many difficulties and challenges arise, for example:

- the merger of different databases and information systems;
- the payment of full per capita taxes when not all legacy locals paid full per capita taxes prior to the merger;
- the merger of local unions with different dues structures and the need to move toward uniformity in staff pay scales and benefits.

Therefore be it resolved SEIU will provide concrete and material support to local unions to deal with the issues and challenges resulting from mergers and reorganizations; and be it further

Resolved that specific International Union staff will be assigned to work with newly merged or reorganized local unions to overcome these challenges; and be it further

Resolved that a division of the Institute for Change will be devoted to assisting merged or reorganized locals; and be it finally

Resolved that the International Union will provide a timely written explanation in the event that post-reorganization/merger support that is requested by the new local union is denied or modified, describing the reason for the denial or modification and advice for how best to deal with the difficulty/challenge.

EXECUTIVE BOARD AND ADVISORY COMMITTEE STIPEND POLICY

A stipend is a small financial payment to Executive Board members and Advisory Committee members for their time

and commitment to the union and its members, which often requires time away from their families and impacted workloads. This time and commitment is above and beyond what is customarily expected by the general membership such as, but not limited to, attendance at rallies, phone banking, precinct walking, caucus meetings, and chapter meetings.

Each Executive Board member will act ethically and responsibly in accounting for their time and use of member dues.

- Each Executive Board member who wishes to receive a stipend will sign a certification for one of two commitment levels. The commitment level will be on a quarterly basis (every three months), January-March, April-June, July-September, October-November.
- \$250.00 commitment level: In order to receive the lower stipend of \$250.00, an Executive Board member must submit proof of a minimum of 25 hours per month (12.5 hours per pay period). Executive Board members with validated hours above 25 hours but below 50 hours will receive this stipend.
- \$450.00 commitment level: Executive Board members with validated hours above 50 hours (25 hours per pay period) will receive a stipend of \$450.00.
- Local 1021 officers with stated goals/objectives for a project and who provide reports to the Executive Board regarding their progress on the project on a monthly basis will receive an additional stipend of \$150.00. In order to receive the additional stipend, the Executive Board officer must have certified him/herself for the 50 hours per month (25 hours per pay period) commitment level and have reached that commitment for that month.

In the alternative and in lieu of a stipend, an Executive Board member may receive full mileage reimbursement for attendance at Executive Board and Member Advisory Committee meetings, and travel in the course of his/her union work.

NOTE: An Executive Board member chiefly employed by SEIU Local 1021 will not be eligible for a stipend.

Executive Board members must file activity reports for purposes of LM-2 reporting and in the comments section they are to annotate the name of the meeting/function attended, the chair of the meeting or person in charge of the event, and at least one other attendee. Executive Board members are to file activity reports bi-weekly in accordance with the Local 1021 staff payroll schedule. Activity reports are to be submitted no later than one pay period behind. Failure to submit properly validated and completed activity reports within the time frames may result in forfeiture of the stipend in portion or in entirety.

Attendance at Advisory Committee meetings frequently requires time away from family members. The Executive Board values the time and commitment of the Advisory Committee members in assisting the Executive Board in ensuring the best representation of its members. As such, Advisory Committee members will receive a stipend of \$50.00 for full meeting attendance, in addition to food and accommodations as necessary.

STRATEGIC CAMPAIGNS REPORT submitted by Pattie Tamura

- Solano County contract campaign is in full swing with daily communications support as they head for a possible strike. Sonoma County also in contract negotiations is at the mid-point of the campaign with weekly communications support.
- Training and education staff have completed new curriculum for issue organizing training for Schools Industry worksite organizers and others on April 18-19.
- We have scheduled collective bargaining training for worksite organizers who have not negotiated a contract as lead negotiator for July.
- In preparation for the Member Resource Center schools pilot project, staff has worked on an MRC training for both advocates and worksite organizers and training for office staff on protocols for referring calls and people to the MRC.
- Staff is assigned to assist with strategic campaign planning and training for the City of Oakland and Berkeley contract campaigns. Research staff conducted initial budget analysis for City of Oakland negotiations.
- Basic steward training continues in Oakland, Sacramento, Stockton, and Fremont this month. "Know your rights under the Family Medical Leave Act" is set for Napa and San Rafael. Training on contract analysis was conducted for the City Workers Industry. Training staff are assisting with the Vision/Bylaws town hall meetings—so far Sacramento, Oakland, and San Rafael have been completed. This month Ukiah, Red Bluff, San Francisco, and Fairfield; Santa Rosa and San Joaquin are set for next month.
- Research staff will conduct a County Industry budget analysis overview training at their April meeting.
- The Campaign for College Opportunity is working with SEIU 1021 training staff to expand knowledge of accessing resources for college for Oakland residents.
- The SEIU 1021 annual report is out and getting good reviews and the newswire continues weekly (with an abbreviated edition last week).
- Communications staff assisted with all 12 anniversary events in March.

- Thomas Dewar resigned March 24 and a strategic campaign representative immediately sat in on organizing department communications interviews. That process is complete and will require that strategic campaigns post a communications position internally and externally. While a permanent replacement is identified, a temporary worker or contract consultant will be utilized to assist with communications needs.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: There is currently a vacancy in the North Bay schools route due to the resignation of Mike Helms. Interviews were conducted last week; hopefully we will be able to fill the North Bay Schools, advocate, and Chico/Redding positions from the applicant pool. Interviews for the upcoming Del Norte vacancy will occur this week. Currently there is a temporary worksite organizer working the Del Norte route; his last day is May 9.

Member Resource Center: The MRC went live for our schools jurisdictions April 7. Head Start will roll in April 14. We have had a good start with approximately 48 calls that came in; 41 of the calls were resolved or referred to advocacy for action. Six calls were abandoned or hung up before anyone could help. Leading up to MRC opening week, schools staff completed a two-day training where their new roles, protocols, coordination between the MRC, advocate, steward and the field and transition were discussed. In addition, advocates have been trained and assisted with setting up the ongoing grievance and discipline cases in the computer system. Support staff was trained on phone and walk-in protocols to support the MRC. Leaders, members, and staff are all very excited about the MRC and the possibilities it brings.

Victories: In the **City of Redding** there are tentative agreements on economics and PARS pension 2.7% at 55 effective 1/1/09. In **Acalanes Unified**, a reopener for 2007-2008 was settled with a 4% increase and maintenance of health and welfare benefits. At **Albany Unified**, the full contract settled with COLA increases and maintenance of health and welfare benefits for the next three years. The biggest news is that the district agreed to no layoffs for fiscal year 2008-09.

Campaigns and Fights: In **Solano County**, the fight to settle the contract continues. The bargaining team took the last, best, and final offer to the members for a vote. The results were an overwhelming 86% rejection of the offer which is sending a strong message to the county to return to the table. This week begins a series of aggressive field events including ten days of informational picketing at worksites and two major rallies—April 22 and May 1—where we will shut down the streets. The May 1 rally will include civil disobedience. The sticking points that remain on the table are limits on long-term sick leave for members with severe injuries or illness and changes to alternative work schedules. Members and community leaders attended a community night last week to hear our message and issues and to gain their support in our fight. These groups and leaders have been asked to participate in supporting members including calling and writing letters to the board of supervisors.

Sonoma County: Led by 1021 member leader Barbara Knight, over 400 supporters including members, religious and community leaders, and politicians turned out for a candlelight vigil on March 26 to save Sonoma County's **Orenda Center**, a 37-year-old substance abuse rehabilitation program. The county had announced plans to close the inpatient residential and outpatient programs, leaving only the drug testing and detox functions intact. In addition to being harmful to the community it would displace positions for our members. The **Sonoma County** contract campaign is stepping up as all proposals are now on the table. The county's proposals include mostly takeaways—as suspected—this will be an uphill campaign fight. At **Los Rios Community College District**, we are facing a raid by the association that represents the white collar workers. Their main lure is their offer of lower union dues. Our plan to fight is in place and staff have been on the ground educating, talking to workers, and conducting assessments.

POLITICAL DEPARTMENT REPORT submitted by Bill Steck

COPE: We've collected 396 COPE cards so far in 2008. We are working with the Finance Department to audit all COPE records to be sure we are capturing all COPE contributions.

State/Local budget fights: We've had good turnout to schools, human services, and health care industry lobby days. We are working with Schools Industry and staff on a local campaign built around "Walk a Day in My Shoes" events during Classified School Employee Week in May. We are working on ramping up our local activities in targeted Republican districts. 10,000+ budget flyers are out in the field. We are signing up volunteers, collecting information about our members' community ties, and collecting COPE. Members are engaging in local budget fights, especially in San Francisco.

June 2008 primaries: Member participation in town hall endorsement meetings has been great, especially in the North Bay—150 in Santa Rosa, 80+ in Solano, 45 in Napa, 40 in Mendocino. Endorsement process will wrap up in the next week or so. Top priorities for June are boards of supervisors in Solano, Sonoma, and Mendocino, San Francisco Prop B, and city council races in Oakland and Hayward. Phone banks/walks are up or starting in the near future. The SEIU State Council has agreed to match joint 1021/6434 contributions in Solano County, bringing up to \$60,000 in additional resources. They have also approved a match of up to \$50,000 in San Joaquin for November (1021/UHW). Funds are part of new program to assist with strategic local elections in targeted growth areas.

Staffing: Marla Harvey is working as temporary political coordinator to help with managing day-to-day political operations. We currently have part-time temp/lost-time organizers in or scheduled to go in Mendocino, Solano, and San Francisco.

Presidential lost-timers: Applications for members who are interested in going out of state to work on the presidential campaign are out and due May 1. At this time we don't know how many (if any) slots need to be filled from California locals.

SEIU Local 1021 EXECUTIVE BOARD MEETING

May 12, 2008

10:00 a.m. to 5:00 p.m.

Sacramento

Executive Board members present: Damita-Davis-Howard (president), John Morrison (secretary), Bob Adamson, Cindy Bannister, Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Vicki Reed, Mary Sanders, Norm Ten, Lacy Topolewski.

Executive Board members excused: Amanda Booker, Kim Burke, Christal Cox, Sandra Lewis, Marcus Williams.

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Bill Steck, Pattie Tamura.

Guests: Dolores Gholar, Stan James.

President Damita Davis-Howard called the meeting to order at 10:30 a.m.

April 14 2008 draft minutes: It was M/S/C to accept minutes.

NEW BUSINESS:

Conduct while traveling: There was discussion about member conduct, the responsibility of the board to set policy, and the need for standards to avoid future incidents. It was M/S/C to establish a subcommittee to draft a policy outlining expectations of members and define "inappropriate or grossly inappropriate behavior." Inappropriate behavior will be cause for a member to be sent home at his/her own expense. A subcommittee will draft a policy (with review by legal counsel): Larry Bevan, Derrick Boutte, Ed Kinchley, and Lacy Topolewski. Convention delegates/guests will be asked to sign the policy and acknowledge "gross misconduct" is cause for being sent home.

OLD BUSINESS:

Report on central labor councils/state labor federation fact-finding hearing regarding California Nurses Association raiding SEIU RN units and per capita payments: President Davis-Howard stated we will use all resources possible to stop raiding of unionized workers by CNA. SEIU Local 1021 has paid central labor council and state federation per capita taxes that had been withheld. The CLCs are working together to communicate their objection to the raiding and John Sweeney's lack of response. "We need to take a united and strong stand to stop raiding by CNA or anyone else and

to ensure that unions focus on uniting the millions of U.S. workers who have no union at all. We are committed to upholding the no-raid responsibilities of solidarity charters as well as to an overall no-raid policy with all AFL-CIO affiliates” (Andy Stern, May 3, 2008). President Davis-Howard gave an update on CNA raiding at the Alameda County Medical Center and San Francisco General Hospital and in Nevada.

Appointment of hearing panel: Due to charges filed against a member by another member, a hearing panel must be convened to hear the charges. Board members were asked to submit names of potential panel members to President Davis-Howard.

REPORTS:

- Jim Ellett reported 10 tentative agreements were reached with Solano County last Thursday. The recent Solano rally was immensely important and effective for the bargaining team and members.
- Political Director Bill Steck submitted a written report. In response to a question regarding local endorsements, he reported SEIU 1021 county Political Action Committee action is the first step and county labor councils finalize endorsements. If the CLC endorses a candidate it becomes problematic to endorse a different candidate. Applications are available for members who are interested in going out of state to work on the presidential campaign (Nevada, New Mexico, and Oregon).
- Valerie McCan-Murrell reported on the Member Resource Center. Calls to the MRC have gone up from 60 to 78 calls per week. The majority were handled by the MRC and few were referred to advocates. Leea Rodriguez reported that calls have been broken down—how they were received and various ways information could be tracked with information about members and issues. Stewards have a dedicated hotline to ask questions. Health care jurisdictions will be next in the pilot program as well as Solano County. The Executive Board decided to make the pilot program available to all industries who request.

Executive session at 1:19 p.m. Out of executive session at 4:50 p.m. President Davis Howard reported the local's hiring policy will be reviewed at the next meeting. The Executive Board voted to move senior staff who are not represented by a union into associate membership status. That action will be submitted to legal counsel for an opinion for review because an Executive Board cannot violate its own bylaws or change the bylaws which only SEIU can change. Six additional guests will be sent to the convention (total of 10). Of the six, private non-profit members and members from outlying areas will be priority and immediately contacted.

Ed Kinchley asked that the local prepare flyers in support of 1021's health care and immigration resolutions for distribution at the convention (2,000 flyers). It was M/S/C to “do something for delegates on Sunday.”

It was M/S/C to adjourn at 5:03 p.m.

Respectfully submitted,
John Morrison, Secretary SEIU 1021

CITY WORKERS INDUSTRY REPORT – submitted by Chair Cindy Bannister:

The City Workers have been meeting monthly (March, April and May) and are alternating between Napa and El Cerrito locations. While participation is increasing as the word gets out about our Industry, we are still only attracting

participation from 8-10 cities. At the May 10th meeting, the group agreed to have the Industry pay for hotel rooms for outlying City workers that attend the July Educational Forum that will be held in El Cerrito.

Each of our agendas includes an "educational" topic that is being well received by the members. At the May meeting, Alameda County Supervisor Keith Carson spoke to the members and gave us some insight on the types of issues elected officials are facing due to the continued tightening of the state and federal budgets. His presentation sparked interesting and educational debate among the members. It was a great opportunity to get a politicians insight to the budget challenges.

At our April meeting, Katy Nunez-Adler led the group in a review of a few contracts from various cities and facilitated small group discussions on how to negotiate lay-off protection language, flexible and alternative work schedules, release time for union business and language that would allow union participation in new hire orientation.

Our June meeting may be moved to Fairfield and include a supporting event for the members in Fairfield who are in contract negotiations and are still far from having a contract in place by June 30th, which is the contract extension deadline. Several ideas have been discussed including a celebration BBQ lunch after a scheduled contract action.

During the April and May meetings, the City Workers have begun a discussion of the Industry's ideas for the vision of the new 1021 Union. They have prepared a letter for the Vision and Bylaws Committee announcing their intention to participate in additional conversations and ultimately develop a City Industry recommendation to the Vision and Bylaws Committee.

Other projects the Industry is working on include the design and purchasing of "purple clothing" specific for the City Workers and the recent purchase of a City Industry banner that can be used for a variety of events including the May 17th Rose Parade in Santa Rosa. A committee is working on developing the agenda for the July Educational Forum and coordinating the logistics for the event.

POLITICAL DEPARTMENT REPORT – submitted by Political Director Bill Steck:

COPE:

- We've collected 537 COPE cards in 2008 through the end of April. The average check-off amount is \$5.18/month.
- We are working with the SEIU COPE Team on a program to increase our effectiveness in getting members signed up for COPE, and to help all of our Teams meet their 2008 COPE goals.
- We are continuing work with the Finance Dept to audit COPE records to be sure we are capturing all COPE contributions.

State/local budget fights:

- Participated in Healthcare, PNP/DD, and Court Lobby Days in April. May dates include the Nurse Alliance Conference on 5/6, Human Services on 5/13, and Parents & Families Day (in support of Schools) on May 27.
- Schools did a great job filling two busses to Sacramento in support of Community College students on April 21.
- May 14 is a statewide day of action, organized by the Education Coalition, in support of school funding. Santa Rosa is a targeted area.
- "Walk a Day in My Shoes" events during classified school employee week in May are being planed in San Ramon Unified, Sacramento City, and Oakland Unified school districts.
- In addition to the schools activities, above, in targeted Republican Districts, we are working on a program to do outreach to our Republican and DTS members in Republican Districts to begin engaging them in the fight, and strategizing with our Organizing Dept on how this campaign might help move our organizing work in these areas.
- 10,000+ budget flyers are out in the field. We are signing up volunteers, collecting information about our members' community ties, and collecting COPE. There will be a new round of educational materials and campaign strategy changes following the Governor's May revise, due later this week.
- Members are engaging in local budget fights, especially SF.

June 2008 primaries:

- Endorsement Town Halls are complete in areas where we have competitive races. We are still scheduling accountability sessions with unchallenged incumbents in some areas.
- Phone banking and walking is now happening in Solano, Sonoma, Mendocino, San Joaquin, San Francisco, and Alameda counties, where we have important competitive races. Member turnout has been highest in Solano (41 shifts), and Sonoma (29 shifts) in the first two weeks of campaign work. Mendocino's turnout is also impressive. The current schedule of campaign activities is follows.

Staffing:

- We currently have part-time temp/lost-time organizers working on campaigns in Mendocino, Solano, and San Francisco.

Presidential lost-timers:

- Applications for members who are interested in going out of state to work on Presidential campaign are out (and available on the Politics page of our website) and due May 15 (should be returned to me). We are currently anticipating being asked to send five members.

SEIU issue campaigns:

- SEIU is kicking off two nationwide issue campaigns to win Health Care Reform and the passage of the Employee Free Choice Act in 2009. Most immediately, we are being asked to collect cards and/or on-line signatures in support of Employee Free Choice from 10% of our members by Labor Day as a part of a national drive to collect 1 million signatures.

PAC expenditures:

- The almost comprehensive report of 1021 PAC expenditures – contributions to candidates and issue campaigns, and expenses related to election research, from March 2007 through April 30, 2008 follows.

Central labor councils:

- Political staff have been working with CLCs to get letters sent to AFLCIO requesting intervention to end the CNA raids on SEIU jurisdictions.
- We continue to work with State Fed on rebuilding the San Joaquin CLC.

STRATEGIC CAMPAIGNS DEPARTMENT REPORT – submitted by Pattie Tamura

Staffing- Currently have two vacancies, one for a permanent communicator and one for a temporary researcher. Brad Cleveland is on a leave of absence through the summer. In the interim we have hired a temporary researcher/communicator, Nadir Vissanjy, and we have also contracted with Geoff Goodman for part-time research work on the SF budget. We are posting the permanent communicator position.

Research- Recent research projects include training on GASB for the Jackson office, Counties/Special District industries, budget analysis for City of Oakland, Contra Costa County and contract comparison for Los Rios Community College District. Budget analysis for budget and contract negotiations continues to be the primary project.

Communications- The communications team continues work with Sonoma County, Solano County, web steward training, Los Rios Community College District, the weekly newswire and publications. Consolidating data between, Get Active and Unionware and interactive use of Get Active for campaigns are the primary May projects.

Training & Education- Recent trainings have been conducted in San Francisco, Ukiah, San Joaquin County, San Ramon, and with the Schools Industry regarding the MRC by the training staff. The City Worker Industry has also worked with training staff on contract comparison/analysis training. Additional training for office staff on the MRC protocols and customer service has also been conducted by training staff. Courts and Special District industries are supported by training and strategic campaign staff. Preparation for the Collective Bargaining Training for first time negotiators and advanced leadership skills training are the curriculum currently being developed by training staff.

Vision Town Hall meetings have been completed in Oakland, Marin, Fairfield, San Francisco, San Joaquin, and Del Norte. This week we are scheduled for Ukiah and Santa Rosa. Members who have not been able to participate in MAC/Vision ByLaws process have expressed appreciation for meetings scheduled in their areas. Executive Board members Marcus Williams, Sandra Lewis, Norm Ten, Kathy O'Neil, Bob Adamson, Amanda Booker, and Cindy Bannister have all participated in leading the town hall meetings.

FIELD DIRECTOR REPORT - submitted by Valerie McCan-Murrell

Staffing: Worksite Organizer Seth Francois has joined our team and will be covering the North Bay Schools, Sacramento Supes, Dixon and Los Rios route. Interviews have been completed for the Del Norte route and should be filled shortly. Current job announcements out are for the San Joaquin Head Start and Chico-Redding worksite organizer positions. I am hopeful to have someone permanent in these positions by the end of the month.

Campaigns: In **Solano County**, bargaining has been ongoing since May of last year. Our members participated in a huge walkout on April 22 with a march and rally at the County Government Center. This was the largest such event ever seen in Fairfield and received comprehensive press coverage, as did the overreaction by the Fairfield police chief who brought in all his off-duty officers as well as "mutual aid" from surrounding communities and had his officers in full riot gear. Progress has been made at the table since this action—though the most positive sign has been the county's willingness to engage in a dialogue for the first time since the campaign started. We're not out of the woods yet and haven't ruled out a strike vote if we don't get a lot more movement this week. We took on two incumbent members of the Solano County Board of Supervisors: Mike Reagan in District 5 and John Silva in District 2. This is part of the field campaign for our contract fight; but it's also part of a larger political strategy. Members are phoning and walking for our candidates and are distributing "lawbreaker" leaflets in the incumbents' neighborhoods and where they shop. A full-page "lawbreaker" ad ran in the Sunday paper, and we are mailing letters to all constituents in both districts. Members also participated in a "community night" where local politicians, community leaders, and clergy were invited to hear what the union's issues are with the county.

At **Los Rios Community College District** there is a very serious movement to decertify Local 1021. We have successfully managed to get the leaders of the decert to meet and discuss issues of concern. We must be serious about listening and finding real solutions to the members' concerns. The primary concerns are that many chapter meetings have been cancelled in the past three years and members report they have not seen a staff person in three or four years. There's an additional concern about internal chapter democracy. Members who we've spoken to responded favorably to the MRC idea and have acknowledged that SEIU is responding now that we are aware of the problems. Members are being enticed by the white collar association behind the decertification attempt with a promise of an extremely low dues structure – a flat-rate \$156 per year. Ballots for the PERB election will be mailed May 29 and are due back June 19.

In **San Joaquin**, as part of the Justice Can't Be Temporary campaign, members and staff will hold an action at the Civil Service Commission on May 14 where they will ask the commission to agree to hire our temporary members into full-time positions with the county.

In **Sacramento County** we won an agency shop victory late last year. Working on converting as much of the bargaining unit as possible to full membership.

In **Sonoma County**, both 1021 and the county have all of their proposals on the table. The county's most notable proposals are a takeaway on health care, retiree health, and overtime language and proposals to move certain subjects out of the MOU, supposedly for uniformity among employee groups. The field campaign has included several actions to support bargaining and has engaged hundreds of members. Members have never seen this type of campaign activity—they are "purpled up" on Wednesday's and excited to be a part of the action. This month the campaign will concentrate on community actions and outreach to gain support, as well as planning for escalating actions.

More bargaining, settlements and layoffs: Members in the **City of Redding** ratified a 5½ year agreement by 91.3%. Highlights of the contract include a 17.5% raise, increased cash-out of vacation time, and an increase in the retirement formula to 2.7% at 55. Despite the current budget situation, **Ohlone, San Lorenzo, San Ramon, Albany Unified** and **Sonoma Office of Education** have all settled contracts that include COLA enhancements for members. **Peralta, Hayward** and **San Francisco Unified** are in discussions to extend their contracts with no layoffs. Negotiations continue at **Sebastopol** and **Cotati-Rohnert Park** school districts. Members are facing layoffs in both districts. So far, the number stands at 21. At **Sacramento City Unified**, members of the bargaining team voted to extend the contract. That vote is currently being challenged by some within the team. At the same time, the district announced 160 layoffs of classified employees, effective the end of this school year. That number has been reduced to 40 and, with bumping rights, we believe 20 or so members will actually be laid off. We continue to work to mitigate that number. In **Oakland Unified**, approximately 50 workers will be laid off. The **Private Non-Profit Industry** currently has 18 contracts being negotiated while dealing with average funding cutbacks of 15-20%. **Horizons Unlimited** and **Bayview Hunters Point Foundation** are facing 20-30% funding decreases. It is anticipated that layoffs will occur and programs eliminated.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, June 16, 2008

10:00 a.m. to 5:00 p.m.

Oakland

Executive Board members present: Damita Davis-Howard (president), Christal Cox (vice president), John Morrison (secretary), Cindy Bannister (phone), Karen Bishop, James Bryant, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil (phone), Vicki Reed, Mary Sanders, Norm Ten, Lacy Topolewski, Marcus Williams

Executive Board members excused: Bob Adamson, Larry Bevan, Amanda Booker, Derrick Boutte, Kim Burke, Becky Kraft, Sandra Lewis, Leea Rodriquez

Staff present: Eric Lerner, Kerry Newkirk, Valerie McCan-Murrell, Seth Schapiro, Pattie Tamura

Members Present: Dolores Gholar, Jon Meade, Pamela Morgan

President Davis Howard called the meeting to order at 11 a.m. Lacking a quorum, meeting was informational until quorum was present. Following are informational reports.

REPORTS:

Courts Industry: Lacy Topolewski submitted a written report and reported on the new push to get involvement of members and keep them informed by newsletter, court website, and yahoo group. It is slowly growing. Participating courts have connected and are committed to supporting each other through the upcoming campaign battles. Next meetings are scheduled for July 12 at the Santa Rosa office and August 9 at the San Francisco office.

Schools Industry: Karen Bishop reported she attended the Livermore Unified end-of-year dinner and San Ramon end-of-year celebration. The industry decided the August meeting will be a training session and teleconference before the school year starts. School districts are in dire financial straights. Prop A parcel tax in San Francisco gives money to the teachers over the next 20 years; 1021 school workers will receive \$1.3 million of that and Prop. B will pay for pension improvements. School district members are city workers but not covered under the charter (therefore separate financing for pension improvements is needed). San Francisco School District is in negotiations to extend contract with no layoffs. The improvement in pensions will help those aged 60-67.

Director's Report: Field Director Valerie McCan-Murrell submitted a written report (attached).

Private Sector/Non-Profit Industry: Norm Ten submitted a written report (attached). Cody's Bookstore in Berkeley is going through layoffs. Met with Health Impact to talk about pensions and cutting costs in health care by grouping chapters together. Smaller chapters would benefit over larger due to multiplying costs per member in a larger pool. There will be further discussion and study. PNP annual conference will be June 28 in Napa and everyone is welcome. Regarding the impact of proposed budget, there is a tendency to lose DD and MH workers when there are state/county/city budget cuts. We must show solidarity with all our workers, save all 1021 jobs and services. It is unhealthy to pit city/county jobs against PNP jobs and services. We need to get more PNP leadership in the room with our other city/county leaders and have definite answers and strategy.

Health Care Industry: Ed Kinchley reported the San Francisco Department of Public Health is looking at 188 reassignments. Most of these reassignments may be done by as-needed employees. A committee has been created to monitor as-needed employees. The city has refused to give basic information. Bargaining units have labor management committees which have authority. There are 12 bargaining units to bargain a city-wide contract together. Impact bargaining is underway by department. City is talking about nine layoffs and perhaps 100 reassignments for vacant positions. No report on San Joaquin or other hospitals. Health Care Industry has not been meeting. Meetings will be called after San Francisco budget fight slows down. Need to roll out strategy for temporary worker campaign. Temp workers must be permanent. Need a staff/leadership meeting to tally up things to get done. "Justice Can't Be Temporary" is a social and economic rights issue. Single women of color are most affected. Employers will always use temporary workers as a cost cutting issue.

Peace and Solidarity Committee: Co-Chair Jon Meade requested board approval to form a local chapter of U.S. Labor Against the War. Committee has been meeting on an ad hoc basis with AFT, CWA, and five or six unions to coordinate activities to grow the anti-war movement in the Bay Area. No financial commitment is attached, only approval to establish a chapter and appoint an official representative. Jon Meade is recommended as representative. It is understood by the Peace and Solidarity Committee that they will be representing the issues and policies of SEIU 1021. President Davis Howard recommended the Executive Board be polled to approve formation of a USLAW chapter with Jon Meade as representative and request the Peace and Solidarity Committee appoint an alternate (resolution attached). The representative should report to the Executive Board as well as the Peace and Solidarity Committee.

Special Districts: Vicki Reed reported a group of Housing Authority members met with Speaker of the House Nancy Pelosi's representative in May. They received a doom and gloom report and also a hopeful report. The hopeful report had a breakdown of housing authorities being reorganized and the gloom report was federal funding cuts. Many are in negotiations. Union City is entering into negotiations and so is Marin. Water District is in negotiations. Counties and Special Districts had a meeting in May. Tim Reagan shared information about budgets. Housing authority is in competition for resources; more support is needed at rallies. The federal budget is cutting housing authority (HUD) money to fund the war.

City Workers Industry: Cindy Bannister submitted a written report. John Morrison reported on the successful outreach effort with Fairfield City Chapter negotiating team members. Industry members distributed leaflets and talked with local residents about the quality services delivered by public sector workers, current negotiations with takeaways, and how cuts impact the community and families. Members ran into Councilmember Matt Garcia and an SEIU San Francisco Housing worker who lives in Fairfield and talked about the park and recreation services and youth sports that could be cut. Fairfield, Benicia, Berkeley, and Santa Rosa members participated.

Executive Board quorum established at 1:00 p.m.

President Davis Howard distributed flyers on June 24 Sonoma County workers' contract rally, June 25 City of Oakland workers' contract demonstration, and June 26 San Francisco budget demonstration.

May 12, 2008 meeting minutes: Executive Board reviewed minutes. It was moved, seconded, and carried with one abstention to adopt the minutes as amended.

NEW BUSINESS:

Implementing SEIU convention decisions: President Davis Howard reviewed convention actions and asked members to comment. Three major points are:

- **Increase member engagement and leadership** (currently 1%-3% of local union membership): increase to 6% by 2010-2011 and 10% by 2012. Also increase member political organizers. Create new member roles and activism.
- **10/10/50:** During the first 100 days after Barack Obama is elected president, SEIU will raise \$10 million to win health care for all and passage of the Employee Free Choice Act; 10 million calls to Congress will be made; and 50% of local union staff will work on those actions. We have to craft a plan and campaign.
- **KKR campaign:** Actions and demonstrations are planned across the country on July 17. All must commit to participate in global day of action.

There were many other actions passed at the convention, but these are the most programmatic impacting the local.

Clarification as to organizing monies: 20% of Local 1021's budget is dedicated to organizing but the money is not transferred to SEIU. Often resources from locals are pooled in national campaigns (e.g., 1021 members and staff helped organize Colorado and Pennsylvania workers). There is no change in organizing policy.

Mary Sanders proposed a pilot program for retirees who have been retired five years or fewer in a jurisdiction. They could explain the merger and current programs to members, work to convert fee payers to members, recruit member political activists, etc.

Ed Kinchley asked about the 100 day plan and health care campaign. President Davis Howard responded that 1021, like other locals, had resolutions supporting single payer health care. The resolution adopted by the convention was more general and not in support of single-payer only.

More information on the 100 day plan is expected in September or October but we need to come up with a plan before then. The State Council will also contribute to the plan. We need to communicate to our members that half of our staff will be committed to the passage of the Employee Free Choice Act and health care for all in Congress. Each jurisdiction could come up with a plan for boosting activism from 2% to 10%. Every chapter/bargaining unit should get their primary leaders involved with new roles for members. We need to advise all leaders about the July 17 global day of action against KKR as soon as possible. President Davis-Howard asked for volunteers to work on the 10/10/50 plan. James Bryant, Mary Sanders, Lacy Topolewski, and Ed Kinchley volunteered. President Davis Howard will have a draft plan on the member engagement program by the next Board meeting. She plans to meet with each of the ten staff teams.

Convention debrief: Ed Kinchley shared his concern that 1021 resolution flyers were not distributed when requested. The 1021 whips and staff worked hard to coordinate materials, sergeant of arms, and delegates' interaction. The convention was very demanding and involved long hours. The whips, James Bryant and Sandra Lewis, were thanked for their work. The Justice for All platform was adopted overwhelmingly by the convention. Damita Davis Howard was elected

vice president on the SEIU executive board. The three major programs adopted will be communicated to members as soon as possible.

July 14 Executive Board meeting: Due to the distance and July 17 KKR activities, the meeting will be moved to another location; the Board will meet in Crescent City at a future date.

OLD BUSINESS:

Review hiring policy: The Executive Board reviewed the hiring policy. After discussion, it was agreed the procedure could be made more efficient. Seth Schapiro recommended a meeting of all who are part of the hiring process, i.e., directors, support staff, Kathryn Ballard, and others, to talk about making efficiencies within the guidelines of the policy.

MAC/VBC/Vacancies/Alternates Subcommittee report: Subcommittee has not met.

Local 1021 retired members in Arizona: Kerry Newkirk reported on a mailing to Local 1021 retired members living in Arizona. The mailing was to survey the members' interest in transferring their membership to SEIU Local 5 in Arizona. There was very little interest. Contact information on 1021 retirees was forwarded to the SEIU Retired Members Advisory Committee.

INDUSTRY REPORTS:

Organizing Report: Chair Mary Sanders reported that the Member Organizing Committee is now called the ROC, the Reserve Organizing Corps. ROC co-chairs from all regions are necessary for proper representation. ROC will meet in Chico on July 19 and Fairfield on September 27. SEIU 1021 sent the most organizers to Colorado and SEIU won three out of five elections so far. The SEIU Unity Fund has been very helpful for organizing. 1021 has also sent organizers to New Hampshire and Pennsylvania. Pennsylvania now has 20,000 organized childcare providers, a joint union of SEIU/AFSCME. 1021 member organizers participated in a three-day blitz in Stockton in an affiliation campaign. Another blitz is planned for a private non-profit in Sacramento. Volunteers are needed. An organizing video is being produced; plan is to complete the project by July 19.

Registered Nurse Industry: Chair Christal Cox reported on California Nurse Alliance committees on education, staffing, and community health. Nurse Alliance per cap will be increased from 76¢ in order to run programs. The California Nurses Association, in addition to raiding 1021 jurisdictions, is also raiding Local 1199 on the East coast and leafletting SEIU Nurse Alliance leaders. A mediation session between CNA and SEIU was held but agreement was not reached. CNA has publicly stated it should be the only union representing registered nurses in the country. They have done a mailing to all nurses. Nursing associations in the AFL-CIO that are also under attack. Documentation on raiding is being provided to central labor councils. CEU and train-the-trainer classes are being offered in San Francisco and Alameda County to mobilize and train nurses. Nurses from Solano and Sonoma attended an RN Division meeting to talk about their contract issues.

County Industry: Marcus Williams reported industry will meet on June 28 and elect a vice president, treasurer, secretary, and parliamentarian. Industry has been meeting monthly.

COPE Committee: A written report was submitted (attached). Next COPE meeting is June 28.

President's Report: President Davis Howard reported Becky Kraft has resigned from the Executive Board. The hiring process to fill the third director position is underway. Stephanie Batey, team leader for Strategic Campaigns, will fill vacancy created by Linda Joseph's resignation. On a temporary basis Ed Warschauer is assigned to RNs in Sonoma, Solano, and Alameda.

Member Resource Center: Valerie McCan-Murrell reported San Joaquin County, Lathrop, San Joaquin courts, and health care workers are next to move into the MRC; target date is August 5. Solano rolled in last week. A survey to determine members' satisfaction with the center will be conducted. The pilot program is extended through the end of the year to get a better sample. A communications piece on the MRC is being done to inform members about the center.

Building Committee: Seth Schapiro reported the initial focus of the committee has been the Napa/Fairfield/San Rafael area. Two potential offices have been found in Fairfield. The San Rafael office will close June 30 but meeting space will be available for rent. The next challenge is combining the three Oakland offices into one site.

Vision/Bylaws Committee and Member Advisory Committee: Committees will meet Saturday in Oakland.

Executive session at 4:47 p.m. Out of executive session at 5:03 p.m. There were no decisions to report out.

It was moved, seconded, and carried to adjourn at 5:03 p.m.

Respectfully submitted,
John Morrison, SEIU 1021 Secretary

U.S. LABOR AGAINST THE WAR RESOLUTION

Whereas U.S. Labor Against the War is the preeminent anti-war labor organization in the country, and;
Whereas SEIU legacy locals 790 and 535 were founding members of the organization, and;
Whereas SEIU Local 1021 is currently affiliated with USLAW, and;
Whereas several other Bay Area local unions have expressed an interest in forming a regional chapter of USLAW, and;
Whereas the national organization encourages the cooperation of regional affiliates so that labor's anti-war activities may be coordinated and their impact magnified, and;
Whereas affiliation with USLAW Bay Area incurs no financial obligation to the Local;
Be it resolved that SEIU Local 1021 approves affiliation with USLAW Bay Area and shall appoint a representative to participate in its leadership committee.

CITY WORKER INDUSTRY REPORT submitted by Cindy Bannister

On June 14, the City Worker Industry met with the Fairfield City Chapter negotiating team. The Fairfield contract expires June 30 and bargaining efforts have been fruitless. Berkeley seems close to concluding negotiations and Richmond is still struggling to get its contract. Members from the cities of Fairfield, Richmond, Berkeley, Santa Rosa, and Benicia then dispersed to various public locations including Allen Witt Park, the Westfield Mall, and the Public Library armed with leaflets and talking points about the value of city services. The team leafleting in the downtown area ran into a Fairfield City Council member and an impromptu discussion took place with members, citizens and this elected official. Our timing and luck was too good to be true. This was our first "joint effort" in having a City Industry event directly support a city chapter on an issue specific to that chapter. This had been a goal of the Industry this year and we are pleased to report it was a success.

The informational leafleting was followed by a family BBQ catered by Berkeley member Ray Jefferson. It was an awesome BBQ and everyone seemed to have a great time. The exchange of information and relationship building has finally begun within our Industry and I am pleased to report this as one of our successes in attaining our goals set

this past year.

Work is continuing on the planning the July 19 City Educational Forum which will be held in El Cerrito. The all day event will include guest speakers, educational breakout sessions, and a venue to share ideas and success stories among members. Staff has been very supportive on taking the member planning committee ideas and decisions and putting that into a working plan for the event.

COURTS INDUSTRY COUNCIL REPORT submitted by Lacy Topolewski

Since the last report we have continued to meet monthly. With the retirement of our Treasurer, Irene Rosario, we have elected Kit Tiura as Vice-Chair/Treasurer from the Marin Court.

The Council has sent out welcome packages to worksite organizers who represent courts. We included information on our upcoming meetings, purple stuff to distribute to their member leaders as well as asked for contacts at each court so that we could personally invite them to attend. Unfortunately we had a less than desirable response. When following up with emails and calls we heard they hadn't received the box and would look around the office. Even with the discouraging participation we again brainstormed how we could reach out. We have concluded that our next step will be a newsletter which we will mail to all court members.

Our web page is coming along nicely. We have included the current staff assigned to both the council and courts names and email link making communication easier for all. We are also proud to say that we have started a Yahoo Group (SCIC1021) where we can post messages to each other, get reminder emails for meetings, as well as upload flyers, agendas and minutes.

Upcoming we have three counties beginning the bargaining process. Solano and Alameda contracts expire 12/31/08 and Marin is set to expire 9/30/08. This has raised concerns regarding staffing and member mobilization.

Joyce Baird has been a great asset. She holds mini training sessions at our meetings. Our current focus has been on bargaining preparation, in July we will have "glossary of bargaining terms". I am happy to report we have also received positive attention from Michael Weinberg helping us with COPE, upcoming elections and most importantly how the budget cuts may affect courts directly.

The participating courts have connected and are committed to supporting each other through the upcoming campaign battles. Unfortunately we have noticed that courts again are being pushed to the back burner when larger bargaining units have issues. We are hopeful that this will be ironed out and corrected shortly.

Our next meetings are scheduled for July 12 at the Santa Rosa office and August 9 at the San Francisco office.

PRIVATE SECTOR/NON-PROFIT INDUSTRY REPORT submitted by Norm Ten

San Francisco budget: With the San Francisco budget facing a large deficit, PNP chapters that are publicly funded are seeing layoffs happening, just like our brothers and sisters in the public sector. On May 22, we rallied on the steps of City Hall. On June 26, PNP will be returning to San Francisco City Hall to be more vocal about ALL of the layoffs.

San Joaquin Head Start: Interviews for worksite organizer will begin on June 26.

Negotiations: 12 contracts opened

PNP conference: On Saturday June 28, the conference is planned in the Napa office. It will begin with a DVD social justice movie on the tour bus. Afterward we will have a possible fieldtrip at the Charles Krug Winery with UFW Workers who just settled their contracts.

SEIU Convention: We had a total of four PNP members (Exploratorium, San Joaquin Head Start, Tenderloin Housing Clinic) attend as delegates. After giving a short speech about the needs and wants of PNP, was approached by another PNP officer from another local union. They were thrilled to hear and see another PNP. We will be keeping in contact. I was selected to be a member of the resolution committee. I coordinated the API Caucus.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Solano County: We have a TA at all three tables in Solano County. Agreement was reached late on May 29. Highlights are 3% on ratification (retroactive to mid-May), 3-5% on October 5, 3-5% on October 4, 2009, and 3-5% October 3, 2010. Probation receives an additional 8% in the current year as a down payment on a compensation study to be conducted next year. All other classes will be studied for compensation adjustments in the first two years of the contract. 80/20 Kaiser split (family rate), cash back for those eligible, maintain language on alternative work schedules, major language improvement for "big table," added protections and appeal process for Unit 5. There is now an appeal process for leave of absence denials and a labor/management committee to administer a newly-created catastrophic leave program and county to seed with 10,000 hours. Our campaign to knock off Mike Reagan, District 5 Supervisor in Solano County, was partially successful. There's a runoff election in November. In District 2, our candidate won with over 60% of the vote. Her opponent is a lifelong politician who had served 12 consecutive years on the board. Following ratification by our Solano members, the TA will go to the board of supervisors on June 24. While the county's negotiator assures us he has authority to TA, he indicates that our campaign against two incumbent board

members will make it difficult for him to get the agreement ratified.

In **Oakland Unified**, the union continues to meet with management over the effects of layoffs. Money has been added back to the budget. This has triggered a do-over of the bumping process and some members will be restored to their original positions.

At **Los Rios Community College District**, the field campaign and decertification fight continues. Members have been responsive to the idea of rebuilding the jurisdiction and getting involved. Our campaign has informed members of the current \$1.5-3 million budget deficit and the anticipated \$23 million budget shortfall next year for Los Rios Community College and the fact that SEIU is fighting to restore monies—the association is not. We have gained support from some who now oppose the decert. The PERB vote count is scheduled for June 20.

In **Sonoma County** there is little movement or agreement by the county on the union's proposals. The union has proposed a move to the PERS health care system which would cut costs to the county by \$8-9 million per year. The county continues to deny this proposal, which will be our biggest fight. The county is also proposing to limit their contribution to health care to a flat figure of \$525 per month. This is moving away from percentages and shifts all risks and inflation to active employees. The county also proposes to limit their contribution to a flat rate of \$400 for retiree medical. There is a strong field campaign that continues to build momentum and engage members in the fight. There will be a rally on June 24 at the Sonoma County Board of Supervisors.

More bargaining: Bargaining continues at San Francisco USD and Livermore, as well as impact bargaining over layoffs at Acalanes, Hayward, and Sacramento City Unified.

STRATEGIC CAMPAIGNS DEPARTMENT REPORT submitted by Pattie Tamura

Reorganization- Effective June 9, research and communications staff will be working with Bill Steck. This change will provide for further integration with our political work and our resources. Additionally, Pattie Tamura will be working with the Private Non-Profit, City Workers, and Special Districts teams in addition to the training & education staff. We have held transition meetings with outgoing and incoming directors/supervisors to review priority issues and campaigns. This week we will schedule transition meetings with directors/supervisors and Industry chairs. Some of the main issues include City of Berkeley, Oakland and Fairfield contract campaigns. First contract campaigns are underway in LaFamilia, East Bay Innovations, Native American Health Centers, and NCO Head Start.

Staffing- Brad Cleveland continues on a leave of absence through the summer. In the interim we have hired a temporary researcher/communicator, Nadir Vissanjy and we have also contracted with Geoff Goodman for part-time research work on the San Francisco budget.

Research- Recent research/communication projects include budget analysis for City of Oakland, campaign assistance for Los Rios Community College District decertification campaign, and Sonoma County contract campaign. The San Francisco budget campaign has included compiling information from city and county departments, USD, CCD and private non-profits.

Communications- The communications team continues work with the San Francisco budget campaign, SEIU convention, Sonoma County, Solano County, web steward training, Los Rios Community College District, the weekly newswire and publications.

Training & Education- Recent trainings have been conducted in San Francisco, San Joaquin, San Ramon and with the Schools Industry regarding the MRC. The City Worker Industry has also worked with training staff on preparing for the City Worker Industry conference in July. Additional training for MRC staff on protocols, roles of advocates and worksite organizers, and issue organizing also been prepared by training staff. Preparation for the collective bargaining training for first time negotiators and advanced leadership skills training are scheduled for July.

POLITICAL DEPARTMENT REPORT submitted by Bill Steck

COPE: We've collected 537 COPE cards in 2008 through the end of May. The average check-off amount is \$5.01/month. We are working with the SEIU COPE team on a program to increase our effectiveness in getting members signed up for COPE, and to help all of our teams meet their 2008 COPE goals, including a paid phone program to targeted groups of members. We are continuing work with the Finance Dept to audit COPE records to be sure we are capturing all COPE contributions.

State/local budget fights: Participated in lobby days and local actions in May, including the Nurse Alliance Conference on 5/6, Human Services on 5/13, and Parents & Families Day (in support of Schools) on 5/27. Conducted "Walk a Day in My Shoes" event with Joan Buchanan, our endorsed (and victorious) candidate in the 15th AD in San Ramon Unified. Sacramento City Unified event with Senator Steinberg is scheduled for 6/13. Working on a program to do outreach to our Republican and DTS members in Republican districts to begin engaging them in the fight, and strategizing with our Organizing Dept on how this campaign might help move our organizing work in these areas. Produced new "toolkit" for staff on budget + Employee Free Choice + Obama for summer member engagement activities. Members are engaging in local budget fights in numerous jurisdictions, with more likely.

June 2008 primaries: Please see attached primary election report. We had a very good election. We are still

capturing information on member participation, but can already say that it is our weakest area, especially in our base.

Presidential campaign lost-timers: Received four to date. SEIU will begin interviews shortly.

SEIU issue campaigns: Moving Employee Free Choice Act as part of summer political education and mobilization work.

Central labor councils: Political staff have been working with CLCs to get letters sent to AFL-CIO requesting intervention to end the CNA raids on SEIU jurisdictions. We continue to work with State Fed on rebuilding the San Joaquin CLC.

November election preparation: COPE Committee will hold a planning session on 6/28 in Fairfield.

SEIU 1021 – June 3rd primary wrap-up: June 3 was a banner day for 1021! We won an impressive **23 of 29** local races and put ourselves on the map as THE POLITICAL POWERHOUSE in Northern California! Thanks to all of you who worked so hard and made this possible, and congratulations to all our political organizers who worked so hard the past 5 months and made such a difference in these races! Some highlights:

- In Calaveras County: Steve Wilensky won his supervisor seat with over 70% of the vote!
- In San Joaquin county: Our candidate for District 3 supervisor Steve Bestolarides won over 50% of the vote in a field of four candidates, avoiding a runoff in November—no small feat in such a crowded race! Also, we participated in two independent expenditure campaigns against anti-union candidates for board of supervisors District 1 and Stockton mayor- knocking the BOS candidate completely out of the running and laying the groundwork to defeat the mayoral candidate in June.
- In San Francisco, we won BIG for our members by passing Prop. B, to improve pension benefits and keep retiree health care benefits affordable in the long-term.
- In Solano County: Our candidate for board of supervisors District 2, Linda Seifert, won 62% of the vote- beating a 12-year incumbent and laying the groundwork to take the county back from conservative politicians!
- In Contra Costa County: Guy Houston was soundly defeated by Mary Piepho for board of supervisors District 3- finally union members are safe!
- We also soundly defeated Prop. 98 and finally passed a good initiative in Prop. 99 AND labor knocked out Wal Mart golden boy Chris Calbaldon, electing union-friendly Mariko Yamada to the State Assembly!
- And, in case you missed it, yesterday Senator Barack Obama clinched the Democratic nominee for President- a change is gonna come!

There are many other fantastic stories of victories from the coast to the valley, here's the lowdown:

WINS:

Oakland City Council District 1: Jane Brunner

Oakland City Council District 3: Nancy Nadel

Oakland City Council At-Large Seat: Rebecca Kaplan is the top vote getter, earning twice as many votes as the runner up and will face a runoff election against Kerry Hamill

Hayward City Council: Barbara Halliday

Hayward City Council: Bill Quirk

San Leandro City Council District 6: Jim Prola

SF: Prop A

SF: Prop B

SF: Prop G

San Joaquin Board of Supervisors District 3: Steve Bestolarides

Sonoma County Board of Supervisors District 3: Shirlee Zane is the top vote getter and will face a runoff against Sharon Wright in Nov (Wright did some pretty nasty mail about SEIU and our support of Zne)

Solano County Board of Supervisors District 1: Barbara Kondylis

Solano County Board of Supervisors District 2: Linda Seifert

Solano County Board of Supervisors District 5: Skip Thomson is the top vote getter and will face a runoff against the incumbent Mike Reagan in Nov (Reagan did two mail pieces attacking us and Thomson)

Mendocino County Board of Supervisors District 2: John McCowen is the top vote getter and will face a runoff against Estelle Clifton

Mendocino County Board of Supervisors District 4: Kendall Smith

Calaveras County Board of Supervisor District 2: Steve Wilensky

Amador County Board of Supervisors District 4: Louis D. Boitano

Contra Costa County Board of Supervisors District 3: Mary Piepho

Contra Costa Board of Supervisors District 5: Eric Nunn came in 2nd and will face a runoff against incumbent Federal Glover

Calaveras County Board of Supervisors District 1: Zarrell McDaniels came in 2nd will face runoff against Gary Tofanelli

Napa County Board of Supervisors District 5: Gary Simpson came in 2nd, and will face runoff against Keith Caldwell

Zone 7 Water Board: Sandy Figuers

Zone 7 Water Board: Dick Quigley
State Assembly District 8: Mariko Yamada (defeating Wal Mart candidate Chris Cabaldon)
State Assembly District 14: Nancy Skinner
State Assembly District 15: Joan Buchanan
Prop. 98: No
Prop. 99: Yes

Losses:

Oakland City Council District 5: Mario Juarez
Hayward City Council 2 year seat: Steve Bristow
Sonoma County Board of Supervisors District 5: Maddy Hirshfield
Mendocino County Board of Supervisors District 1: Dolly Brown
Amador County Board of Supervisors District 1: Rosalie Pryor Escamilla
Zone 7 Water Board: Christopher Moore

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, July 14, 2008

10:00 a.m. to 5:00 p.m.

Oakland

Executive Board members present: Damita Davis-Howard (president), Sandra Lewis (treasurer), John Morrison (secretary), Bob Adamson, Larry Bevan, Karen Bishop, Amanda Booker, Derrick Boutte, James Bryant, Jim Ellett, Nadia Frazer-Robinow, Vicki Reed, Mary Sanders, Lacy Topolewski

Executive Board members excused: Cindy Bannister, Kim Burke, Christal Cox (vice president), Ed Kinchley, Kathy O'Neil, Leea Rodriguez, Norm Ten, Marcus Williams

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Pattie Tamura

Members present: Dolores Gholar, Elizabeth Cobey.

President Damita Davis Howard called the meeting to order at 10:40 a.m.

Announcements:

- Sandra Lewis announced the successful City of Berkeley contract ratification vote of 458 to 11.
- Mary Sanders announced a film festival at the Roxy Theater in San Francisco. Two videos produced by the Organizing Department will be presented, "Justice Can't Be Temporary" and a video about the organizing drive at the Native American Health Center.

June 16, 2008 meeting minutes: It was moved and seconded to approve minutes as corrected Motion carried with four abstentions.

NEW BUSINESS:

Appointment to the Member Advisory Committee: It was M/S/C to recommend the appointment of retired member J.R. Thomas to the MAC to President Stern. There was discussion about retiree voting rights and dues. Retirees right to vote is limited for those who don't pay full dues.

OLD BUSINESS:

Justice for All: President Davis Howard distributed documents regarding member engagement and a summary of programs approved at the SEIU convention for review and discussion. Member engagement was a focus of the local prior to the convention with a Unite to Win committee on member representation. The board reviewed the four core purposes: (1) winning at work, (2) unite workers, (3) build a progressive majority, and (4) maximize member participation and leadership in all union activities. The member engagement program calls for 5% of members in leadership roles by 2009, 7% by 2011, and 10% by 2012; 20% of members engaged in union activities by 2009, 35% by 2011, and 50% by 2012. The 10/10/50 plan mandates 50% of organizing budget and 50% of non-organizing staff committed to health care reform and passage of the Employee Free Choice Act. Volunteers from the MAC will participate on the 10/10/50 committee. The local of the future should be relentlessly focused on the four core purposes. We can make a difference in bargaining and elections if members are involved. For example, Solano County has exceeded member engagement goals with their massive contract campaign rally. Member engagement peaks during contract campaigns and then member interest typically falls off. Political goals include .5% of members identified as member political organizers by 2008, 1% by 2011, and 2% by

2012; 3% of members identified as volunteers by 2008, 6% by 2011, and 10% by 2012. President Davis Howard has met with all 10 staff teams, program staff, and organizers to begin developing member engagement plans. At least three members from each jurisdiction will meet with staff teams to draft program plans. There was discussion about involving industries and contract campaigns. The plan is to make the union powerful to members. There was discussion about succession plans for member leaders leaving service and identifying other members to come forward. Member leaders should discuss different ways of doing our work and start mentoring. Technology can maximize our outreach. The Board broke into three groups to brainstorm ideas on the member engagement plan:

- Groom new leaders to take on new roles
- Create an academy where members can be mentored
- Have issue-based programs
- Utilize expertise of retired members to provide oral history, convert fee payers to members, identify leaders
- Consider efficient use of lost timers
- Create a wider range of member leader roles
- Include community outreach and retiree members
- Leadership academy
- Redefine what a leader is
- Use training and education, recruitment
- Create different type of communities
- Industry roles
- Meaningful recognition
- Tie-in COPE, politics, community outreach, and local issues
- Survey membership
- Suggestion boxes, web-based communication
- Worksite greeters and orientation plan
- New ways of reaching out...movies, bingo-night (entertainment as organizing tool)

The board reviewed the reports and, by consensus, concluded the reports form the basis of the plan and the goals and concepts that will be used for the member engagement program.

Action taken at the SEIU convention mandates 20% of members contribute an average of \$7.00 to COPE by 2009, 30% of members by 2010, 40% of members by 2011, and 50% of members by 2012. Health care locals seem to do the best by linking political action to better health care. The local's average in 2008 is \$6.00 per member. The penalty for not reaching COPE goals is 1.5% of what is owed. A member political organizer is defined as a member participating in five political events in one year (walking precincts, phone banking, contributing to COPE).

Staff and member teams will meet and draft member engagement program plans to increase current participation and create new roles. The Reserve Organizing Corps is accomplishing this. COPE recruitment is an ongoing part of the worksite organizers' job.

KKR actions: President Damita reminded the executive board of the "Global Day of Action" against KKR is July 17. Informational flyers were distributed. This is a concerted, global action on a buy-out equity firm that impacts the lives and communities of working families.

Hiring policy: Seth Schapiro reported there are no wholesale policy changes recommended to the

policy, but a meeting is scheduled with affected parties to identify efficiencies. The screening committee recommends the hiring policy be amended to provide that “organizers-in-training classification not be screened by screening committee” but handled by the organizing department. It was so moved, carried, and seconded. Seth Schapiro will keep the board updated on efficiencies that have been implemented.

MAC/VBC Vacancies/Alternates Subcommittee: Subcommittee has not met. Subcommittee needs to gather data and make a recommendation. Subcommittee will report at the next meeting.

REPORTS:

Treasurer’s report: Treasurer Sandra Lewis requested that meetings be rescheduled to allow the Member Advisory Committee to have input in the preparation of the 2009 budget. It was M/S/C to change the MAC meeting from November 8 to November 15. The Budget and Finance Committee will meet November 21-23. Treasurer Lewis reported the Budget and Finance Committee mid-year budget review meeting will be August 2 in Santa Rosa. Monthly informational meetings continue with members/chapters/jurisdictions. A temporary staff position has been hired to bring chapter/bargaining unit accounts up to date. Chapter accounts having negative balances will be frozen. The union is pursuing a grievance against the City of Oakland because the city has not been deducting dues and initiation fees for new hires since March 2007; there is a similar situation at BART. The local plans to audit jurisdictions to ensure that all workers who should be paying dues are paying dues/fees and paying the correct amount. As of January 2008 each chapter/bargaining unit keeping an outside bank account must provide records and documents necessary to conduct an audit. Updated industry budget reports are available.

President’s report: President Davis Howard asked board members to write letters to their state senators and Assembly members in support of the July 11 conference committee state budget proposal, a compromise that includes a combination of cuts and new revenue. Talking points were offered on generating revenues, fair share of taxes, closing loopholes, rolling back write-offs, accountability, etc. President Davis Howard reported a poll of the executive board approved the participation of Local 1021 in the creation of a Bay Area chapter of U.S. Labor Against the War and the appointment of Jon Meade as Local 1021’s representative to the chapter.

Special Districts Industry: Chair Vicki Reed submitted a written report.

City Workers Industry: A “Growing Workplaces and Communities” conference is planned for July 19 in El Cerrito with 15 jurisdictions represented. There will be workshops, a celebration of victories, and break-out sessions on politics, power, and moving our agenda forward.

Counties Industry: No report.

Social and Economic Justice Committee: Chair Derrick Boutte submitted a written report. The board was reminded that industry/committee reimbursements will not be honored unless they are signed by the industry or committee chair. SEJ has been working on a policy on participation at events and submission of reports. Minutes should reflect members going to conferences. SEJ is meeting July 17 and Derrick will clarify the procedure and process.

COPE Committee: A written report was submitted (attached).

Reserve Organizing Corps/Organizing report: Chair Mary Sanders reported 20 volunteers are needed for a new organizing drive for non-profits in Solano, Butte, Sacramento, and San Joaquin counties. There are SEIU organizing campaigns coming up in North and South Dakota, Pennsylvania, and North Carolina. The Reserve Organizing Corps' goal is to recruit 100 new member organizers (52 have been recruited since January). Next meetings are August 16 in Fairfield, September 27 in the Bay Area, and December 6 in Napa. Mary Sanders thanked retirees for help in organizing.

Member Resource Center report: Sandra Lewis distributed information on MRC goals, a report on the next industries and counties to be included in this major communication and advocacy tool, a chart showing the percentage of calls by type, a member satisfaction poll, and a sample event flyer. MRC is not to do away with stewards but to help stewards. 82% of calls received by the MRC are handled by MRC staff (most calls are informational), 7% of calls require follow-up by MRC staff, and 4% are referred to an advocate (e.g., disciplines). Of 1,200 calls received, 34% were requests for general information, 20% were questions about contract issues, and 15% were disciplinary issues. The MRC can be customized per region/industry and issues tracked. Staff, stewards, and members will be able go on the internet to review issues and material. The following jurisdictions are scheduled to roll into the MRC: San Joaquin area jurisdictions on August 5; health care (non-RN) jurisdictions on August 18; Mendocino, Sonoma, Napa, and Marin jurisdictions in September. San Joaquin leaders Donna Shane, Marcus Williams, and others will visit the MRC in Pasadena, the location for site and training. Leaders and staff from all public sector locals in California are helping to develop the MRC program. MRC staff are represented by CWA and advocates are local union staff. It is important to reinforce the message that the MRC is not replacing the steward structure.

Summer Institute for Union Women: Karen Bishop reported the local will send four women members to the Summer Institute for Union Women, one of the best trainings around, to be held July 9-13 in Canada. Local 1021 pays all expenses except lost time. None of the members have attended before. Members are from San Joaquin County, Alta Regional Center, City of Benicia, and Unity Council Head Start.

Building Committee report: Seth Schapiro reported the committee is in negotiations on two buildings in Fairfield. The committee has interviewed two space planners/architects to determine how much space the local needs in Oakland. Committee will meet again the week of July 21. The San Rafael office is closed, but a meeting room is available for rent at a cost of \$100.00 per meeting. Some Marin leaders are not pleased but a consolidation of offices was necessary and every effort will be made to accommodate members and meetings. The organizing department needs additional space in Sacramento.

Director reports: Valerie McCan-Murrell and Pattie Tamura submitted written reports (attached).

It was moved, seconded, and carried to adjourn at 5:02 p.m.

Respectfully submitted,
John Morrison, SEIU 1021 Secretary

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit Team- This team has full staffing with Mary Adams, lost timer at NCO Headstart, assisting with the vote on the first contract. This is a revote on the first contract due to a high percentage of challenged ballots.

The mail ballots will be counted July 21. The PNP Industry Conference was held in Napa with 12 PNP agencies represented. Contract negotiations have been completed at Workforce Investment Board, Jewish Community Center of the East Bay, and Blood Center of Fairfield. Sad news to report regarding the closure of New College and Cody's Books. In both places we are working with the attorneys to make sure all monies owed to employees are paid. Discussion and development of a new PNP new member orientation procedure and packet and training on communication skills was provided by Daz Lamparas. Stopping the 20% cut in San Francisco funding to non-profit services is a major project for the PNP team.

Special Districts Team- The team has full staffing. The Special District/Housing Authority team met with Congresswoman Barbara Lee's staff regarding federal budget and full funding for HUD/Housing Authorities. This follows a May meeting with Nancy Pelosi's staff and a July 23 meeting with Lynn Woolsey's staff. Marin Municipal Water District and Oakland Housing Authority continue in negotiations. Alameda County Housing Authority ratified a 3 year agreement with a 4% increase this year. BART chief stewards held a training with attorneys about using grievances to organize.

City Workers Team- The team has one vacancy with the departure of Kris Organ. Ruben Garcia and Sequentite Buggs are assisting with City of Oakland negotiations. July 19 is the first City Workers Industry Conference in El Cerrito. This one day mini-conference will be set up with three main sections – a plenary, morning workshops training leaders & activists, and afternoon workshops led by panels of city workers discussing challenges in providing vital services for our communities. City of Fairfield and Oakland continue in negotiations. The next major action is July 15 at the Oakland City Council. City of Berkeley wrapped up negotiations with many improvements on longstanding issues and a 5% pay increase this year.

Training & Education Team- The team has full staffing. Joyce Baird, Cindy Bannister, Donna Shane, and Debra Porter Valdez coordinated recruitment and selection for 1021 participants in the Summer Institute for Union Women July 9-13 in Victoria, British Columbia. Despite the convention and tight time frame, 22 first-timers applied and Aditra Garcia, Christine Goodwin-Archer, Veronica Figueroa, and Sharon Williams were selected to attend by the committee.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: The San Joaquin Head Start position has been filled and the new worksite organizer will start August 5. The North Bay supervisor position has been reposted and closes on July 21.

Los Rios Community College District members voted almost two to one to remain with SEIU Local 1021 following a raid by the Los Rios Classified Employees Association. New hire Seth Francois is working with the members to rebuild, and has already recruited three new shop stewards who recently attended training.

A member leader activist from **Sonoma Superior Court** had a favorable arbitration decision with a win on both of her issues. The arbitrator ruled that the Court did not have cause to terminate the employee and was directed to immediately reinstate the grievant with full back pay.

The **San Francisco Unified** bargaining team was successful in negotiating a two-year renewal of the contract with the possibility of reopening for negotiations in 2009 and no layoffs for two years.

In **Mendocino County**, several hundred county workers will be getting raises from re-class and salary surveys. They are trying to maximize the numbers and educate workers on the union's role in getting these.

In the **City of Jackson**, COPE language was successfully negotiated. This is their first contract to have COPE payroll deduction.

Walk a Day in My Shoes: At **Sacramento City Unified**, State Senator Darryl Steinberg completed "ride on my school bus" with members and students, his participation is still generating positive results with administrators.

For **Sonoma County** members, the contract campaign is strong and the momentum is building. Several successful actions have been pulled off including a rally in front of the BOS with members and retirees totaling over 500 and unity breaks with over 400 in attendance. This campaign has attracted new activists and the member leader contacts has grown to just over 100 with most being new leaders. Another large rally and BOS action is scheduled for July 15. Members are identifying community organizations that they belong to lobby the BOS and have started a media committee to write letters to the editor. While the field operation is strong and moving the table on some fronts, the county is fishing for impasse. The giant issue is that the county wants to separate health coverage of retirees from health coverage for active employees. The county proposal is \$500 per month for health and \$600 per month cash for actives, with retirees being left with just the flat \$500 going forward. The current contract expired on June 30, 2008.

In **San Joaquin**, a plan is in place during the month of July to engage over 1,400 members in the county, Superior Courts, City of Lathrop and Head Start. Through a series of activities and meetings, members are conversing and taking action around the Employee Free Choice Act, COPE, and fee-payer-to-member conversion. They are also excited and providing input into the MRC, which goes live for this area August 5.

More bargaining: In Marin, RNs are at the bargaining table fighting for equity in the market while they look forward to a CPI-based COLA of 3%. Bargaining continues at Santa Rosa Jr. College, Mendocino College, Geyserville, and Peralta. At **Sacramento City Unified** 93% of members ratified the TA to extend the contract to June 30, 2009. The

agreement includes a 1.5% COLA effective June 1, 2008.

POLITICAL DEPARTMENT REPORT submitted by Bill Steck

COPE: We've collected 695 COPE cards in 2008 through the end of June. We are working with the SEIU COPE team on a program to increase our effectiveness in getting members signed up for COPE, and to help all of our teams meet their 2008 COPE goals, including a paid phone program to targeted groups of members. We are continuing work with the Finance Department to audit COPE records to be sure we are capturing all COPE contributions.

State/local budget fights: Continuing to participate in two lobby days/month. Conducted "Walk a Day in My Shoes" event with Senator Steinberg (and President Pro Tem Elect) at Sacramento City Schools (watch the video on seiu1021.org youtube site). Held first small group discussion with Republican members to hear their concerns. Distributing new "toolkit" for staff on budget + Employee Free Choice + Obama for summer member engagement activities. Members are engaging in local budget fights in numerous jurisdictions, with more likely.

Presidential lost-timers: SEIU is interviewing apps received to date.

SEIU issue campaigns: Moving Employee Free Choice cards as part of summer political education and mobilization work.

PAC expenditures: June was a low expenditure month. No actual expenditures to report. \$25,000 was approved for polling in San Francisco in June, and at July meeting contributions to candidates and organizations totaling around \$5,000 were approved, but expenditures have not been made.

Central labor councils: We continue to work with State Fed on rebuilding the San Joaquin CLC. Recruiting for State Fed convention in Oakland

November election preparation: COPE Committee held planning session to discuss priorities by county on June 28. Following recommendations were approved at July COPE meeting:

- o Chapters/jurisdictions should notify the Political Department by August 1 if they wish to be involved in local races.
- o We want to complete all endorsements by September 15.
- o Any requests for contributions of more than \$2,500 to a candidate or issue must include a written member engagement plan approved by the appropriate county committee.
- o We have tentatively scheduled a member political organizer training for September 13 contingent on participation by industries, with a goal of 250 members attending.

July 17 - GLOBAL DAY OF ACTION AGAINST KKR!!!!!!

SOCIAL AND ECONOMIC JUSTICE COMMITTEE REPORT

By prior agreement, the SEJ Committee set aside the majority of our June meeting to review our budget and come to agreement on a revised budget for the remainder of 2008. The committee was able to develop a revised budget that allows us to accomplish our main priorities for the remainder of the year while "living within our means." The committee recommended significant reductions in conference expenses and extremely limited outreach/contributions resources for the remainder of the year in order to increase our capacity to develop and execute programs of interest to SEJ as a whole and to individual solidarity committees. All participants showed a willingness to make adjustments in their initial budget requests in order to balance our budget for the year and make our program work the priority of the committee. The revised budget will be presented to the SEJ Committee in July for final approval, and then submitted to the Budget and Finance Committee.

Activity reports from solidarity committees were tabled in June in order to allow adequate time to address the budget.

The committee did approve the following expenditures, all within the framework of the revised SEJ 2008 budget: expenses for three members to attend the annual APRI convention; expenses for four members to attend the annual LCLAA convention; expenses for one member to attend the annual NAACP convention.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, August 11, 2008

10:00 a.m. to 5:00 p.m.

Sacramento

Executive board members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, James Bryant, Norm Ten, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil, Leea Rodriquez, Norm Ten, Lacy Topolewski (phone)

Members excused: Amanda Booker, Kim Burke, Derrick Boutte, Vicki Reed, Mary Sanders, Marcus Williams

Staff present: Kerry Newkirk, Patti Tamura, Valerie McCan-Murrell, Bill Steck.

President Damita Davis Howard called the meeting to order at 10:56 a.m.

Announcements:

- Sonoma County demonstration August 19 protesting increased health care costs on current employees and retirees. Sonoma County workers have received strike sanction from the central labor council. All executive board members are encouraged to participate.
- Political/COPE leadership training scheduled for September 6 in Berkeley. Attendance goal is 250 members.

July 14 meeting minutes: It was M/S/C to accept minutes as presented with four abstentions.

NEW BUSINESS:

- **Member Travel/Expense Reimbursement Policy & Procedure:** The board considered adding a section on "member conduct" to the policy. It was M/S/C to accept policy amendment and change the title of the policy to "Member Travel Policy and Procedure."
- **Resolution regarding the privatization of Pemex** (referred by the Social and Economic Justice Committee): It was M/S/C by consensus to adopt the resolution opposing privatization of PEMEX (attached) as amended.
- **Community partners:** A list of potential community partners was distributed. The board was asked to review the list and submit comments and additions by August 29.

OLD BUSINESS:

- **Hiring procedure:** The Executive Board reviewed a number of suggestions to streamline the Local 1021 hiring procedure. President Davis Howard will keep the board updated on progress.
- **Oak Street Corporation board:** President Davis Howard reported the board took action in January to change the composition of the Oak Street Corporation board of directors but too many members were appointed. The Local 1021 President and Treasurer, BART Chapter President, and Director of Administration were named to the board in January as well as the eight industry chairs. The corporation bylaws provide for a total of seven members on the board. It was M/S/C to replace the eight industry chairs appointed to the board with the Local 1021 Vice President and Secretary and Special Districts Industry Chair.
- **MAC/VBC Vacancies/Alternates Subcommittee report:** No report available.

REPORTS:

Counties Industry: Chair Kathy O'Neil reported the industry has been meeting monthly; members received t-shirts for volunteering for election work. Officers are Vice President Marcus Williams, Secretary Kate Acosta, and Parliamentarian Al Fernandez.

Schools Industry: Chair Leea Rodriguez reported the industry met last Saturday. A mini-convention is scheduled for September 13 involving Dixon, Sacramento, Fairfield and Chabot schools. There will be sweatshirts for participants.

Registered Nurses Industry: Chair Christal Cox reported the National Nurse Alliance is working on bylaws and meeting every other month. The industry will meet August 16 in San Francisco. There will be train-the-trainer and CEU courses offered in Mendocino and Sonoma. California Nurses Association raiding activity is currently focused on Local 1000.

Health Care Industry: Chair Ed Kinchley submitted a written report (attached). He requested staff assistance in identifying members to attend industry steering committee meetings. He reported President Davis Howard has been very active in the San Francisco General Hospital bond measure fundraising campaign. There is no organized opposition and campaign has been a great leadership development opportunity. The campaign will be formally launched on September 8 or 15. Ed reported there are no layoffs of permanent employees in San Francisco as yet but as-needed employees are at risk of being laid off. Planning is underway for health care jurisdictions' move into the member resource center.

Private Sector/Non-Profit Industry: Chair Norm Ten reported that the June industry conference was well attended. Members met with a United Farm Workers leader and toured the unionized Charles Krug Winery and time on the tour bus became an educational tool on the trip. Communication about unions, our local, and an orientation packet are needed as soon as possible.

City Workers Industries: John Morrison reported the industry meets the second Saturday of each month. He reported on the successful July 19 conference with workshops, breakout sessions, and a celebration of recent victories. The mayor of Richmond spoke of community/union power and lessons learned. Members who RSVP'd got a door prize. Sharing union stories and celebrations was rewarded.

Field Director reports: Written reports were submitted by Pattie Tamura, Fran Jefferson (attached), and Valerie McCan-Murrell (attached).

Building Committee report: President Davis Howard reported the committee has chosen two possible office sites in the Fairfield area equal in cost and size. There are concerns about public transportation and parking. Committee will engage space planners to determine space needs for a combined Oakland office. Additional organizing space is needed in Sacramento.

Organizing report: Larry Bevan reported the Reserve Organizing Corps (ROC) has events Friday and Saturday in Chico.

Member Resource Center report: Director Valerie McCan-Murrell reported San Joaquin was rolled into the MRC last week; 38% of Local 1021 members are in the center. There is a strategic planning committee for oversight and committee is putting together informational pieces (flyers,

posters, etc.). Members can get content per industry at the 1021 website and chapters have trained website stewards to maintain web pages for chapters/bargaining units. Sandra Lewis, Christal Cox, and Amanda Booker serve on the MRC Committee. They are available to meet with members to answer questions and provide information. This still is a pilot program. Health Care Industry jurisdictions are next. 80% of members who call are helped on first call.

Executive session: The board went into executive session at 1:22 p.m. and reconvened at 2:23 p.m. Report out of executive session: The Executive Board discussed the chief of staff vacancy. The board reviewed a legal opinion on staff membership eligibility and requested further clarification by legal counsel. The board discussed vacant Executive Board positions and agreed to seek nominations from outlying areas.

President's report:

- **Justice For All:** President Davis Howard presented the outline of a member engagement and communications network plan. The Executive Board approved the proposal by consensus. The initial focus of the plan is the November election and distribution of voter guides to 40,000 members between October 1-15. The guides will be given to members by members, one-to-one, face-to-face. It is an opportunity to build a 1021 worksite communications network that will allow us to communicate quickly and effectively with members and inspire members to greater involvement. The plan will result in the recruitment of up to 400 leaders who will each recruit up to 10 members who will commit to distributing 10 or more voter guides. President Davis Howard will soon issue a memo to staff regarding required political work in September and October. No weekend meetings are to be scheduled in October (except for political campaign work).
- **KKR/Global Day of Action:** President Davis Howard, other board members, and staff reported on the successful demonstrations against the corporate buy-out giant KKR on July 17. The press coverage was fair. President Davis Howard will email a report to board members.

Treasurer's report: Treasurer Sandra Lewis presented reports on the Budget and Finance Committee's mid-year budget review: budget v actual report (January-June 2008), membership totals by jurisdiction (January-June 2008), dues/fees revenue by jurisdiction (January-June 2008), and a list of bank accounts. The board reviewed a number of budget adjustments recommended by the BFC based on income and expense projections, including an additional staff position to work on chapter/bargaining unit accounts. The budget originally adopted projected a deficit of \$283,467. The latest report anticipates a surplus of \$270,193. We now have the ability to audit employers to ensure proper dues amounts are being deducted. A detailed organizing budget is being developed. Treasurer Lewis holds regular meetings with members to review the budget and chapter/bargaining unit rebates. Treasurer Lewis agreed to prepare a pie chart on how Local 1012 dues income is spent. It was M/S/C without objection to accept the report and recommendations as presented.

COPE/Political report: A written report was submitted (attached). Chair James Bryant suggested a more timely and consistent system of meeting notice is needed in San Francisco. Adequate safeguards should also be in place to assure that meeting quorum requirements are met. It was noted that notification and quorum issues should be addressed and the SEIU State Council should be advised. All minutes of county Political Organizing Committee meetings are to be forwarded to the COPE Committee. It was moved and seconded to advise the San Francisco Political Organizing Committee to adhere to rules and standards regarding meeting notice, quorum, and minutes. The

motion passed by a vote of 10 to 1 with 2 abstentions.

Committee on Structural Integrity report: Due to time constraints, it was M/S/C by consensus to table provisional operational guidelines for chapters/bargaining units and Del Norte County Provisional Chapter Bylaws.

It was M/S/C to adjourn at 5:17 p.m.

Respectfully submitted,
John Morrison, Secretary SEIU 1021

RESOLUTION OPPOSING THE PRIVATIZATION OF PEMEX

Whereas increasing demands for oil in the accelerated competition of finance capital on this key, vital, and strategic resource are driving a ravenous appetite on a global scale rendering windfall profits unprecedented in their greed and plunder of other nations and threaten our security through profits secured by bribes, lies, secrecy, corrupt politicians, military interventions, and their impact on working class families are paid in blood for Big Oil in Iraq, the Middle East, and now Mexico; and

Whereas the struggle for oil has been the latest battlefield where the discredited, isolated Mexican President Felipe Calderon's attempt to privatize PEMEX failed due to the historic occupation of the Congress for several weeks and encirclement by "las Adelitas" who tipped the balance of power to the side of the outnumbered legislators whose audacity and determination brought Calderon and his majority PAN-PRI alliance to a dead stop and opened a debate which will end shortly and will usher in a new level of state violence and repression to popular actions; and

Whereas the transfer of public resources to private hands will deprive working class and poor families of much needed capital for health, education, and social services and will drive increased migration of those seeking refuge from the wreckage; and

Whereas the plunder of other nations by Big Oil profiteers like Halliburton and other transnational oil pirates are backed by corrupt politicians and the generals paid by finance capital which drive the Bush/Cheney clique and threaten working families' daughters and sons in a tragic and illegal war; and

Whereas unfair and exploitive trade agreements like NAFTA accelerate and exacerbate the massive flights of manufacturing jobs which feed the drive to the bottom and mean unemployment and more hours of work and loss of family time for U.S. and Mexican working poor who continue to migrate seeking a better life; and

Whereas Big Oil's greed picks our pockets at the pump and the salacious and incessant rise in prices clearly demonstrates there is no benefit to oil privacy to working and poor families in the U.S. and Mexico; and

Whereas working class families in the U.S. and Mexico receive no benefit from the privatization of PEMEX and can only benefit by joining the struggle to oppose the privatization of PEMEX and stand with the popular struggle which assists in educating our co-workers to the realities of what "pushes" out working class and poor families in Mexico and other nations and "pulls" them to the U.S.; therefore be it

Resolved that SEIU Local 1021 opposes the privatization of PEMEX.

HEALTH CARE INDUSTRY REPORT submitted by Ed Kinchley

Industry meetings: None currently scheduled. Want to schedule steering committee meetings in Bay Area and San Joaquin, but with staff changes and other priorities, haven't gotten good info about how to contact member leaders. Also want San Francisco and Alameda member leaders to meet together. Hoping to schedule later in August or early September.

San Francisco General Hospital rebuild: \$877 million general obligation bond to rebuild SF General Hospital to meet new state seismic standards. Local 1021 got the campaign ball rolling by hiring consultant who is now working for campaign committee, including full range of health care leaders in the city, SEIU, labor council, ACORN, etc., even the Republican Party. No organized opposition and polling well. Union's internal campaign includes use of two lost timers part-time. Will kick off campaign after Labor Day weekend. Expect to bring more members off on lost time for two one-week periods, mid-September to kick the internal campaign into high gear, and the week before the election for GOTV. Plan massive window sign campaign, and will ask all SFGH members to contribute one hour worth of pay to the campaign (through COPE). Goals of internal campaign are leadership development and winning the bond measure. Should be seen as the first phase of our member involvement campaign.

We have begun discussions with hospital administration on a number of important needs connected to the rebuild;

e.g., a contractual obligation to open a child care center in a new facility; built-in lifting equipment in all patient rooms; other safety concerns; and a number of green/environment concerns. Met with architect and administrators and will continue discussions. Hospital CEO committed to child care center in the current hospital building.

Healthy San Francisco: Continue to have big problems with short staffing, out of class work, lack of training, and patients having difficulty getting clinic appointments (patient navigator position not currently filled). Need to follow up with Tom Ammiano and Department of Public Health re the gap between public image of this "universal health plan" and reality.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Interviews have been completed for the vacant North Bay supervisor position. References are being checked and an offer of employment should be made by the end of the week. The Chico/Redding and Del Norte worksite organizer positions are being occupied by temporary staff. Interviews for the Chico/Redding route will conclude next week. For the Del Norte position, options are being explored to share this position with other unions in the Crescent City area.

San Joaquin, Calaveras, and Head Start team: After numerous worksite meetings beginning in late June of this year, the Member Resource Center rolled in last week in Stockton/San Joaquin jurisdictions. So far, member reports about the MRC experience have been positive. Staff spent a day in-servicing the MRC staff on the roll-in jurisdictions and discussing processes. The San Joaquin group decided that they will wait to discuss their specific steward protocols until they are more familiar with how the MRC works.

In **San Joaquin**, there was a huge victory when members threatened to strike in support of Animal Control officers who were bit by dogs during the course of duty. For over eight years, the union has brought safety concerns to the attention of the department to no avail. Not until this tragedy occurred and members took action was there movement. Members marched on the boss and attended the board of supervisors meeting. As a result, the board directed the Department of Animal Control to work with the Sheriff's Department to address and remedy safety issues. Officers will now receive safety training, tasers and taser training, bullet proof vests and a complete revamp of the way dispatching is done. The Union Countywide Safety Committee has been assembled and will meet for the first time on August 12.

East Bay and San Francisco schools team: Bargaining preparation for underway at Peralta, Ohlone, San Ramon, Hayward, Acalanes and Albany school districts. In many areas members are participating in the interview and endorsement process for school board candidates. At **Fremont Unified**, the 2008-09 school budget that was approved eliminates 87 of last year's 95 bus stops for junior high and high schools. The district requested that the walking distance be "pushed back" from 2.5 miles to 3 miles. The district managers neglected to inform the school board that the distance was measured "as the crow flies," practically eliminating all of secondary school busing. The elimination of 87 bus stops will have an impact on our transportation workers. The leaders are organizing for members to attend the next board meeting on August 27.

Press coverage of **Solano County** health and human services members and the harassment by management has jump-started phase I of our contract enforcement campaign. We continue to file unfair labor practice charges due to the harassment of activists and stewards by county management. The labor relations/HR director has signaled he is willing to try to work things out. Retiree health election for Solano members to be completed in August—County Administrator Michael Johnson initially attempted to make an issue of the fact that this vote hadn't yet taken place, but was unable to convince the board of supervisors to pick another fight with us.

More new leaders and stewards are coming forward at **Los Rios Community College District** following our successful defeat of the decertification campaign.

Thirty-nine members turned out for the Sacramento, North Bay schools, cities team member engagement meeting in Vacaville. There was a mixture of established leadership and newly-recruited stewards and activists. Most attendees embraced the concepts laid out in SEIU's four core principles and are looking forward to implementation of next steps. One concrete step is that members agreed to come together on a regular basis for regional stewards' councils which will cross industries.

At the **ARC of Butte County** impasse was declared after three meetings. Issues are no grievance procedure in MoU, mileage increase to IRS rate, and COLA. There are opportunities in the media and community. For the first time since this group has been organized, members are expressing a willingness to participate in work actions.

In **Sacramento County** we won an agency shop victory late last year. We are currently working on converting as much of the bargaining unit as possible to full membership. Final steps have been taken to comply with the county's Employer-Employee Relations Ordinance. All members of the bargaining unit have been notified that they have 30 days to become members or fee payers or termination proceedings will be initiated. At the same time, the county's Department of Health & Human Services has experienced a great deal of negative publicity due to several high-profile deaths of children in Child Protective Services' custody. An outside organization will be investigating and we are working on putting together a message for our child welfare supervisors to carry forward. In the past, management has attempted to blame supervisors when children have died or been injured, but the fact is that the county has cut staffing

to a fraction of that required by the SB 2030 yardstick study while at the same time increasing the bureaucratic requirements.

The **City of Redding** has acknowledged that the recently-concluded investigation into management practices in the customer service area of the electric utility was contracted out to a third-party consultant and the scope of the investigation was widened due to the appearance by over 50% of the bargaining unit at a city council meeting in April. The city, however, refuses to provide this report to the union and has asked that the union refer members up the "chain of command" rather than listen to their issues. We will be incorporating this outrageous response into our campaign to grow leadership and activism in Redding as well as filing the appropriate unfair labor practice charges.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Staffing: Welcome (officially) to Leah Berlanga. Leah was a temp in San Francisco and has been officially hired. Leah is part of Jet Chapman's team for local government. With Leah's hiring we are now fully staffed in San Francisco. We'll miss Allen Dunbar who will transfer to the schools advocate position this month. Allen's replacement at the medical center is Sasha Wright who transferred from organizing. Dan Harper decided to leave 1021 on 8/1. We'll miss Dan and our best wishes go with him. We have two wonderful temps in Alameda County, Nick Jones and John Van Eyck. Nick will be leaving after the Oakland city negotiations are finished and John will be leaving at the end of this month. The two positions are posted for transfer and hiring. We're fortunate to have Susan Stofan on board for the medical center RN unit. Brook Demmerle left 1021 in mid July and Susan agreed to a temporary transfer from San Francisco through December. She will provide RN representation and assist with RN negotiations. Rachele Savola (formerly with legacy 616 and State Council) has been hired as a temp to provide coverage for Laguna Honda. We're also posting for a permanent worksite organizer for the medical center RNs.

ACMC RNs: The medical center RN MOU expires December 31. Because of the CNA raiding, we're fast tracking negotiations. The team has been elected and the contract action team is meeting. Our first session with management is 8/20. The medical center isn't rolling in money and we've heard rumors that they will be proposing takeaways so we won't have an easy time.

Contra Costa County: The MOU expires in September. We have dates for equity adjustment meetings for 1021 members. We will be bargaining in coalition with Local 1 and AFSCME. There is a huge GASB problem and we anticipate problems with retiree health care. There is a new CEO coming on board so this will be a good test. Lois McKinney will be leading the table for 1021.

Courts: Alameda County Superior Court and ACOCRA (court reporters) MOUs expire 12/31. We're starting to put those campaigns together now.

San Francisco: Thanks to the members and the San Francisco Council we were successful in beating back the worst of the proposed budget cuts. The council met weekly and, working with Eric Lerner, implemented several successful fight back strategies, including member lobbying and rallies. The bargaining team took a "no concession" position and none were made. We know this fight will be ongoing and expect to get hit hard with mid-year cuts. The mayor isn't happy that 1021 members weren't willing to "concede". We're also gearing up for the November election which includes a bond measure to rebuild San Francisco General along with major board of supervisor races.

Alameda County budget: The county adopted a balanced budget with no layoffs or service cuts. We're all holding our breath and waiting for adoption of the state budget which could have a major impact on county finances.

Organizing: Special thanks to the organizers who flooded the medical center. Due to their efforts CNA has left the scene (permanently we hope) and many new leaders have been recruited. Our RN leadership has done an outstanding job. Sincere thanks to Christal, B.J., Shirley and Kuwaza.

SOCIAL AND ECONOMIC JUSTICE COMMITTEE REPORT:

The SEJ Committee approved a revised 2008 budget, developed at the June 2008 meeting.

The committee received reports from solidarity committees and took the following actions at its July meeting: Approved two more people to attend the APRI Conference, with transfer of funding from Katrina relief "seed" money, if necessary, to cover any costs above budgeted amount. Approved funds to pay for registration for four people to the Bay Area AFRAM Conference in San Jose, July 19-20. Approved \$1,500 contribution to Annual Food Basket and Toy Drive for low income families of the SF Tenderloin District, the 5th annual community/labor unions toy drive. Referred to 1021 Budget and Finance Committee, with a recommendation for approval: Peace and Solidarity Committee request for \$300 contribution toward El Balazo Restaurant Workers defense fund, in response to ICE raid.; request from Marcos Gutierrez for \$2,800 to sponsor an 8-week series of radio programs on labor and community issues on Spanish Radio La Grande 1010; \$700 for 7 tickets (half price) to the Instituto Laboral de la Raza Labor Capital Breakfast. Passed a motion opposing the privatization of PEMEX (Mexico's National Oil Company) and requesting the Executive Board pass a resolution to oppose this action by the Mexican government. Approved a resolution for solidarity with the teachers of Puerto Rico

COPE/POLITICAL DEPARTMENT REPORT submitted by Bill Steck

COPE: We've collected 762 COPE cards in 2008 through the end of July. The average check-off amount is \$4.10/month. We are working with the SEIU COPE team on a program to increase our effectiveness in getting members signed up for COPE, and to help all of our teams meet their 2008 COPE goals, including a paid phone program to targeted groups of members. We are continuing work with the Finance Dept to audit COPE records to be sure we are capturing all COPE contributions.

State/local budget fights: Participated in lobby days and local actions in July. Collecting letters from members to legislators urging them to pass a compromise budget that balances revenue increases and cuts. Working on a program to do outreach to our Republican and DTS members in Republican districts to begin engaging them in the fight, and strategizing with our Organizing Department on how this campaign might help move our organizing work in these areas. Members continue with local budget fights.

November 2008 election: Scheduled November election MPO kick-off training for September 6 at the Berkeley Marina Doubletree. Our goal is to turn out and train 250 member political organizers for the November election. We are organizing and coordinating town hall endorsement processes in San Francisco, Alameda, Contra Costa, Sonoma, San Joaquin, Sacramento, with more to come. We requested all jurisdictions notify the Political Department of their interest in local elections by August 1, and have set September 15 as a deadline for making endorsements.

SEIU issue campaigns: Continue moving Employee Free Choice Act cards. 1021 submitted 1,232 cards through August 7, about 10% of our goal.

PAC expenditures: 1021 PAC expenditures – contributions to candidates and issue campaigns, and expenses related to election research, for May 2008 follows.

Central labor councils: We are working with CLCs throughout our jurisdiction on endorsements in local races and on November campaign plans and resources.

Capital Stewardship: Organized 1021's involvement with July 17 Global Day of Action against KKR. Approximately 125 members and staff participated in actions in Menlo Park, Oakland, San Francisco, Sacramento, Santa Rosa, Fairfield, and Stockton. Helped Sherry Sweet win election to the Marin County Retirement Board.

**SEIU 1021 COPE - POLITICAL ACTION EXPENDITURE REPORT
2008 – THROUGH JULY 31
Candidate-Related Expenditures**

<u>Description</u>	<u>Recipient</u>	<u>Amount</u>
Alameda County DCC	Weinstein, Karen	\$100
Alameda County Board of Supervisors	Haggerty, Scott	\$1,000
Alameda County elections	Eden Area DCC	\$300
BART	Keller, Joe	\$1,000
Calaveras County elections	Calaveras County DCC	\$250
Hayward City Council	Bristow, Steve	\$1,061
Hayward City Council	Quirk, Bill	\$1,061
Marin elections	Marin NWPC	\$120
Mendocino County Board of Supervisors, D1	Brown, Dolly	\$1,000
Mendocino County Board of Supervisors, D2	McCowen, John	\$1,000
Mendocino County Board of Supervisors, D5	Smith, Kendall	\$250
Napa County Board of Supervisors, D5	Simpson, Gary	\$1,021
Oakland City Council, At-Large	Kaplan, Rebecca	\$1,300
Oakland City Council, D1	Brunner, Jane	\$1,300
Oakland City Council, D3	Nadel, Nancy	\$1,300
Oakland City Council, D5	Juarez, Mario	\$1,300
Oakland City Council, D5	Polling Firm	\$6,700
San Francisco elections	Harvey Milk LGBT Democratic Club	\$1,500
San Francisco Superior Court	Sandoval, Gerardo	\$500
San Joaquin County Board of Supervisors, D1	Polling Firm	\$7,500
San Joaquin County Board of Supervisors, D1 IE	IE PAC	\$15,000
San Leandro City Council	Prola, Jim	\$1,000
Santa Rosa City Council	Allen, Michael	\$500
Solano County Board of Supervisors D5	Polling Firm	\$5,000

Solano County Board of Supervisors, D2	Seifert, Linda	\$5,000
Solano County Board of Supervisors, D2 & 5	Vallejo & Vacaville Newspaper ads	\$12,000
Solano County Board of Supervisors, D5	Thomson, Skip	\$10,000
Sonoma County Board of Supervisors, D3	Zane, Shirley	\$1,000
Sonoma County Board of Supervisors, D3 IE	IE PAC	\$10,000
Sonoma County Board of Supervisors, D5	Hirschfield, Maddy	\$1,000
Sonoma County Board of Supervisors, D5 IE	IE PAC	\$3,000
Sonoma County elections	Democratic Central Comm	\$1,000
State Assembly, D15	Buchanan, Joan	\$2,000
State Assembly, D14	Skinner, Nancy	\$1,000
State Senate, D5	Wolk, Lois	\$1,000
Zone 7 Water District Board - IE	Quigley, Moore, Figuers	\$3,795
Total to date - Candidate-Related Expenditures		\$101,858

Issue-Related Expenditures

<u>Description</u>	<u>Recipient</u>	<u>Amount</u>
Member to Member Program	North Bay Labor Council	\$7,000
San Francisco General Hospital Rebuild Bond	Campaign Consultant	\$25,000
San Francisco General Hospital Rebuild Bond	Polling Firm	\$5,000
San Francisco General Hospital Rebuild Bond	Campaign Committee	\$50,000
	Campaign Consultant - debt retirement	\$5,000
San Francisco, 2007 Prop A		
San Francisco, Prop A	Campaign Committee, Prop A	\$10,000
San Francisco, Prop B	Actuarial Firm	\$20,000
San Francisco, Prop B	Campaign Committee - Prop B	\$75,000
San Francisco, Prop B	Polling Firm	\$25,000
San Francisco, Props A & B	APRI	\$10,000
San Francisco, Props A & B	<u>Pride@Work</u>	\$10,000
Sonoma-Marin Area Rapid Transit Ballot Measure	Campaign Committee	\$1,021
Total to Date - Issue-Related Expenditures		\$243,021

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, September 8, 2008

10:00 a.m. to 5:00 p.m.

San Francisco

Executive Board members present: President Damita Davis Howard, Vice President Christal Cox, Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Ed Kinchley, Kathy O'Neil, Vicki Reed, Mary Sanders, Norm Ten, Lacy Topolewski, Marcus Williams

Members excused: Amanda Booker, Kim Burke, Jim Ellett, Nadia Frazer-Robinow, Sandra Lewis, John Morrison, Leea Rodriguez

Staff present: Fran Jefferson, Kerry Newkirk, Seth Schapiro, Bill Steck, Marion Steeg, Pattie Tamura

Guest: Dolores Gholar

President Damita Davis Howard called the meeting in order at 10:45 a.m. In the absence of Secretary John Morrison, Larry Bevan volunteered to take the minutes of the meeting.

August 11 meeting minutes: It was M/S/C by consensus to adopt the minutes as amended.

NEW BUSINESS:

- **Butte Head Start initiation fee:** President Davis Howard reported initiation fees were deducted from members in error and will be reimbursed per the original agreement.
- **Meeting schedule:** Due to scheduling conflicts, the November 10 board meeting was moved to November 17. Due to the early meeting start time, Executive Board members who must travel long distances may come to Oakland the evening before with accommodations paid by 1021.
- **Mark Stanford:** It was announced with great sadness that Brother Mark Stanford passed away on Labor Day. It was M/S/C that there be a moment of silence at the end of the meeting. It was M/S/C to name Conference Room "C" at the San Francisco office the "Mark Stanford Room" in his honor.

OLD BUSINESS:

- **100 Days for Change:** The 10-10-50-50 campaign as last reported has been modified to 10-10-40-40: 40% of staff or member political organizers and 40% organizing funds (20% of post-per capita revenue) are to be committed to the campaign to win passage of the Employee Free Choice Act and national health care reform. Nationwide, 2,000 staff and 250-500 members will participate in this endeavor. Local 1021's commitment is fifty-three 100-day shifts. There was discussion about being inclusive in the planning. Because numerous contracts will be open for negotiations, the board prioritized assignment of staff (see table below.)

STAFF	Nov 10 - Feb 17 (25%)	Jan 26 - May 5 (50%)	Apr 27 - Aug 5 (25%)
management (50%)	3	6	3
program (50 %)	2	4	2
operations (25%)	3	3	4
worksite organizers 25%)	4	7	4
leads	2	2	2
TOTAL	14	22	15

It was M/S/C to adopt the above staff commitments and allocate for ten 100-day shifts for lost-time members from the general fund to ease the commitments by staff directly involved with bargaining. In addition, one-third of the organizing money shall be used to fund member political organizers. If unable to recruit a sufficient number of members, a check to the International would be cut for our commitment.

- **MAC/VBC Vacancies/Alternates Subcommittee report:** Deferred until there is a report ready for presentation to the board.
- **Community partners:** The board was asked to review a list of potential community partners and proposed criteria prior to the next meeting. Board members were asked to submit additional partners and input on the criteria to Kerry Newkirk prior to the next meeting.

Executive session: The board went into executive session at 2:40 p.m. and reconvened at 3:25 p.m. In the session, the board reviewed the chief of staff job description. Action was taken to allow and notify staff that they may be members of SEIU Local 1021. It was M/S/C that all staff dues be set at 1.5%.

REPORTS:

- **Committee on Structural Integrity:** The board reviewed proposed operational guidelines for new chapters/bargaining units, merged chapters, and non-operational chapters to provide for election of officers, conduct of meetings, and governance. The board reviewed proposed bylaws submitted by the Del Norte County Chapter (previously reviewed and recommended by the CSI). It was M/S/C to adopt the guidelines. It was M/S/C to accept the Del Norte bylaws; motion was carried by consensus. It was M/S/C to send the operational guidelines to the Member Advisory Committee for input.
- **Field Director reports:** Written reports were submitted by Bill Steck, Fran Jefferson, Pattie Tamura, and Valerie McCan-Murrell (attached).
- **COPE:** President Davis Howard reported staff have been asked to submit detailed election campaign and get-out-the-vote work schedules through election day. At least 223 members participated in the local's campaign kickoff and political training on September 6. There was a request that members of the board work the last five days of the campaign to get-out-the-vote and one shift per week through November 4. A written report was also submitted (attached)
- **Health Care Industry:** Chair Ed Kinchley reported a steering committee meeting is scheduled for November 13.
- **Private Sector/Non-Profit Industry:** Chair Norm Ten reported there are three staff vacancies.
- **Social and Economic Justice Committee:** Members participated in the San Francisco Autumn Moon Festival this past weekend and handed out Local 1021 purple stuff.
- **Registered Nurse Industry:** Chair Christal Cox reported there have been two industry meetings since the last board meeting. She reported RNs in Alameda County have requested a separate table at county bargaining.
- **President's report:** President Davis Howard reported interviews will be conducted in the next two weeks to fill staff vacancies. There will be emails to industry chairs to coordinate. There are three vacancies on the executive board, two at-large seats and one seat that is also chair of the City Workers Industry. They will be filled by non-Bay Area members to give balance to the board. November 10 is the deadline for industries and committees to submit proposals (funding requests) for the 2009 budget. Budget forms will be available within two weeks.
- **Courts:** Chair Lacy Topolewski expressed concern about scheduling of the September 22 meeting of industry chairs to set up statewide campaigns and priorities.

- **Member Resource Center:** Karen Bishop showed informational posters for the MRC that are to be posted at worksites.
- **Building Committee:** Seth Schapiro reported there is an agreement to enter into negotiations for the lease of office space in Fairfield. The Stockton office is now facing eminent domain by the city. There will be a planning meeting in September or October regarding Oakland office space.
- **Organizing:** Reserve Organizing Corps Chair Mary Sanders reported 1021 has filed to represent workers at the Cerebral Palsy Association in Sacramento. The employer is waging a major anti-union campaign. There is a major budget campaign underway in Chico.
- **Vision/Bylaws Committee:** A retreat is scheduled on September 27-28 at the Sheraton Hotel in Sacramento.

It was M/S/C to adjourn at 4:56 p.m.

Minutes prepared and submitted by Larry Bevan

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit team: The PNP Team has three vacancies today. We anticipate Yvette will be out at least another week and it's likely she will be out longer. Daz Lamparas has stepped up and taken on additional supervising responsibilities. Steve O'Keefe resigned effective 9/3/08 to accept a position with IFPTE and we are all shocked by the death of Mark Stanford on Labor Day. All staff on the PNP team have accepted additional jurisdictions during this time.

Back to school opened at E Center with collection of Employee Free Choice Act cards, new wage rate announcements and awards for staff working for longer than 17 years. The issue of collection of initiation fees after the organizing drive has come to our attention. Bargaining continues at Valley Mountain and Alta regional centers. Challenges include the state of California going 68 and counting days without a budget. This means regional centers are on borrowed funds to make payroll as they have not received funds since July 08. New College layoffs and payroll and Cody's PTO require additional legal action.

Special Districts team: The Special District's team has full staffing. The Oakland Housing Authority is in mediation and ABAG has begun bargaining. BART is beginning planning for negotiations.

City Workers Team: Temporary employees, Ruben Garcia and Sequentte Buggs are assisting with City of Oakland negotiations. Temporary employee Mylka Rodriguez began 8/25.

The City of Oakland 8/30 family BBQ to kick off the home stretch of negotiations and actions was attended by 347 people (179 members and their families). Budget analysis will be necessary. Negotiations continue in Fairfield, Fairfield part-timers, Marin Courts and Berkeley Housing Authority. Santa Rosa City Council rejected the TA and discussing legal strategy. Port of Oakland facing layoffs and City Workers Industry is meeting 9/13 El Cerrito.

Training & Education team: The team has full staffing. The basic shop steward classes continue in the East Bay and advanced stewards training premieres in Fairfield and San Francisco. Training staff continue to work with the Vision/ByLaws Committee, Industry Councils and MRC training for staff and members.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Jose Martinez has accepted the North Bay supervisor position which covers Marin, Napa, Sonoma, Mendocino and Del Norte counties; he starts this week. Allen Dunbar is on board as worksite organizer for Solano and North Bay schools; he is working to transition grievances.

San Joaquin, Calaveras, and Head Start team: All worksite organizers for **San Joaquin County** are busy transitioning cases with the roll-in of the Member Resource Center. They are also starting to go deeper and be more visible in worksites in the outer areas of San Joaquin County. These areas did not get much attention prior to the roll-in of the MRC. Worksite organizers are assessing all worksite issues for campaign development. All issues in worksites may not rise to the level of a full blown campaign, but the concept now is to work with groups of members at each worksite and meet regularly. **Amador County** was informed on 9/5 that they are facing a \$2 million deficit. A general membership meeting has been scheduled for 9/9 to discuss and develop alternatives to layoffs. Three hundred

members have been granted paid time, by the employer, to attend this meeting.

East Bay and San Francisco schools team: Although they have already met their team goal, the overall focus is to gather more signatures and Employee Free Choice Act cards. The team is working with the Organizing Department to set up tables and map out sites for outreach. Longtime activist and Chapter President Alan Whiteside has retired from the **Hayward Unified School District**, there will be election of new officers. In **Hayward Unified**, they were successful in getting the issue of the elimination of kitchen workers tabled to the next board meeting. Members, with the support of the PTA and the teachers and clerical union, are mobilizing to speak out at the next board meeting against this proposal. In **Oakland Unified**, the big issue is overpayment. Over 100 members may have been overpaid for many years. We are meeting with the District to resolve this issue. There are full contract negotiations in **Acalanes** and **San Lorenzo Unified**. Congratulations to members at **San Francisco Unified**, who ratified their contract!

North Bay and 101 Schools, Cities, Counties and PNP team: In **Solano County** work continues on the contract enforcement/member harassment campaign. Good press coverage on the mistreatment of workers was received. More members are coming forward to participate as stewards. The Skip Thomson campaign kickoff is 9/13. Thomson is our candidate for board of supervisors. He garnered the most votes in the June election, but faces a runoff in November. Members are coming forward to volunteer for the campaign. When we win, in January we'll have three or possibly four votes on the board as opposed to the single vote we had during the recently concluded contract negotiations. Letters were sent to all non-payers in **Sacramento County** to either pay dues or fees. We are preparing for next steps which are to request the employer begin disciplinary action against those who haven't responded. At the same time, Sacramento County is receiving bad publicity due to deaths of children in contact with Child Protective Services. Management's response is to blame our members and create more forms to fill out; our response is that management has failed to staff adequately and to plan. We may participate in a joint press conference with UPE Local 1 which represents line workers. The board of supervisors has appointed an independent investigator against the wishes of county management. At **Solano Courts** the bargaining team election is completed; the contract action team is working on plans. The first action was solidarity/visibility on employee appreciation day. 100% of our members wore purple SEIU ribbons while being recognized by the presiding judge. The **City of Redding** successfully minimized publicity regarding widespread theft, conspiracy in the Solid Waste Division. Most members were reprimanded; there was one termination and one suspension. An external investigator has completed the investigation of the electric utility's customer service division. The city refuses to release the report to the union and has asked the union to refer our members to management, rather than investigating their grievances. We have rejected this request and are filing unfair labor practice charges around the withholding of information. We believe the investigation reveals a pattern of sexual harassment and hostile work environment that management was aware of.

In **Sonoma County** over 1,500 members, community leaders and politicians participated in a successful march and rally to call for affordable health care, protest stalled bargaining and unfair labor practice charges the county has committed. Charges include illegal surveillance, harassment, surface bargaining and intimidation of workers. Damita addressed the board of supervisors in support of members' right to affordable health care and encouraged them to listen to workers and work with the union on solutions to settle the contract. After the rally, members went into the community to distribute leaflets and educate the community on the issues. Three board of supervisors seats are up in November.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

San Francisco: It's a major political season. The San Francisco General Hospital rebuild proposition, three revenue generating propositions and three crucial board of supervisor races will keep us extremely busy on the political front. There is a lot at stake for SF members. Even though the budget was adopted, we're already facing cuts. Once again the mayor is attempting to reduce the workweek for our museum guard members and whittle away at health care. It's the politics of retaliation. 1021 members refused to make concessions during the budget process. Instead members rallied, lobbied and fought hard to restore major program cuts and jobs. This fight is ongoing.

Contra Costa County: We're preparing for coalition bargaining. The county is already using GASB as an excuse to make major changes to both retiree and member health plans. This contract will not be easy. The bargaining team is meeting and we're developing a full court 1021 action plan. You will be hearing more about this campaign very soon. Be prepared to help out!

Alameda County Medical Center RNs: We've had our first bargaining session. Management agreed to an expanded team so more areas of the medical center are represented at the table. The team and contract action team are working to build an effective and strong campaign. Right now the team is researching other RN contracts and developing proposals. Our next session is scheduled for 9/18. Like everywhere else, health plan costs are skyrocketing and we plan to hold the line. We anticipate management proposals that limit stewards' time and other union rights. We

know they want to change the current (and very popular) 12 hour shift program.

ACMC master MOU: This crucial contract expires in March. Our strategy is to build off the RN campaign, involve all members and focus on common issues now.

Alameda County: Two court contracts will expire on 12/31, court reporters and Superior Court employees. We're gearing up and will be at the table soon. Again, health care costs will be a major factor in these contracts. We're not in contract mode in Alameda County but big increases in health plan costs for the county and a still unknown state budget may cause some budget problems soon.

SOCIAL AND ECONOMIC JUSTICE COMMITTEE REPORT: Due to a scheduling conflict with the August 21 & 22 retreat the SEJ Committee cancelled its August meeting. This is the first SEJ meeting cancelled since SEJ began meeting as a 1021 committee. SEJ will resume its normal meeting schedule in September.

**COPE/POLITICAL DEPARTMENT REPORT submitted by Political Director Bill Steck
POLITICAL EXPENDITURE REPORT through August 31, 2008**

Candidate-Related Expenditures

<u>Description</u>	<u>Recipient</u>	<u>Amount</u>
Alameda County Board of Supervisors	Haggerty, Scott	\$1,000
Alameda County DCC	Weinstein, Karen	\$100
Alameda County elections	Eden Area DCC	\$300
BART	Keller, Joe	\$1,000
Calaveras County Board of Supervisors	McDaniel, Zerrall	\$1,000
Calaveras County elections	Calaveras County DCC	\$250
City of Stockton, Mayor	Johnston, Ann	\$1,500
Contra Costa County Board of Supervisors	Bonilla, Susan	\$150
Hayward City Council	Bristow, Steve	\$1,061
Hayward City Council	Quirk, Bill	\$1,061
Marin elections	Marin NWPC	\$120
Mendocino County Board of Supervisors, D1	Brown, Dolly	\$1,000
Mendocino County Board of Supervisors, D1	Brown, Carrie	\$1,000
Mendocino County Board of Supervisors, D2	McCowen, John	\$1,000
Mendocino County Board of Supervisors, D5	Smith, Kendall	\$250
Napa County Board of Supervisors, D5	Simpson, Gary	\$1,021
Oakland City Council, At-Large	Kaplan, Rebecca	\$1,300
Oakland City Council, D1	Brunner, Jane	\$1,300
Oakland City Council, D3	Nadel, Nancy	\$1,300
Oakland City Council, D5	Juarez, Mario	\$1,300
Oakland City Council, D5	Polling Firm	\$6,700
Richmond City Council	Beckles, Jovanka	\$1,000
Richmond City Council	Ritterman, Jeffrey	\$1,000
San Francisco elections	Harvey Milk LGBT Democratic Club	\$1,500
San Francisco Superior Court	Sandoval, Gerardo	\$500
San Joaquin County Board of Supervisors, D1	Polling Firm	\$7,500
San Joaquin County Board of Supervisors, D1 IE	IE PAC	\$15,000
San Leandro City Council	Prola, Jim	\$1,000
Santa Rosa City Council	Allen, Michael	\$500
Solano County Board of Supervisors D5	Polling Firm	\$5,000
Solano County Board of Supervisors, D2	Seifert, Linda	\$5,000
Solano County Board of Supervisors, D2 & 5	Vallejo & Vacaville Newspaper ads	\$12,000

Solano County Board of Supervisors, D5	Thomson, Skip	\$10,000
Sonoma County Board of Supervisors, D3	Zane, Shirley	\$1,000
Sonoma County Board of Supervisors, D3 IE	IE PAC	\$10,000
Sonoma County Board of Supervisors, D3 IE	IE PAC	\$5,000
Sonoma County Board of Supervisors, D5	Hirschfield, Maddy	\$1,000
Sonoma County Board of Supervisors, D5 IE	IE PAC	\$3,000
Sonoma County elections	Democratic Central Committee	\$1,000
State Assembly, D14	Skinner, Nancy	\$1,000
State Assembly, D15	Buchanan, Joan	\$2,000
State Senate, D5	Wolk, Lois	\$1,000
Zone 7 Water District Board - IE	Quigley, Moore, Figuers	\$3,795
Total to date - Candidate-Related Expenditures		\$112,508

Issue-Related Expenditures

<u>Description</u>	<u>Recipient</u>	<u>Amount</u>
City of Berkeley	Campaign Committee, Measure FF	\$15,000
City of Richmond	Measure O	\$1,000
Member to Member Program	North Bay Labor Council	\$7,000
Member to Member Program	North Bay Labor Council	\$250
San Francisco General Hospital Rebuild Bond	Campaign Consultant	\$25,000
San Francisco General Hospital Rebuild Bond	Polling Firm	\$5,000
San Francisco General Hospital Rebuild Bond	Campaign Committee	\$50,000
San Francisco General Hospital Rebuild Bond	Polling Firm	\$20,000
San Francisco, 2007 Prop A	Campaign Consultant - debt retirement	\$5,000
San Francisco, June 08 Prop A	Campaign Committee, Prop A	\$10,000
San Francisco, June 08 Prop B	Actuarial Firm	\$20,000
San Francisco, June 08 Prop B	Campaign Committee - Prop B	\$75,000
San Francisco, June 08 Prop B	Polling Firm	\$25,000
San Francisco, June 08 Props A & B	APRI	\$10,000
San Francisco, June 08 Props A & B	<u>Pride@Work</u>	\$10,000
Sonoma-Marin Area Rapid Transit Ballot Measure	Campaign Committee	\$1,021
Total to Date - Issue-Related Expenditures		\$279,271

SEIU Local 1021 EXECUTIVE BOARD MEETING

The board did not meet in October.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, November 17, 2008

10:00 a.m. to 5:00 p.m.

Fairfield

Members present: Damita Davis-Howard (president), Christal Co x (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Derrick Boutte, James Bryant, Jackie Carvallo, Jim Ellett, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Jan Schardt, Lacy Topolewski, Marcus Williams

Members excused: Amanda Booker, Kim Burke, Nadia Frazer-Robinow, Norm Ten

Staff present: Valerie McCan-Murrell Kerry Newkirk, Katy Nunez-Adler, Seth Schapiro, Pattie Tamura

Guests: Dolores Gholar

President Damita Davis Howard called the meeting to order at 10:25 a.m.

Announcements: President Davis Howard introduced new board members: Jackie Carvallo from Mendocino County (at large). Jim Nebel from Chico (City Workers Industry), and Jan Schardt from Napa Valley College District (at large).

September 8, 2008 minutes: It was M/S/C to accept the minutes as corrected.

Executive session: The board went into executive session at 10:44 a.m. and reconvened at 11:15 a.m. Treasurer Sandra Lewis reported the board approved the Budget and Finance Committee's recommendation regarding pass-through of an SEIU stipend (less costs) for President Davis Howard who serves as a vice president of SEIU, in lieu of raises, pending review of bylaws for conflict and quarterly review of duties.

NEW BUSINESS:

- **Vision/bylaws process:** Paul Gibson and Brightstar Olson of Gibson & Associates submitted two documents: "SEIU 1021 Vision & Bylaws Process Proposed Scope of work: Phase III October 3, 2008" and "SEIU Vision & Bylaws Process Summary of Key Activities August 12-September 28, 2008" to the executive board. Gibson & Associates have been working with the Steering Committee (composed of subcommittee co-chairs) to develop a proposal to create a Bylaws Content Committee (BCC) with additional representation of members from diverse regions to develop bylaws, resolve conflicting language, and content not yet addressed. Committee would move by consensus and use best practices with research. Composition of the BCC will be subcommittee co-chairs, co-chairs of Vision/Bylaws Committee, and industry and regional members. Jackie Carvallo reported the Member Advisory Committee recommended the BCC be composed of the nine subcommittee co-chairs with alternates and five regional representatives and officers. President Davis Howard proposed the executive board approve the MAC proposal; BCC can work out the details. Meetings will be posted to the website calendar. It was M/S to accept the MAC recommendation. Motion was amended to include "timeline accommodating School Industry

members' summer recess." Motion carried.

- **SEIU Economic Summit report:** Kathy O'Neil reported on the recent summit meeting. It was M/S/C to accept the proposed SEIU economic stimulus proposal for public services and communicate to members about the fiscal crisis, jurisdictions facing layoffs and furloughs, and to get member support for the campaign. Meet and confers and negotiations will be difficult in 2009. The campaign should include the 100 Days for Change plan, health care reform, the Employee Free Choice Act., and more federal dollars for the public sector.

OLD BUSINESS:

- **100 Days for Change Campaign:** President Davis Howard reported on the changes to the campaign—30% of staff will be utilized in two 130-day “waves,” January 5 through May 14 and April 28 through August 15 (four management staff; five program staff, five operations staff, and six worksite organizers or member political organizers). Board discussed the impact of the campaign and the necessary leadership of members. Funding for the campaign is general funds and organizing funds. Program is set up to not backfill staff because of added cost. There is a committee dealing with operations during the campaign (including Jackie Carvallo and Pattie Tamura). A member engagement committee is meeting as well (Jackie Carvallo, Lacy Topolewski, Mary Sanders, Ed Kinchley). President Davis Howard reaffirmed the importance of the 100 Days for Change Campaign for all workers, including health care reform and the Employee Free Choice Act. It is about quality services.
- **Election and Communications Action Network report:** Of 48,000 voter guides produced, 42,000 were distributed. SEIU 1021 won 82 priority political campaigns/issues and lost 29. Barack Obama was elected president, funding for community needs was passed, and officials were elected who will be accountable to working people. The success and dynamics of getting out the voter guides can be used for other campaigns.
- **MAC/VBC Vacancies/Alternates Subcommittee report:** Subcommittee presented a draft recommendation for discussion at the next executive board meeting. Subcommittee members are Sandra Lewis, Marcus Williams, Karen Bishop, Sandra Lewis, John Morrison and staff support Kerry Newkirk.
- **Community partners:** The board reviewed a list of potential community partners and criteria for assessment and support. This is an effort to build real and lasting relationships with key community groups and build progressive majorities in our jurisdictions. It was M/S/C to accept the list and recommended criteria.
- **Laundry workers:** Larry Bevan reported laundry workers at Laguna Honda Hospital in San Francisco are facing layoffs in February 2009 because management has refused to honor an arbitration decision. Staff will investigate and take appropriate action.
- **Member complaints:** When an executive board member is contacted directly by a member on such issues, the matter will be referred to the appropriate field director.
- **Staffing and budgeted positions:** Treasurer Sandra Lewis reported there are budgeted, vacant positions which can be filled to help in the 100 Days for Change Campaign, other programs, and representation. President Davis Howard stated it has been policy to fill FTE positions as budgeted. It was agreed an updated organizational chart will be prepared as well a list of staff assignments.

Executive session: The board went into executive session at 3:30 p.m. and reconvened at 4:37 p.m. President Davis Howard reported the board discussed personnel issues. A complaint procedure will be reviewed at the next meeting.

- **COPE Committee:** A written report was submitted (attached). It was M/S/C to change the

- title of county COPE chairs to “political caucus leaders.” It was M/S/C to suspend endorsements and elections at regional political bodies until after a planned COPE retreat.
- **Presidential inauguration in Washington D.C.:** It was M/S/C to approve up to up to \$30,000 for up to 15 members and staff to attend the inauguration of Barack Obama (if tickets can be obtained) and urge SEIU to schedule activities (e.g., lobbying). This request could be reduced if tickets are not available for the inauguration. The president and COPE Committee chair will determine who could attend based on political work and industry (similar to the criteria for the SEIU MPAC conference).
 - **President’s report:** President Davis Howard reported on a recent SEIU meeting regarding the 100 Days for Change Campaign. Local members have political impact and SEIU will need many allies in the fight for the Employee Free Choice Act and health care reform. It will be the biggest anti-labor campaign ever. There will be an organizing convention in Denver to launch the 100 Days for Change campaign December 9-11. It will be a working meeting involving officers, Reserve Organizing Committee Chair, COPE Committee chair, organizing director, and political director.
 - **UHW hearing:** There was an objection to SEIU 1021 staff providing logistical support at the UHW/SEIU hearings.
 - **SEIU State Council priorities:** Industries met November 8 and developed legislative and political priorities to be forwarded to the State Council. There will be a written report
 - **Treasurer’s report:** Treasurer Sandra Lewis reported the local’s revenue projection for 2009 is understated as the following expenses are expected or unknown: layoffs and furloughs, staff raises and step increases, increased health care costs and retiree medical costs, two elections (bylaws and officers), rent and mortgages, capital leases and equipment, telecommunications hardware and software. The Member Resource Center is not yet budgeted as costs are to be clarified since pilot program ended October 1. Seth Schapiro will attend a meeting with MRC staff with questions about cost, criteria, and assessments. The MRC Committee is working on an assessment criteria. Sandra Lewis, Christal Cox, and Jackie Carvallo are board members on the MRC committee. There are no signed agreements on MRC costs. As more jurisdictions roll into the MRC, we will need more resources and evaluation. The board reviewed MRC statistics. The Budget and Finance Committee will bring recommendations to the next board meeting. Reserves total \$7 million, not counting organizing monies. The Budget and Finance Committee, treasurer, and Finance Department have done an outstanding job considering infrastructure replacement and merging legacy local deficits. The 100 Days for Change campaign will have a fiscal impact. Industries need to submit budget priorities before the November 21-23 BFC budget retreat. Controls to protect the security of 1021 checks are in place.
 - **Committee on Structural Integrity report:** Jackie Carvallo presented the proposed provisional operational guidelines for chapters/bargaining units to the board. It was submitted to the MAC for consideration but no suggestions were received. It was M/S/C to approve the proposal.
 - **Field Director’s report:** Written reports were submitted by Fran Jefferson and Valerie McCan-Murrell (attached).
 - **Member Resource Center report:** Schools Industry requested posters and business cards with MRC contact numbers. Posters are available online and can be downloaded. MRC technology that has been programmed or downloaded is good. There is no backlog of data for members being rolled into the MRC. Sandra Lewis reported on the procedures and protocols per industry. There have been useful membership surveys.
 - **Building Committee report:** Seth Schapiro reported the new Fairfield office move-in date is January 10. Two bids have been received for Oakland office space planning. The Building

Committee will meet again in December or after the first of the year. The Stockton office faces eminent domain action by the city.

- **Courts Industry report:** Chair Lacy Topolewski reported on bargaining in Alameda and Solano County courts. Sonoma courts meet and confer on health care resulted in members receiving a \$2,000 signing bonus.
- **Reserve Organizing Corps report:** Chair Mary Sanders reported 1021 members have been making a difference in Colorado, Pennsylvania, and North Carolina—more members and staff from 1021 participated than from any other SEIU local: 32,000 new state employees in Colorado, 20,000 child care providers and state workers in Pennsylvania, and in North Carolina, the state workers association membership was increased by 650 and a Democratic governor was elected. North Carolina is blue for first time and next step is a collective bargaining agreement. A video/brochure about 1021 organizing successes is available. ROC worked July, August, and September and collected 8,000 Employee Free Choice Act postcards. Retirees helped in the campaign. President Davis Howard reported SEIU 1021 received an award for “Meeting the American Dream Plan” from SEIU. ROC has a list of successes and uncompleted campaigns for 2008. Private sector/non-profit organizing was severely limited by anti-union campaigns and the downturn in the economy. Arizona is the next external organizing campaign.
- **Schools Industry report:** Chair Leea Rodriguez reported on a Los Rios Community College decertification effort.
- **Joint Industry meeting** is scheduled for February 14. It will be an opportunity for industry chairs and staff to come together and address concerns.
- **Health Care Industry report:** Chair Ed Kinchley reported the industry will meet January 17.
- **Good and Welfare:** \$481 in donations was collected for the bereaved Camargo family.

It was M/S/C to adjourn at 6:31 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

FIELD DIRECTOR'S REPORT submitted by Fran Jefferson

Staffing: Welcome to new temp worksite organizer Jonathan Wright. He is filling the local government route vacated by Don Evans (who transferred to PNP). Rachele Savola will take that position when Susan Stofan returns from bargaining for ACMC RNs. Liz Perlman extended her leave until March so Jonathan may stay and assist with Liz's route. Currently there is an internal posting for the ACMC RN position. If there are no internal applicants then we will post outside. Temporary. Nick Jones will be leaving 12/15. If needed, Nick may be available to assist with ACMC general chapter negotiations in February.

ACMC RNs: The contract expires at the end of this month. This has been hard bargaining. The employer still has several major takeaways on the table: reduction of vacation by one week, elimination of two holidays, elimination of the prohibition on contracting out, and elimination of the current 12-hour shift program. Starting next week the bargaining schedule will intensify and we will push as hard as we can to achieve a good contract.

ACMC General Chapter: This contract expires on 3/31. The CAT is meeting and bargaining team elections will take place the week of 12/15. Since this is the same employer we already know the same takeaways proposed for the RNs will hit this table. Negotiations will begin in early January.

Contra Costa County: We are in coalition bargaining with Local 1 and AFSCME. This is also very difficult bargaining. Health plans for active and retired members are the big issue but equity adjustments and salary are also major issues for 1021 members. Last week the employer announced layoffs and position downgrades at the bargaining table. So far they are proposing to lay off 100 FTEs and downgrade 80 positions. This contract, which expired in September, will take a long time to settle.

Zone 7 Water District: This contract expires on 6/30 but the district is already planning for negotiations and the bargaining schedule will be set next week. Historically negotiations at Zone 7 have gone very well. The district has always had money and been willing to share. However, due to the economy and the draught water sales are down 20% and the district is feeling the pinch. We don't expect this to be as easy as in past years.

Alameda County Superior Court & Court Reporters: Both contracts expire on 12/31. Bargaining has been slow and the new chief negotiator for the courts is trying to impress the employer by taking hardball positions on everything. Mo Kashmiri and John Van Eyck are at the table and I have no doubt that between the two of them these contracts will settle. The court has been threatening layoffs but no action has been formally taken.

San Francisco: It's hard to describe what's happening in SF with mid-year cuts. Most of the cuts that were restored during the last budget are once again on the chopping block, along with additional cuts. Public health and human services will be hit the hardest along with private non-profits. We also expect major cuts in park & recreation and other departments. This is a major political fight, both short- and long-term. While the depressed economy is a major factor, departments continue to hire top level managers at high salaries and the mayor continues with many expensive (but not vital or even necessary) projects. Thanks to our terrific political work in November we will continue to have a labor-friendly board. Our field strategy is critical and it's important to unite all of our SF members under one fight-back plan. Eric Lerner will assume overall responsibility for the field campaign; "One Union, One Fight". Our short term goal is to save services and protect our members with a coordinated field and political strategy. Our long term goal is to develop a comprehensive strategy to effectively combat a bleak and depressed economy.

Field Director report submitted by Valerie McCan-Murrell

Staffing: Lathe Gill is on-board as a part-time worksite organizer responsible for the Crescent City-Del Norte route.

In **Calaveras County** we experienced a threat to decertify members in limited peace officer classifications and 911 dispatchers. Goyette & Associates worked with the county to modify our existing unit and call for an election that would give members in the newly-formed unit the option of voting SEIU out and CCPSEA (Calaveras County Public Safety Employees Association) in as their exclusive bargaining representative. One of the selling points of the association was that they could get everyone in the newly formed unit safety retirement. A PERB charge was filed on the basis that the employer was working with Goyette & Associates against the interest of the union to create an illegal bargaining unit. A field campaign was developed that engaged members in the fight and opened dialogue within the unit. PERS specialist and retired SEIU 790 Vice President Steve Bristow was brought on board due to his in-depth knowledge and experience with PERS retirement plans and his past legislative organizing efforts to get 3% at 50 legislation passed for communication dispatchers. In the end, the election was thrown out by State Mediation based on a finding by PERB that the bargaining unit created by Goyette & Associates/Calaveras County was illegal and improper. This was a tremendous victory for member leaders, members, and all involved staff for SEIU Local 1021.

Calaveras County is currently in contract negotiations. A contract negotiations plan has been developed with the input of the bargaining team and CAT team members which is very thorough and detailed with various dates for member engagement and bargaining team development. Proposals have been developed for all bargaining unit classifications, including classifications of members that attempted to vote for placement in another bargaining unit through a unit modification.

On October 3, the **San Joaquin County Chapter** hosted a "luau" on the grounds of San Joaquin General Hospital. This was an exciting event that engaged approximately 500 members. Endorsed candidate Carlos Villapadua running for Board of Supervisor District 1 and Michael Meriwether running for the Stockton City Council attended and spoke. Also in attendance was ex-heavy weight boxing champion Leon Spinx. COPE and Employee free Choice Act Cards were moved and over 80 members converted from fee payer to member status. In addition, 250 voter guides were handed directly to members and only two were found on the ground after the event was over. All worksite organizers have been busy working to recruit ambassadors for our Communications Action Network to get information out. Almost all of the chapter leaders and members are working to map worksites and further develop their Communication Action Networks. The first test was to get out the voter guides, which was successful.

In **Acalanes, Ohlone, Livermore and Fremont Unified**, there is either full contract or wage re-opener bargaining. At **Chabot** there have been meetings with management to discuss the grievance and discipline process. Currently there is no binding arbitration and we are trying to push the employer in that direction. The anticipated budget deficit will greatly impact positions for classified employees including massive layoffs. The Schools Industry has committed a considerable portion of their budget to fight back. Members have agreed to engage in this campaign.

In **Solano County** staff and volunteers have walked precincts for Skip Thomson, our candidate for board of supervisors. This is a key race for us and when we're successful, we'll have changed the direction of the board in the county. This race is still too close to call. A comprehensive classification and compensation study has been completed. We'll be meeting with the county and anticipate large raises spread out over time for many of our members—in addition to the raises negotiated during our recently-concluded bargaining.

An additional \$4 per hour raise for members at **Greater Vallejo Recreation District** was implemented. This had been an issue as management wanted to back out after realizing they had signed "me too" language with other unions.

At **Sacramento City Unified School District** two former activists have been charged with advocating secession from the union, along with other charges. They declined mediation.

At the **City of Chico**, we are close to an agreement with the city to pay the employee's share of PERS contributions. Additionally, members would receive 40 hours of paid time off each year of the agreement in addition to the vacation, holiday, and sick time.

The ARC of Butte County is close to agreement on a one-year contract. Budget issues seriously impacted negotiations. Members will get grievance language with third-party arbitration/mediation for the first time as well as language on mileage.

At **Dixon USD** members are stepping up and we have several new stewards trained. The new superintendent is learning that SEIU members will defend our contract. The Communications Action Network being tested in **Sacramento City USD, Los Rios CCD, Dixon USD, Napa Valley College, Napa County Office of Education.**

In **Sonoma County** the employer has imposed their last, best and final offer arguing that we are at impasse. The contract imposed greatly resembles the employer's opening proposal on health benefits for active and retired

employees. Several ULPs have been filed and a strike vote is scheduled for mid-November. One board of supervisor seat was won and one is still too close to call. Options for the end game may be submitting to fact-finding, ULP strikes, or commencing new negotiations in 2009. Also, an attempt to organize confidential employees is underway.

In the **Sonoma Courts** we have reached agreement to extend the contract for a year. The courts would pass through a COLA and separate from the county's health benefits plan and instead offer the AOC's plan for active and retiree health. This is a huge win for members.

In **Mendocino County**, there is currently an effort to subcontract some waste management and animal control work. In this county we face many of the challenges that come with rural communities; members are very spread out, cost of services provided by our members do not match up to those of more population-dense counties. We will begin to position ourselves for contract bargaining next year.

In **Del Norte County**, a staff transition is now underway with Lathe Gill taking a permanent part-time position of worksite organizer there. There is a strategic plan underway that includes an agency shop campaign, a budget and contract campaign, as well as strengthening our political relationships in the county. Also, we are attempting to organize six workers under a joint powers agreement for waste management.

POLITICAL DEPARTMENT REPORT submitted by Political Director Bill Steck**1021 SCORECARD (preliminary):**

	WIN	LOSS	TOO CLOSE TO CALL
1021 PRIORITY CAMPAIGNS	16	1	2
OTHER RACES/ISSUES	66	28	1
TOTAL	82	29	3

CAMPAIGN HIGHLIGHTS:

BARACK OBAMA ELECTED PRESIDENT: 1021 members and staff did their share of the work to help Barack Obama win the Presidency, and to increase pro-worker margins in Congress. We contributed money to SEIU's national campaign effort, we sent three members and two staff to other states on a full-time basis for 4-6 weeks, and we volunteered locally and for weekend bus trips to Nevada. President-Elect Obama carried California with 61% of the vote.

1021 WINS NEARLY ALL TOP PRIORITY CAMPAIGNS: We passed our #1 local priority, Measure A to rebuild SFGH, with an incredible 84% of the vote! Revenue measures and our SF supervisorial candidates are also winners. In Mendocino and San Joaquin counties, our board of supervisor candidates won, as did our Sacramento City USD candidates. Joan Buchanan took the 15th Assembly District seat, securing another vote for working families in Sacramento, and Jerry McNerney comfortably held onto his congressional seat.

In Sonoma County, Shirlee Zane cruised past the developers' candidate to be our voice on the board of supervisors and Rue Furch is less than 700 votes away from being another voice on this board with thousands of ballots waiting to be counted. Skip Thomson in Solano County is 740 votes short of a win with at least 10,000 absentee and provisional ballots yet to be counted—we'll be watching and waiting to see if we sweep all our priority races!

1021 CAMPAIGN SCHOOL: Over 220 members attended our first 1021 campaign school on September 6. Participants learned to use their own personal stories as a tool to engage and motivate other members to vote and volunteer, choose from a variety of skill building workshops, and plan for campaigns in our regions.

COMMUNICATIONS ACTION NETWORK: Over 400 communications stewards and 2,000 communications contacts stepped forward to increase our capacity to reach members at the worksite. Through their work, and the work of staff, we delivered over 36,000 1021 voter guides to our members on the job, and laid the groundwork to quickly reach members with important information about work-related issues, political issues, community issues, and other matters of interest.

MEMBER PARTICIPATION: We are still in the process of collecting information from various campaign sties, especially with respect to GOTV weekend and election day. These numbers will increase significantly. Headed into GOTV weekend, our (incomplete) records show that members worked 560 shifts.

STAFF PARTICIPATION: As with members, we are still gathering data on staff shifts worked, so these numbers will also increase significantly. Headed into GOTV our (incomplete) records show that staff worked 510 shifts.

CAMPAIGN EXPENSES: We spent a total of about \$536,000 in PAC funds (candidate, issue, and independent expenditures), and an estimated \$211,000 from the Political Department – GF for lost-time & temporary help, worksite education materials, COPE recruitment, member mail, and care and feeding of our troops. Overall total is approximately \$746,000, not counting outstanding expenses.

1021 WINS – PRIORITY CAMPAIGNS:

<u>JURISDICTION</u>	<u>CAMPAIGN</u>	<u>CANDIDATE/MEASURE</u>
City & County of San Francisco	Ballot Measure	Measure A (Yes)
City & County of San Francisco	Ballot Measure	Measure N (Yes)
City & County of San Francisco	Ballot Measure	Measure O (Yes)
City & County of San Francisco	Ballot Measure	Measure Q (Yes)
City & County of San Francisco	Board of Supervisors, D1	Eric Mar
City & County of San Francisco	Board of Supervisors, D11	John Avalos
City & County of San Francisco	Board of Supervisors, D3	David Chiu
City of Berkeley	Ballot Measure	Measure FF (Yes)
City of Richmond	Ballot Measure	Measure T (Yes)

County of Mendocino	Board of Supervisors, D1	Carre Brown
County of San Joaquin	Board of Supervisors, D1	Carlos Villapudua
County of Sonoma	Board of Supervisors, D3	Shirlee Zane
Sacramento City USD	School Board	Diana Rodriguez, D5
Sacramento City USD	School Board	Donald Terry, D3
Sacramento City USD	School Board	Gustavo Arroyo, D4
State Assembly	15th AD	Joan Buchanan

1021 WINS – OTHER CAMPAIGNS AND ISSUES:

<u>JURISDICTION</u>	<u>CAMPAIGN</u>	<u>CANDIDATE/MEASURE</u>
Alameda County Superior Court	Judge	Dennis Hayashi
Alameda Water District	Board of Directors	Marty Koller
BART	Board of Directors	Tom Radulovich
City & County of San Francisco	Ballot Measure	Measure C (No)
City & County of San Francisco	Ballot Measure	Measure D (Yes)
City & County of San Francisco	Ballot Measure	Measure E (Yes)
City & County of San Francisco	Ballot Measure	Measure G (Yes)
City & County of San Francisco	Ballot Measure	Measure I (No)
City & County of San Francisco	Ballot Measure	Measure J (Yes)
City & County of San Francisco	Ballot Measure	Measure L (No)
City & County of San Francisco	Ballot Measure	Measure M (Yes)
City & County of San Francisco	Ballot Measure	Measure P (No)
City & County of San Francisco	Ballot Measure	Measure T (Yes)
City & County of San Francisco	Ballot Measure	Measure U (Yes)
City & County of San Francisco	Board of Education	Norman Yee
City & County of San Francisco	Board of Education	Sandra Lee Fewer
City & County of San Francisco	Board of Supervisors, D5	Ross Mirkarimi
City & County of San Francisco	Community College Board	Chris Jackson
City & County of San Francisco	Community College Board	Natalie Berg
City & County of San Francisco	Community College Board	Steve Ngo
City of Berkeley	City Council, D2	Darryl Moore
City of Berkeley	City Council, D3	Max Anderson
City of Berkeley	City Council, D5	Laurie Capitelli
City of Berkeley	City Council, D6	Suan Wengraf
City of Berkeley	Mayor	Tom Bates
City of Chico	City Council	Andy Holcombe
City of Chico	City Council	Ann Schwab
City of Fremont	City Council	Bob Wieckowski
City of Fremont	Mayor	Robert Wasserman
City of Napa	City Council	Mark Van Gorder
City of Oakland	City Council, At-Large Seat	Rebecca Kaplan
City of Richmond	City Council	Jeff Ritterman
City of Richmond	City Council	Tom Butt
City of San Leandro	City Council	Ursula Reed
City of Santa Rosa	City Council	Gary Wysocky
City of Santa Rosa	City Council	Marsha vas Dupre

City of Stockton	Mayor	Ann Johnston
City of Union City	Ballot Measure	Measure UU (Yes)
County of Mendocino	Board of Supervisors, D2	John Mc Cowen
County of Sonoma	Board of Supervisors, D1	Valerie Brown
East Bay Regional Park District	Ballot Measure	Measure WW (Yes)
Eden Township Hospital District	Board of Directors	Vin Sawhney
Fremont USD	School Board	Bryan Gebhardt
Fremont USD	School Board	Ivy Wu
Fremont USD	School Board	Lily Mei
HARD	Board of Directors	Dennis Waespi

<u>JURISDICTION</u>	<u>CAMPAIGN</u>	<u>CANDIDATE/MEASURE</u>
HARD	Board of Directors	Paul Hodges (2 yr)
Oakland USD	Ballot Measure	Measure N (No)
Peralta CC District	Governing Board, Area 1	Bill Withrow
Peralta CC District	Governing Board, Area 4	Nicky Gonzalez Yuen
Peralta CC District	Governing Board, Area 6	Cy Gulassa
San Lorenzo USD	School Board	Jim Sherman
Sonoma Marin Rapid Transit District	Ballot Measure	Measure Q (Yes)
State Assembly	11th AD	Tom Torlakson
State Assembly	13th AD	Tom Ammiano
State Assembly	14th AD	Nancy Skinner
State Assembly	8th AD	Mariko Yamada
State Senate	3rd SD	Mark Leno
State Senate	5th SD	Lois Wolk
State Senate	7th SD	Mark DeSaulnier
State Senate	9th SD	Loni Hancock
Stockton USD	School Board	Colleen Boardman
US Congress	11th CD	Jerry McNerney
Washington Township Hospital District	Board of Directors	Patricia Danielson
Washington Township Hospital District	Board of Directors	William Nicholson

RACES TOO CLOSE TO CALL:

<u>JURISDICTION</u>	<u>CAMPAIGN</u>	<u>CANDIDATE/MEASURE</u>
County of Solano	Board of Supervisors, D5	Skip Thomson
County of Sonoma	Board of Supervisors, D5	Rue Furch
US Congress	4th CD	Charlie Borwn

LOSSES:

<u>JURISDICTION</u>	<u>CAMPAIGN</u>	<u>CANDIDATE/MEASURE</u>
County of Calaveras	Board of Supervisors, D1	Zerrall McDaniel
BART	Board of Directors, D5	Linda Sailors
BART	Board of Directors, D7	Marshall Walker

City & County of San Francisco	Ballot Measure	Measure B (Yes)
City & County of San Francisco	Ballot Measure	Measure F (Yes)
City & County of San Francisco	Ballot Measure	Measure H (Yes)
City & County of San Francisco	Ballot Measure	Measure K (Yes)
City & County of San Francisco	Ballot Measure	Measure R (Yes)
City & County of San Francisco	Ballot Measure	Measure S (No)
City & County of San Francisco	Ballot Measure	Measure V (No)
City & County of San Francisco	Board of Education	Bobbi Lopez
City & County of San Francisco	Board of Education	Jaynry Mak
City & County of San Francisco	Board of Education	James Calloway
City & County of San Francisco	Community College Board	Carl Koehler
City & County of San Francisco	Community College Board	Rodel Rodis
City of Berkeley	City Council, D4	Terry Doran
City of Chico	City Council	Ali Sarsour
City of Fremont	City Council	Trisha Tahmasbi
City of Oakland	Ballot Measure	Measure OO (No)
City of Richmond	City Council	Jovanka Beckles
City of Santa Rosa	City Council	Michael Allen
City of Santa Rosa	City Council	Judy Kennedy (2 year)
City of Stockton	City Council	Chris Eley
City of Stockton	City Council	Michael Merriweather
County of Napa	Board of Supervisors, D5	Gary Simpson
HARD	Board of Directors	Judith-Krystel Berdiago
HARD	Board of Directors	Paul Sheridan
Peralta CC District	Governing Board, Area 2	Marlon McWilson
State Assembly	10th AD	Alyson Huber

**SEIU 1021 COPE - POLITICAL ACTION EXPENDITURE REPORT
2008 - THROUGH AUGUST 31
Candidate-Related Expenditures**

<u>Election</u>	<u>Description</u>	<u>Recipient</u>	<u>Amount</u>
Pri	Alameda BOS	Haggerty, Scott	\$1,000
Pri	Alameda County DCC	Weinstein, Karen	\$100
Pri	Alameda County elections	Eden Area DCC	\$300
Pri	BART	Keller, Joe	\$1,000
Pri	Calaveras County elections	Calaveras County DCC	\$250
Pri	Contra Costa BOS	Bonilla, Susan	\$150
Pri	Hayward City Council	Bristow, Steve	\$1,061
Pri	Hayward City Council	Quirk, Bill	\$1,061
Pri	Marin elections	Marin NWPC	\$120
Pri	Mendocino BOS1	Brown, Dolly	\$1,000
Pri	Mendocino BOS2	McCowen, John	\$1,000
Pri	Mendocino BOS5	Smith, Kendall	\$250
Pri	Napa BOS 5	Simpson, Gary	\$1,021
Pri	Oakland City Council, D1	Brunner, Jane	\$1,300

Pri	Oakland City Council, D3	Nadel, Nancy	\$1,300
Pri	Oakland City Council, D5	Juarez, Mario	\$1,300
Pri	Oakland City Council, D5	Polling Firm	\$6,700
Pri	San Francisco elections	Harvey Milk LGBT Democratic Club	\$1,500
Pri	San Francisco Superior Court	Sandoval, Gerardo	\$500
Pri	San Joaquin BOS1	Polling Firm	\$7,500
Pri	San Joaquin BOS3 IE	IE PAC	\$15,000
Pri	Solano BOS2	Seifert, Linda	\$5,000
Pri	Solano BOS2 & 5	Vallejo & Vacaville Newspaper ads	\$12,000
Pri	Solano BOS5	Polling Firm	\$5,000
Pri	Solano BOS5	Thomson, Skip	\$10,000
Pri	Sonoma BOS3	Zane, Shirlee	\$1,000
Pri	Sonoma BOS3 IE	IE PAC	\$10,000
Pri	Sonoma BOS3 IE	IE PAC	\$5,000
Pri	Sonoma BOS5	Hirschfield, Maddy	\$1,000
Pri	Sonoma BOS5 IE	IE PAC	\$3,000
Pri	State Assembly	Buchanan, Joan	\$2,000
Pri	State Senate	Wolk, Lois	\$1,000
Pri	Zone 7 Water District Board - IE	Quigley, Moore, Figuers	\$3,795
Gen	Alameda County elections	Eden Democrats	\$250
Gen	BART	Walker, Marshall	\$12,000
Gen	BART	Radulovich, Tom	\$500
Gen	BART	Sailor Jeffries, Linda	\$500
Gen	Berkeley City Council	Wengraf, Susan	\$250
Gen	Berkeley City Council	Moore, Darryl	\$250
Gen	Berkeley City Council	Anderson, Max	\$250

Gen	Berkeley City Council	Capitelli, Laurie	\$250
Gen	Berkeley City Council	Doran, Terry	\$250
Gen	Berkeley Mayor	Bates, Tom	\$250
Gen	Chico City Council	Newspaper Ad	\$1,453
Gen	Chico City Council	Sarsour, Ali	\$500
Gen	Chico City Council	Schwab, Ann	\$500
Gen	Chico City Council	Holcombe, Andrew	\$500
Gen	Contra Costa BOS	Bonilla, Susan	\$150
Gen	Fremont City Council	Tahmasbi, Trisha	\$500
Gen	Fremont City Council	Wiechowski, Bob	\$1,000
Gen	Fremont Mayor	Wasserman, Bob	\$1,000
Gen	Fremont USD	Wu, Ivy	\$2,500
Gen	Fremont USD	Mei, Lily	\$2,500
Gen	Fremont USD	Gebhardt, Bryan	\$2,500
Gen	HARD	Hodges, Paul	\$1,000
Gen	HARD	Waespi, Dennis	\$1,000
Gen	HARD	Krystel-Berdiago, Judith	\$1,000
Gen	Mendocino BOS1	Brown, Carrie	\$1,000
Gen	Napa BOS 5	Simpson, Gary	\$1,021
Gen	Napa City Council	Van Gorder, Mark	\$500
Gen	Oakland City Council, At-Large	Kaplan, Rebecca	\$1,300
Gen	Peralta CCD	McWilson, Marion	\$2,000
Gen	Richmond City Council	Beckles, Jovanka	\$1,000
Gen	Richmond City Council	Ritterman, Jeff	\$1,000
Gen	Richmond City Council	Butt, Tom	\$1,000
Gen	Sacramento City USD	Terry, Donald	\$2,000
Gen	Sacramento City USD	Rodriguez, Diana	\$5,000
Gen	Sacramento City USD	Arroyo, Gustavo	\$5,000
Gen	San Francisco BOS1	Mar, Eric	\$500
Gen	San Francisco BOS11	Avalos, John	\$500
Gen	San Francisco BOS3	Chiu, David	\$500
Gen	San Francisco Community College	Berg, Natalie	\$500
Gen	San Francisco Community College	Rodis, Rodel	\$500
Gen	San Francisco Community College	Jackson, Chris	\$400
Gen	San Francisco Community College	Koehler, Carl	\$400
Gen	San Francisco IE	SF CLC	\$50,000
Gen	San Francisco IE	SF CLC	\$25,000
Gen	San Francisco IE	SF CLC	\$10,000
Gen	San Francisco Superior Court	Sandoval, Gerardo	\$500
Gen	San Francisco USD	Mak, Jaynry	\$500
Gen	San Francisco USD	Lopez, Barbara	\$500
Gen	San Francisco USD	Fewer, Sandra	\$500
Gen	San Francisco USD	Yee, Norman	\$500
Gen	San Francisco USD	Calloway, James	\$500
Gen	San Joaquin BOS1	Villapudua, Carlos	\$25,000
Gen	San Leandro City Council	Reed, Ursula	\$2,500
Gen	Santa Rosa City Council	Kennedy, Judy	\$500

Gen	Santa Rosa City Council	vas Dupre, Marsha	\$500
Gen	Santa Rosa City Council	Wysocky, Gary	\$500
Gen	Santa Rosa City Council	Coal. Better Sonoma County	\$5,000
Gen	Santa Rosa City Council	Allen, Michael	\$500
Gen	SEIU 521 Fresno IE	IE Committee	\$2,500
Gen	Solano BOS5	Thomson, Skip	\$25,000
Gen	Sonoma BOS3	Zane, Shirley	\$1,000
Gen	Sonoma BOS3 IE	IE Committee	\$25,000
Gen	Sonoma BOS3 IE	IE Committee	\$5,000
Gen	Sonoma BOS5	Furch, Rue	\$1,000
Gen	Sonoma BOS5 IE	IE Committee	\$25,000
Gen	Sonoma County elections	DCC	\$1,000
Gen	State Assembly	Ammiano, Tom	\$1,000
Gen	State Assembly	Huber, Alyson	\$3,600
Gen	State Assembly	Buchanan, Joan	\$3,600
Gen	State Assembly	Eisenhut, John	\$3,600
Gen	State Assembly	Huffman, Jared	\$1,000
Gen	State Assembly	Skinner, Nancy	\$1,000
Gen	State Assembly	Chesbro, Wes	\$500
Gen	State Assembly	Jones, Dave	\$1,000
Gen	State Assembly	Yamada, Mariko	\$1,000
Gen	State Senate	Leno, Mark	\$1,000
Gen	State Senate	Wolk, Lois	\$3,600
Gen	Stockton City Council	Eley, Chris	\$500
Gen	Stockton City Council	Merriweather, Michael	\$500
Gen	Stockton Mayor	Johnston, Ann	\$1,500
Gen	Stockton USD	Boardman, Colleen	\$500
Total Candidate-Related Contributions to Date			\$389,082

Issue-Related Expenditures

Election	Description	Recipient	Amount
Pri	Member to Member Program	North Bay Labor Council	\$7,000
Pri	Member to Member Program	North Bay Labor Council	\$250
Pri	Oakland LLAD	Campaign Committee	\$2,000
Pri	San Francisco, 2007 Prop A	Campaign Consultant - debt retirement	\$5,000
Pri	San Francisco, June 08 Prop A	Campaign Committee, Prop A	\$10,000
Pri	San Francisco, June 08 Prop B	Actuarial Firm	\$20,000
Pri	San Francisco, June 08 Prop B	Campaign Committee - Prop B	\$75,000
Pri	San Francisco, June 08 Prop B	Polling Firm	\$25,000
Pri	San Francisco, June 08 Props A & B	APRI	\$10,000
Pri	San Francisco, June 08 Props A & B	Pride@Work	\$10,000
Gen	Berkeley - Yes on FF	Campaign Committee	\$15,000
Gen	Marin-Sonoma - Yes on Q	Campaign Committee	\$1,000
Gen	Oakland USD - No on N	Campaign Committee	\$1,000

Gen	Oregon Measure 64	Campaign Committee	\$2,500
Gen	Prop 8	Campaign Committee	\$10,000
Gen	Richmond - Yes on T	Campaign Committee	\$1,000
Gen	San Francisco ballot measures	Howard Wallace	\$308
Gen	San Francisco ballot measures	Polling Firm	\$20,000
Gen	San Francisco IE	SF CLC	\$25,000
Gen	San Francisco Nov 08 Prop A	Campaign Consultant	\$25,000
Gen	San Francisco Nov 08 Prop A	Polling Firm	\$25,000
Gen	San Francisco Nov 08 Prop A	Campaign Committee	\$50,000
Gen	San Francisco Nov 08 Prop A	Polling Firm	\$20,000
Gen	San Francisco Nov 08 Prop A	Campaign Committee	\$25,000
Gen	San Francisco Nov 08 Prop A	Vendor	\$1,400
Gen	San Francisco Nov 08 Prop A	Campaign Committee	\$25,000
Gen	Union City - Yes on UU	Campaign Committee	\$2,000
Total Issue-Related Contributions to Date			\$413,458

SEIU members are part of a remarkable national effort to elect Barack Obama President and build pro-worker majorities in both the House and Senate. If all of us match our personal commitment to act to our deep desire for change, we will win on November 4th, and it will be an historic victory – at the national, state, and local level.

But November 4th is only a beginning. The last few weeks have driven home in the starkest possible fashion that our government no longer works for America’s working families, and has not for quite some time. Simply electing new leaders is not going to change that.

Immediately following the November 4th election, SEIU, in partnership with our progressive allies across the country, will launch the 100 Days for Change campaign to both support our new President and Congress, and to hold them accountable for meaningful change—by passing national health care reform, and enacting the Employee Free Choice Act—in the first session of the new Congress.

WE ARE SEEKING MEMBER POLITICAL ORGANIZERS TO WORK FULL-TIME FOR 130 DAYS AT A TIME BETWEEN JANUARY AND AUGUST 2009 ON THE “100 DAYS FOR CHANGE” CAMPAIGN. Members will work side-by-side with staff and our community partners to win health care reform and the right of every worker to form a union without fear of harassment, intimidation, or firing. Members will apply their own skills, talents and passions to accomplish the many elements of successful issue organizing campaigns, including outreach to 1021 members, as well as other labor, community, religious groups; COPE fundraising; neighborhood canvassing and phone banking; organizing letter writing campaigns, house parties, meet ups and town hall forums; tabling and other visibility activities at large events; collecting personal stories from members and the public. There are two different 130 day “waves” that members can work: 1/5/09-5/14/09 and 4/28/09-8/15/09.

WE ARE LOOKING FOR MEMBERS EXCITED BY THE UNIQUE OPPORTUNITIES THIS CAMPAIGN PRESENTS--FOR AMERICA’S WORKING FAMILIES, AND FOR PERSONAL GROWTH AND DEVELOPMENT, AND WHO ARE WILLING TO COMMIT TO BEING A 1021 MEMBER POLITICAL ORGANIZER FOR THE LONG-TERM.

If you are interested in working on one of the two waves of the campaign, and are reasonably sure you can obtain a leave from your job, please submit a completed 100 DAYS FOR CHANGE MPO application as soon as possible. We will be making decisions before the end of November.

WINNING IS JUST THE BEGINNING:
100 DAYS FOR CHANGE CAMPAIGN

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, December 8, 2008

10:00 a.m. to 5:00 p.m.

Sacramento

Members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop (phone), Derrick Boutte (phone), Jackie Carvallo, Jim Ellett, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Jan Schardt, Lacy Topolewski, Marcus Williams

Members excused: Amanda Booker, James Bryant, Kim Burke, Mary Sanders, Norm Ten

Staff present: Marla Harvey, Eric Lerner, Valerie McCann-Murrell, Rocky Morrison, Kerry Newkirk, Seth Schapiro, Gilda Valdez

Guests: Dolores Gholar.

President Damita Davis Howard called the meeting to order at 10:27 a.m.

Member Resource Center presentation: MRC staff Patricia Castillo and Rodney Bullock gave an overview of the track record of the MRC and industries rolled in. Handouts included a report on call records—type, frequency, industry, and employer (April 7-November 21), a chart of case type and status and call performance result data, and a count of members transitioned to the MRC by employer and industry.

- **Database:** Member contact information is updated on every call on Unionware. A manual log is kept to catch data accurately.
- **Technology features:** Each call opens a file. Same issue calls go into case file. MRC records every call by issue type.
- **New fields** are set up to improve reporting capacity (new issues, categories such as overtime contract violations). Will track grievances and arbitrations won, etc. Need to review issues per case so that there is no duplication.
- **Telephone system** stability, call routing, information security (all databases secure/high protocols).
- **Staff training:** Improving new staff training program, coaching staff and leads, adhering to policies established, creating new opportunities for learning, and developing a work plan to retrain all MRC staff based on steward feedback.
- **Unionware reporting:** The MRC can refine reports based on board input, break it down differently per worksite. Accuracy depends on reports capturing right data. Outstanding cases referred to a point person. Regarding “advocacy,” worksite organizers focus on contract enforcement and grievance representation and/or internal organizing. Reports generated by Unionware use this description (there are no new responsibilities, no new classifications, no new positions).
- **Grievance and campaign tracking:** Data can be tracked at the state and local levels. All stewards need to be able to access important data. There are security protocols being put in place to enable this. It was suggested that stewards’ calls and issues be tracked. Access to reports is still under discussion.
- **Language capability:** One Mandarin communicator on request and two Cantonese.
- **Staffing:** Hours are 7:00 a.m. to 7:00 p.m., Monday through Friday. Seven of 19 staff are assigned to 1021.

The MRC Committee needs clear assessment of policy, experience, and budget. The committee is

developing a tool to survey members on the benefit and satisfaction with the MRC.

November 17, 2008 minutes: It was M/S/C to accept the minutes as corrected.

NEW BUSINESS:

- **2009 meeting schedule:** Executive Board will alternate meetings between Monday and Tuesday: Tuesday, January 13; Monday, February 9; Tuesday, March 10; Monday, April 13; Tuesday, May 12; Monday, June 8; Tuesday, July 14; Monday, August 10; Tuesday, September 8; Monday, October 12; Thursday, November 12; Monday, December 14.
- **Proposed policies:** Draft policies were submitted to the executive board for consideration. It was M/S/C to adopt the SEIU Local 1021 Code of Ethical Practices and Conflict of Interest Policy as amended. Definition of “officer” in this policy applies to the executive board. It was M/S/C to adopt the SEIU Local 1021 Financial and Tax Documentation Retention and Destruction Policy. It was M/S/C to adopt the SEIU Local 1021 Joint Venture Policy. The board reviewed the proposed Complaint Resolution procedure. A policy on the use of Treo phones was referred to the Budget and Finance Committee.

OLD BUSINESS:

- **Economic crisis campaign:** Kathy O’Neil reported on the SEIU Public Division plans regarding the financial crisis impacting all states and employers and why we must respond to the layoffs and furloughs with a fight-back campaign. Various city financial meltdowns were cited as examples (Oakland, Emeryville, Vacaville). Eric Lerner gave more data on the worst economic meltdown in 60 years. Two documents were distributed: “Building Better Communities” (our strategy to maintain good jobs and provide the quality services our communities need) and “Tying it all together: economic stimulus, contract campaign, 100 Days, COPE.” Public sector workers are more vulnerable as there is not enough money for quality services. Without national health care, insurance costs are eating up public budgets. Public employees and unions have a negative image. America needs a half trillion dollar economic stimulus package and tax reform to increase revenue. Passage of the Employee Free Choice Act will ensure workers can organize to improve their lives and expand our progressive majority with a new president and congress. SEIU can’t wage the same old fight. Six months from now it will be worse. We have to tie it all together to build better communities, contract campaigns, 100 Days for Change, and COPE. This is the biggest fight of our lives. The plan must include member engagement at the worksite, training and education, work with employers to identify waste and economies, member communication, etc. It was M/S/C to accept the proposed plan in concept. Increased member involvement and understanding of the bigger picture are essential. Next industry meeting will address appropriate response. Three visits per staff/week x 8-10 weeks x 45 staff = 1,000 visits. One new activist in 50% of visits = 500 new activists.
- **Change That Works campaign:** Marla Harvey described the campaign to send legislators hand-written holiday cards with the message that we need a state budget that will protect vital services and rebuild the middle class. The Change That Works campaign will include worksite meetings, community organizing, and engaging people in a different way to build leadership. SEIU is targeting congressional leaders, Senator Feinstein, House Speaker Pelosi, and others. Goal is to build support in our community to offset the business community and make sure our congressional representatives are supported. Lacy Topolewski reported on the work of the Coverage Committee. More participation and ideas are needed; next meeting is December 18. Our local may use unspent organizing money so that we can utilize member political organizers on lost time.

- **MAC/VBC Vacancies/Alternates Policy Subcommittee:** A draft policy was submitted for review. It was M/S/C to accept the draft as amended. Subcommittee will call Member Advisory Committee delegates/alternates and Industry leaders as to interest in serving on the MAC.

REPORTS:

- **Budget and Finance Committee:** Treasurer Sandra Lewis distributed a 2009 revenue projection, budget proposal, conference worksheet, organizational development worksheet, industry expenses as of 12/6/08, CDARS accounts, and bank account diagram. Cumulative dues projection for 2009 is \$42,828,129 (12 months of dues data broken down by employer). Challenge for 2009 is the impact of layoffs and furloughs. Projection does not include scheduled contract raises. Quarterly reviews will become even more important; there may be revisions. The BFC recommends using \$304,561 from reserves to balance the budget. Actual membership is 55,917. Budget includes three vacant and unfilled budget positions. BFC will review an organizational chart to see if there is a need to cut staff and research efficiencies.

Executive Board members must submit activity reports (at a minimum, the last three months of 2008) by December 30, 2008 to continue to receive the board stipend. Forms must be submitted to Treasurer Lewis.

Lost time requires prior approval of the president. Anything charged to industry requires industry chair signature. For internal control, minutes must be submitted. Board members on temporary staff status for more than 30 days do not receive the stipend.

The Member Resource Center was a pilot project from April through October 2008. No contract or agreement has been signed but expenses are accruing. A "placeholder" amount (encumbered funds) is in the proposed budget.

There is no longer a line item for purple stuff. Industries will work with supervisors on allocation of funding (\$75,000) among the industries according to membership. Incentives are industry-funded.

It was M/SC to accept the proposed budget.

- **Field Director reports:** Written reports were submitted by Pattie Tamura, Fran Jefferson, and Valerie McCan-Murrell.
- **Hardship Fund proposal:** The board discussed scheduled holiday celebrations at a cost of \$33,000 while our members are experiencing furloughs and layoffs. It was M/S/C to establish a hardship fund (up to \$33,000) and criteria for laid off 1021 members. It was M/S/C to issue \$75 grocery store gift cards. The definition and circumstances of laid off temporary workers will be reviewed by the officers.

The board went into executive session at 5:20 p.m. The board reconvened at 5:26 p.m. It was reported the board and industry leaders will continue to work in good faith with the retiree chapters.

Chicago workers sitting in at window plant: It was M/S/C to donate \$500 to laid off workers who have taken over the Republic Window and Shade plant in Chicago.

It was M/S/C to adjourn at 5:27 p.m.

Respectfully submitted by
John Morrison
SEIU 1021 Secretary

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit team: Yvette Jordon Albert continues on medical leave and is anticipated to return after the first of the year or sooner. Daz Lamparas continues to take on additional supervising responsibilities. Since Steve O'Keefe resigned, we have hired Lorenzo Sotelo in the North Bay area. And Don Evans has joined the team in the Bay Area after the Labor Day passing of Mark Stanford. Special thanks to all of the PNP team and lost timer Francesca Rosa as they accepted additional responsibilities prior to the filling of the vacancies.

Lorenzo has begun meeting leaders in all his areas as is working closely with Mary Adams rebuilding at NCO Head Start. Likewise he has begun negotiations at Community Action Partnership and has had good meetings with leaders at the Institute Aging and St Vincent's School.

New Leaf members are voting on a tentative agreement including 4% wage increases. Proposed additional cuts in the state budget directly impact all seven regional centers. At Valley Mountain Regional Center we took a strike vote in preparation for mediation. Our DDS-funded agencies like EBI were already having difficulty funding wage increases—the 3% cut from the state makes this more difficult. Our DD team is working r with employers to give opportunities for jobs to people with developmental disabilities.

Full staffing means new assignments so some staff are assigned regionally with Lorenzo assisting in Marin, Sonoma, and Mendocino counties and Andrea Zanetti assisting in Napa, Solano, Sacramento, Butte and San Joaquin counties. Ron Rhone will be focusing on JCC and East Bay employers. SF staff will have a sub-industry focus with Fred Sherburn-Zimmer leading on city budget campaigns and mental health. Don will primarily focus on DD agencies in SF and Alameda. Daz will assist in SF, be the lead on museums and continue with leading first contracts.

Special Districts team: Jim Firth retired 12/5 and Dominic Chan is working with SF and Marin agencies. The hiring process is being followed to fill the permanent vacancy. Iris LeBlanc-Clay continues with BART and South Alameda County cities and Ronda Goldsby continues with Alameda County agencies.

The Oakland Housing Authority completed negotiations and ABAG is in bargaining. SF Housing Authority is restructuring under federal mandate, creating a shift in responsibility for inspectors and property managers. Stephanie Batey has taken over Union City negotiations. BART is preparing for negotiations with team training by Karega Hart and gathering information for research. Fran Jefferson is working with the BART officers in preparation for negotiations.

City Workers team: Mylka Rodriguez has been made permanent and Duane duJoie has joined the city team as a worksite organizer. Temporary staff Sequonitte Buggs continues to assist with City of Oakland negotiations.

Marin Courts and City of Fairfield have new contracts. City of Oakland and Emeryville continue to bargain with very different economics. Oakland has a \$40 million budget deficit, in addition to legal trouble with the LAD and passage of Prop T. Management has huge money and language takeaways on the table. Team has fought back every step of the way as management proposes layoffs, furloughs, and gutting the contract of protections. Andre Spearman has taken over negotiations at City of Oakland. In Emeryville, management has not come up with a strong economic package despite huge reserves and a growing economy.

Training & Education team: The team has full staffing. We received thumbs up for the advanced stewards training in San Francisco and Fairfield so it will be taken on the road early next year. Training staff are planning for another round of collective bargaining training for new and inexperienced staff in January. Will also be scheduling collective bargaining training for teams regionally with messaging/communications, community/political pressure in addition to table training as many contracts expire June 2009. Staff orientation to 1021 is also being set up for new staff. Training staff continue to work with the Vision/Bylaws Committee, Industry Councils, and MRC training for staff and members.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: There is currently a vacancy on the San Joaquin team that is being filled by temporary worksite organizer Steve Bristow. The position has been posted and interviews for a permanent replacement will occur in January 2009. A part-time position for a worksite organizer with the focus on representation has been posted for the Chico/Redding area. If recruitment is successful, interviews will take place in January 2009.

San Joaquin, Calaveras, and Head Start Team: The **San Joaquin County** Board of Supervisors is looking at mid-year budget reports being made by department heads. A request to meet and confer has been submitted to labor relations for the Human Services Agency and Public Health where members have been impacted by the budget. It appears that at HSA and Public Health, only two temporary employees are scheduled to be laid off while two full-time employees at Public Health have been identified for bumping. The Department of Aging has been impacted by as many as eight members being scheduled for displacement. It's been anticipated and stated by the department head that no one will lose their jobs with the county. In **Calaveras County**, eight members in the Planning Department have been impacted by layoffs due to no building or construction projects in the county. There have been a number of victories since **San Joaquin** rolled into the MRC with members receiving great economic settlements to job reinstatements. **Calaveras County** and other leaders in our foothills jurisdiction visited the **MRC** before Thanksgiving and are scheduled to roll-in on December 16.

East Bay and San Francisco Schools Team: A tentative agreement was reached for fiscal years 2008-2010 for the **Acalanes Union High School District**. The district agreed to maintain our health and welfare benefits. There will be a class and compensation study 60 days after the ratification vote which is scheduled for Tuesday December 9. There is 0% COLA for 2008 and re-openers on wages for fiscal years 2009 and 2010. We are close to settlement with **Livermore Joint Valley Unified School District**. There are conceptual agreements on the following: 3% salary increase for fiscal year 2007 (not retroactive pay) and no wage increase for 2008 and 2009 fiscal years. They are also looking at class and compensation study for SEIU bargaining unit members. The anticipated budget deficit to schools, which includes declining enrollment, will have a great impact on positions for classified employees. We are looking at massive layoffs and schools closures for fiscal year 2009. If the cut is \$4 billion, the impact for K-12 schools is the following: **Acalanes** - \$3.857 million, **Albany** \$2.489 million, **Hayward** \$14.119 million, **San Francisco** \$35,977 million, **Livermore** \$8.624 million, **San Ramon** \$16.959 million, **San Lorenzo** \$ 7.722 million, **Fremont** \$20.8 million, **Oakland** \$30.33 million. For colleges the numbers are: **Chabot** \$5.1 million, **Ohlone** \$2.6 million, **Peralta** \$ 6.1 million, **San Francisco City College** \$10 million.

North Bay and 101 Schools, Cities, Counties and PNP Team: After previous threats to separate and seek recognition with another organization, the **Los Rios Community College District Chapter** voted overwhelmingly to allow the SEIU Local 1021 members employed as Los Rios Community College District Police Officers and Campus Safety Officers to form their own separate chapter under Local 1021. All officers present voted to remain with SEIU Local 1021. The officers propose that they be recognized as the Los Rios Police Officers Association. Recommendation from staff is that SEIU Local 1021 explore establishing a "law and justice workers committee" separate from industry committees so sworn officers such as college police, institutional police officers, probation officers, juvenile hall employees, and sworn animal control officers can meet on a quarterly basis to exchange ideas and engage in mutually supportive activities.

Solano County Mosquito Abatement District ratified a one-year extension. Health benefits were maintained at current level, with a one-time lump sum payment of \$1,000 per member paid in second pay period of December 2008. One additional floating holiday for calendar year 2009 was gained. Compensatory time off earned in 2009 can be carried over to succeeding years. **Yolo County Courts** ratified a one-year re-opener. Current health care costs were maintained and pension enhancement (2.5% at 55) ratified. **Far Northern Regional Center** ratified a financial re-opener in year 3 of a 4 year agreement. Members will receive a 3% across-the-board raise in January. Mileage reimbursement will be set at 50.5 cents per mile unless the IRS rate drops to less than that amount, in which case the IRS rate will prevail. At the **City of Chico** the mayor and vice-mayor were re-elected after being endorsed by our members and following a successful PR campaign where SEIU was credited with making concessions in order to help the city council close budget gaps. Our members gained an additional 40 hours per year of paid time off and additional employer-paid contributions to PERS in exchange for capping pay raises at 1% for the next two years.

The members represented by the currently vacant position in Redding will be rolling in to the Member Resource Center on December 16th. This includes **Siskiyou Training Employment Program** in Weed, **City of Redding**, **Far Northern Regional Center**, **City of Chico**, **Superior Court of Butte County**, **Chico Area Recreation District** and **Arc of Butte County**. Members are ready for the roll-in. Also rolling into the MRC on the 16th will be **Solano and Yolo Courts**, **Solano County Mosquito Abatement District** and the **Sacramento County Supervisors Chapter**.

Sacramento County Supervisors Chapter: Sacramento County is receiving bad publicity due to deaths of children in contact with Child Protective Services. Management's response is to blame our members and create more

forms to fill out. Our response is that management has failed to staff adequately and to plan, and that legislative and judicial requirements have prioritized the paperwork over the casework. There will possibly be a joint press conference with UPE Local 1 which represents line workers. The board of supervisors has appointed an independent investigator against the wishes of county management.

The **City of Redding** is asking for concessions to avoid laying off members. Some members are pushing for the union to make these concessions. Barriers are that the city will not disclose what other options to cut costs have been explored. We have an ongoing issue with the ratio of managers to line staff (1.6:1 in at least one area). The city manager has verified that any concessions made by a particular bargaining unit would not necessarily result in those cost savings being applied to that unit. We are scheduling meetings with members in Redding to work on identifying waste and inefficiencies and to educate our members on the options.

101 Counties Team: After the **Sonoma County** Board of Supervisors adopted a resolution that imposes the terms and conditions of the first year of the county's last best and final offer, the membership overwhelmingly authorized a strike action. Layoffs are on the horizon impacting health services. **Del Norte County** will hold a budget briefing, presumably to share bad news concerning shortfalls in their budget, specifically regarding the health plan. It does not sound good and appears the county needs to come up with over \$3 million this year and every year hereafter. This issue is likely to begin the budget fight, which in turn will lead into the contract fight. In **Napa County**, there is general agreement to engage the county in discussions over a contract extension of one or two years, or limiting the scope of our upcoming negotiations there to a few items. Library reorganization is currently underway, and the longstanding struggle of probation workers to win safety retirement is on-going.

POLITICAL DEPARTMENT REPORT submitted by Political Coordinator Marla Harvey

SEIU 1021's #1 local priority for November was winning Measure A to secure the funds to rebuild San Francisco General Hospital. In a resounding victory, 84% of San Francisco voters supported the \$887 million bond measure to rebuild the hospital, the heart of the city's health care system and the only Level 1 trauma center in the city. 1021 President Damita Davis Howard played a major role in the Measure A steering committee. We also prioritized passing San Francisco Measures N, O & Q—revenue measures to protect \$80 million annually in existing funds by continuing an emergency response fee (Measure O) and to raise an additional \$50 million annually by increasing real estate transfer taxes on multi-million dollar properties (Measure N), and closing corporate payroll tax loopholes (Measure Q). Last, but not least, we focused our energies on three board of supervisor seats— Districts 1, 3, and 11. All three candidates won their races. Eric Mar (1) received over 40% of the vote; David Chiu (3) came in at just under 38%, and John Avalos received over 28% of the vote. 1021 members and staff worked over 1,000 campaign shifts to save SFGH, bring and maintain revenue sources for the city, and maintain a worker-friendly board.

Sonoma County's 3rd Supervisorial District was about us, with the local newspaper aligning with business and developers in an anti-union campaign attacking our endorsed candidate, Shirlee Zane, CEO of Sonoma County's first unionized non-profit. They attacked Zane for championing organizing rights for workers, and for siding with county employees against the sitting board of supervisors for breaking the county's promise of medical benefits to current employees and retirees. They attacked us, accusing SEIU members of attempting to "bankrupt" the county. We fought back—on the air, in the mail, and door-to-door—and Shirlee Zane achieved a convincing 10% margin of victory.

In Oakland, labor candidate Rebecca Kaplan defeated Don Perata's hand picked (and business-funded) choice for Oakland City Council at large seat with 62% of the vote. 1021 members and staff worked over 400 campaign shifts in Oakland to ensure this victory.

San Joaquin members elected former member Carlos Villapudua to the board of supervisors (District 1). Carlos has worked with us on issues as a legislative assistant, is a strong supporter of the issues we care about in San Joaquin, and will be a voice for our members at the board. We also worked to elect a new mayor in Stockton—Ann Johnston. Johnston's win is a major victory for working families in Stockton, and is a strong indication that we are shifting the political power base in the Central Valley.

In Mendocino County, our members worked to defeat an anti-union incumbent and elect Carre Brown to the board of supervisors (District 1). Carre soundly defeated the incumbent with over 60% of the vote!

Our City of Richmond members were instrumental in passing Measure T—a business license fee increase on manufacturers, heavily fought by Chevron, that will raise an estimated \$26.5 million annually for city services.

This year, Sacramento City Unified School District elected school board members by district for the first time (all the current board members were elected at large and all but one were from the same district). All four candidates were elected, and we're excited to have a board that values the services our members provide.

Sadly, we were 714 votes short of electing Skip Thomson to the Solano County Board of Supervisors (District 5). Our members fought hard— during a long and ugly contract campaign— to help Skip make it to the runoff in the June primary.