

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, January 13, 2009

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

Stockton

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

Members excused: Amanda Booker, Kim Burke, Jackie Carvallo, Mary Sanders, James Nebel

Guest: Dolores Gholar

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Bill Steck, Pattie Tamura, Gilda Valdez

President Damita Davis Howard called the meeting to order at 10:31 a.m.

Announcements: President Davis-Howard announced a January 23 retirement dinner in honor of San Francisco members David Williams and Richard Rothman. Marcus Williams announced the January 30 opening of the new Local 1012 office in Fairfield. Local 1021 has 100 tickets to a presidential inauguration event at the Oracle Arena in Oakland available for COPE contributors. There will be inauguration events at Local 1021 offices on January 20. The San Francisco office event is co-sponsored by APALA and the Asian Pacific Islander Solidarity Committee.

INDUSTRY REPORTS:

- **Health Care Industry:** Chair Ed Kinchley reported the January 17 industry meeting has been cancelled and will be rescheduled. He added the election of three labor-friendly supervisors in San Francisco has resulted in the appointment of labor allies as board president and chair of the city's budget committee.
- **Registered Nurse Industry:** Chair Christal Cox reported the Alameda County Medical Center RN bargaining unit will vote this week on a tentative agreement.
- **Private Sector/Non-Profit Industry:** Chair Norm Ten submitted a written report (attached). He expressed appreciation to Daz Lamparas for his dedication to the membership while filling in for staff on leave and reported on a planning retreat on PNP/DD staffing and challenges.
- **Counties Industry:** Co-Chair Marcus Williams reported meeting newly-elected Sonoma County Supervisor Efren Carillo. Major county issues include two-tier retiree medical and \$500 health care allocation for current workers. There will be several actions in February around this issue. President Davis Howard suggested each county recruit at least 10 members to participate in solidarity actions.
- **Courts Industry:** Chair Lacy Topolewski reported the industry met last Saturday; each member has adopted a court to build involvement and participation. Industry is also looking at court funding and state and county-wide campaigns to educate and excite members to get involved in negotiations and lobbying.

December 8, 2008 meeting minutes: It was M/S/C to approve the minutes as corrected.

NEW BUSINESS:

San Joaquin retiree chapter: A group of retirees in the county has organized and requested formal recognition as a chapter. It was M/S/C to recognize the chapter under the Local 1021 retiree council.

OLD BUSINESS:

Meeting schedule: It was M/S/C to approve the following executive board meeting schedule/location changes: July 14 (Chico), August 10 (Del Norte); October 13 (Ukiah). It was M/S/C to set the following Member Advisory Committee meeting dates: February 28, April 25, June 27, and September 26. The November meeting date will be coordinated with the annual budget process. There will be a joint industry

meeting February 14.

Proposed Complaint Resolution Policy: It was M/S/C to accept the policy as amended (attached).

Days for Change campaign: There are 11 staff and member political organizers working on this campaign for the Employee Free Choice Act and national health care. First wave of participants (130 days) are staff Stephanie Batey, Andrea Pinkham, Berry Bingham, Maria Peluso, Carl Carr, Margot Reed, Rosalinda Montez and member political organizers James Marmon, Pat Davis, and Al Haggett (alternate). The Coverage Committee is grappling with the concept of roles, representation, and coverage during the campaign.

Republic Window and Door workers sit-down strike: The Chicago workers won their back pay issues. Board confirmed donation of \$500 to the UE members.

Presidential inauguration: The board previously took action to fund member travel to attend the inauguration if tickets were available but tickets have not been obtained. COPE Chair James Bryant worked with the AFL-CIO to get three spots in the labor contingent in the inaugural parade in Washington, D.C. Brother Bryant had had 24 hours to get clearance from the FBI and communicate idea to Political Director Bill Steck and fill the slots with political organizing committee chairs Olga Palacio and Mustafaa Abdul Ali and himself. Board discussed funding the three members in the parade and how to prevent recurrences of unilateral decision-making. Estimated cost of airfare and hotel is \$6,000 for three participants. Board recognized this was an unacceptable process but also an important opportunity. It was M/S/C to send the three named members to participate in the inaugural parade, paid from COPE funds, and request a public apology by the COPE chair to all COPE members.

REPORTS:

Special Districts Industry: Chair Vicki Reed reported the Housing Authority caucus will meet on January 23. ABAG is in bargaining. BART morale is very low due to recent BART police actions.

Schools Industry: Chair Leea Rodriguez reported the industry met last Saturday. There will be a massive March in March, taking our message and community coalitions to the capitol on March 16. Other industries are encouraged to participate but the focus is schools and education issues. There are internal issues at Los Rios Community College; industry will meet with leadership.

Health Care Industry: Chair Ed Kinchley reported San Francisco leaders are working in a community-based coalition to save public health from the \$26 million in mid-year cuts proposed by the mayor. There is support from the labor council to go put temporary revenue measures on a future ballot. Christal Cox reported the Alameda County Medical Center non-RN general unit has selected a bargaining team; their contract expires March 30.

President's Report: It was agreed by consensus the president and vice president can distribute tickets to the presidential inauguration in Washington, D.C. if two become available through SEIU. President Davis Howard has appointed two members to a trial body to address charges filed by a member against another member; Vice President Christal Cox will serve as chair of the hearing panel. There are current job announcements posted for a director position, a communications position, and a research position.

Social and Economic Justice Committee: Chair Derrick Boutte submitted a written report (attached). He is dealing with the question of how to get more involvement on the SEJ Committee. SEJ is working to get solidarity committees to post their mission statements and meeting information on the 1021 website.

Budget and Finance Committee: President Davis Howard reported on the BFC recommendation to use unspent organizing money for Member Resource Center start-up costs. There is no agreement on what needs to be paid but the BFC agreed on a 2008-09 pilot project timeline, based on 55,000 members, and

start-up, member, and equipment costs. There is no formal contract as yet. 50% of our members are in the MRC; city jurisdictions will be added January 29; San Francisco and BART are next. The board reviewed a summary of MRC expenses to be paid from unspent organizing funds. It was M/S/C by consensus to approve the recommendation.

Building Committee: Seth Schapiro reported the open house for the new Fairfield office (2300 Boynton #200) will be January 30. The Napa office will close but a small meeting space will be located. A consultant has been hired for to begin planning for consolidation of the three Oakland union offices. Members of the Oak Street Corporation have been apprised of events.

Executive session: The board went into executive session at 2:20 p.m. The board reconvened at 3:58 p.m. Report out from executive session: It was M/S/C to move forward with external (and internal) outreach for the chief of staff position. The board discussed leadership and unity with staff in the San Francisco budget fight.

NEW BUSINESS:

Reallocation of COPE PAC formula: The Board reviewed the motion to implement general fund transfers to Local 1021 PAC accounts:

- Candidate PAC – allocate \$0.34 per member per month to the SEIU 1021 Candidate PAC for member dues received effective January 2009.
- Independent Expenditure PAC – allocate \$0.15 per member per month to the SEIU 1021 Independent Expenditure PAC for member dues received effective January 2009.
- Issues PAC – allocate \$20,833 of member dues per month received effective January 2009.

Political Director Bill Steck described COPE funding: Voluntary COPE money is forwarded to SEIU; funds over and above the quota are returned to local. Each account has a different purpose; goals are \$175,000 for local candidate PAC, \$75,000 for independent expenditures PAC (communication to voters), and \$250,000 for issues PAC. It was M/S/C to adopt the motion as submitted.

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

It was M/S/C to adjourn at 4:21 p.m.

Respectfully submitted by
John Morrison, Secretary SEIU Local 1021

Local 1021

COMPLAINT RESOLUTION PROCEDURE

STEP 1: An individual or group of members that has a disagreement with or complaint against a staff person should first contact the staff person and attempt to resolve the problem by discussing it with the staff person involved. A chapter/bargaining unit officer or steward may be present at the discussion at the request of the member(s). A staff union steward may also be present at the discussion, at the request of the staff person. The staff person is to be contacted by the member(s) regarding the complaint within ten (10) calendar days of the date of the incident or discovery.

STEP 2: If there is no resolution at Step 1, the member may submit a written complaint to the team leader (or the field director if the subject of the complaint is the team leader). The complaint is to be submitted (mailed) within ten (10) calendar days after the date of the discussion at Step 1. The team leader shall respond in writing within ten (10) calendar days of receipt of the written complaint.

STEP 3: If there is no resolution at Step 2, the complaint shall be submitted to the field director (or the Local 1021 president if the subject of the complaint is the field director). The complaint is to be submitted (mailed) within ten (10) calendar days after the Step 2 response.

The field director or president is to send a written notification of the final resolution of the complaint to the complainant(s) and the steward/officer within twenty-one (21) calendar days after the filing date of the written complaint; the time limit is to be extended only with the mutual consent of the member(s) and the field director or

president.

FINAL STEP–STEP 4: If the member(s) is not satisfied with the Step 3 resolution, she/he/they may appeal to the Executive Board within twenty-one (21) calendar days of receipt of the Step 3 response. The Executive Board shall take up the complaint at the board's next regularly scheduled meeting.

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

Sincere gratitude and appreciation goes to Daz Lamparas for his dedication, work, and mentorship. For the past several months, Daz has filled in as Interim PNP team leader while performing his duties as a PNP worksite organizer. PNP Team Leader Yvette Jordan-Albert will be returning soon from her leave.

Member leaders Eric Stern and Nikki Smith attended PNP 2009 planning retreat in Ben Lomond on January 10-11. Other invited member leaders were unable to attend. Agenda covered staff issues, budget challenges of DD industry, Head Start member convention, and strategies for 2009.

SOCIAL & ECONOMIC JUSTICE COMMITTEE REPORT submitted by Chair Derrick Boutte

SEJ met on December 18 at the Oak Street office.

Solidarity Committees reported on 2008 activities and plans for 2009. Committees were reminded to submit written reports of activities and meeting minutes to SEJ on a regular basis.

Participants reviewed the 2008 budget expenditure report prepared by Darlene White and 2009 budget as approved by the BFC, passed a motion allocating equal shares of funds to each solidarity committee contingent on committees submitting written program plans by a set deadline.

SEJ took action on funding requests for remaining 2008 SEJ funds.

Chair Derrick Boutte advised the committee chairs that he would call a chairs' meeting in early 2009 to move the SEJ program agenda forward.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Effective February, Mark Hall is reassigned to the Stockton-Sacramento area. This staffing change will create a second worksite organizer vacancy out of the Stockton office. Interviews to fill this vacancy along with the vacancy that is currently being covered by temporary staff Steve Bristow will occur the last week in January. Our team welcomes Sabrina Struth who has transferred from external organizing to the internal side of the house. Sabrina has stepped in as the full-time worksite organizer for the Chico/Redding route effective the beginning of the year.

North Bay and Schools, Cities, Counties and PNP Team: In Solano County, more members are coming forward to participate as stewards. The short term disability insurance program is providing opportunities for more meetings with the membership. There is currently a PERB hearing pending over discipline imposed against a chapter leader. In a win for members, retaliatory policies have officially been withdrawn following a meeting with the department manager & HR. The county administrator has agreed to monthly meetings with the chapter president and worksite organizer. Our endorsed candidate, Linda Seifert, was sworn in to the Solano County Board of Supervisors on January 6.

At the Solano Court bargaining continues. Bargaining teams for the three units are coordinating their efforts. Quite a few tentative agreements have been forthcoming, but the court is not responding on economics. Several information requests were filed and the CAT will begin ramping up field activities.

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 is outreach to UPE Local 1 which represents line workers to address this issue. The board of supervisors has appointed an independent investigator, against the wishes of county management. We are taking the lead and working with the SEIU State Council on a campaign.

At the Los Rios Community College District, the bargaining team and district are looking at a two-year extension. Los Rios police now indicate they will remain in the chapter pending further research. The team leader is working with the police officers on draft bylaws.

Our unfair labor practice charge against the City of Redding over their refusal to release the report of investigation into the electric utility's customer service division has provided opportunities for organizing. PERB has issued a complaint. We are receiving press coverage that is somewhat positive. The December 16 roll-in of STEP in Weed, City of Redding, Far Northern Regional Center, City of Chico, Superior Court of Butte County, Chico Area Recreation District, Arc of Butte County, Solano courts, Yolo courts, Solano County Mosquito Abatement District and Sacramento County Supervisors went very smoothly with no glitches reported.

East Bay and San Francisco Schools Team: The anticipated budget deficit to schools will greatly impact classified workers including massive layoffs in large school districts. In Hayward Unified School District, we met and conferred with the district and recommended many cost saving measures. The recommendation to reduce the number of workers will be presented to the board of education in February. These reductions will impact mostly our maintenance workers and custodians.

At the San Francisco City College District, the anticipated deficit is \$10 million. There will be no layoffs, but members may be affected by bumping from the San Francisco City/County layoffs. We are currently bargaining on re-openers and very close to settlement. The college agreed to set aside \$407,000 toward medical benefits. The leadership is actively involved in the budget review.

We reached a three-year agreement at Livermore Valley Joint Unified School District with COLA increases for the 2007 and 2008 fiscal years. In addition, the district agreed to a class and compensation study which should bring additional salary increases to our members. We also reached an agreement to include mediation on disciplinary procedures. Currently, we are meeting with our chapter leaders to engage them regarding bargaining/layoff strategies in the current economic environment. We are also preparing to schedule various worksite meetings to encourage our members to write or contact legislators on the economic recovery stimulus and continue to ask our leadership to increase member participation.

Bargaining continues at Peralta. At this time no layoffs are expected.

In Oakland Unified, the superintendent is attempting to balance the deficit with less impact on classified layoffs and focus more on central office reductions.

San Joaquin County, Head Start and Calaveras Team: In San Joaquin County, meetings are planned to discuss the economic impact of this year's anticipated \$40 million deficit and identify ways we can minimize, if not offset, many of the negative impacts. On January 5, newly elected board of supervisor members Steve Bestolarides and Carlos Villapudua were sworn into office. Meetings have already been set up with them and other board members to begin to address complex issues that are impacting our members.

The final phase of the Member Resource Center valley roll-in has occurred. All of the Calaveras County jurisdictions were rolled into the MRC effective December 23. Meetings were set up in Amador County, led by the chapter leadership, where nearly 100 members attended and engaged in presentations and question and answer sessions about the MRC.

The last contractual contribution from San Joaquin County to the SEIU retiree medical plan is this month. The re-opener on this matter is 2010. The union is looking into a variety of options for our members.

All worksite organizers have been engaged and developing their Communication Action Networks (CAN). Worksite organizers are counting on the help of all leaders to complete their networks in an effort to achieve widespread communication with our members.

North Bay and Counties Team: Sonoma County members conducted an extremely successful toy drive for disadvantaged kids. This was a touching demonstration of kindness. The bargaining committee and staff analyzed the agreement reached between the county and Deputy Sheriffs Association. This agreement contains interesting and clever elements that may help us reach an agreement. We intend to return to the table this month. Also during the holiday period we met with members of the new board to gage their support for renewed negotiations over retiree health. We are now beginning to reignite participation from the CAT for this next stage of bargaining and in support of workers facing discipline for contract campaign-related conduct. A community event is being organized to discuss health care delivery in the county. We have recruited the support of two county supervisors to facilitate the February 11 event.

Mendocino County is in really bad financial shape and layoffs are imminent. The county is requesting 12 days of mandatory time off and reductions to 36 hours for large groups of workers, with the understanding that this will not completely avoid the need for approximately 20 layoffs, for starters. We did agree, along with other unions, to a single day of furlough around the New Year holiday and are now contemplating further agreements on reductions. We are having meetings to discuss cost saving ideas and to identify waste, fraud, and abuse in the county.

Del Norte County too faces serious budget shortfalls, as well as a GASB 45 problem. We have begun meeting with the county to discuss the retiree health issue. A membership meeting is planned for January 22 where Treasurer Sandra Lewis will report on the Local's budget. This week, a delegation of workers from the solid waste JPA will present union cards to that authority for recognition.

In Napa County, economic recovery meetings are underway. The bargaining committee has been elected and the CAT has begun Thursday night meetings in preparation for contract negotiations.

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit Team: Yvette Jordon Albert continues on a medical leave and is anticipated to return in January. Daz Lamparas continues to take on additional supervising responsibilities in her absence. Negotiations continue at Community Action Partnership, Spanish Speaking Unity Council, East Bay Innovations, and La Familia. We are preparing for negotiations at Conard House, Progress Foundation, and Baker Places in the midst of budget cuts in funding from San Francisco.

The PNP team just held the annual retreat with staff and leaders making plans for 2009 including continued work on the statewide DD council, developing a Head Start council and a SF funded group of PNP leaders.

Valley Mountain Regional Center successfully closed their contract after member pressure on the agency, a strike vote and mediation.

Special Districts Team: Jim Firth retired December 5. Dominic Chan assisted working with San Francisco and Marin agencies but left January 2. Special thanks to Vicki Reed and the Special Districts Industry for recognition of Jim Firth at his retirement celebration. The hiring process is being followed; this permanent vacancy will be filled the week of January 16. Union City completed negotiations. Team Leader Stephanie Batey is working on the Change That Works campaign. Her duties are currently being covered by the director.

ABAG is in bargaining and BART and Las Gallinas are preparing for negotiations. San Francisco Housing Authority is restructuring under federal mandate, creating a shift in responsibility for inspectors and property managers and also facing layoffs. A few leaders from the industry have toured the Member Resource Center in Pasadena and are conducting worksite meetings to make sure stewards and members are familiar with the MRC process.

City Workers Team: Temporary staff Sequonitte Buggs continues to assist with City of Oakland negotiations. City of Oakland and Emeryville continue in frustrating bargaining. Andre Spearman has taken over the City of Oakland table as Nick Jones is off and moving to the APMC negotiations. Community leafleting, pressure on city council and stepping up member involvement are all happening in Oakland. Emeryville has brought in a mediator in hopes of moving things along but this has added to scheduling difficulties. Carl Carr is working on the Change that Works campaign and his five areas have been assigned to the other six worksite organizers. Leaders from the City Industry have toured the MRC in Pasadena and are doing worksite meetings to engage members and stewards in new procedures.

Training & Education Team: Stephanie Batey is working on Change That Works. Training staff are conducting another round of collective Bargaining training for new and inexperienced staff this week. Will also schedule 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 in 2009. Training staff continue to work with the Vision/Bylaws Committee, Industry Councils and MRC training for staff and members.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Staffing: We will be hiring a worksite organizer for Alameda County Medical Center RNs. Susan Stofan will be returning to Laguna Honda after volunteering to assist with RN negotiations and representation. Susan did a terrific job and will be missed. Rachele Savola will temporarily remain at Laguna Honda Hospital with Susan to assist in covering RNs. Tonette Garcia is on leave until February. We are looking for either a lost time RN or temp to cover San Francisco General Hospital RNs while Robert Hester is on paternity leave. Robert is the proud father of a beautiful baby girl. Brook Demmerle continues to cover Alameda County for Fred Beal who is out on medical leave until early February.

Alameda County Courts: Both the general court contract and court reporter contract were successfully settled on time. Both contracts are three years with 2% in each year except for third year of court reporter contract (they will receive longevity bonus of \$1,500). Improvements in bilingual pay, vacation purchase, significant improvement in layoff language. John Van Eyck was chief negotiator for both contracts and was assisted by Mo Kashmiri.

Alameda County Medical Center RNs: Contract settled on January 8: three year agreement; 2009 raises vary depending on classification; 8 hr 14/7 & clinic RNs – 4%; PAs & nurse practitioners – 10%; CRNAs – steps compressed and 10th step added. 10th step added in second yr of agreement for PAs, nurse practitioners, midwives and clinical nurse specialists. Wage reopener in second year for all except PAs and nurse practitioners (6%). 12 hour shift RNs will be paid for 36 with full-time benefits and accruals. 12 hour RNs who were paid for 40 (worked 36) will be paid for 36 but receive 9% to compensate for loss. Increases in education stipend, liberal CNE carry-over, improvement on night shift parking and preceptor pay. RNs are voting this week.

Contra Costa County: Negotiations proceeding slowly. Budget shortfall is impacting bargaining. Hopefully we'll figure out how to settle by spring.

San Francisco: Major budget fight. So far, 108 layoffs in public health with mid-year cuts. Approximately 73 layoffs in HSA. This is going to be a long-term fight with projected deficit next fiscal year of approx \$550 million. Working in coalition with other unions to determine feasibility of revenue measure on either June or November ballot. Polling results should be available this week. Looking for ways to develop common union strategies with other impacted public employee unions. We have requested time for the bargaining team to meet so we can meet with the city soon.

Alameda County: County is waiting for possible fall-out from state budget. MOU expires end of 2010. County has done a good job managing the money and so far the budget is balanced with no service cuts or layoffs but that may change. There are rumors that the county is actively looking at a Tier III retirement offering.

POLITICAL DEPARTMENT REPORT submitted by Bill Steck

COPE leaders retreat: We held a very productive 2009 planning retreat for COPE Committee chairs and officers on December 15 (report below). Chairs identified the following priorities for 2009: building community partnerships, worksite political education, winning elections, holding elected officials accountable. We reached consensus on a number of recommendations regarding COPE Committee structure, roles, and participation. We set a goal of implementing all operational recommendations by the end of March 2009

COPE: We collected 1,621 COPE cards (new or upgrades), raising an estimated \$59,000+ in 2008 (estimate is based on projected money received in 2008, and will translate to more in 2009). The Health Care/RN team and the North Bay counties team met their 2008 COPE fundraising goal. Overall, we reached about 50% of our 2008 card and fundraising goals. We are holding special recognition events for COPE contributors on January 20 at our Stockton, Sacramento, Fairfield, Santa Rosa, Myrtle St, and San Francisco offices (SF event co-hosted by API & APALA)

SEIU "Change That Works" Campaign: A total of 11 staff and member political organizers began their Wave #1 Change That Works assignments on January 12, with a statewide three-day training. Participants are Marla Harvey (Local 1021 campaign coordinator), Stephanie Batey (Sacramento regional campaign lead), Andrea Colavita Pinkham, Berry Bingham, Rosalinda Montez Palacios, Margot Reed, Carl Carr, Maria Peluso, James Marmon (MPO), Pat Davis (MPO), Al Haggett (MPO). The Change That Works campaign is focusing on (1) passing an economic recovery package, (2) the Employee Free Choice Act, and (3) health care reform. Assigned campaign staff will focus their initial efforts on outreach to 1021 members in targeted Congressional Districts (Sacramento area, North Coast) and the health care industry. We will be focusing our internal work on the economic recovery package, using our Communications Action Network to ask members to participate in an online campaign to members of Congress, and to attend worksite meetings on the economic crisis.

State/local budget fights: A solution to the state's \$40+ billion current year and 09/10 budget continues to elude our leaders in Sacramento. The state is expected to run out of money in February, which will affect the jobs of many of our members as the crisis deepens. Any employer dependent on regular receipt of state revenues to meet payroll and operating expenses will be the first to feel the impact. Our Alameda County Medical Center members participated in a January 6 Lobby Day, and our schools members are participating in a January 14 action as part of the statewide budget campaign. We will also be collecting another round of cards to legislators. The State Council will do planning meetings on the budget in January, and take a proposed action plan to the State Council Executive Board in February.

PAC expenditures: The PAC Expenditure Report submitted to the Board in November was the final report for 2008. We made no additional 2008 PAC expenditures since the November election.

COPE RETREAT: Participants were James Bryant, Marcus Williams, Mustafaa Abdul Ali, Maria Guillen, Larry Bevan, Al Haggett, Chip Atkin, Pete Albert, Kathy O'Neil, Bill Steck, Marla Harvey, Andrea Colavita Pinkham, Michael Weinberg, Jerry Fillingim, Berry Bingham

Part 1 - What is the role of COPE in achieving our vision & core purposes? The group discussed organizational expectations of the Political Department in achieving the four core purposes of the union as well as participant's interests in work at the county COPE committee level. Participants voted on their top five priorities, ideas were grouped under common themes, and we agreed to the following top priorities:

<u>Votes</u>	<u>Area of Interest</u>
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|----|--|
| 24 | Community Partnerships: <ul style="list-style-type: none">○ Partnerships with community organizations - be a good community partner – establish & maintain lasting relationships, not just when we need them○ More communication with our own members who work for community groups (i.e., private sector/non-profit)○ Members take on organizations and represent 1021 at meetings○ Identify which groups members already belong to○ Invite community groups to our COPE meetings to introduce their organization○ Define what community work means to 1021○ Support other union's campaigns○ Community relations |
| 18 | Member Political Education & Solidarity: <ul style="list-style-type: none">○ Political Education – COPE chair for every chapter○ MPO Committees○ How we think about our industries – getting pitted against each other○ 15- 20 min for COPE at every chapter meeting so we reach everyone○ Work with worksite organizers to learn about worksite issues/identify areas where there are opportunities for developing members |

- Outreach to areas outside our base
 - Joint COPE/industry leader meeting
 - Defining relationship between COPE and industries
- 17 Winning Elections:**
- Evaluating and endorsing candidates and issues
 - Planning and participating in election campaigns
 - Holding electeds accountable (building relationships)
 - Recruiting/developing candidates
 - Identify issues in advance; recruit members willing to make one year commitment to campaign
- 7 Holding Electeds Accountable:**
- Identify by county committee our chapters/jurisdictions so we know which elected officials affect their jobs
 - Build better relationships with electeds so they don't blindsides us

Other goals/ideas that were charted:

- MPOs – 280 in 2009
- COPE contributors – 10% increase
- Campaign volunteers – 1800 in 09
- Community work
- Other political work – federal & state
- COPE fundraiser? Local wide or by committee
- Contract campaigns
- Workplace issue campaigns (budget fights, regulatory, etc.)
- Industry legislative campaigns
- Political and community support for organizing
- Identify the type of work our members do
- Build county committees in off year
- Retirees

Part II – Structures and roles to achieve our priorities: Participants broke into small groups and selected two of four questions. The four questions to choose from were:

1. Should there be some basic consistency in how county committees are structured?
2. How do we balance a desire to maximize participation vs. avoiding factionalism?
3. What is a legitimate "body" for making decisions (e.g., quorum)?
4. Effective committee work requires a working partnership between a diverse group of members and staff. What parts can member leaders and activists, Political staff, worksite organizers and other program Staff play to make our COPE committees work?

Groups reported back on their discussions of questions #1, #2 and #3 (no one discussed #4). Following large group discussion, the group reached consensus on the following recommendations:

Officers (where committee is large enough)

- Three officers
- Officer roles (no consensus on titles at this time):
 - Develop agenda together with staff support (standardized agenda based on Manual of Common Procedure)
 - Run meetings
 - Keep minutes (action style – synopsis of issue, motions and results of votes)
 - Build liaisons with assigned staff
 - Community coordinator (?)
 - Serve as voting members on 1021 COPE
- Serve until permanent bylaws are in place

Committee participation

- Meetings are open to all members, and all members are entitled to be heard.
- Meetings follow Manual of Common Procedure.
- Official voting members are:
 - Members who commit to take on a specific role related to our programmatic priorities (one year commitment):
 - worksite political educator (need to set criteria)

- member political organizer (per SEIU criteria)
 - community liaison (need to set criteria)
 - Contribute to COPE or alternate if not eligible (if allowable criteria)
 - Complete an application/commitment form
 - Are sworn in
 - Must attend one meeting before eligible to vote
 - Must attend 2/3 of regular committee meetings to remain voting member
- 50% of sworn in members = quorum
- Teleconferencing should be made available to all committees.

Meeting notice

- Regular meetings – 10 days notice, by email or phone. No obligation to mail.
- Meet at least quarterly, more frequent regular meeting schedule okay.
- Emergency meetings by call of officers. Email and phone notice to regular voting members required (not discussed, but presume current practice of approving routine items, like contributions to endorsed candidates or community allies, between meetings via phone & email still okay).

Part 3 - Operations and accountability:

Operations: In a large group format, the participants identified the following areas that should be covered in a COPE operations manual: endorsement guidelines, policy on member candidates, contribution guidelines, conduct of meetings, style manual for minutes, appeals process, conflict of interest/disclosure, planning a campaign, SEIU Speak with One Voice process, central labor councils, legal requirements, campaigns that cross jurisdictional lines, recruiting member candidates, The following work group was created to develop a draft manual: Marcus Williams, Larry Bevan, Chip Atkin, Andrea Colavita Pinkham, Marla Harvey, Bill Steck

Internal accountability: In large group format, the participants agreed to the following measures for evaluation and accountability: Priority campaigns must have member engagement plans. Each committee should have an annual plan and goals – internal growth, set priorities, etc. Committee evaluations (should this be chairs & officers, 360 degree peer review?) – for member engagement plans, for peer review plans. Engagement plan for state and federal campaigns.

Inspiring members to participate: In a large group format, participants brainstormed ideas for increasing member participation and for a new committee name to reflect our commitment to community and political work.

- Recognition program
- Reach more members, not some people
- Commitment of resources to reach members
- Ask members what they are interested in, what they care about
- COPE leaders have lost-time to go out and identify potential chapter COPE leaders
- Maintain consistent priorities
- Training for members and staff on quality 1:1 conversations
- Bulletin boards
- Addressing conflict of interest
- Staff messages member power with electeds
- Members get members involved
- Members need to know their voice/vote matters
- Community groups attend meeting
- Elected officials attend meetings
- Use different media to reach out to members (DVD)
- Show successes in our union-member testimonials
- Jurisdictional presentations so we learn about our members
- Need to have something to get members attention
- Detailed information about issues (i.e. health care) that work everywhere
- Find fun activities

A new name: Labor Community Committee, WITT – We're in this Together (POL-WITT), CAPE, Political Organizing for Workers and Community Relations

Goals and next steps: Participants agreed to the following next steps: Goals for completing work of organizing the COPE program based on this retreat discussion would be end of first quarter, 2009. Operations work group has a goal of sending out a draft manual by end of January, 2009. Next COPE leaders retreat is scheduled for February 2, tentatively at the new Fairfield office.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Monday, February 9, 2009

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

Fairfield

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

Members excused: Kim Burke, Marcus Williams

Guests: Michelle Coleman, Dolores Gholar, Hunter Gordon

Staff present: Marla Harvey, Kerry Newkirk, Valerie McCan-Murrell, Seth Schapiro, Pattie Tamura, Gilda Valdez

President Damita Davis Howard called the meeting to order at 10:13 a.m.

Announcements: Nadia Frazer-Robinow reported the Alameda County retirement system will not grant a COLA to anyone retiring this year. Larry Bevan announced San Francisco City/County workers will be hard hit with \$495 million in cuts/layoffs this year, especially in non-profits; the first round of cuts is expected by February 20. Norm Ten reported he is on lost time status, filling in for Daz Lamparas.

January 13, 2009 minutes: It was M/S/C to accept the draft minutes as corrected:

NEW BUSINESS:

SEIU Commission on Ethics and Standards: A 28-page draft of recommendations was presented to the Board for review. Board members were asked to forward comments to President Davis Howard by the next meeting. The document, when adopted, will apply to all SEIU locals.

Resolution on Bank of America: John Morrison introduced a proposed resolution (attached). The Board opposes any institution receiving federal bailout monies and using those monies to block passage of the Employee Free Choice Act. The resolution may also affect chapter accounts. Larry Bevan will submit broader language to capture intent of the resolution before the next board meeting.

Executive Board retreat: President Davis Howard recommended the Board schedule a retreat facilitated by the Institute for Change. Board discussed usefulness of retreat, scale, subject matter, and input. It was M/S/C to schedule the retreat for May 1-3, facilitated by IFC.

SEIU African American Caucus leadership conference April 17-19 in Washington, D.C.: The budget includes funding for two Board members to attend. Participants need to be active in AFRAM locally. Board discussed concern about reporting back to board and clear, consistent decision-making process. It was M/S/C to send Karen Bishop and Derrick Boutte. Others can attend through the Social and Economic Justice Committee budget.

Member Advisory Committee Delegate/Alternate Vacancies Subcommittee: A policy on replacement of MAC delegates has been adopted by the board. The subcommittee will survey delegates and alternates before the next MAC meeting. Jan Schardt and Jackie Carvallo are no longer MAC delegates and have submitted names of members to be appointed as their replacements. Names of nominated delegates and alternates should be submitted to President Davis Howard, Kathryn Ballard, and Kerry Newkirk. The meeting notice to MAC members will include information on stipends and transportation.

Local 521: It was reported there are rumors that Local 1021 will merge with Local 521. There are no facts to support such a rumor nor has there been any discussion of a merger at the SEIU Executive Board. Board members have a responsibility to address all rumors and clearly communicate factual information to our members.

OLD BUSINESS:

2009 Member Action & Leadership Goals: President Davis Howard distributed proposed "2009 Member Action & Leadership Goals." There was discussion regarding pathways for members to get more involved. Organizing campaigns, winning at work, progressive majority politics, member action, and industries are major ways of getting members involved but more membership outreach is needed. The Member Advisory Committee should be helping to initiate more engagement, identify what has been done, engage small groups of members, redefine leaders, etc. There is a huge opportunity to organize around the Employee Free Choice Act, health care reform, etc., grow the Communications Action Network, engage members in the ongoing budget fights. President Davis Howard asked the board to review a draft with specific numbers and campaigns. The discussion will continue and goals adopted at the March Board meeting.

Economic Crisis Campaign: Documents pertaining to President Obama's economic stimulus/recovery act were distributed: "Remarks of President Barack Obama Creating the Task Force on Middle-Class Working Families," "Remarks of Vice President Biden [on the] Announcement of the Middle Class Task Force," the White House memorandum on the "White House Task Force on Middle-Class Working Families," and three executive orders: "Economy in Government Contracting," "Nondisplacement of Qualified Workers Under Service Contracts," and "Notification of Employee Rights under Federal Labor Laws."

REPORTS:

Los Rios Police Officers Association: Leea Rodriguez asked the board to recognize the Los Rios Police Officers Association as a chapter separate from the broader Los Rios Community College District Chapter. It was M/S/C by consensus to recognize the chapter and make the chapter rebate (a portion of the general bargaining unit rebate for the new chapter) effective March 1, 2009. Proposed chapter bylaws are being reviewed by the Committee on Structural Integrity.

Economic Stimulus/Change That Works: Marla Harvey reported on SEIU's campaign to support the president's economic stimulus package. The House passed the bill with support from all California Democrat members (no California Republicans voted for it). Important to include funding for Medicaid block grants, green jobs, health care, unemployment extensions, housing authorities, K-12, Head Start. The SEIU State Council will sponsor legislative briefings in San Francisco, Oakland, Sacramento, San Joaquin, Santa Rosa, and Contra Costa in February on SEIU priorities. Three to four members of each industry are asked to turn out at these briefings. It is important for legislators to meet our members and hear our concerns.

Change That Works Campaign: Marla Harvey reported on the first 130-day "wave" of the campaign. Three worksite organizers, three members, two program staff, one supervisor, and one admin staff person are working full time on the campaign, stationed in Sacramento and Oakland. They are calling members and talking about the economic stimulus package and the Employee Free Choice Act, having one-on-one meetings with members about SEIU priorities, organizing their community, and hosting house meetings of family, friends, and co-workers. There are currently 185 co-sponsors of the Employee Free Choice Act; a foolproof 240 co-sponsors is the goal. The Chamber of Commerce and business community are mounting a tremendous lobbying campaign against the bill. Senator Feinstein needs to hear from the millions of Californians who support EFCA. Each team member meets with an average of 20-30 members a day. Worksite organizers are Carl Carr, Cristal Java, Maria Peluso; members are James Harman, Al Haggett, and Pat Davidson; political staff is Andrea Pinkham-Colavita; other staff are Berry Bingham, Rosalinda Palacios, Stephanie Batey; and Marla Harvey.

Coverage Subcommittee: There were questions about the work of the Coverage Subcommittee regarding coverage/replacements of staff on the Change That Works Campaign and ongoing concerns about representation. The board received a report in January on assignments. Coverage Subcommittee members are Vicki Reed, Christal Cox, Lacy Topolewski, Pattie Tamura, and Marion Steeg (Gilda Valdez has replaced Marion Steeg). Some subcommittee members felt frustrated at the process; the subcommittee has made no clear recommendations. President Davis Howard suggested the subcommittee meet and clarify the coverage plan. Pattie Tamura reported that the committee met three times with different members at each meeting. Arranging coverage per worksite is very challenging.

Executive session: The board went into executive session at 2:38 p.m. and reconvened at 3:07 p.m. In the session, the board discussed the chief of staff position vacancy and hiring process.

Staffing update: President Davis Howard reported a vacant director position will soon be filled. This position will be responsible for member engagement and coordinating Member Resource Center work. A job description will be available next week. Interviews will be conducted before the end of the month to fill vacant political, communications, research, and worksite organizer positions.

Open contracts: There was discussion of open contract periods where there are active decertification campaigns underway, e.g., at Alameda County Medical Center.

REPORTS:

President's Report: President Davis Howard reported there has been an official SEIU response regarding the National Union of Healthcare Workers. The president has appointed Gilda Valdez as interim chief of staff. Lety Salcedo is interim organizing director.

Treasurer's report:

- Treasurer Sandra Lewis reported on a request from a staff member for a waiver of the six-month limit on staff expense reimbursements. There was consensus that the policy and time limit on reimbursements would not be waived.
- Reimbursement guidelines: The treasurer suggested a policy is needed on industry and committee expenditures, reimbursements, and gifts. Vicki Reed incurred an expense of \$250 for an occasion and requested reimbursement. It was M/S/C (non-precedent setting), to reimburse up to \$250 to Vicki Reed, pending approval of a policy. It was M/S/C to create a subcommittee comprised of executive board members and Seth Schapiro to draft guidelines on expenditures and reimbursements with legal and accounting advice. The draft policy will be reviewed by the Budget and Finance Committee before adoption by the Board. Those interested in the committee should advise President Davis Howard.
- Guidelines for industry/committee allocation of funds: Not all industries/committees follow their budget category allocations. Guidelines for industry/committee allocations and expenditures will be on the Budget and Finance Committee's February 25 agenda. The committee will work with industry chairs to draft a policy on expenditures.
- Support for laid-off workers: It was M/S/C to extend the 2008 support for laid-off workers to workers who received layoff notices in 2009 and allocate up to \$50,000 from reserves to be spent on grocery cards (in the amount of \$75) for distribution to laid off members.
- Treasurer Sandra Lewis reported the 2007 audit will be presented to the Budget and Finance Committee and then the Executive Board.
- Guidelines for contributions to non-profit, faith-based organizations: There are presently no guidelines for donations to faith-based organizations. Treasurer Lewis explained her church would like to send 500 backpacks and school supplies to a children's school in Mali and she will ask the local to contribute \$500 to the church in support. The request will be sent to the Budget and Finance Committee. This agenda item is for purposes of full disclosure.

COPE Committee Chair: Chair James Bryant read an apology to board: *"Dear President Davis-Howard,*

Executive Board and SEIU 1021 dedicated COPE members. As the executive board mandated last month, I am presenting to the membership a full apology if anyone felt left out of the process of picking who should go to Washington DC for the Presidential Inaugural. I take full responsibility for any member who may not have been given an opportunity to participate in the Presidential Inaugural in Washington D.C., and I will make sure in the future that a better process to send members to any COPE related activity will have committee agreement.” James Bryant circulated photos of the parade and a written report, “Historical Trip.”

San Francisco Political Organizing Committee election: James Bryant expressed his concerns that a recent San Francisco Political Organizing Committee election lacked official notice to a union distribution list. Notification to all city and county jurisdictions and all employees needs to be clarified. It was M/S/C to table the issue to the next meeting and ask Bill Steck to report on the issue.

Reserve Organizing Corps report: Chair Mary Sanders announced a new opportunity for training and organizing at the ROC “Boot Camp.” Chapter presidents will be notified and brochures about the program will be provided. All members are eligible to apply but there will be a screening process. Once members pass the initial screening, they will be assigned to a one-day intensive training. There will be a minimum of three one-day trainings. Members who pass the training will have a phone interview and will be required to volunteer three days on an active organizing campaign. Members that pass the three days will be given the opportunity to participate in the Boot Camp. This work is not for everyone. At the end of three months any graduate can apply for an organizer-in-training position. This training is not open to retirees.

Schools Industry report: Chair Leea Rodriquez invited all members to the “March in March” in Sacramento on March 16, an all day event, including lobbying. 500-800 members are expected to attend; bus transportation will be provided.

Registered Nurse Industry report: Chair Christal Cox reported Alameda County Medical Center RNs have ratified a three-year contract. The general unit is currently in negotiations. NUHW is attempting to decertify 1021 (NUHW has formed an alliance with CNA). Gilda Valdez reported on the field plan; Derrick Boutte is one of three lost timers working on the campaign.

It was M/S/C to adjourn the meeting at 6:14 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

PROPOSED RESOLUTION ON BANK OF AMERICA

Whereas all working people have the right to form and join unions; and

Whereas unions are the backbone of progressive societies and self-determining democracies; and

Whereas SEIU1021 is committed to member action and leadership to win at work, unite more workers, and build a progressive majority for working families; and

Whereas the Bank of America is using federal bailout monies to block the passage of the Employee Free Choice Act and disenfranchise all American workers who seek to improve their lives by joining or forming a union; therefore be it

Resolved SEIU Local 1021 hereby severs its financial relationship with the Bank of America and will send a letter of protest declaring our outrage and dissatisfaction with this unethical and immoral position during a time when America needs cooperation, reinvestment, and fiscal accountability from major corporations and banks that manage and invest in our futures and employ our fellow sisters and brothers.

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

Das Lamparas will be transitioning over to the Special Districts Industry after many faithful years working with PNP members. We will miss him, but are equally excited for him. Yvette Jordan-Albert will be returning as PNP team leader. Lost timers John Hurst and Norm Ten will be filling in (or trying to fill in) Daz’s shoes, while PNP finds his replacement in the next two months.

And then it gets ugly for PNP: With the economy, the budget, and everything else, PNP is facing many layoffs.

What makes this different is that the percentages laid off are higher in PNP chapters (i.e., 40 of 160 jobs at the Exploratorium = 25% bargaining unit possibly gone). PNP has such high turnover that sometimes, there aren't many layoffs. They just get rid of the positions, members do the work of two people, and/or clients don't get the services they desperately need. We are trying to prevent this onslaught of these services.

PLANNED PARENTHOOD - budget shortfalls

CONARD HOUSE - cutting positions

TENDERLOIN HOUSING CLINIC- cutting positions

HUCKLEBERRY - layoffs

ARC ALAMEDA - 30 layoffs

WESTSIDE MENTAL HEALTH CLINIC - closing crisis clinic/layoffs

HYDE ST CLINIC - layoffs

BAKER PLACES - closed one building

PROGRESS FOUNDATION - layoffs

BAYVIEW HUNTERS POINT FOUNDATION - layoffs

EXPLORATORIUM - 20-40 layoffs

And more layoff news to come.....

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Interviews have been completed for the two vacant worksite organizer positions in San Joaquin. We hope to fill both positions with permanent staff within the next couple of weeks. There is still a vacancy for the part-time representation-focus worksite organizer position in the Chico/Redding area.

Due to **Mendocino County's** financial troubles, members are engaged in the meet and confer process over furloughs and layoffs. Numerous membership meetings have been held to solicit cost savings ideas. These ideas and the county's proposed furloughs are the subject of our current negotiations. We are consulting with the workers and guiding the meet and confer based on the membership's direction to the committee. President Obama's inaugural speech helped leaders accept that the correct decision is furloughs over layoffs. In **Del Norte County** we are unfortunately in discussions over GASB-related issues and addressing the unfunded liabilities associated with retiree health care. While we have only recently begun these discussions, it's probable that we will not come out unscathed. Once some of the details are worked out, our strategic plan calls for an agency shop campaign in February. Eight workers of the **Del Norte Solid Waste JPA** presented to their board a petition for union recognition. The board kicked back the petition asking that it be resubmitted without the listing of a managerial employee as an officer of the chapter. A few days later, it was announced that the JPA might be dissolved and the work of these employees subcontracted. We are beginning a campaign, with leafleting at the dump and outreach to the community and press. With the use of video conferencing equipment, stewards training is scheduled to begin next week. In **Sonoma** we are working in coalition with other unions on a proposal to resolve the retiree health dispute. This proposal would call for the county to suspend the implementation of its 500/600 health care scheme until the conclusion of interest-based bargaining. The county has historically refused any coalition bargaining but claims to be very interested now. We are actively building political support for the proposal and should know very soon if the political will is there. The CAT continues to meet and plan actions, including one scheduled for next Tuesday. The CAT is active in leading the budget campaign we call "whistle where you work". We are blowing the whistle on waste, fraud, and abuse at the same time we propose cost savings to the county. **Marin County** members are in the meet and confer process over the broadening of duties for numerous classifications. The county's approach to the lean economy is to not backfill vacancies, then restructuring the work by consolidating positions. Other meet and confers regarding dress code and safety dispatcher schedules are ongoing.

At **San Francisco City College** there was excellent turn-out during Classified Flex Day where President Damita Davis-Howard was the keynote speaker. The day included a "meet and greet" with officers Sandra Lewis, Christal Cox and Mary Sanders. There were almost 500 members in attendance. 200 members signed up to write a letter to the governor regarding the budget for schools and several members joined the Reserve Organizing Corps (ROC). Stewards training is scheduled for later this month and six new Communication Action Network (CAN) stewards have been recruited to attend. Over 100 members signed up to participate in the March in March event. At **Hayward Unified School District** there was good turn-out and member participation at the last two school board meetings in January. The board members agreed to table the classified layoffs for our kitchen workers and campus supervisors. There is ongoing discussion with the district regarding custodian positions being reduced from 12 months to 11 months. We will continue the fight. We now have more members stepping up to be Communication Action Network stewards. This is a new beginning for our Hayward members. At **Peralta College District** they are close to settlement on the contract. The remaining item left is the "no layoff" language. In **Fremont Unified School District** the leadership and members are actively involved in attending board meetings to fight layoffs. They continue to rally at the board and are gaining public support. In the **San Ramon Unified School District**, a dance class is offered by the leadership to members. The dance classes expand the opportunity to have more membership participation and continue to recruit for the CAN.

Team leaders are meeting with chapter leaders and members on the current economic environment and economic stimulus brochures are being distributed at all worksite meetings. The team continues to schedule three worksite meetings/per week. In addition, the team and CAN continue to get the congressional letters signed and postcards are being collected.

Due to the state budget crisis, **Solano County** is facing a \$39.5 million shortfall in health and social services funding, combined with an increase in new applicants: a 13% increase in CalWORKS applicants, 33% in food stamp applicants, 30% increase in general assistance. The county has frozen hiring. Management and the board of supervisors are encouraging taxpayers to contact state legislators to speak against the proposed cap as well as oppose the deferred spending. At this time, the county is not looking at layoffs. **Solano Court** bargaining continues. Bargaining teams for the three units are coordinating their efforts. At **Sacramento City Unified School District** the contract expires 6/30. Management has a laundry list of cost saving proposals, the union has rejected most. There is a TA on a two-year contract recognizing SEIU Local 1021, maintaining all other terms and conditions, with re-openers for any year in which the state provides any increase in funding that can be used for salary or benefits. **Dixon Unified School District** continues to have major budget issues. Dixon began 2008 with a \$3 million shortfall because of fiscal mismanagement. Both the superintendent and the budget officer resigned. An audit conducted in December revealed that the district was further in debt than previously thought due to accounting errors. The state budget is likely to result in even more severe shortfalls. School consolidation and program elimination have kept layoffs to a minimum and allowed us to avoid state control of the district. At **Los Rios Community College District** the bargaining team and the district ratified a two-year contract, maintaining all the current terms and conditions. Due to the state budget, the chancellor has announced possible layoffs in the 2009-10 school year. This would be the first time Los Rios members faced layoffs in over 20 years. In the past, budget issues were resolved by non-union staff being contracted out. The **City of Redding** has announced an additional \$3 million shortfall and is now asking to meet & confer with us prior to a June implementation of cost-saving measures. We are polling our members and have a March 5 all-member meeting scheduled at city hall. The **ARC of Butte County** members TA'd on a re-opener in order to qualify for mileage. **ARC** has a \$12,000 per month shortfall and has requested a meet & confer to see if our members are willing to pay \$150 per month for health insurance.

San Joaquin County, Head Start and Calaveras Team: All worksite organizers and support staff have been engaged in building the Communication Action Networks in Stockton. This is a tedious task that has required a lot of time and effort from all staff involved. Our key goal is to develop an effective communication network that would enable the union to broadly disseminate information through all represented worksites within a short period of time. Each worksite organizer's CAN will be structured differently based on the number of workers, size of the worksite, and the number of member volunteers needed to completely structure/cover a worksite. Activity has begun to pick up around issues associated with the state budget deficit. As of this date, the **San Joaquin Chapter** has suffered four layoffs with all four impacted members being hired into lateral positions in the county. Internal to various departments, there has been activity to cut or dramatically reduce over-time for workers, reductions of cell phones, reorganizing workers hours, etc. From previous discussions with the board of supervisors and chief administrative officer, we share the same goal and philosophy related to the impact of the budget deficit on members and services to the community...we do not want to see members laid off, parks closed or any service eliminated. Hence, we understand and have agreed to work in a collaborative effort to save jobs and services. When the state passes a mid-year budget and the impact of the deficit is known, formal activity will begin to address the deficit with the county. In **Amador County**, the budget deficit impact has turned out to be immense considering the small size of the county and its dedicated resources received from the state. Also impacting the budget is that there are no building or planning revenues coming in from new building projects. This in turn has left a financial crisis in this county. Mike Fouch and chapter leaders have met with management to mitigate layoffs and clarify seniority language. At **San Joaquin Head Start** the employer has been acting in bad faith. The newly elected chapter officers and members have begun to address this situation by way of various field actions. The executive director will be meeting with the chapter leadership and members to address their concerns. Members are gearing up for bargaining at the **City of Lathrop** and **Ashen Dental**. The **San Joaquin Chapter** is building new leadership structures and has just graduated 11 new shop stewards who all completed taking three modules of the shop steward training. All new graduates will be sworn in and receive their certificates on 2/11 at the chapter board meeting.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Contra Costa: Negotiations in Contra Costa are a product of the economy. Last month I reported that we've suffered layoffs and demotions. The county wants a 7% wage cut. There are serious problems with retiree medical costs and other revenue losses (property tax, sales tax, etc.). The contract expired on 9/30 and we've been operating on extensions. Like all negotiations these days, it's a challenge to say the least. Members are considering various actions and political strategies and we'll continue to fight.

Alameda County Medical Center: The contract for ancillary and support staff expires at the end of March. We're at the table and facing the same draconian takeaways that surfaced at the RN table. This is also hard bargaining. In addition to proposed takeaways we have the additional challenge of NUHW attempting to rally support for their new union. Ruben

Garcia is leading the table at this time with assistance from Wayne Templeton and a very determined bargaining team.

San Francisco: Mid-year cuts continue and we're gearing up for the next fiscal year. The projected deficit is a moving target but close to \$500 million. The city is demanding \$80 million in concessions from all of labor so we're in bargaining. The Budget Action Team and negotiating team will be working with labor economist Peter Donohue to develop fight-back strategies. We're also looking at a special election with a revenue generating measure in either June or November. The major isn't cooperating (as usual) so this will be difficult but it is necessary. Peter predicts at least another two years before the economy starts to recover so we need long-term strategies or services and jobs will be decimated.

Alameda County: So far, so good. Previously adopted budget strategies have prevented cuts so far. However, that may and probably will change. Big ticket items include rising health care costs and big increases in employer contributions to the retirement plan (ACERA). Pension plan losses are going to hit us everywhere. Most plans have lost between 30-40% of their value. Since the plan has to be adequately funded, this means big increases in contributions for employers. That means less money for everything else.

Economic stimulus package: There's a glimmer of hope on the horizon. With the assistance of the Communications Action Network, staff is moving the economic stimulus message to the worksites. Members are sending thousands of letters urging congress to pass an economic stimulus package that will create jobs and save vital public services. By continuing this renewed activism we will be in a much stronger position for the fights ahead. We scheduled over 55 worksite meetings in January and plan to double that this month.

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit Team- Yvette Jordon Albert continues on a medical leave. Daz Lamparas continues to take on additional supervising responsibilities in her absence. Daz is transferring to the Special Districts Team upon Yvette's return and is beginning to work with Special Districts members. John Hurst, member at Hyde St Clinic, is working on a lost time basis for the next two months as the worksite organizer position is posted per the CWA contract.

Negotiations continue at Community Action Partnership, Spanish Speaking Unity Council, Community Housing Partnership and La Familia. East Bay Innovations is finalizing language but has reached a tentative agreement on their first contract. Alta Regional Center is voting this week on their TA and accomplished their priority goal of maintaining their flex schedules. Funding from the state and private sources has affected these contract settlements and the budget at all PNPs. We are preparing for contract negotiations at Conard House, Progress Foundation, and Baker Places in the midst of budget cuts in funding from San Francisco. Those areas not in contract negotiations are in budget impact negotiations, facing with layoffs, furloughs and IOUs.

PNP Chair Norman Ten will begin assisting in development of the Head Start Council with site visits for recruitment to all Head Start Chapters and major sites.

Special Districts Team- Daz Lamparas will complete the Special Districts Team. As he is currently covering both PNP and Special Districts areas, we are looking for creative ways to assist. The transition will be complete as Yvette Jordon Albert returns to work on March 1. Stephanie Batey continues on the Change that Works campaign. ABAG continues in bargaining and BART and Las Gallinas are preparing for negotiations. As most special districts roll into the Member Resource Center this month, we are conducting member engagement meetings, updating protocols, and identifying the worksite organizer with a representation focus.

City Workers Team- Temporary staff Sequonitte Buggs continues to assist with the City of Oakland contract campaign and Carl Carr continues on the Change that Works campaign. City of Oakland and Emeryville continue in frustrating bargaining. Andre Spearman is making progress at the City of Oakland table with meetings two to three days each week. Emeryville has brought in a mediator in hopes of moving things along and meets again 2/23.

Training & Education Team- January 30 was the first "Final Friday Forum," a 2-hour video conference training attended by 22 worksite organizers. Community service representatives from San Francisco and Alameda labor councils, Tom Ryan & Susan McDonough, led a discussion on resources available to workers facing layoff while working as well as afterward. Concrete suggestions were developed for assisting 1021 members going through this difficult experience. The next FFF will be a macro and micro look at our economy, again bringing in guest speakers to lead the discussion.

Training staff continue to work with the Vision Bylaws Committee and Industry Councils as well as MRC training for staff and members in addition to basic and advanced stewards training. Staff are preparing for a spring contract/campaign workshop.

DIRECTOR REPORT submitted by Bill Steck

COPE leaders retreat: COPE leaders held a second retreat to continue work on standardizing our structure and operations. The leaders reviewed a draft outline of a COPE operations manual, agreed on a set of recommendations to take to the 1021 COPE Committee for approval, began work on setting 2009 goals for their county committees based on our priorities of building community partnerships, worksite political education, winning elections, and holding electeds accountable, and discussed ways to increase participation and recognize member action and leadership.

COPE: SEIU credited 1021 with \$195,081 in voluntary COPE contributions in 2008, about 56% of our

“obligation” for the year. In 2007 we contributed \$145,153 in voluntary COPE, so 2008 represents a 34% growth in voluntary COPE. Our data shows that we have about 5,300 members currently contributing to COPE. In January 2009 we collected 221 cards.

Conducted well received COPE contributor recognition events on Inauguration evening, 1/20, in Sacramento, Stockton, Fairfield, Santa Rosa, Oakland, and San Francisco (SF co-sponsored with API & APALA).

SEIU “Change That Works” Campaign: Staff and members on the campaign are working extra duty to schedule 1:1 meetings with members and engage them in campaign. In our worksites, we are moving an Economic Recovery Education and Action program, with each worksite organizer scheduling at least three meetings per week. Members are being asked to go online to email their representatives, or sign a letter to their representatives, asking them to support President Obama’s economic recovery proposals.

State/local budget fights: A state budget solution remains elusive, though there are daily rumors of a bad deal for our members and the services they provide being cut behind closed doors. One day the rumors may be true. We participated in three lobby day actions in January, will continue to plan for two to three Sacramento actions per month, and will be participating in regional legislative briefings being coordinated through the SEIU State Council.

PAC expenditures: 1021 COPE approved the following expenditures in January: (1) \$200 to Susan Bonilla, Contra Costa County BOS, annual breakfast club membership; (2) \$1,000 to sponsor Sonoma County Democratic Central Committee fundraiser; (3) \$5,000 to Richard Rothman, SEIU 1021 member and SF City & County Health Services System Board candidate; (4) Up to \$20,000 for research on possible San Francisco revenue measures; (5) \$5,000 to support Keep the Doors Open rally in Sacramento.

Social & Economic Justice Committee: SEJ officers and solidarity committee leaders met in January to agree on process issues for reporting activities to SEJ and requesting funds. In addition the group agreed to provide updated contact and descriptive information about their committees for posting on the 1021 website. SEJ leaders also held a follow-up meeting with Treasurer Sandra Lewis concerning 2008 expenditures.

Communications/campaign support: Staff are currently supporting contract campaigns in Sonoma, Oakland, APMC, and other jurisdictions as needed, the budget campaign in San Francisco, and are providing support to various issue organizing actions. Designed 1021 economic crisis brochure and working on website content to support Change That Works campaign. Weekly production of 1021 Newswire.

Communications/special projects: Working with SEIU and 1021 field staff, leading efforts to pilot quality public services campaigns in targeted areas. Organizing a “Call to Action–Communications Academy” to train 100-plus new communications leaders in early April. Working with SEIU on migration to new web content system and on-line activism platform. Working on Vision/Bylaws Committee outreach materials, both hard copy and web-based. Will be tackling new hire/new member introductory packet as high priority for next few months. Randy Lyman’s video piece on Marin County-based anti-Employee Free Choice Act seminar was highlighted on the SEIU website. In process of hiring for one communications staff person.

Research/campaign support: Currently providing research support to APMC (bargaining and policy issues), San Francisco budget fight, City of Oakland. Getting research assistance from SEIU on Quality Public Services pilot projects.

Research/special projects: Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, 2x/week brief survey of news stories that are of greatest impact on 1021 members.

Vision & bylaws process: Coordinating with Gibson & Associates on logistics for Bylaws Content Committee work, and internally for outreach on member survey, regional bylaws forums, and other member outreach.

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING

Tuesday, March 10, 2009

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, Derrick Boutte (phone), James Bryant, Jacqueline Carvalho, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Jan Schardt, Norm Ten, Marcus Williams

Members excused: Amanda Booker, Kim Burke, Jim Ellett, Mary Sanders, Lacy Topolewski.

Guests: Dolores Gholar.

Staff present: Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Bill Steck, Pattie Tamura, Gilda Valdez.

President Damita Davis Howard called the meeting to order at 11:08 a.m.

Announcements:

- The April 13 executive board meeting will be moved to San Francisco (from 9:00 a.m. to 2:00 p.m.).
- March 16 Schools Industry "March in March" in Sacramento.
- March 26 "Big Ass March" in San Francisco to fight for city services.
- NUHW withdrew the decertification petition it had filed at Alameda Hospital.

February 9, 2009 meeting minutes: It was M/S/C to approve minutes as corrected

NEW BUSINESS:

Coalition of Black Trade Unionists convention in Atlanta May 20-25: It was agreed James Bryant and Derrick Boutte will attend.

San Francisco Airport Labor Coalition: It was M/S/C to refer the request to renew affiliation to San Francisco Airport members for recommendation. The issue is tabled until a recommendation is received.

Santa Rosa Parade: John Morrison reported on the May 16 parade and theme of "Through the Decades." The City Workers Industry is considering sponsorship; it is an opportunity for many industries to participate in the "Labor Through the Decades" contingent.

San Francisco budget strategic plan: Larry Bevan reported on the ongoing budget crisis (\$400-\$600 million deficit) affecting city/county, school, health care, RN, and private sector/non-profit members. He proposed a committee to move a strategic plan over a 3-9 month period. Staff would insure process and partnership and voting members would delegate work. Committee would recommend to COPE Committee or regional council. There would be monthly budget conferences. The board expressed concern about industry representation as fair representation is critical for the proposed committee. It was M/S/C to form a San Francisco Strategic Budget Campaign Committee composed of 1 county industry member, 1 private sector/non-profit member, 1 registered nurse, 1 health care member, 1 school member, 4 COPE members, 4 San Francisco regional council members, and up to 5 (non-voting) staff members; co-chaired by Larry Bevan and Eric Lerner. Nominations are to be forwarded to President Davis Howard.

OLD BUSINESS:

Bylaws Content Committee and Vision/Bylaws Committee: Chief of Staff Gilda Valdez reported on outreach and recruitment for broad member participation in regional open forums in Santa Rosa (March 16), Sacramento (March 17), Fairfield (March 18), Oakland (March 19), and Chico to solicit member ideas and

opinions on 1012 bylaws.

Alameda County Medical Center: Chief of Staff Gilda Valdez reported on the contract campaign and decert fight at ACMC. NUHW has filed decert petitions in units which include the pharmacy, physical therapy and social workers. Local 1021's goal is to reach agreement and ratify a contract by March 31. Issues at the table are contracting out and health care increases. We have a dedicated team willing to bargain on six or seven days a week. Over 700 members signed a petition in support of Local 1021 in one week. Sandra Lewis asked the executive board members to volunteer at least 2 to 3 days to the campaign. Members need to be informed and hear a consistent message (NUHW flyers are full of false information). There will be solidarity marches and rallies March 13 at Highland, March 16 at ACMC, and March 17 at Fairmont. 80% of UHW contracts were open at the time of the trusteeship which means 80% of 140,000 members were left without a contract. A recent NLRB decision found UHW bargained in bad faith where contracts were intentionally left open.

SEIU Commission on Ethics report: President Davis Howard asked the board to comment on the proposed "SEIU Commission on Ethics and Standards Recommendations to the SEIU International Executive Board." The recommendations, once adopted, will apply to all locals. By consensus, the board recommended clarification of language regarding same household members signing checks, resources for training executive board and staff, and minimum of \$50 or less for gifts for staff and officers.

Executive Board retreat: May 1-3 is proposed for an executive board retreat. A full report will be offered at the April 13 meeting. A subcommittee will work on the retreat agenda.

State budget/May 19 special election: The Board reviewed a report on the state budget and May 19 special election. The SEIU State Council has taken a position opposed to Proposition 1a but hasn't taken a position on the other propositions. CTA supports 1a (restrictive spending cap) and 1b (education finance reform) but AFT will oppose 1a. Local 1021 is moving ahead with an internal campaign to defeat Prop. 1a starting March 23: 10,000 members will be contacted at the worksites and 6,000 members will be contacted by phone. The campaign plan includes lost timers. No vacation leaves will be approved for staff between April 30 and May 19. It was M/S/C to recommend opposition to Propositions 1a through 1e to the SEIU State Council.

San Francisco COPE Committee election challenge: Political Director Bill Steck gave an overview of COPE committees. They are working committees with no uniform rules, very flexible in their work, and varied in endorsement and meeting procedures. COPE Committee leaders are now working on an operations manual applicable to all COPE committees covering procedures, notice to members, officers, meetings, communications, elections, etc. The proposed operations manual will be available for board review by May.

As to the recent San Francisco COPE Committee election, the meeting and election notice was issued through the "SF Talk" email list, which is not an official Local 1021 communication list. There was discussion regarding the official mechanism for notice of meetings in San Francisco. Staff notifies chapter presidents but there is a need to build a communications network that is efficient. Communication is not consistent. In the past, communication was by flyer to chapter presidents and delegates.

The Local 1021 COPE Committee will propose an operations manual and rules for local COPE committee elections. It was suggested all COPE contributors be advised of meetings and procedures (there are 6,000 COPE members) as well as chapter presidents. There are 10 county committees. The manual will clarify the issues as it will include recommendations on COPE delegates and endorsements. The board asked that the proposed manual be provided to board members in advance of the May board meeting. It was M/S/C to move the agenda by consensus.

Change That Works campaign: The Change That Works campaign continues to contact members, develop a leadership base, and build support in our communities for a progressive majority to pass the Employee Free Choice Act and health care reform. The act was introduced today by Representative George Miller. Senator Feinstein must be persuaded to support EFCA. There are ten lost timers working on house parties and one-

on-one meetings to bring members and the community together.

2009 Member Action and Leadership Goals: It was M/S/C to adopt the goals as presented (attached).

Vision/Bylaws: Jackie Carvallo reported that the Bylaws Content Committee and Vision Bylaws Committee are continuing outreach to members, hearing new voices, and getting valuable input at the regional open forums. Members are appreciative of the effort and mechanism. There was a request to schedule a forum in San Francisco.

REPORTS:

President's report: President Davis Howard distributed a March 10 memorandum from SEIU President Stern regarding recent developments at UNITE HERE. SEIU and UNITE HERE share members in property services and industries. SEIU has openly made the case for UNITE HERE members to affiliate with SEIU in a shared vision to achieve real gains for our members and all working people.

Layoff benefit for as-needed employees: The following motion was adopted at the February board meeting: "It was M/S/C to extend the 2008 support for laid-off workers to workers who received layoff notices in 2009 and allocate up to \$50,000 from reserves (grocery cards in the amount of \$75)." Secretary John Morrison read the language proposed by the officers to amend the original motion. It was M/S/C to add the following: "Temporary workers (as needed employees) who have been laid off by their employers due to budget reductions and who are members in good standing are eligible for the benefit (gift card). They are eligible only one time."

Treasurer's report: Treasurer Sandra Lewis reported there have been well attended presentations on the local's budget in San Francisco, Fairfield, Santa Rosa, and Stockton. Concerns have been expressed about the temporary employee line item. The Budget and Finance Committee may redefine the line item. Members have also asked about distribution of dues, level of dues, and any change in the dues structure.

- **African-American Solidarity Committee:** Treasurer Sandra Lewis reported on the reasons for the committee's lack of funding at attend an SEIU AFRAM conference. Social and Economic Justice Committee and African-American Solidarity Committee check requests were submitted too late in 2008 (at 8:00 p.m. on December 30) to be processed and credited against their 2008 budgets (though approved in November by SEJ). The Budget and Finance Committee was asked to approve an additional \$5,000 budget allocation but the request was denied. The process for check requests needs to be addressed and fixed. The Board suggested deadlines be established for end-of-year expenditures. It was M/S/C to uphold the BFC decision. Karen Bishop commented that the BFC should come up with a written draft policy about deadlines for committees and industries to submit their funding requests. There has been a past practice but a written policy would help accountability. It was M/S/C that the Budget and Finance Committee recommend a policy on deadlines for committee and industry expenditures.
- **Member Resource Center:** Treasurer Lewis reported there is no signed contract. The MRC is currently bargaining with staff. There is no MRC board to discuss services and other issues. President Davis Howard hopes this will be settled by April (agreement on cost and structure of the board).
- **Legacy local closing reports:** Work continues to close out legacy locals, complete final reports, and file final LM-2 reports. Current priority is completing Local 1021's LM-2 which is due March 31. Legacy Local 949 members requested an update on the legacy strike fund. Treasurer Lewis confirmed that shutting down the legacy locals is a priority. President Davis Howard, Treasurer Lewis, and Seth Schapiro will prepare a work plan to complete the work and report at the next board meeting. It was M/S/C to have information brought back to the April board meeting with work plan and dates.
- **Spending guidelines:** A draft policy was distributed to the Board. Members were asked to forward comments to Treasurer Lewis. Adoption of the guidelines will be on the next agenda.
- **COPE funds:** Political Director Bill Steck will be asked to attend the next Budget & Finance Committee meeting to explain COPE and general funds.

Committee on Structural Integrity: Chair Jackie Carvallo presented a written report of the committee's February 21 meeting. The committee will meet again March 28. It was M/S/C to accept the report.

Member Resource Center: Sandra Lewis reported focus groups have met to discuss best practices, changes, and improvements to MRC customer service. The groups have been very positive. There is a pilot project to give designated leaders and stewards access to Unionware and MRC data. Chapter definition and location must be identified before any group goes into the MRC. San Francisco's structure is complicated and may be defined by chapter, classification, or department. Field Director Valerie McCan-Murrell distributed two reports, the "Transition to MRC by Member Count" and "Sum of Projected Payers and Transition Month (April 2008-09)." The MRC phone number needs to be distributed to members. Cities will roll in March 31 and PNP on April 21. Members interested in attending the next training in Pasadena on March 27 should notify Sandra Lewis.

Field Director reports: Field Directors Pattie Tamura, Fran Jefferson, Bill Steck, and Valerie McCan-Murrell submitted written reports (attached). There are problems with unfilled positions. There are currently four worksite organizer vacancies: one in counties, one in schools, one RN, and one in health care. President Davis Howard will bring a staff chart for review and discussion at the next meeting.

Building Committee report: Seth Schapiro reported on the successful opening of the new Fairfield office. Next meeting of committee will be March 23. A consultant has been hired to assess square footage and develop a space plan for the consolidation of the three Oakland offices.

Reserve Organizers Corps report: Jackie Carvallo reported Boot Camp organizing training will sponsor one and two day events for members and temporary and laid off workers seeking a job change. This training will be ongoing for external organizers. Dates are posted on the 1021 website: March 26, April 2, and May 15. The next screening for external organizers will be March 24.

Member Advisory Committee: It is urgent that the MAC/Alternate/Vacancy Committee follow through on its survey to determine if current MAC delegates wish to continue to serve on the MAC. Industry chairs are to nominate members to fill vacancies in consideration of geography. Jackie Carvallo and Jan Schardt are former MAC delegates and their positions should be filled as soon as possible.

Private Sector/Non-Profit Industry: Chair Norm Ten reported a North Coast Opportunities termination was reversed and two months of retroactive pay won. Workers spoke out at a city council meeting in Redding for the first time.

County Industry: Co-Chair Marcus Williams reported on a stabbing at the San Joaquin courthouse. Leaders are meeting with the court administrator to demand San Joaquin follow county and state safety protocols. If there is no resolution, there will be an action.

San Francisco bargaining: Karen Bishop reported the bargaining team of 45-50 members has been meeting and dealing with the frustration of the budget crisis. Karen thanked Mary Sanders and Sandra Lewis for the ROC Boot Camp training and distribution of purple paraphernalia (and asked for more). The team represents 14,000 members. More layoffs are expected.

It was M/S/C to adjourn the meeting at 5:24 p.m.

Respectfully submitted by
John Morrison, SEIU Local 1021 Secretary

The era of the self-contained local, with dozens of purposes and functions, is dead. It has been rendered obsolete by globalization, enormous concentrations of power, and rapidly changing industries and economics.

The local of the future must be relentlessly committed to member action and leadership to Win at Work, Unite More Workers, and Create a Progressive Political Majority for Working Families.

We will be a member driven, truly democratic 21st Century union when a broad and diverse group of member leaders working in partnership with staff actively engage a majority of members to achieve our vision of a better future for our members, our families, and our communities.

The Justice for All program adopted at the 2008 SEIU convention set goals of 10% of our members leading and 50% of our members actively engaged in our union by 2012. In 2009 we have set goals of 5% of members leading (2,800 leaders) and 20% of members actively engaged (11,200 actively engaged members) to advance toward meeting our 2012 goals. 1021's overall Justice for All Member Action and Leadership goals are:

10% of Members Leading

5% by 12/2009
7% by 12/2011
10% by 06/2012

50% of Members Actively Engaged

20% by 12/2009
35% by 12/2011
50% by 6/2012

Our member action and leadership program will:

- *Ensure our members are engaged and at the center of our efforts to build strength*
- *Redefine leadership roles*
- *Create multiple paths to involvement; multiple roles*
- *Unleash the members to create involvement*
- *Build community connections and involvement*
- *Use education and training as a recruitment and involvement tool*
- *Develop new systems to engage members at many levels, including web-based tools and state of the art technology*

2009 MEMBER ACTION & LEADERSHIP GOALS -- <i>HOW WE'LL DO IT</i>	GOALS	
	2,800 MEMBERS LEADING	11,200 MEMBERS ACTIVE
1021 VISION & BYLAWS PROCESS		
<ul style="list-style-type: none"> ○ Regional outreach forums and worksite informational meetings ○ Bylaws Content Committee, Vision & Bylaws Committee, worksite meeting leaders 	200	3,000
WINNING AT WORK	2,200	5,900
UNITING MORE WORKERS	100	500
<ul style="list-style-type: none"> ○ ROC Boot Camp and participation in organizing campaigns ○ Members take action to support new organizing 		
CREATING A PROGRESSIVE POLITICAL MAJORITY	300	1,800
<ul style="list-style-type: none"> ○ Community Action Leaders, MPOs, Worksite Political Educators, CLC delegates, Capital Stewardship Leaders. ○ Change that Works campaign volunteers ○ State budget campaign volunteers ○ Participation in state and local elections – special and regular ○ Accountability campaigns for elected officials ○ Grow participation in county COPE committees 		
MEMBER ACTION & LEADERSHIP TOTALS	2,800	11,200

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Lynda McClure will be retiring later this month and Ken Glenn has resigned. Recruitment for both vacancies is underway. Cheryl Harris and Steve Bristow have both accepted full-time permanent worksite organizer positions. They will join the team in the Stockton office and report to Ulysses Madison. There is still a vacancy for the part-time representation-focus worksite organizer position in the Chico/Redding area.

Schools may have to cut their planned spending between this year and next year as a result of the new state budget. Cuts will be deep. **Oakland Unified School District** will cut \$28 million plus an additional \$.5 million because Superintendent Jack O'Connell wants \$60.00 per student to go to charter schools. In addition, the adult education department will no longer receive funding based on average daily attendance. The department needs to cut 15% which will result in a reduction in the number of months worked for our workers. Currently, the members work 12 months. The recommendation is to reduce to 10 months. There are other departments that are making recommendations to reduce staff. We will be facing massive classified layoffs. **San Lorenzo** and **San Ramon Unified School Districts** are talking about work furlough days to prevent layoffs. The **Fremont Unified School District** has recommended cutting transportation. **Acalanes Union High School District** recommended reduction of food service workers and campus supervisors. **Albany Unified School District** is recommending reduction of custodians; we are meeting to recommend potential savings. Other jurisdictions have not made recommendations. We will have more detailed information by April.

In **Mendocino County**, we have concluded, for now, our dealings with the county on the matter of furloughs. The agreement reached with the county will place the majority of our members on a 4 day/9 hour schedule with either Fridays or Mondays off and a workweek of 36 hours. The 4/9s mitigate the reduction in pay. We continue to fight back the attempt to privatize the solid waste JPA that we recently organized in **Del Norte County**. We have gotten several favorable write-ups in the local press and the affected membership is fully engaged. We continue our dealings with the county on the GASB compliance matter. The union has submitted its proposal which maintains retiree benefits. A new curriculum for bargaining training has been developed and will be presented to the 2009 bargaining team later this month. Basic steward training has been conducted. In **Sonoma County**, while we expected to be back at the table by this time, management's chief negotiator lost her father and this has set us back by a few weeks. The current state of the economy and its corresponding focus on the immediate situation is largely favorable to our proposal given that the county's imposed actions addressing the unfunded liability of retiree health carry with them an immediate increased cost of \$20.3 million. We have had numerous actions and other dealings with the board of supervisors designed to educate the board on the hidden cost associated with the imposed scheme. There will be a series of public budget forums in the five county districts later this month, we will be there speaking to the issue of the \$20.3 million. We have begun negotiations with the **Napa County** and have agreed to ground rules that will be in place for the next four meetings. We hope to reach an agreement soon.

Solano County is preparing to meet and confer on countywide classification and compensation studies. Due to the state budget crisis, the county has frozen hiring, but is not looking at layoffs. **Solano Court** bargaining continues. The court is offering a one-time signing bonus. We have TAs on most issues and the court has agreed to enhanced retirement. We have conceptual agreement on an improvement to the health care plan. The major issues at this point are administrative leave for the supervisors' unit and language around jury duty and witness pay. At **Los Rios Community College**, the district is currently refusing to recognize the newly-formed police chapter. We are exploring both legal and organizing avenues to deal with this. Our unfair labor practice charge against the **City of Redding** over their refusal to release the report of their investigation into the electric utility's customer service division has provided opportunities for organizing. PERB has issued a complaint. We are receiving press coverage that is somewhat positive and continuing worksite actions. There was great turnout at the last city council meeting as members spoke out against management practices. Our members were interviewed by the press over a two-day period. An ad hoc committee appointed by the city council now claims they had asked to interview our members, but were told by the city that Local 1021 was blocking access. At the **ARC of Butte County**, management's proposal to have our members pay \$150 per month for health insurance was rejected. **ARC** declared impasse and is preparing to impose. We are preparing NLRB charges and organizing around the takeaway.

Budget deficit surveys have been completed and distributed far and wide to our members in **San Joaquin County**. The surveys are to be returned by March 18. These surveys are important for members to provide their collective ideas on saving funds...and jobs. Meet and confers with **Amador County** over layoffs and the impact on our members continue. In an effort to be prepared for other economic issues, a budget oversight committee to keep an eye on spending and abuses in the county has been established. In **Calaveras County** four of eight laid off employees have been offered employment in other open positions within the county. Three of the laid off workers have applied for SEIU 1021 organizer boot camp. Officer elections are underway, as well as the process of voting the 18-month tentative agreement in Calaveras. Budget talks to minimize cuts to employees are occurring with the **City of Lone**, the **City of Sutter Creek** and the **City of Jackson**.

PRIVATE/NON/PROFIT TEAM- Yvette Jordon Albert returned from medical leave May 9. Now that she has returned, Daz is completing his transfer to the Special District team. Cristal Java will be joining the PNP team May 8 as an internal transfer. John Hurst, Hyde St Clinic, will continue assisting PNP until Cristal's transfer is complete. PNP Chair Norm Ten continues to assist in development of the Head Start Council. Negotiations continue at Community Action Partnerships, Spanish Speaking Unity Council, Community Housing Partnership and La Familia. State funding has impacted all PNPs in negotiations and budget discussions. Tight budgets increase tensions between government and PNP workers. Where there is respect for the continuum of care, we have resolved these tensions by holding firm on opposing new schemes for contracting out while supporting existing non-profit programs. There is still much work to be done.

SPECIAL DISTRICTS TEAM- While Daz Lamparas has been doing double and triple duty, his transfer is complete to the Special District team effective March 16. As Stephanie Batey continues on the Change that Works campaign through May 8, Daz will be the temporary team leader. Larry Gerber is working on contract for BART negotiations as he has negotiated this contract at least four times previously. ABAG continues in bargaining. BART has written proposals and is currently discussing strategies with ATU preparing for beginning negotiations April 1. Housing Authorities are in budget discussions regarding potential layoffs and restructuring.

CITY WORKERS TEAM- Temporary staff Sequonitte Buggs continues to assist with the city of Oakland contract campaign and Carl Carr continues on the Change that Works campaign. City of Oakland and Emeryville continue in frustrating bargaining. Andre Spearman is making progress at the city of Oakland table with meetings 2-3 days each week. Emeryville has brought in a mediator in hopes of moving things along and meets again March 11. Oakland is dealing with the realities of a huge budget deficit exacerbated by poor accounting. Emeryville is in stronger financial shape but, like all municipalities, is cautious of the financial projections.

TRAINING & EDUCATION TEAM- February 27 was the second Final Friday Forum, a 2 hour video conference training attended by over 30 worksite organizers. Dr. Steven Pitts from UC Berkeley led a discussion on the economic crisis and ways for worksite organizers to have economic discussions with members. The next FFF will continue on how the economy is affecting our industries and strategies for the long haul led by Mark Gomez. A condensed version of these training will be presented on March 14 to all 1021 Industry leaders. This will be followed by the resource fair on direct assistance for members and stewards.

Training staff continue to work with the Vision Bylaws Committee, Industry Councils and Member Resource Center training in addition to basic and advanced stewards training, FMLA training and preparing for an April 4 "Communication Academy- Winning the War of Words" in Fairfield.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

San Francisco: Eric Lerner has assumed director responsibilities for San Francisco at this time and will cover San Francisco issues in his report.

Alameda County Medical Center: Currently I am spending most of my time negotiating the ACMC general contract. This contract represents approximately 2,500 ancillary and support staff (non-RN) at three hospitals and three free-standing clinics. The contract expires on March 31. We are facing serious takeaways at the table and a worsening financial picture. Due to the NUHW decertification threat, it is critical that we settle on time. The team is doing an outstanding job at the table and is committed to doing everything possible to achieve a good contract. Starting this week we will be in negotiations four days a week and are prepared to work evenings and weekends. Financial stability has decreased due to a decrease in Measure A funding (decline in sales tax revenues, increase in indigent care without an offsetting increase in county CMSP funding and decrease in admissions and elective procedures. Gilda Valdez will report on the ACMC field campaign, the contract fight, and the NUHW decertification.

Alameda County: The county budget looks good for the rest of this fiscal year. We are not anticipating layoffs or service cuts. We're beginning the budget workgroup process with the county now to look at creative ways to avoid layoffs and service cuts for the next fiscal year. One of the big problems is the huge increase in employer retirement contributions. The latest actuarial study indicates a 35% increase over the next five years. We can offset this with "smoothing" and amortizing but the chickens will eventually come home to roost. Since Alameda County has a dedicated fund for retiree benefits we do not have the GASB problem faced by other cities and counties.

Alameda County Superior Courts: Both contracts are settled (reported last month) but we are now facing layoffs. As of today, numbers are not known.

Contra Costa County: We're still in contract negotiations on both units. The contracts expired at the end of September. The coalition has made a united decision to do everything possible to settle as soon as possible. Hopefully both contracts will be settled very soon. We've had layoffs and demotions in Contra Costa. The county has a serious deficit for both this and next fiscal year.

DIRECTOR REPORT submitted by Bill Steck

SEIU "Change That Works" Campaign: The economic recovery package, "American Recovery and Reinvestment Act," passed in February, on a partisan basis in the House, and with the help of three moderate GOP

Senators. 1021 members sent over 2,000 emails to Congress in support of the economic recovery package. The campaign is now focused on the Employee Free Choice Act. We are collecting hand-written letters to Senator Feinstein, and participating in earned media events in targeted areas.

State budget/special election: The “compromise” budget solution for the current fiscal year and 2009-10 is heavy on cuts and borrowing (as usual), with some revenue increases, and a May 19 special election. The big losers in the budget agreement are schools, health and human services programs, and public transit. Proposition 1A—spending caps—is a terrible measure that will lead to the permanent underfunding of public services and is our #1 priority right now. We have only 11 weeks to educate members and the public on a very complicated set of ballot measures.....

PAC expenditures: In February, the COPE Committee approved a \$5,000 contribution to the Richmond Measure T campaign (debt retirement).

Social & Economic Justice Committee: The February SEJ meeting was primarily focused on budgetary issues.

Communications/campaign support: Staff are currently supporting contract campaigns in Sonoma, Oakland, APMC, and other jurisdictions as needed, the budget campaign in San Francisco, and are providing support to various issue organizing actions. Working on special election campaign educational materials and weekly production of 1021 Newswire.

Communications/special projects: Working with SEIU and 1021 field staff to pilot quality public services campaigns in targeted areas. Organizing “Call to Action–Communications Academy” to train 100+ new communications leaders in early April. Working with SEIU on migration on new web content system and on-line activism platform. Working on Vision/Bylaws Committee outreach materials, both hard copy and web-based. Will be tackling new hire/new member introductory packet as high priority for next few months.

Research/campaign support: Currently providing research support to APMC (bargaining and policy issues), San Francisco budget fight, city of Oakland. Getting research assistance from SEIU on quality public services pilot projects.

Research/special projects: Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, 2x/week brief survey of news stories that have greatest impact on 1021 members.

Vision & bylaws process: Coordinating with Gibson & Associates on logistics for Bylaws Content Committee work, and internally for outreach on member survey, regional bylaws forums, and other member outreach.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, April 13, 2009

9 a.m. to 2:00 p.m.

San Francisco

Members present: President Damita Davis-Howard, Vice President Christal Cox, Treasurer Sandra Lewis, Secretary John Morrison, Karen Bishop, Derrick Boutte, James Bryant, Jackie Carvallo, Nadia Frazer-Robinow, Ed Kinchley, Kathy O'Neil (phone), Vicki Reed (phone), Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski

Members excused: Larry Bevan, Kim Burke, Amanda Booker, James Nebel, Jim Elliot, Leea Rodriguez, Marcus Williams

Staff present: Rocky Morrison, Kerry Newkirk, Carlos Rivera, Seth Schapiro, Pattie Tamura, Gilda Valdez, Nadir Vissanjy

President Damita Davis Howard called the meeting to order at 9:49 a.m.

ANNOUNCEMENTS:

- Karen Bishop thanked President Davis Howard for addressing members at the San Francisco Unified School District.
- Mary Sanders announced the next ROC Boot Camp (one day training) will be April 24 in Fairfield. She asked each board member to recruit one member.
- Jan Schardt announced over 200 members participated in the March 16 march in Sacramento.
- John Morrison reported the City Industry event in Chico was fantastic.

March 10, 2009 minutes: It was M/S/C to approve the minutes as corrected.

NEW BUSINESS:

Resources for laid off workers: President Davis Howard will forward a request to provide website links to resources for laid off workers on the 1021 website to the communications department. All staff have the policy on distribution of gift cards to laid off members and member lists and they are giving out this information. There was discussion about the food gift cards versus cash cards. Treasurer Sandra Lewis reported corporate approval for the cards is pending.

OLD BUSINESS:

Bylaws Content Committee report: Jackie Carvallo reported the BCC (23 members) met March 12-13 and reviewed language covering chapters, stewards, and executive board structures. There has been much progress but nothing is set in stone. The committee will meet again April 2 and April 21. Outreach has been successful but BCC needs more input from members and the executive board. If consensus cannot be reached, the committee votes. The executive board will need some time to review proposals. President Davis Howard reminded the board that a process has been voted on; it will be reviewed at the next meeting. When the draft is ready, it could be posted on the website. It would help the process if also reviewed at industry meetings. The Executive Board recommends the BCC to do more outreach.

General and industry/committee spending guidelines: It was M/S/C to accept the guidelines as proposed (attached).

Executive Board retreat: Sandra Lewis reported on the May 1-3 executive board retreat in South Lake Tahoe. A committee of Damita Davis-Howard, Kathy O'Neil, Kerry Newkirk Sandra Lewis, and Ken Smith from the IFC has been working on the agenda (which will be sent out in advance). The retreat will begin on Friday at 3 p.m. and end on Sunday at 3:00 p.m. The retreat will focus on transition/vision and team building. The retreat will be a valuable use of the board's time.

Staff organizational charts: The board is invited to attend the Budget and Finance Committee meeting on April 22 to review staff organizational charts.

May 19 special election: Political Director Bill Steck provided a written report (attached). President Davis Howard highlighted SEIU's position on ballot propositions: no on 1A, 1D, 1E, yes on 1B and 1C, and no position on 1E. Labor is split on 1A (CTA is yes and AFT is no). SEIU is fighting 1A because it essentially shrinks government and defunds public services and jobs. Phone banks are up in 1021 offices; precinct walks will be scheduled. It is doubtful labor councils will campaign as they will not reach consensus. There is a staff moratorium on vacations between April 30 and May 19. There are 10 mandatory GOTV shifts for all field staff.

San Francisco Budget Strategic Campaign Planning Committee: COPE Committee Chair James Bryant reported the committee has been very active. Unless there is an organizational commitment it will not be successful. There are divisions between city/county and non-profit workers that need to be addressed. There was discussion about staff support and accountability. Communication between the council, chapters, staff and leaders is needed as well as more PNP participation. President Davis Howard will direct staff to recruit for broader participation at council and COPE meetings. The San Francisco council is not an official body of SEIU but a structure which needs more participation from PNP and city/county members. James Bryant, Karen Bishop, Larry Bevan, and Norm Ten will meet to begin planning how to bring a more unified voice. It was M/S/C to move the agenda.

San Francisco Airport Labor Coalition affiliation: On recommendation of the 1021 airport chapter leadership, it was M/S/C to renew affiliation.

San Francisco negotiations: COPE Chair James Bryant reported on the tentative agreement reached and the bargaining team's decision to make no recommendation on the TA. Part of the strategy was to forgo 3.75% raise to stop layoffs, but there is no guarantee by management. There is a seven-member team to draft language but it has not met. The board discussed the confusion and frustration. There is no scheduled ratification vote and members are in disagreement about voting. A strategic plan is needed. The Executive Board is asked to contact leaders and the bargaining team about resolving issues. Chief of Staff Gilda Valdez reported on the dynamics of the bargaining and voting recommendations. The city will lay off 1,000 workers on May 1. The language team and bargaining team will meet tomorrow. NUHW is taking advantage of the disunity in their decertification campaign although the contract is not open. Gilda Valdez asked the board to be available for support and actions.

REPORTS:

President's report:

- President Davis Howard asked Director Pattie Tamura to report on the Las Gallinas Valley Sanitation District. It is a small water district in Marin with 11 members (legacy 949 members). All 11 members signed a letter asking to be released from SEIU 1021 representation. A letter has been sent to the workers and employer disavowing interest effective April 3, 2009.
- Vice President Christal Cox reported the Alameda County Medical Center contract was ratified by a vote of 78%. Members beat back a vicious NUHW campaign. Worksite safety issues are being dealt with at skilled nursing facilities in the county (members have been attacked and injured by residents). NUHW has filed decertification petitions in six units but PERB elections are not anticipated as the contract is ratified. President Davis Howard played a DVD about the ACMC campaign. Vice President Cox is facing retaliatory and unwarranted discipline by ACMC management.
- Health Industry Chair Ed Kinchley reported the NUHW decertification effort at Laguna Honda and San Francisco General Hospital is ongoing. Gilda Valdez is reviewing the situation and a plan is being put into place; members will be released on lost time to assist in this campaign.
- President Davis Howard distributed the member services director job description. Bill Steck has been named to the position.
- In response to questions regarding alleged SEIU mailings to UNITE HERE Local 2 and allowing UNITE to meet in our offices, President Davis Howard reported SEIU is not aware of any mailings to Local 2 members. UNITE used an office in Oakland during an organizing campaign but there is no knowledge of offices being used for raiding of HERE. It was M/S to invite Local 2 President Mike Casey and a Workers United speaker to the next board meeting. The motion was carried by a vote of 7 to 5: Bishop, Kinchley, Lewis, O'Neil, Reed, Schardt, and Topolewski voted in favor of the motion; Boutte, Bryant, Cox, Morrison, and Ten opposed; and Carvallo, Frazer-Robinow, and Sanders abstained. It was M/S/C ask SEIU for full disclosure and the Workers United affiliation language.

President Davis Howard excused herself from the meeting to catch a plane. Vice President Christal Cox assumed the chair at 1:56 p.m.

Communication process: Norm Ten asked for clarification on how member complaints are handled. Letters have been addressed to officers and board members. President Davis Howard and the officers will follow up on the letters in question.

Treasurer's report:

- Treasurer Sandra Lewis reported the 2007 audit, CDARS report, legacy Local 1292 account transfer, and legacy local accounts will be reviewed and discussed at the April 22 Budget and Finance Committee. Other reports are rescheduled to the May meeting.
- The Budget and Finance Committee recommends the BART Chapter follow Local 1021 guidelines on providing meals during bargaining. The BFC did not approve the requested \$25 per diem for the negotiations team. It was M/S/C to accept the BFC recommendation.
- It was M/S/C to accept the revision of the member expense reimbursement policy to allow up to six (6) months to submit claims.

Committee on Structural Integrity: Chair Jackie Carvallo a submitted written report. The committee met March 28 in Oakland. The committee recommends acceptance of proposed Los Rios Police Officers Chapter bylaws. In response to a complaint from members of the Berkeley Community Services Chapter regarding bylaws and election of officers, the committee determined that an officer election should be conducted by December 31, 2009 in accordance with the Berkeley Chapter bylaws and Local 1021 operational guidelines. It was M/S/C to accept the Los Rios bylaws. It was M/S/C to accept the committee's recommendation on the Berkeley Chapter election.

Member resource center: Officers and staff will meet with SEIU on April 27 or 28 for clarification of MRC costs. There will be a report at the next board meeting. Secretary John Morrison submitted a written report on the MRC in Pasadena (attached).

Field director reports: Written reports were submitted by Valerie McCan-Murrell, Bill Steck, and Pattie Tamura (attached).

City Worker Industry celebration: A DVD of the industry event in Chico was shown. Both members and families had a wonderful time. Another event is being planned for the second week of August. The ROC conducted a raffle and distributed pamphlets about the ROC boot camp.

Building Committee: Seth Schapiro reported the committee is finalizing reports. The committee met with a consultant on space planning for consolidation of the Oakland office buildings. The committee is getting feedback on a draft plan and looking for Oakland area realtors.

Reserve Organizing Corps report: Organizing Chair Mary Sanders reported on the Fresno long-term care campaign and the ACMC contract campaign. Twelve members participated in the first ROC Boot Camp was March 14 in Oakland. Boot camps are scheduled for April 24 in Fairfield and May 15 in Santa Rosa.

Private Sector/Non-Profit Industry report: Chair Norm Ten reported the APALA convention will be July 9-12 in Las Vegas. It was M/S/C to send two Executive Board members (Sandra Lewis and Kathy O'Neil). Head Start workers' first conference will be September 26.

Registered Nurse Industry report: Chair Christal Cox reported on May 4-6 Nurses Week activities and lobby days in Sacramento. National legislation on nurse/patient ratios has been introduced.

Special Districts Industry report: Chair Vicki Reed reported on a May 15 "Saving Our Economy with World Class Transit" summit. She expressed concerns on staffing and director accountability, transition, and feedback and she asked for support.

It was M/S/C to adjourn the meeting at 2:54 p.m.

Respectfully submitted by
John Morrison, SEIU Local 1021 Secretary

GENERAL SPENDING GUIDELINES

Up to \$1,000 of union funds may be authorized for items such as cakes, recognition gifts, food for party for those employees who retire from the local with 20 or more years of service. Such expenditures must be approved by an officer or industry/committee chair. Note: Recognition gifts cannot be cash or a cash equivalent like a gift card.

INDUSTRY/COMMITTEE SPENDING GUIDELINES

1. Industry/committee expenditures must be in line with their annual budget plans. Changes to spending plans must be brought to the Budget & Finance Committee for approval.
2. Industry/committee funds may not be used for purchase of any gift or remuneration for SEIU Local 1021 staff.
3. Industry/committee expenditures need to be supported by meeting minutes authorizing the expenditure whenever the expenditure is not specifically noted in the industry or committee approved budget. Items such as food for meetings, room rental, and transportation that are part of an approved program need not have additional minutes for documentation; however expenditures of \$50 or more such as for gifts, door prizes, etc. must be approved in meeting minutes and be consistent with SEIU policies and procedures.
4. Door prizes and gifts over \$50 in value must be documented and inventoried including the method of how the prize/gift was distributed.
5. Industry/committee fund expenditures need to be signed off by the industry/ committee chair.
6. Industry/committee expenditures must be consistent with SEIU 1021 policies and procedures.
7. All expenditures must have a legitimate union purpose.

Secretary John Morrison's report on the Member Resource Center (March 27 visit): Ron Bullock (MRC director) and Frances Lewis (lead organizer) at the SEIU Pasadena MRC gave an overview and life cycle of a union member as to reasons behind having a Member Resource Center (MRC) after introductions and assumptions by worksite organizers, supervisors, directors, office staff, and officers (Valerie McCan-Murrell, Josie Bryant, Ron Rhone, Yvette Jordan, Tom Drumm, Judy Johnson, Lillian Acosta, Verge Chapman, John Morrison).

The group was lively and charted major concerns to explore: stewards' role, operations, tracking, letting go of old practices, fear of job loss, position change and clarification. and multi-level assistance. Centralizing and updating the database of our local with UnionWare and SharePoint

enhances the MRO ability to serve our members better. The MRC is a tool for documentation, accountability, credibility, tracking trends, generating reports, and maintaining continuity to win big for our members.

There were questions about effective and ongoing training for MROs and having an organizing skill or background as an added benefit. There is ongoing monitoring of all calls and coaching of staff with the 'Signature Sensitive Program' where MROs can assess members' immediate concerns/condition and give them the best information and ask permission to return calls after proper research has been completed. Talking to one MRO at lunch I was impressed that the technology is highly focused for results and documentation with the service model in place built for customer satisfaction. Someone is actually listening and sometimes that is what members want most. MROs learn to detach themselves from activity offline so as to maintain their heightened

awareness while on duty. Downtime is important for any public sector worker.

Effective use of the MRC can lead a 21st century union to more effective organizing, immediate response to members, better handling of grievances and disciplines, collection and comparison of data for contract and budget fights, and visibility at worksite (for W/Os, stewards, activists). It was understood that input and accessibility are being worked on by the MRC Committee where confidentiality, steward research, and current steward lists are being made available. Stewards' input of the most current activities and actions makes the MRC relevant. The MRC is as good as the information it receives. There is a stewards hotline. 1-877-OUR-1021. The MRC gives campaign updates, logs potential grievances and disciplinary actions, counseling and referral to worksite organizers or stewards for final resolution.

The industry roll-ins were reviewed and the justifiable hours of operation are Monday thru Friday 7:00 a.m. to 7:00 p.m. There are no voicemails left over the weekend. Between April 7, 2008 and March 4, 2009 there have been 3,576 new cases and 3,132 cases closed by the MRC.

After the presentation and discussion we were led and introduced to the MROs on duty and allowed first hand experience sitting next to our member resource organizers as they seamlessly answered calls, politely asked for current information, nature and issue of call, rechecked for notes and research on prior calls, researched MOUs, quoted legal advice, added more documentation, logged all calls on a side tablet, could access current steward lists, had team spirit among other MROs familiar to caseloads and issues, carefully navigated web-based SharePoint and Unionware while giving clear information about worksite denial of FMLA as illegal, turnaround time for security uniform payment and interest due, where a grievance was in process, and took appropriate notes for a call back with the professional focus and relaxed air of an organizer doing the right thing for our members. There was obvious dedication to the job. My MRO, Gabriel, had a great attitude and didn't mind my questions between calls about response and data collection and how things could be made better as time goes on as the MRC evolves and adapts to our locals' needs. What I noticed immediately was a task bar on the left of the large screen which simply was a reminder as to events of the day to be investigated, processed and logged. There could be reports generated as to issue, contract, industry, worksite for research and contract campaign.

Back in the main conference room our group debriefed. MROs could benefit from organizing/empathy skills. Some MROs do have that background or customer service experience or are first time employees involved with the union movement. There is lots of in-service training and call monitoring to make the experience more efficient. The MRC is a tool for all of us and is evolving depending on our needs. I was impressed by the connection (21st century technology) member to member), satisfaction (quality control), detail (caseload/controls/information), advocacy (being helpful toward resolution), follow-up (past data and tracking), importance (of steward's input/role).

I want to thank everyone for making my experience at the MRC in Pasadena a rewarding introduction on how 21st century technology can aid organizing, give better service to our members and expand our abilities to track issues effectively at the worksite where it all happens.

DIRECTOR REPORT submitted by Bill Steck

POLITICS:

SEIU "Change That Works" Campaign: Staff and members working on Wave #1 will continue to April 28. Work remains focused on the Employee Free Choice Act, health care reform, and the May 19 special election.

State Budget/Special Election: SEIU has now taken positions on all measures:

- Prop. 1A: NO
This measure will result in drastically reduced funding for all of the vital public services SEIU members both provide and rely upon at state, county, and city levels. In good years and bad it drains money from the General Fund into a slush fund controlled by the governor. It caps funding of public services at today's impossibly substandard levels, then adds insult to injury by making it nearly impossible to restore funding even in good years. The result: ever-increasing deficits and service cuts even after we've plugged the current \$42 billion hole.
- Prop. 1B: YES
Prop. 1B doesn't pass unless Prop 1A passes, but SEIU is supporting it to uphold an important principle -- the same principle behind our opposition to Props. 1D and 1E: namely, that the governor can't raid voter-approved funding in place of finding real solutions. Prop. 1B replaces billions of dollars the governor has already taken from Prop. 98 school funding guarantees.
- Prop. 1D: NO
- Prop. 1E: NO
Our opposition means the same as our support for 1B: Hands off the money reserved for critical public services -- this time, health care. Prop. 1D slices \$600 million off Prop. 10 guarantees for children's health programs. Prop. 1E raids Prop. 63 funding guarantees for mental health services to the tune of \$460 million over two years.
- Prop. 1C: YES
This measure to change and modernize the state's underperforming lottery helps the state budget situation with \$5 billion in potential revenue.
- Prop. 1F: NO POSITION
This measure stops legislators from getting pay raises in deficit years. That's nice, but it does nothing to solve the real problems.

We are focused on educating our own members about the election, and have set the following goals: reach 10,000 members through the worksite, reach 6,000 members on the phone; 300 members volunteer on campaign. Phone banks are being held Tuesday through Thursday at all main 1021 offices.

COPE Operations: Continuing work with county committee officers to develop operations manual for presentation to Executive Board.

PAC Expenditures: 1021 COPE approved the following expenditures in March: (1) \$300, Eden Democrats Fundraiser; (2) \$2,000, Alameda CLC fundraiser; (3) \$2,000, Sandre Swanson fundraiser.

COMMUNICATIONS:

Campaign Support: Staff are currently supporting contract campaigns in San Francisco, Sonoma, Oakland, APMC, and other jurisdictions as needed, and are providing support to various issue organizing actions. Working on special election campaign educational materials. Weekly production of 1021 Newswire.

Special Projects: Working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas.

Call to Action Communications Academy was held on April 4 in Fairfield. The participants (about 25) had hands-on training from the top labor communicators from around the country.

RESEARCH:

Campaign Support: Currently providing research support to APMC (bargaining and policy issues), San Francisco budget fight, City of Oakland. Getting research assistance from SEIU on Quality Public Services pilot projects.

Special Projects: Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, twice weekly brief survey of news stories that have greatest impact on 1021 members. Doing analysis on local revenue measures (what's worked, what hasn't, what it costs to win, money raised) to support member efforts to assist employers in raising revenues.

VISION & BYLAWS PROCESS: Coordinating with Gibson & Associates on logistics for Bylaws Content Committee work, and internally for outreach on member survey, regional bylaws forums, and other member outreach. Helping to facilitate outreach meetings in Chico, San Francisco, and Crescent City.

DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Ronda Goldsby will be joining the schools team in May to fill the current worksite organizer vacancy that was created by the resignation of Ken Glenn. Interviews to fill the vacant worksite organizer position in Ukiah have been completed. A job offer will be made this month. Currently, temporary staffing arrangements are in place. There is still a vacant ½ time worksite organizer position, with the focus on representation, in the Chico/Redding area.

Last month worksite organizers established meet and greets and met with over 600 members at the Human Services Agency, Public Works and the Behavioral Health Department. The meet and greets provided opportunities to members to ask questions regarding the County and State budget deficits. A committee has been established to represent **San Joaquin County** members in meetings with the County in relations to the budget deficit. The committee will be charged with discussing and developing ways to save money, while developing alternatives to layoffs to our members in **San Joaquin County**. There are a number of economic factors contributing to the deficit including home foreclosures and loss of property taxes to **San Joaquin County**. The committee will have a lot of work ahead of them in working with the county to work on solutions. **San Joaquin County** has been a participant of the service fee to member conversion project established by the Local. There has been success with approximately two-hundred (200) fee payers converting to members. This project builds on the success of last year's fee conversion campaign, bringing the total of fee payer to member conversions to approximately seven hundred (700). Staff continues to build their CAN (Communication Action Network). Meetings have been scheduled with members currently in the structure to discuss the necessity of CAN and the importance of timing in delivering information to the field.

In **Mendocino County** preparations for negotiations are underway. Currently, we are meeting and conferring with the administration over layoffs. The union is opposing the county's proposed reductions to the Veteran's Service Office. The State Council researcher is giving us some guidance on dealing with the serious budget shortfalls in this county. We have reached a tentative agreement with **Del Norte County** on the matter of funding the retiree health obligation, GASB. The agreement should be ratified shortly, it constitutes a compromise where the benefit is maintained but employee contribution to its funding will increase. In **Sonoma County** we are back at the table with a new proposal, developed with the assistance of an actuary. The proposal addresses the county's interest with regard to the OPEB yet satisfies the unions concern with regard to the affordability of active and retiree health. It is, among other things, a formula for the sharing of medflation. We are currently turning out community members to a series of town hall budget forums where constituent are asked to weigh in on the county budget. These forums are a great opportunity to build coalitions with community stakeholders. Negotiations with **Napa County** resulted in a tentative agreement with minor adjustments to language, no COLA, but the county assumes increases to health in January 2010. Last Tuesday, the board rejected the TA requesting that their negotiators obtain the inclusion of language speaking to the administration's right to furlough the workforce. The bargaining team is figuring out next steps. Organizing the extra help unit here has been postponed. In **Marin County**, the State Council staff alerted us to proposed legislation that would create a special district of the Marin County Retirement Agency. The state legislator who introduced the assembly bill had been informed that SEIU had no objection to this concept when in fact, 1021 members had not been made aware of the bill. An informational meeting with the membership has now taken place and the issue is with Marin's COPE committee. There is current bargaining at **Santa Rosa Junior College, Mendocino College** and **Sebastopol**. There will be no layoffs at **Geyserville**.

In **Solano County** we are meeting and conferring on the county-wide classification and compensation studies. Some of our represented classifications are paid below the median, others may be over. We are working on a plan to "true" the classifications, particularly those which have a natural relationship to each other. Mark Hall is on board 50% of the time at **Sacramento City Unified** and will be working initially to convert fee payers to members as well as concentrating on member engagement at some of the larger worksites. Members at **Sacramento City Unified** will be voting to ratify their current contract agreement with the district after they return from Spring Break. The agreement includes re-openers for any year in which the State provides any increase in funding that can be used for salary or benefits. At **Dixon Unified School District** school consolidation and program elimination have kept layoffs to a minimum and allowed us to avoid state control of the district. Our members have identified significant cost savings and, at the April School Board meeting it was announced that our library assistants will be recalled from the layoff list next school year. As reported in the past, at **Los Rios Community College District**, the district is currently refusing to recognize the newly-formed police chapter. We are exploring both legal and organizing avenues to deal with this. The District has asked for a meeting with us, all the police officers, and the Vice-Chancellor on April 17th. At that point, we expect to hear what the District's position is and what specific objections they have to recognizing the new chapter. After NLRB charges were filed against the **ARC of Butte County** on the health care issue, at first glance it appears the **ARC** may be systematically underpaying our members and failing to withhold Union dues. At **Siskiyou Training and Employment Program**, although our contract expires September 30, 2010 there was a financial re-opener this year. Our members received a negotiated salary increase of 5.8% retroactive to January 1, 2009.

Vice President John Ryan, of **San Lorenzo Unified School District**, passed away. Our thoughts and wishes are extended to his family. The chapter agreed to take four furlough days for fiscal year 09-10 to avoid layoffs of workers. The members have the option to sell their vacation in exchange to furlough days. At **Peralta College District** we reached an agreement for both permanent and hourly workers. The one year contract was ratified last week. The agreement provides for COLA's for fiscal year 2009 and 2010. In addition, if there is new growth money, the employees will receive it as well. *Classified Staff Development Day* was successful at **San Francisco Unified School District**. Damita Davis-Howard addressed the membership as the keynote speaker. There has been a contract renewal with assurances of no layoffs of 1021 members. In addition, only 1021 can reopen the contract. There is also a possibility of a 4/10 work schedule for workers during summer. We are currently trying to amend the Civil Service rules and its application to our **SFUSD** members. The bumping rights are being questioned. At **San Francisco City College** we are still addressing the bumping issues. There were approximately 366 City workers who received layoff notices and we are not sure how it will impact the city college workers. The Chancellor is still holding to the no layoff language for our members. **Hayward Unified School District** members are close in reaching a three year settlement agreement for both SAFECO & Maintenance and Para-Educator Units. Currently, we have two (2) members who received layoff notices. The District is also talking about reducing the custodian's work week from 40 hours to 37.5 hours. At **San Ramon Unified School District** we are set to be at the table for wage re-opener. The biggest issue that we are focusing on is the Parcel Tax, Measure C. The parcel tax will bring seven million dollars to the district's general fund. Our members are very engaged and have signed up to phone bank and precinct walk to help pass the parcel tax. At **Oakland Unified School District -OSEA/OCDPA** we are currently in mediation along with thirteen other unions and the district on the Health Benefit Improvement Plan (HBIC). Our major fight will be around the medical benefits. Kaiser wants an 8% increase. We are also looking at massive layoffs. We will begin to address layoff issues around mid May. At **Fremont Unified School District** there are on-going discussions regarding the elimination of transportation

FIELD DIRECTOR REPORT submitted by Pattie Tamura

Private/Non-Profit: Cristal Java will be joining the PNP team May 8 as an internal transfer. John Hurst, Hyde Street Clinic, will continue assisting PNP until Cristal's transfer is complete, PNP Chair Norm Ten continues to assist in development of the Head Start Council.

Congressman George Miller, East Bay Innovations, and SEIU 1021 leaders will be holding a media and contract singing event support the Employee Free Choice Act on April 24.

Negotiations continue at Community Action Partnerships, Spanish Speaking Unity Council, and La Familia for first contracts while funding the state and private sources has impacted all PNPs in negotiations and budget discussions.

Special Districts: As Stephanie Batey continues on the Change That Works campaign through May 8, Daz Lamparas will be the temporary team leader for this team. Larry Gerber is working on contract for BART negotiations as he has bargained this contract at least four times previously. Ronda Goldsby has accepted a transfer to the Schools Industry team but will remain in Special Districts until a replacement is secured. Interviews were conducted April 8 and 9 with a variety of applicants.

ABAG continues in bargaining. BART began negotiations April 1. Housing authorities are in budget discussions regarding potential layoffs and restructuring.

City Workers: Temporary Sequoinette Buggs continues to assist with the City of Oakland contract campaign and Carl Carr continues on the Change That Works campaign through May 8.

City of Emeryville has reached a TA with retroactivity and wage increases due to the many actions and support activities this small but vocal group has taken on this past year. City of Oakland continues with a gloomy financial picture and changing political landscape.

Training and Education: In the past six months both basic and advanced stewards training has been conducted in each of the 1021 offices and locations. In April, advanced stewards training in being conducted in Marin and Stockton and basic stewards training in Fairfield and the East Bay.

Training staff continue to work with the Vision/bylaws Committee, Industry Councils, and MRC training for staff and members in addition to basic and advanced stewards training and FMLA training.

SEIU Local 1021 EXECUTIVE BOARD MEETING

Tuesday, May 12, 2009

10 a.m. to 5 p.m.

Fairfield

Members present: Damita Davis-Howard (president), Sandra Lewis (treasurer), John Morrison (secretary), Karen Bishop, Derrick Boutte, James Bryant, Jackie Carvallo, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski, Marcus Williams

Members excused: Christal Cox (vice president), Larry Bevan, Jim Ellett, Leea Rodriguez

Staff present: Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Bill Steck

Guest: Bob Lawson (Institute for Change).

President Davis Howard called the meeting to order at 10:00 a.m.

Announcements: Courts Industry Chair Lacy Topolewski announced a May 28 rally in San Francisco and June 10 lobby day. John Morrison announced the May 16 Rose Parade in Santa Rosa.

April 13 meeting minutes: It was M/S/C to accept minutes as corrected and amended.

President Davis-Howard called for executive session at 10:07 a.m. At 10:37 a.m. it was reported the local will conduct a national search for candidates for the chief of staff position for 60 days to establish a pool of candidates, then decide if a professional recruiter is necessary.

OLD BUSINESS:

Executive board vacancy: Amanda Booker has submitted her resignation to the board and recommended Solano County Chapter President Michelle Coleman as her replacement. Larry Bevan will resign May 31. There was discussion regarding the process to fill vacancies per area and industry and lack of participation. President Stern appoints members under the provisional bylaws. The current practice is to evaluate vacancies as they occur. It was M/S to ask President Stern to replace those who do not attend meetings upon executive board recommendation. It was moved to amend the motion to include board members with three unexcused absences. The motion died for lack of a second. The main motion carried. The board will continue discussion on standards of participation at a future meeting.

UNITE HERE: UNITE HERE Local 2 President Mike Casey and Workers United General President Edgar Romney addressed the board. Edgar Romney prefaced his remarks with respect and the history of the UNITE HERE merger. UNITE HERE came together quickly, made important worker gains with significant resources but later different organizing philosophies and allocation of resources made their leaders realize the merger wasn't working. At a March 21, 2009 convention, 30% of members decided to leave UNITE HERE to form Workers United which affiliated with SEIU on March 22. There are questions about assets, jurisdictions, and affiliates (litigation is pending). Mike Casey echoed his respect and right to express his perspective and acknowledged Local 2's long history of cooperation with legacy Local 790 and Local 1021 in San Francisco. He stated Local 2 has not agreed to the disaffiliation process by United Workers and demanded SEIU respect

jurisdictions and cease its hostile takeover maneuvers. Mike Casey distributed a number of documents and decertification materials. UNITE HERE and SEIU are both affiliates of Change to Win. CTW Chair Anna Burger is looking into the jurisdictional dispute.

San Francisco members Alysabeth Alexander, Brian Cruz, Maria Guillen, and Jonathan Meade were in attendance and spoke to the issue, citing this dispute during difficult economic times is damaging to the labor movement and bad policy and strategy for SEIU.

It was M/S that the board not take any action on the UNITE HERE issues at this time but revisit the issue in 60 days. No union resources will be used for or against either side in the interim. The motion carried by a vote of 11 to 5. Lewis, Morrison, Boutte, O'Neil, Carvallo, Nebel, Ten, Schardt, Bryant, Sanders, and Williams voted in support of the motion; Frazer-Robinow, Topolewski, Reed, Kinchley, and Bishop voted in opposition.

Executive Board vacancy: Lacy Topolewski suggested there be standards for board participation. It was M/S that three unexcused absences be cause for removal from the Executive Board. It was M/S/C to table the issue to the next board meeting.

Bylaws Content Committee: Jackie Carvallo announced the next BCC meeting will be May 18 in Fairfield. There are four major issues to be discussed and the committee will set criteria for the May 29-30 mediated negotiations among the Member Advisory Committee, the Executive Board, the officers, and members from outlying areas. The ultimate goal is to get bylaws passed.

Change That Works: Political Director Bill Steck reviewed the Change That Works campaign, its implementation, and recommendations from the executive board and MAC on how better to meet the international, local, and industry needs to get the Employee Free Choice Act passed, expand member participation and leadership, and contact more members. 22 of 27 participants have been assigned to fight decerts at APMC and Laguna Honda. SEIU has requested assistance in the NUHW home care decert campaign in Fresno and ROC members are prepared to participate. NUHW decert efforts in San Francisco put 5,000 health care workers at risk. The options are to commit resources (27 staff and lost timers) to the Employee Free Choice Act and health care reform or to Fresno and defense of our health care jurisdiction in San Francisco. It was M/S/C to amend the Change That Works plan to address concerns about NUHW and reach out to members at our worksites on how build a stronger union. A strike team was established to discuss plans and ideas: Ed Kinchley, Christal Cox, Mary Sanders, Damita Davis-Howard, Derrick Boutte and Larry Bevan.

NEW BUSINESS:

Executive Board meeting construction: President Davis-Howard reported on the meeting behavior norms adopted at the executive board retreat. Bob Lawson of the Institute for Change reviewed agenda efficiencies and led a discussion on how to make board meetings more effective, develop leadership, deal with everyday crises, and set new working standards. The following norms were offered:

- don't say "members think..."
- no one dominates, call on others
- delay switch on impulsive reactions
- comments short and to the point; restricted to the item being discussed; not personalized
- possible time limit on speakers, debate format (e.g., alternate pro and con speakers)

- a speaker's second comment on the same subject is limited to 2 minutes
- if a cell phone call must be taken, the conversation must be conducted outside the meeting room
- check "bad apple" behavior
- no side conversations
- start and end meeting on time
- meet 6 hours (not 7)
- deadline for submission of agenda items is seven days before agenda is to be sent out; agenda will be sent out one week in advance
- agenda items submitted should have a recommended amount of time for discussion
- 10 minutes for agenda review—includes time to discuss and resolve denied agenda items (only emergency or time-sensitive agenda items can be added during the review)
- industry, committee, and staff reports will be circulated seven days in advance of the meeting (reports should be succinct, simple to read)
- agenda will include one hour for round table discussion
- agenda items will be prioritized in order of importance
- agreements will be posted at meetings
- get a handle on these behaviors before adding more

It was M/S/C to extend meeting to 6 p.m.

President's report: President Davis-Howard submitted a written report and reviewed new field director assignments.

UNITE HERE: Local 1021 staff Carl Carr, Liz Perlman, Rachele Savola, Michael Weinberg, and Robert Haaland commented on the UNITE HERE situation and its effect on staff and members. They presented a resolution and petition stating that no SEIU 1021 "dues and/or per caps" be used to raid or interfere with UNITE HERE's industries or membership.

Member Resource Center: President Davis-Howard and Treasurer Lewis met with MRC representatives in Pasadena. There has been no billing for 2009 as costs are not yet finalized but it is anticipated a contract will be available after the June SEIU executive board meeting. The MRC proposes a board composed of the president from each participating local (1021 proposed that treasurers be added) as well as an advisory board of staff and members for oversight. The Shared Services Organization is the body looking at back office merging of duties. 1021 can either be part of the MRC in Pasadena or set up an independent MRC (after SEIU establishes MRC standards). Contracts are proposed to have three-year terms; any enhancements to the MRC would have to be approved by the board. Contract cost is probably \$1,000,000/year. Chapter presidents and stewards will have access and get training. Reports on industries and chapters are available. The MRC will be on the next board agenda and allocated 90 minutes. If a contract is available in advance of the board meeting, it will go to the Budget & Finance Committee for review. If not available, the contract will go directly to the Executive Board.

Funding request: It was M/S/C to donate \$550 to a Sisters Network San Francisco May 17 fundraising event in support of breast cancer survivorship.

Meeting evaluation: Executive Board members gave their opinions and observations about the meeting and the effort to change the way business is done: "good apple" behavior, time could have been used better, meeting started on time, agenda could have been timed better, six board

members were late, meeting ran one hour and 20 minutes over schedule.

It was M/S/C to adjourn at 6:23 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

SUPERIOR COURT INDUSTRY COUNCIL REPORT submitted by Chair Lacy Topolewski

Some good news and some bad.....

With budgets being cut right and left I am having some concerns with Solano Court still being at the table, going on month seven. They have TA's on a number of non-monetary items but are now crunching numbers. They hope to settle by the end of May.

Alameda is looking at over 70 layoffs, more than half are represented positions. Mo Kashmiri is working closely with members and management to minimize that number and other cost saving ideas to save jobs. They are also at the table working on health care plans (bad times in Alameda).

The council is still working on an outreach campaign and slowly making progress. We continue to have struggles getting contacts in some jurisdictions but keep trying.

I am very excited to announce that State Council and California SEIU Locals are teaming up to take on the Judicial Council and Administration of the Courts. They have placed over \$260 million in a "slush fund" this year alone but are telling courts they need to furlough workers. Two courts in particular are in dire need of funds, Alameda and Los Angeles. We will have a rally in San Francisco on May 28 and lobby day June 10. Please mark your calendars.

This is a key time for Courts to stand together for justice.

DIRECTOR REPORT submitted by Bill Steck

POLITICS: SEIU "Change That Works" Campaign: The 10 staff and members working on the first wave completed their assignments on April 28. Work focused on the Employee Free Choice Act, health care reform, and the May 19 special election. In the second wave, 1021 is expected to meet its obligation of a total of 40 staff, meaning 30 staff; however, the majority of staff will be assigned internally. 1021 participation in Employee Free Choice and health care campaign work will need to be handled within our current capacity.

State budget/special election: We have been phone banking 1021 members on the special election three nights/week from six offices, and less regularly from other locations. Staff are also doing special election education at their three weekly worksite meetings. Our member contact goals are 6,000 via phone and 10,000 via the worksite. We are currently in the 10%-20% range relative to the goals.

We have produced three worksite pieces for distribution, the most recent being the slate card with "friends and families" postcards for members to send. The State Council is sending six mail pieces to members who are likely voters. 1021 is sending one.

The latest polling numbers on 1A continue in our favor, part of an across-the-board "vote no" sentiment among voters. The loss of 1C will have the greatest impact on the current deficit as it accounts for \$5 billion of the \$6 billion in funding tied up in the special election. The yes side is much better funded and has moved from a "good government" message to straight our scare tactics, so the election is far from over.

COPE operations manual: County committee officers and staff have completed the draft manual (which was also emailed to all Executive Board members). 1021 COPE will discuss the draft at its May meeting and plans to present a final to the Executive Board for adoption in June.

PAC expenditures: 1021 COPE approved the following expenditures in April: \$5,000, SEIU 1021 share of polling expense for Oakland revenue measures; \$3,500 to support Hayward Measure A (utility users tax); \$5,000 to support San Ramon Valley Unified School District Measure C (parcel tax passed May 5 with 72% of vote); \$2,500 to Maryland AFLCIO for inauguration parade expenses; \$500 to San Joaquin political program fundraiser; \$5,800 to an SEIU-sponsored Sandre Swanson fundraiser.

COMMUNICATIONS: Staff are currently supporting contract campaigns in San Francisco, Sonoma, Oakland, ACMC, other jurisdictions as needed, and are providing support to various issue organizing actions. Working on special election campaign materials, weekly production of 1021 Newswire, annual report, and migration of website and e-activism platforms. Working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas.

RESEARCH: Currently providing research support to ACMC (bargaining and policy issues), San Francisco budget fight, City of Oakland. Getting research assistance from SEIU on Quality Public Services pilot projects. Creating database to compare health and retirement benefits across 1021 jurisdictions by industry. Launched Newstrack service, twice weekly survey of news stories impact 1021 members. Doing analysis on local revenue measures (what's

worked, what hasn't, what it costs to win, money raised) to support member efforts to assist employers in raising revenues/

VISION & BYLAWS PROCESS: Coordinating with Vision/Bylaws Committee co-chairs to find mediator to work with Bylaws Content Committee for next phase of project and schedule meetings.

RETIREEES/ORGANIZING: Retirees participated in January blitz for Sacramento County administrative officers and on an organizing campaign Arizona. Other retirees worked on behalf of SEIU and UHW to fight decert efforts by NUHW in Stockton, Fresno, at San Pablo Hospital, and elsewhere in the East Bay. We also joined the campaign in support of the new contract at the Alameda County Medical Center, at the same time fighting a decert attempt by NUHW. Three of our retired members were teaching fellows at the ROC Boot Camp. Lobbied with the California Alliance for Retired Americans in Sacramento on April 15 to support the kickoff of SB 810, the new version of single payer health care. Two of our retired members attended a CARA leadership training program in Burlingame in January: Dolores Gholar and Kay Walker. Retirees Al Haggett and Pat Davis joined the Change That Works project. Retiree Richard Rothman is running for the Health Services System Board in San Francisco (May 19 election). A number of our retirees have been phone banking and attending rallies in opposition to the ballot measures, through our union, central labor councils, and CARA. The West Bay Chapter has been concentrating on several goals, including political education, protecting and increasing our retirement and health benefits, political activism in our communities and networking with other senior organizations to improve the lives of senior citizens and union members. All goals hope to advance social and economic justice locally and internationally. Active recruitment for the chapter is ongoing.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Alameda County: We've lasted longer than most counties but we're not looking at \$178 million deficit for FY 2009-10. Departments have been hoarding vacant positions so hopefully we won't have layoffs. County also instituted several cost saving measures early on so we're keeping our fingers crossed. We will be in full contract negotiations at the end of 2010 and already know we'll be facing problems with the rising cost of the health plans and salary increases. ACMEA (management union, Operating Engineers Local 3) just completed a three-year agreement with no raises for three years and a 10% pick up on health plan premiums (a first on cost shifting premiums). Departments just submitted their budgets so we'll have all the budget info very soon.

Alameda County Superior Court: In spite of furlough days, we're now facing layoffs. Full number not yet known but we're anticipating around 40. Mo Kashmiri is on top of this and court members are engaging in a number of activities to make sure the layoff process is fair. So far members are participating in "black Mondays" when almost everyone is wearing black. Members are also circulating a petition of "no confidence" in the court administrator and challenging her on the budget at worksite meetings. Members have been meeting on Saturdays to develop their fight back plan and participation is increasing weekly. Nobody is going quietly!

Alameda County Medical Center: We're waiting for a decision from PERB regarding the NUHW decert petitions. The medical center finally submitted their response to PERB and NUHW will have a week or so to respond. Organizing staff have been doing a terrific job of keeping activity going in the field. There have been a number of issues regarding staff and patient safety at John George and Fairmont hospitals. Our goal is twofold; defeat NUHW and organize members to tackle the huge fights and develop a strong 1021 identity. So far there have been rallies, speak-outs at board of trustee meetings and committees, marches on the boss with petitions and demands and this week, fun appreciation days honoring all members with an emphasis on celebrating Nurses' Week. You need to have a good time once in a while.

Additional good news; Susan Stofan has decided to permanently transfer to the vacant staff position at APMC. RN's are extremely happy at finally having a permanent rep but even happier because it's Susan. Susan's move will create a vacancy at Laguna Honda Hospital since Rachele Savola will be finally moving to the local government team. We plan to fill Susan's position as soon as possible. There is still one vacancy at APMC, the worksite organizer position vacated by Sasha Wright.

Contra Costa County: Still bargaining but there's hope for a settlement. Our goal is to have it wrapped by the end of May. Our team is on track but since this is coalition bargaining with two other unions we're moving slower. However, there does appear to be consensus building on the major issues. The 1021 team is doing a terrific job. Many thanks to Joyce Baird for lending us her Contra Costa bargaining expertise.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

The **Sacramento City Unified School District Chapter** has lost a long-time steward and activist, Judy Martin. Judy passed away May 10 and will be missed by many. Our condolences and best wishes are extended to her family. At **SCUSD** the collective bargaining agreement was ratified by an overwhelming 97% yes vote of the membership. The contract has no take-aways. In **Solano County**, the two legacy locals have now combined into a single chapter under an executive board that was voted in. Fifteen new stewards have been recruited in the last month and a monthly stewards' council has been established. Sixty grievances have been settled in the past couple of month. **Sacramento County** has announced that they will lay off 1,000 positions. There are no firm numbers on the impact to our unit yet.

We are in the final phase of the move from open shop to agency shop in this jurisdiction. The **Solano County Superior Court** asked to suspend bargaining. We refused and threatened to file charges if the court failed to bargain in good faith. The court responded that they would provide dates. We have TAs on most issues and the court has agreed to enhanced retirement. We have conceptual agreement on an improvement to the health care plan. We may be able to reach final agreement with one or two more bargaining sessions. The court does not anticipate any layoffs, but is offering a voluntary furlough program at this time. At the **Greater Vallejo Recreation District** the employer is currently faced with a budget shortfall of \$920,000 and has requested the union defer COLAs due in July 2009 to July 2010. The district is offering two years' service credit to encourage early retirement. Overall, the board has said that the district is committed in preserving jobs and its solvency. They have also said that they do not anticipate layoffs at this time. At **Vacaville Unified School District** a TA has been reached for a one-year agreement. The impact of the schools stimulus money may negate the need for furloughs. We are currently in bargaining with the **Dixon Unified School District**. We believe we will finalize this contract soon with no changes to our current level of benefits and with no further layoffs. There will be no COLA, but we believe there may be some differentials and an increase in longevity pay possible, as well as a signing bonus. Members at the **Butte County Superior Court** marched on the boss over a grievance for one fee payer. This resulted in a change of attitude in the supervisor. Several people in that unit have been given retroactive step increases and the original fee payer is now a member and is requesting steward training. At **Siskiyou Training and Employment Program**, following last month's financial re-opener where we successfully negotiated a 5.8% increase retro to January 1, 2009, we negotiated a change in medical benefits out of cycle. Currently members contribute 20%, but in June it will be 100% employer paid. The **City of Redding** management has announced layoffs. We are in the process of bargaining over concessions with management and are also meeting and conferring over the proposed layoffs. We believe we'll reach agreement on one furlough day per month with the resulting savings going directly to SEIU-represented classifications.

Mendocino County is preparing for upcoming negotiations. We continue to meet and confer with administration over layoffs. Budget action team members are currently analyzing department budgets for final recommendations for the 2009-10 budget deliberations. **Del Norte County** members conducted a series of meet and greets with members of the board of supervisors to acquaint them with issues of concern to SEIU members in the county. We negotiated and ratified an early retirement incentive deal. 1021 is organizing the first meetings of unions in **Del Norte County** to establish some cooperative relationship where there is no central labor council. Two chapter members attended the state Democratic convention. We are currently in negotiations with the recently organized Solid Waste Joint Powers Authority in **Del Norte**. In **Sonoma County** we are returning to negotiations after a thirty-day mediation that regrettably did not produce an agreement in the dispute over retiree health. Our fight continues and evolves as we, along with allies in the community, oppose the county's budget and propose sound alternatives. **Sonoma's** cuts for 2009-10 are deep and damaging to safety net services. In **Sonoma**, we have held meetings and begun to collect cards of a small unit of 20-24 workers. In **Napa County** a one year contract agreement was ratified by the membership. **Marin County** administration is presenting a grim outlook for the 2009-10 budget, with reductions in staff likely to occur. We have begun to survey **Marin** leadership on the consolidation of the three union chapters there. The initial findings show support for this consolidation. There is current bargaining at **Santa Rosa Junior College, Mendocino College** and **Sebastopol**.

The Department of Education expects to release stabilization funds. The funds have more flexibility in terms of being used to avoid lay-offs. The department of Education reports they expect there will be enough money in the stabilization funds to restore school districts to their September 2008 funding levels, including the COLA; however, this is not a guarantee. We are in touch with our State Council lobbyist regarding stabilization funds. At **Oakland Unified** there were 100 SEIU bargaining unit positions eliminated due to lack of funds and lack of work. The union filed a grievance to rescind all layoff notices because of the inaccurate seniority lists. We are also filing grievances demanding the district reinstate the attendance worker positions. We are hoping to resolve the controversial issue around attendance workers by September when the stabilization funds become available. In **Albany Unified**, the members met and came up with recommendations to save workers jobs. The members attended the school board meeting last Wednesday to fight for their jobs. The board agreed to reinstate some of the reductions; however, we were unsuccessful in saving all positions. The biggest issue at **Albany Unified** is the reduction from 181 days to 175 for the food service workers. We have been negotiating over the impact. At **San Francisco Unified School District** we are dealing with food nutrition and funding, the summer time list of workers and seniority, and as-needed workers and the desire to make them permanent. There has been an on-going compensation and class study at **Chabot-Las Positas** and currently there are no layoffs proposed. We are negotiating a wage re-opener.

ORGANIZING REPORT submitted by Lety Salcedo

Reserve Organizing Corps: Mary Sanders will give this report.

City of Napa part-timer/extra help campaign: There are about 100 part-time/extra help employees that work for the City of Napa in departments that include parks and recreation, police, public works and administration. After filing for recognition on March 19, the city delayed in responding to the petition. The main issues that part-timers care

about include hours, at-will status, and scheduling. We were finally able to secure a face to face meeting with the city to move our proposal for the unit. We expect to hammer the unit out before the June 19 city council meeting since the final vote has to be made by the council. Rank and file leader Dave Haight has been very involved and has supported this campaign throughout. Also Jan Schardt has helped the organizer secure information that has been helpful to the organizing. Thanks Jan.

Campaign X- Bay Area: Sorry I can not mention the name of the employer mainly because the workers are not public with their organizing. An organizing committee has been recruited and is representative of all the work locations; that include San Francisco, San Mateo, and Marin. The organizing committee is doing assessments of their co-workers. Once the assessments are complete. they expect to move authorization cards through the worksites and through a house visit blitz. This should take place in the coming weeks.

Dry Creek Unified School District- Sacramento County: This campaign has been tough. We reached out to the workers but have not been able to build a solid organizing committee. They have a semi-association called ACE that has the right to meet and confer but nothing else. ACE went shopping for unions and kept stalling us. A week and a half ago they finally said they were going with CSEA. Within a week they set a meeting for CSEA and moved cards fast. We are no longer organizing here.

Campaign X: A group of workers reached out to us in April. They have recruited an organizing committee and are moving authorization cards. Some of the issues raised by workers include no voice, lack of communication from management, caseload issues, and favoritism.

Alameda County Medical Center: The rest of the staff is assigned to help with the NUHW decert campaign.

FIELD DIRECTOR REPORT submitted by Ulysses Madison

San Joaquin County budget deficit discussions: The union's budget deficit committee has been meeting with the county for two months in an effort to avert layoffs of San Joaquin County workers. The county identified 92 workers that would be displaced by layoffs due to a \$44 million budget deficit, of which \$20 million was due to increased labor costs in the 2009-10 contract.

The union has proposed the county get rid of a management/confidential cafeteria medical plan that would save the county \$2.65 million, reducing allocated vacant general fund positions commensurate with the number of impacted positions (72 SEIU positions), initiating a 4/10 work week, "smoothing" retiree amortization period from 5 years to 10 or 15 years to save over \$ million, deleting administrative pay for managers to save nearly \$1 million, reducing the number of leased facilities, voluntary furloughs, and other cost-saving concepts. The county has refused to "guarantee" or provide "assurances" of no layoffs for any concessions made by the union and/or implementation of any of the above cost saving concepts.

On May 29, the county reported that the number of impacted positions had been reduced from 92 to 42 based on the union's concept of reducing vacant allocated general fund positions.

On June 9, the San Joaquin County Board of Supervisors will be conducting budget hearings where the union will implore that layoffs of any county positions is not necessary due a combination of factors, including but not limited to, the number of available vacant positions, initiation of a voluntary furlough program, etc.

Members impacted by layoff are all pretty much guaranteed a "soft landing" based on the number of available positions in the human services agency and the availability of stimulus money funded positions in the economic employment development department.

SOCIAL AND ECONOMIC JUSTICE COMMITTEE: The committee did not meet in April.

SEIU Local 1021

SPECIAL EXECUTIVE BOARD MEETING

May 30, 2009

Fairfield

Members present: Damita Davis Howard, Sandra Lewis, Christal Cox, John Morrison, Michelle Coleman, Norm Ten, Derrick Boutte, James Bryant, Ed Kinchley, Kathy O'Neil, Karen Bishop, Larry Bevan, Jan Schardt, and Jackie Carvallo.

President Damita Davis Howard called the meeting to order at 4:10 pm.

Funding request: Karen Bishop requested funding to send 12 women to the Women of Color

Conference in Sacramento: \$50/\$75 registration fee and hotel rooms. The total cost estimate is \$2379.96. It was M/S to approve the expenses. It was asked why this had not been referred to the Social and Economic Justice Committee. The request was to have gone to the Budget and Finance Committee but that meeting was cancelled. Due to the time constraints, the Executive Board is asked for approval. Funds would come out of the community relations line item. It was M/S/C to table further discussion until the next caucus.

Meeting was adjourned to caucus at 4:17 p.m. President Davis Howard-Davis called the meeting to order at 6:04 p.m.

It was M/S/C to take the Women of Color Conference discussion off the table. The question was called and prevailed. The motion to approve expenses for the Women of Color Conference was carried.

Funding request: James Bryant requested \$5,000 as a silver sponsorship for the A. Philip Randolph Institute San Francisco Chapter June 12 event in San Francisco. It was M/S/C to approve the expense. James will forward information on the event to Damita Davis Howard and Sandra Lewis. Sponsorship includes a full page ad in the program and one or two tables. Local people will be honored for their work in the community.

Bylaws process: Additional funds will be needed to complete the process: hotel rooms, food, lost time (June 19-21 meeting and June 13 Member Advisory Committee meeting), and the facilitators' fees. There was a discussion on the costs and expectations and it is anticipated that the additional amount will be around \$150,000. It was M/S/C to hire the facilitators for June 13, 19, 20, and 21 and cover the lost time, hotels and meals. .

San Francisco budget: Ed Kinchley reported that the mayor is to release the budget next week and that the members have no voice in the process.

Meeting was adjourned at 6:15 pm.

Respectfully submitted,
Jan Schardt, Acting Secretary

**SEIU Local 1021
EXECUTIVE BOARD MEETING
Monday, June 8, 2009
Ukiah**

Members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), James Bryant, Karen Bishop, Ed Kinchley, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski

Members excused: Derrick Boutte, Kim Burke, Michelle Coleman, Jim Ellett, Nadia Frazer-Robinow, James Nebel, Marcus Williams

Guests: Dolores Gholar

Staff Present: Jackie Carvallo, Valerie McCan-Murrell, Kerry Newkirk, Bill Petrone, Lety Salcedo, Seth Schapiro, Bill Steck, Pattie Tamura, Gilda Valdez, Ken Smith (IFC)

President Damita Davis-Howard called the meeting to order at 10:13 a.m.; a quorum was established at 10:35 a.m.

Announcements: President Davis Howard announced board member Jackie Carvallo is on staff as of this date and no longer on the board. Courts Industry Chair Lacy Topolewski reported the industry will meet June 13; the industry lobbied in Sacramento on June 10. The City Workers Industry will meet June 13.

NEW BUSINESS/ACTION ITEMS:

Committee on Structural Integrity: The board reviewed several changes to the proposed "Chapter/Bargaining Unit Bylaws Review/Approval Procedure" and "Provisional Operational Guidelines for Chapters/Bargaining Units." The board will vote on both documents at the next meeting.

Strike sanction requests: The board reviewed the BART Chapter strike sanction request (also to be submitted to SEIU and four Bay Area labor councils). It was M/S/C to approve strike sanction. The City of Oakland bargaining team is reviewing a tentative agreement so there is no request for strike sanction at this time.

Executive Board vacancy: The board reviewed and discussed a proposed policy on executive board members who have not participated on the board for over a year. A letter was sent to SEIU President Andy Stern on how to replace a board member. President Stern reaffirmed his right to take such actions. It was M/S to contact President Stern about replacement of a board member who has not attended board meetings. The motion was amended to allow fifteen (15) calendar days for the member to respond to the request or resign. The motion carried.

May 12 and May 30 Executive Board minutes: M/S/C to approve both without objection.

SEIU 1021 COPE Operations Manual: COPE Chair James Bryant reported the manual has been approved by all county COPE committees. Director Bill Steck added the county COPE committees defined the roles, committees, and work. The power of endorsement is with the local, not chapters

It was M/S/C to adopt the SEIU Local 1021 COPE Operations Manual.

Industry chairs/staff meetings: President Davis-Howard explained need for industry chairs and staff to meet regularly; that more dialogue between parties would be mutually beneficial. COPE needs to meet regularly with all industries. Chief of Staff Gilda Valdez suggested meetings are valid for industry support and campaign briefings. A monthly staff and industry chair meeting can address member concerns and staff issues. Accommodations can be provided if travel is required. By consensus it was agreed that industry chairs and staff will meet regularly prior to executive board meetings. The executive board will meeting from 10:30 a.m. to 5:00 p.m.

Treasurer's report:

- Treasurer Sandra Lewis offered an apology and clarification regarding the last board meeting where it was reported SEIU would reimburse expenses of the Fresno campaign. The Fresno campaign funding is from our organizing budget. Inconsistencies or contrary information will be reported to the board in the future.
- The treasurer has five budget presentations scheduled in Stockton, San Francisco, Fairfield, and Union City. Members benefit from these presentations and can ask questions about the budget.
- Moving \$1,000,000 to reserves totaling \$7.5 million in reserves.
- Member Resource Center: President Davis Howard and Treasurer Lewis distributed a side letter dated June 5, 2009 that confirms Local 1021's president or her designee and the Local 1021 Treasurer will sit on the MRC advisory board (the local will have one vote on the board). The proposed MRC contract is for three years. The board reviewed the contract between the MRC and Local 1021 and a summary of proposed MRC expenses. The Board has approved the 2008-09 start-up costs (\$458,232). Net change is \$332,390; new amount calculated is \$790,622. It is important that all industries and jurisdictions utilize the MRC. 2009 costs will be paid from unspent organizing funds. We need creative ideas for member use of the MRC. It was M/S/C to accept the contract as presented. There will be a committee of three members and three staff for input and MRC impact on budget and personnel. \$689,000 has been allocated in the budget for the MRC.

Building Committee report: Director Seth Schapiro reported the committee met June 2 and interviewed three brokers. The Building Committee and Oak Street Corporation will meet about next steps pertaining to the 100 Oak Street property. Goal is to consolidate three properties in Oakland. It was M/S/C by consensus to authorize the Building Committee to (1) retain and work with a broker, (2) sell properties/get out of current lease in Oakland, and (3) look for appropriate properties to buy in the range of 40-50,000 square feet.

SEIU Public Division Leadership Assembly July 16-19 in Washington, D.C.: President Davis Howard announced the conference will focus on Building Better Communities and emphasize quality and innovation in public services. The local will send members who are committed to increasing transparency, finding efficiencies, and thinking in different ways to deliver public services. A Public Division Leadership Conference paper was distributed. Examples of involving the community was the Sonoma County campaign to save the Orenda Center; the use of media to expose unsafe working conditions at the Alameda County Medical Center, and the coalition started in Chico to elect a new city council. The idea is to send members from these jurisdictions who can come back with strong organizational commitments and hit the ground running for the future. It was M/S/C to send 10 people; two from each suggested jurisdiction (ACMC, Sonoma County, City of Chico), Vice President Christal Cox, and three member leaders from other industries. As the conference was not

included in the budget, expenses will be paid from reserves. Names must be submitted per industry (not per chapter) by Friday.

OLD BUSINESS:

Member Resource Center: Director Bill Steck distributed a Member Resource Center utilization report for the period April 7, 2008 through May 29, 2009. Worksite Organizer Bill Petrone demonstrated how a typical case is handled and how the system works. Worksite organizers have access to information on open and closed cases and are able to make updates; stewards have limited access under the pilot program. The MRC Committee will determine the level of security and access plus caseload. Steward hotline is being used. There have been 5,932 cases to date. Case status by industry was reviewed. All jurisdictions will be rolled in this year. Bill Steck will provide a list of worksite organizers with a focus on representation.

Policy on unexcused absences: The executive board discussed the removal of board members for unexcused absences. Currently a board member may call or email and be excused. Defining an unexcused absence becomes difficult. By consensus it was agreed (1) an RSVP is acceptable as an excused absence and (2) failure to RSVP for three (3) consecutive meetings is grounds for removal.

Fresno homecare campaign: There was discussion about the Fresno homecare workers campaign and the NUHW effort to decertify UHW members. Local 1021 is supporting the UHW campaign; two clerical staff and one political coordinator are assigned to the Change That Works campaign in Fresno. Local 1021 has used resources and organizing money in the same manner to fight decertification or raiding at hospitals in Alameda County and San Francisco. Chief of Staff Gilda Valdez reported NUHW has tried to decertify members at our hospitals and was also moving a no vote on the tentative agreement in San Francisco. Fresno is the line drawn in the sand.

Industry/committee/staff/president reports Q & A:

- Director Bill Steck reported on an SEIU request to continue participation in the Change That Works campaign in San Francisco and other areas.
- Schools Industry Chair Leea Rodriguez reported the industry convention will be October 10; lobby day is June 24.
- Local government lobby day in Sacramento is June 17.
- COPE Committee is asking members to volunteer one day in June—and board members as well. Bill Steck will email document about the May state budget revise—with devastating cuts to CALworks and Healthy Families and elimination of the IHSS program.
- Special Districts Industry Chair Vicki Reed reported eight of nine BART directors have indicated to the governor they are not in favor of a cooling off period.
- Sandra Lewis reported the City Workers Industry will sponsor a BBQ on August 1 in Chico.

Member Advisory Committee meetings and stipends: Five MAC meetings were scheduled and budgeted for the year but additional meetings have been held. Members have raised questions about the additional meetings, stipends, mileage reimbursement, and accommodations for mediated bylaws negotiations. It was M/S/C that MAC members who drive 50 or more miles to a weekend meeting site will be eligible for one stipend, mileage, and overnight accommodations (based on double occupancy).

Chief of staff report: Chief of Staff Gilda Valdez reported on staff accountability systems in place. She distributed forms completed by supervisors, directors, and worksite organizers. Staff must do

work plans and team leaders conduct one-on-one meetings are held with staff to ensure accountability. Projected and actual attendees per member event are tracked.

Member charges: President Davis-Howard reported on member complaints following a recent town hall meeting at Laguna Honda Hospital. The union is investigating the allegations. For the record, no complaint has been filed with the employer.

Reserve Organizing Corps boot camp: Organizing Chair Mary Sanders reported there will be a one day boot camp and training on July 25 in San Francisco. Members can register on line.

Roundtable discussion: The board discussed a disciplinary action taken by the City of Berkeley against members for participating in protected union activities, the union's relationship with City of Berkeley, and requested compensation by affected members. It was M/S/C that the president or designee will get a legal opinion and work with Berkeley leadership.

NAACP convention: It was M/S for a late funding request to send at least two members to the July 11-16 NAACP convention (\$2,172 plus airfare). Attendance at the convention was not budgeted. The motion failed.

Meeting evaluation: Ken Smith of the Institute for Change evaluated the meeting based on previous board commitments to improve meetings:

- Start and end meetings on time—the board had a quorum by 10:35 a.m.
- Need to work on side conversations.
- The board needs to agree on what belongs on the agenda, be prepared for topics, and do some work in advance or through subcommittees.
- Topics should be defined so that members agree on the issue and everyone talks about the same thing. Issues need to be more specific.

Ken Smith commented on the amount of time devoted to MAC stipends and conference attendance versus the amount of time devoted to discussion of the state budget crisis.

It was M/S/C to adjourn at 5:48 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

COURTS INDUSTRY REPORT submitted by Chair Lacy Topolewski

On May 28 the Courts rallied in front of the Administrative Office of the Courts in San Francisco. We had members from Sonoma, Solano, Alameda, San Francisco, and San Joaquin counties. We also had large representation from SEIU Locals 721, 521, and 221. The numbers are still unclear but we are guessing approximately 300.

I was fortunate enough to be in a small delegation that was able to meet with the head of the AOC, William Vickery, and his deputy director, Ronald Overholt. The group of members spoke as of how furloughs and layoffs will directly affect the public in their specific jurisdictions. We have a lobby day scheduled for June 10 in Sacramento.

We got media coverage on KRON and KTVU and a story in the *Daily Journal* (one of the legal papers) about the Alameda County situation. Also a recent report from Michelle Castro of the SEIU State Council: "In a meeting this afternoon, the AOC told the court employee unions, the Speaker's office, Pro Tem's office, and legislative budget staff that they have \$50 million available to divert from their IT systems and to be used instead to allocate to the courts to offset their cuts. They did not provide documentation to prove that only \$50 million is available. Additionally, they say they are suspending the requirement that courts contribute to the IT system from their own operational budgets. This amount totals \$250 million; however, it is unclear whether this savings is for one year or over three years. The upshot is that as a result of our efforts some movement has been made in our direction. So this is a start..."

The court members had a great time in San Francisco and are feeling good about the struggles to come.

DIRECTOR REPORT submitted by Bill Steck

Special election: Voters overwhelmingly rejected the governor's and legislature's package of budget solutions, including Prop 1A, which would have permanently reduced funding for public services, while taking advantage to slap legislators with a pay freeze in bad budget times by approving Prop 1F. With voter turnout at a low 26%, results were as follows:

PROPOSITION	YES	NO
1A	34.5%	65.5%
1B	37.9%	62.1%
1C	35.6%	64.4%
1D	34.1%	65.9%
1E	33.5%	66.5%
1F	74.1%	25.9%

The fundamental message from voters to politicians: Stop asking us to approve bad deals and do your jobs for you.

State budget: The downside of the special election is that the budget deficit grew by \$6 billion with the defeat of Props 1C, 1D and 1F. While the governor pegged the current and next year deficit at \$21 Billion, the Legislative Analyst's office puts it at \$24 billion and growing.

Schwarzenegger, taking an "all cuts" approach to balancing the budget, has proposed devastating cuts in health and human services programs, including eliminating health insurance coverage for up to 2 million Californians, including 900,000 kids, and laying off up to 350,000 home care workers; borrowing billions from local governments; more cuts to state employee jobs and wages; parks closures, and early release of prisoners.

The SEIU State Council is planning an aggressive district and Sacramento lobbying, community outreach, and earned media campaign for the remainder of June to fight the governor's proposed cuts. The State Council Executive Board will adopt the plan later this week.

SEIU "Change That Works" Campaign: Twenty-seven staff and members are being assigned to Wave #2 of the Change That Works campaign. The majority of staff will be assigned internally. 1021 participation in Employee Free Choice and health care campaign work will be handled within our current capacity.

COPE operations manual: The final draft of the 1021 COPE operations manual will be voted on at the June 4 1021 COPE meeting and submitted to the Board for approval.

PAC Expenditures: 1021 COPE approved the following expenditures in May: \$1,000, Coalition for a Better Sonoma County annual fundraiser; \$7,800, Assemblymember Warren Furutani; \$7,800, Assemblymember Tony Mendoza (per State Council resolution); \$348, Alameda County Supervisor Nate Milley fundraiser; \$250, San Francisco immigrant rights rally.

Member Strength: Working on transition of Member Resource Center, communications, research. Over the next few months Member Strength work will focus on communications, systems for tracking, and priority member engagement programs, pilots, and experiments.

Communications staff are currently supporting contract campaigns in San Francisco, Sonoma, Oakland, APMC, and other jurisdictions as needed, and are providing support to various issue organizing actions. Ongoing activities include weekly production of 1021 Newswire, annual report, and migration of website and e-activism platforms.

Communications staff are also working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas and working with directors on transitioning communications assignments and supervision as part of Member Strength assignment.

Research: Research staff are now reporting directly to Gilda Valdez as part of Member Strength transition.

Vision & Bylaws process: Working with mediators and staffing bylaws negotiation process. May 29 & 30 negotiations produced tentative agreements on dues and dissolution. Additional proposals concerning the Executive Board were presented. Another round of negotiations is scheduled for June 19, 20 & 21.

Retirees: Retirees participated through the California Alliance for Retire Americans in campaign activities against the propositions on the May 19 ballot.

Social and Economic Justice Committee: SEJ did not meet in May due to lack of attendance.

FIELD DIRECTOR REPORT submitted by Fran Jefferson

Overview: Like everyone else in the local I've been spending most of my time in San Francisco assisting with the education and GOTV on tentative agreement #3. We've just completed the second day of voting. All 1021 field, admin and organizing staff have been providing support either in the field or phone banking members or inputting information. Staff from other SEIU locals statewide are providing generous support.

San Francisco RN's: I assisted Ed Warshauer in bargaining concessions with the RN's. They were more than ready to do their fair share. After two very long days and nights we reached a TA with the city. The agreement includes deferring wages, rolling back the charge nurse and preceptor pay to 5%, eliminating sign-on bonuses and giving back child care funds. The MOU extends an additional year to June 30, 2011. The total amount of concessions is approximately \$9 million. The RN's will be voting on the package next week.

Staffing: We still have two positions to fill. We were not able to fill the Alameda County Medical Center worksite organizer position from the last round of interviews. Since Susan Stofan accepted the APMC RN field position and Rachele Savola is moving to the San Francisco local government team, we have a vacant position at Laguna Honda. Tonette Garcia and Robert Hester have taken time from their RN duties to assist the ancillary and support staff at Laguna Honda Hospital. Mila Thomas has also been providing support during the GOTV campaign. We will fill both positions as soon as possible.

Alameda County Medical Center: Still no ruling from the Public Employee Relations Board on the validity of the NUHW petitions for decertification. The last day for all parties to submit information to PERB was May 15. The organizers continue to do a terrific job. APMC will be adopting their budget soon and we'll have a clearer picture on how bad the deficit is. They've been dropping hints about layoffs for some time so we're expecting this to be a fight.

Contra Costa County: We really do plan to settle next week. This has been an extremely difficult contract because the county faces a huge deficit. Next month I will be able to report on the details of the agreement. We're doing our very best to keep people employed but future hires will take major hits in retirement and everyone will be sharing the pain on the cost of health plans. We've already been hit with layoffs and demotions and furlough days will be part of the final agreement. Our bargaining team has hung in there and is doing the very best they can in spite of a very bleak economic picture.

Alameda County Superior Courts: Mo Kashmiri is doing a terrific job organizing our members to fight layoffs. On May 28 court workers statewide gathered in San Francisco in a rally at the Administrative Office of the Courts. Over 200 court workers demanded that the AOC fund those courts that were facing layoffs. Alameda County Superior Court members agreed to furlough days and are now faced with layoffs at the end of June. Members are holding worksite meetings, wearing black on Mondays and moving a vote of no confidence against the court administrator. The courts aren't used to feeling this much heat. Members are continuing to look for other creative actions to keep the fight to stop layoffs alive and well.

Alameda County: No threats of layoffs yet but we'll soon be in the middle of budget hearings. We're hearing rumors of possible layoffs so it may be a reality. The MOU expires December 31, 2010. Unless we agree to reopen the contract, wage increases and the health plans are protected. If layoffs become a reality we do have some moves we can make to avert them. The strategy is to plan ahead with multiple scenarios.

If there was ever a time that cried out for member participation it's now.

FIELD DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: The worksite organizer position in Ukiah has been filled. Jackie Carvallo will begin June 8, Her assignment is Mendocino County. Jackie will join the Mighty Redwoods Team and report to Jose Martinez. Interviews have been completed for the Chico/Redding part-time worksite organizer position with the focus on representation. We hope to have someone in place by the end of the month.

In **Mendocino County** membership polling and negotiations with the county on furloughs vs. layoffs continue. The county is proposing that they will lay off 45 members if there is no agreement on furloughs. **Del Norte** members are preparing for contract negotiations with the county. **Sonoma County** negotiations continue. The union's budget fight-back plan on proposed subcontracting of the Orenda rehabilitation clinic in **Sonoma County** was successful. In

coalition with the community, members signed petitions, held community health forums to discuss the status of mental health delivery in the county, rallied and attended the board of supervisors budget hearings as part of their plan. As a result, the board of supervisors agreed to keep the Orenda Center open and they instructed the department to look elsewhere for savings. In **Marin** the county invited the union to open the contract and negotiate concessions. We agreed to discuss mandatory time off, furloughs, and other cost savings related matters. The despised HR director in **Marin** was fired.

In **Solano County** 250 members attended a preliminary meeting to discuss the county's budget situation. We believe we can head off, or at least minimize, layoffs to our members. We are preparing strategies for the bargaining table and for a public fight if necessary. **Sacramento County** has announced that they will lay off 1,000 positions. No firm numbers on the impact to our unit yet. We are in the final phase of the move from open shop to agency shop. Negotiations continue in **Solano County Superior Courts**; we are close to agreement. Member engagement at **Sacramento City Unified** included attendance at board meetings and several Local 1021 sponsored events during Classified Employees Appreciation Day. We were fortunate enough to have President Davis Howard, Vice President Christal Cox, and Treasurer Sandra Lewis at two of these events. Our chapter was honored as a community partner engaged in helping students at John F. Kennedy High School on May 31 by Dr. Cornel West and PBS and NPR commentator Tavis Smiley. Bargaining over layoffs is almost completed. The district initially projected up to 200 layoffs among our members. Due to retirements, school closings and other cost savings, we may be able to prevent any of our members from being laid off. Currently, it appears we need a plan to save the equivalent of 56 custodial hours per day. We are working in coalition with the other classified employee organizations to ensure we have a plan to the school board by the June 4 deadline. At **Far Northern Regional Center** the contract action team and bargaining team members are working on proposals, research, and a campaign plan for bargaining later this year.

Management has announced layoffs at the **City of Redding**. The city is facing a severe budget shortfall and its reserves have gone from 11.5% in December to 6%. We met with our membership for a vote on whether or not to pursue concessions. Management demanded that the union also withdraw a pending grievance and agree not to file any future grievances which could result in a financial impact to the city. Charges were immediately filed with the Public Employee Relations Board. We have been waging a press campaign.

The governor announced an additional 65% in budget cuts. This equals a \$403 million cut to the schools transportation budget. No additional information is available. We will stay in close contact with the schools lobbyist on this issue. Bargaining in **Marin** and **Ohlone** continues. At **Chabot** we are engaged in discussions on comp and class studies for all of our classifications. Full contract bargaining begins soon. **San Lorenzo** ratified their tentative agreement in early May. We are working to reduce furlough days from four to two. There will be potential layoffs at **Cotati, Sebastopol, Sonoma County Office of Ed** and **Geyserville**.

FIELD DIRECTOR REPORT submitted by Ulysses Madison

San Joaquin County budget deficit discussions: The union's Budget Deficit Committee has been meeting with the county for two months in an effort to avert layoffs. The county identified 92 workers who would be displaced by layoffs due to a \$44 million budget deficit, of which \$20 million was due to increased labor costs in the 2009-10 contract. The union has proposed the county get rid of a management/confidential cafeteria medical plan that would save the county \$2.65 million, reduce allocated vacant general fund positions commensurate with the number of impacted positions (72 SEIU positions), initiate a 4/10 work week, "smooth" retiree amortization period from five years to 10 or 15 years to save over \$7 million, delete administrative pay for managements to save nearly \$1 million, reduce the number of leased facilities, voluntary furloughs, and other cost-saving concepts. The county has refused to "guarantee" or provide "assurances" of no layoffs for any concessions made by the union and/or implementation of any of the above cost-saving concepts. On May 29 the county reported that the number of impacted positions had been reduced from 92 down to 42 based on the union's concept of reducing vacant allocated general fund positions. On June 9 the county board of supervisors will conduct budget hearings where the union will implore that layoff of any county position is not necessary due to a combination of factors, including but not limited to the number of available vacant positions, initiation of a voluntary furlough program, etc. Members impacted by layoff are all pretty much guaranteed a "soft landing" based on the number of available positions in the Human Services agency and the availability of stimulus money-funded positions in the Economic Employment Development Department.

San Joaquin General Hospital: An SEIU member wrongly accused of causing the death of a patient in the hospital who slipped, fell, and ultimately died has been returned to work fully exonerated.

Member Resource Center: A review of the statistics of San Joaquin County's use of the MRC shows members are consistently utilizing this resource. The numbers have been consistently higher in utilization than most areas in the local. In my opinion, the key to the consistently high numbers is in the marketing of the MRC for more reasons other than just reporting discipline. Seeking information, confirmation of meeting attendance, and worksite organizers insistent calls for members to use the MRC have all led to the consistency in numbers.

Amador County and Calaveras County budget deficit discussions: Worksite Organizer Mike Fouch and member leaders in Amador County, Calaveras County, and the City of Jackson have all been faced with increased budget

deficits. All three areas have been in budget deficit discussions and members are faced with considering furloughs. Members will be voting in June on cost-saving measures, including but not limited to furloughs to avoid layoffs in areas that have been impacted by layoffs of a number of positions.

San Joaquin County Head Start: Layoff notices for 40 Head Start teachers were issued in early May. The union notified the agency of improper layoff notice and filed grievances on each notice—which resulted in a rescission of all notices. The employer re-issued the notices and presented a proposal to the Stockton Unified School District for their services which would allow SUSD to rehire CSEA teachers impacted by layoff. When presented with the proposal in a May meeting, the school district board of trustees declined to approve the proposal when faced with 15 to 20 Head Start members who appeared at the meeting on short notice and spoke against the layoffs.

City and County of San Francisco layoffs: Making national headlines, members voted down a tentative agreement that included concessions. Over 1,000 layoff notices were then issued which resulted in over 500 members being laid off. The union's bargaining team went back to the table and modified the tentative agreement. The union initiated a massive field education plan and sent the modified agreement out to vote again. The results will be announced at a June 4 press conference.

ORGANIZING REPORT submitted by Lety Salcedo

In the month of May, the organizing department had 70% of the staff on internal support campaigns for the at least half of the month. As many of you know, we have assigned a team of 7 to 8 staff to help with the NUHW threat at ACMC. They have been assigned there since February. In addition to 1021 organizing staff we can have anywhere from 2 to 4 International apprentices assigned to the ACMC campaign. Later in the month of May we called in all additional organizing staff to support the San Francisco tentative agreement ratification vote.

In addition to supporting the internal campaigns we maintained three external organizing campaigns and the ROC program.

Reserve Organizing Corps: Mary Sanders will report on ROC

Golden Gate Regional Center: We have been organizing with workers at the Golden Gate Regional Center in San Francisco. There is a representative organizing committee and they have reached a solid majority. And last week they "marched on the boss" to demand neutrality and card check from the employer.

City of Napa part-timers: On June 16, we have a tentative date for a unit determination hearing before the city council of Napa. In the month of May part-time non-union workers alongside full-time members met with city council members to get support for the right unit definition and support for union recognition. Also in the month of May full-timers and part-timers participated in an "employee appreciation day" activity by passing out purple stuff with invitations to the June 16 city council meeting.

Campaign X private non-profit: Workers at this agency are gaining support to be able to file a petition for an election with the National Labor Relations Board. They have a representative organizing committee.

SEIU Local 1021
EXECUTIVE BOARD MEETING
Tuesday, July 14, 2009
Chico

Members present: Damita Davis-Howard (president), Christal Cox (vice president), Sandra Lewis (secretary), John Morrison (secretary), Karen Bishop, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Ed Kinchley, James Nebel, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski.

Members excused: Larry Bevan, Derrick Boutte, Jim Ellett, Derrick Boutte, Marcus Williams.

Staff present: Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Lety Salcedo, Seth Schapiro, Bill Steck, Pattie Tamura, Gilda Valdez.

President Damita Davis-Howard called the meeting to order at 11:07 a.m.

Announcements: Norm Ten reported APALA had a great convention that involved 80 college students in projects. Three SEIU members were elected to the board, including Norm and Tina Diep.

June 8, 2009 meeting minutes: It was M/S/C to approve the June 8, 2009 draft minutes.

OLD BUSINESS:

Committee on Structural Integrity: It was M/S/C to adopt the committee's recommended amendments to the "Provisional Operational Guidelines for Chapters/Bargaining Units" and a draft "Chapter/Bargaining Unit Bylaws Review/Approval Procedure" (attached).

Treo phone policy: It was M/S/C to approve the "Policy on Use of Treo Phones Issued to Rank and File Leaders" (attached).

San Francisco strategic budget campaign committee: Health Care Industry Chair Ed Kinchley spoke about the lack of follow-through on committee decisions. A meeting is scheduled with Chief of Staff Gilda Valdez and Director Ulysses Madison, who has replaced Eric Lerner as committee co-chair. The committee needs to expand email and other communication. Elected representatives are not participating (the proper delegates who can vote need to be there to make sure all interests are heard). Industry chairs have appointees but any member can attend. Committee is concerned about resources for lost timers to follow through on actions and staff support. Gilda Valdez, Ulysses Madison, James Bryant, and Ed Kinchley will meet resolve the concerns.

City of Berkeley protected activity discipline case update: Sandra Lewis reported the City of Berkeley is disciplining chapter officers for protected union activity. An unfair labor practice charge may be filed as it is illegal to "impose punitive action on union members" for planning and executing union actions. Staff and legal counsel are exploring all options.

National A. Philip Randolph Institute conference: It was decided by consensus to send Michelle Coleman and James Bryant to the August 11-16 APRI conference in Phoenix. Per policy, two board members may participate. James Bryant is the APRI western region director and is eligible to have his expenses paid by SEIU.

Summer Institute for Union Women: Executive board member Nadia Frazer-Robinow brought a request from the Alameda County Chapter that a member's airfare to the institute be reimbursed. The Women's Solidarity Committee has already taken action to fund participants (all expenses except travel). It was M/S/C to follow established procedures, deny reimbursement, and refer the issue to the Women's Solidarity Committee.

Bylaws: President Davis Howard reviewed the history and process of bylaws negotiations, including the parties reaching impasse and the letter to SEIU President Andy Stern asking for his recommendations on next steps as the legal authority over the provisional local. Board members expressed their opinions as to whether an impasse was reached. There was no agreement, though a report from the Bodine Group was clear that the parties had reached impasse. Vicki Reed distributed a letter, signed by 14 members (some members of the executive board, Member Advisory Committee and Vision/Bylaws Committee), requesting further dates to continue to meet to reach consensus and rescind the letter to President Stern. The Bylaws Content Committee, which produced the April 24, 2009 draft bylaws, was a consensus process and built upon surveys from members in various areas.

It was M/S the board recommend the other parties continue the process, identify key issues, set dates to meet, and have meaningful mediation. The bylaws mediation/negotiation process requires consensus of the groups who were in mediation to continue. The provisional bylaws state the officers, executive board, and Member Advisory Committee must reach consensus and the Bylaws Content Committee process includes a fourth group, under-represented members. A roll call vote on the motion was requested. Voting in support of the motion were Bishop, Frazer-Robinow, Kinchley, Nebel, O'Neil, Reed, Rodriguez, Sanders, Schardt, Ten, and Topolewski. Voting against the motion were Coleman, Cox, and Morrison. Bryant and Lewis abstained. The motion to continue the process, identify key issues, set dates to meet, and have meaningful mediation was carried.

It was M/S to recommend to President Stern that if the proposed process isn't accepted, the provisional bylaws be amended to provide for a 50 percent plus one vote of the Member Advisory Committee, officers, and executive board members in attendance at a meeting. It was M/S to amend the motion to include under-represented areas, defined as non-Bay Area, outlying, under-represented jurisdictions. A roll call vote on the amendment was requested. Voting in support was Ten. Voting against were Frazer-Robinow, Kinchley, Morrison, Nebel, O'Neil, Reed, Rodriguez, Schardt, and Topolewski. Bishop, Bryant, Coleman, Cox, Lewis, and Sanders abstained. The amendment to include under-represented areas failed.

The board went into executive session from 1:52 p.m. to 1:58 p.m. There was no report-out from the executive session. It was M/S/C to adjourn at 1:59 p.m. for executive board members to discuss issues. President Davis Howard called the meeting to order at 2:35 p.m. If the suggested process of new negotiations is not accepted or agreed to, the executive board recommends President Andy Stern amend the provisional bylaws to provide for a 50 percent plus one vote of the Member Advisory Committee, officers, and executive board in attendance at a meeting. The board went into executive session from 2:44 p.m. to 3:00 p.m. The main motion carried through a roll call vote. Voting in support were Bishop, Frazer-Robinow, Kinchley, Nebel, O'Neil, Reed, Rodriguez, Sanders, and Topolewski. Voting against were Bryant, Coleman, Cox, Morrison, Schardt, and Ten.

REPORTS:

President's report: President Davis Howard reported on the state budget agreement reached in Sacramento. The dire state budget cuts include suspension of Prop. 98 school funding (\$4.26

billion), \$3 billion in cuts for needed services, \$240 million cut from regional centers, threatened centralization of CalWorks application process (25,000 eligibility worker jobs in jeopardy), cuts to MediCal, etc., with no new fees or revenues. President Davis Howard reported on current news:

- The City of Oakland contract is settled.
- Sonoma County members' long bargaining campaign has contributed to the firing of the chief administrative officer.
- BART members will vote Thursday on the latest contract offer from the district (BART management is responsible for disinformation about SEIU 1021 workers going on strike when no strike action had been taken and is opposed to a 60-day cooling off period; the district has raised fares but turned down \$6-10 million in federal stimulus money).
- The "SEIU Policies on Ethics and Standards," approved by the SEIU executive board, was distributed to the executive board.
- Information on the Building Better Communities campaign and support petition was distributed.
- Announcement of a July 21 rally in support of California Federation of Teachers and opposing increases in California State University fees were distributed.
- An update on UNITE HERE and Workers United issues was distributed.

Treasurer's report: Treasurer Sandra Lewis reported the first Member Resource Center board meeting will be July 28. She and Seth Schapiro will attend and report back. .

The board went into executive session between 3:15 p.m. and 3:25 p.m. Treasurer Lewis reported random audits of executive board member activity reports and lost time reimbursement claims will be conducted.

Rocky Morrison and Sandra Lewis have been working on cash flow statements that will be the documents to finalize the closure of legacy locals. The board will review and approve the reports. Legacy locals 949, 614, and 1292 have been closed.

Staffing: In response to a question regarding 1021 staff assigned to work with UHW, President Davis Howard reported staff working on the Change That Works campaign are assigned to hospital jurisdictions. There have been no major changes in staff assignments.

Gilda Valdez is investigating a complaint about the San Francisco contract ratification vote from Hall of Justice members. She reported on changes in field director assignments: Ulysses Madison has responsibility for San Joaquin County and San Francisco local government. Pattie Tamura has responsibility for cities and health care jurisdictions. Andre Spearman will supervise San Francisco staff during Jet Chapman's leave; Mo Kashmiri will temporarily assume Andre's team leader responsibilities. Lety Salcedo has responsibility for San Francisco hospitals and the Alameda County Medical Center. Tim Gonzales has been promoted to team leader. As it is inevitable there will be staff vacancies from time to time, it would be valuable to have a pool of members able and ready to assume temporary staff positions. The board was asked to think about an internship program and suggest names of stewards interested in filling vacant positions.

It was M/S/C to adjourn at 4:09 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

SEIU Local 1021

CHAPTER/BARGAINING UNIT BYLAWS REVIEW/APPROVAL PROCEDURE

The Committee on Structural Integrity was established by the Local 1021 Executive Board. It is comprised of members of the Unite to Win subcommittees that issued reports and recommendations on member representation, local union structures, and member participation. The Executive Board asked the committee to collect and review existing legacy

local chapter and bargaining unit bylaws. The committee was also asked to develop a criteria and standardized language for bylaws (provisional operational guidelines). The committee reviews bylaws submitted by newly formed chapters and bargaining units to ensure they are consistent with the operational guidelines, Local 1012 constitution, and the SEIU constitution. All recommendations of the CSI are forwarded to the Executive Board for approval. The following procedure is proposed by the CSI for the approval of bylaws and amendments:

- (1) For initial approval, chapters/bargaining units shall submit proposed bylaws electronically to the Committee on Structural Integrity c/o the local union headquarters office for review and recommendation prior to a membership vote.
- (2) For approval of amendments, chapters/bargaining units shall submit proposed amendments to the Committee on Structural Integrity c/o the local union headquarters office for review and recommendation prior to a membership vote. The chapter/bargaining unit shall also submit previous bylaws (or the document submitted must indicate additions and deletions in the text).
- (3) All bylaws and amendments must be submitted electronically.
- (4) The Committee on Structural Integrity shall review all bylaws submitted and make recommendations on acceptance, amendment, or rejection to the Local Union Executive Board. Chapters/bargaining units shall be promptly notified of Committee recommendations and Executive Board approvals. Chapter/ bargaining unit bylaws or amendments not accepted by the Committee on Structural Integrity or the Local Union Executive Board shall be promptly returned to the chapter/bargaining unit with an explanation for the rejection and/or description of missing language.
- (5) No chapter/bargaining unit bylaws or amendments to bylaws shall be valid or become effective until approved by the Executive Board of the Local Union.
- (6) All bylaws are to be posted on the Local 1021 website and submitted to the Member Resource Center.
- (7) In the absence of bylaws or until bylaws are adopted by a new chapter/ bargaining unit, the business of a chapter/bargaining unit shall be conducted in accordance with the "operational guidelines for chapters/bargaining units" adopted by the Local 1021 Executive Board.

SEIU Local 1021

POLICY ON USE OF TREO PHONES ISSUED TO RANK AND FILE LEADERS:

The Treo that has been issued to you is a work phone. You belong to a group that shares minutes. There should be no personal use of union-provided cell phones during the workday except in emergency situations. Personal calls may be made that do not incur expense to the union (e.g., after 7:00 p.m. and on weekends, between AT&T customers). Inappropriate use of email, phone, or text features will result in forfeiture of the device.

You are not allowed to download additional programs or services. If you have questions on how to use features on your phone, please call 611 to get instructions.

You are required, upon termination, resignation, or retirement from SEIU Local 1021, to return all items issued to you, including the Treo and all Treo parts.

SUPERIOR COURT INDUSTRY REPORT submitted by Chair Lacy Topolewski

I am excited to announce that at the June Court Industry meeting we had representation from two additional courts. Our outreach continues to bring in new members to the council. Out of the 12 represented courts in SEIU 1021 we have eight actively participating in the Industry Council. We have teamed up with Randy Lyman in communications to do web steward training at our July meeting as well as ongoing training on communications and technology to reach out to our court membership

Solano Court has tabled their negotiations until the court budget is clear. The HR director has reassured them they do not foresee a need for layoffs. A slight reassurance for our Solano members.

Alameda has fought an amazing fight but still lost 73 workers to layoffs. They had rallies, petitions, work actions and even met with the AOC. Mo Kashmiri has been a huge asset to the court team. See links below for the press coverage it's HUGE.

TELEVISION COVERAGE FROM CHANNEL 2:

<http://www.ktvu.com/video/19839927/index.html>

OAKLAND TRIBUNE ARTICLE & DAILY REVIEW ARTICLE (Hayward/San Leandro)

http://www.insidebayarea.com/oaklandtribune/localnews/ci_12674287

DAILY JOURNAL ARTICLE

(Click "download now" to get from swoopshare)

<http://tinyurl.com/nxnnhg>

Pictures from WWM, RCD, Hayward, Fremont

<http://www.flickr.com/photos/39809157@N06/sets/72157620321755951/>

YOUTUBE CLIPS OF THE PICKET:

http://www.youtube.com/profile_video_blog?user=seiu1021

Other pictures from our Sacramento lobby day & action at the AOC last month

<http://www.flickr.com/photos/39809157@N06/sets/72157620460837722/>

Sonoma, Mendocino and Butte are among courts currently in the meet and confer process about court closures possibly mandated by the legislature in the next few weeks.

Next meetings are scheduled: 7/11 at 100 Oak St., Oakland and 8/8 at 2300 Boynton Ave., Fairfield

DIRECTOR REPORT submitted by Bill Steck

State Budget: As of today's date there is still no budget resolution in sight. Programs such as CalWORKS, IHSS, and local road maintenance are at risk for major cuts, and the governor is now demanding reforms that include privatization of all human services eligibility work and pension reductions for all new state hires. Public employees are once again being targeted and demonized for the state's financial mess.....

1021 members have been actively engaging in the State Council's coordinated budget campaign. We adopted 12 legislators from our jurisdiction and called and visited them, participated in multiple lobby days in Sacramento, participated in local earned media events, including providing communications support, and made 3,917 calls to the governor in a four day period at the end of June, leading all SEIU locals in California. Budget actions will continue until we have an agreement, often with little advance notice.

SEIU "Change That Works" Campaign: Twenty-seven staff and members are being assigned to Wave #2 of the Change That Works campaign. The majority of staff will be assigned internally. 1021 participation in Employee Free Choice Act and health care campaign work will be handled within our current capacity.

COPE Operations: County COPE chairs will be meeting later in July to discuss implementation of the 1021 COPE operations manual as approved by the executive board in June, including formalizing the selection and seating of representatives and election of officers. The July 1021 COPE meeting is being moved to Wednesday due to the conflict with the 1021 executive board meeting in Chico.

PAC Expenditures: 1021 COPE approved the following expenditures in June: \$5,000, Yes on City of Oakland Measure D; \$2,500, Roy Grimes, Sacramento City USD; \$1,500, Donald Terry, Sacramento City USD.

Member Strength: Completing transition of Member Resource Center, communications, research. Over the next few months Member Strength work will focus on communications, systems for tracking, and priority member engagement programs, pilots and experiments.

Communications: Staff are currently supporting contract campaigns in jurisdictions as needed, and are providing support to various issue organizing actions. Ongoing activities include weekly production of 1021 Newswire, migration of website and e-activism platforms. Working with SEIU and 1021 field staff, leading efforts to pilot Quality Public Services campaigns in targeted areas.

Vislon & Bylaws process: Mediated negotiations on 6/20-21 ended in an impasse among the participating stakeholders.

Retirees: Several retirees attended chapter and council meetings to publicize the CalPERS Board election in September, including the Schools Industry Council meeting June 6. J.R. Thomas did member organizing in Pennsylvania for three weeks in May-June. Several retirees went to lobby days in Sacramento in June. David Williams attended CARA leadership training in June and is helping with LaborFest, which is holding its events all through the month of July in San Francisco. Pauline Brooks, Dorothy Grate and David Williams participated in the CARA fundraiser in Sacramento May 28, called the Wrinkle Run. Over \$15,000 was raised. Richard Rothman ran for the board of the Health Service System in San Francisco. He and other members and staff worked hard on the campaign, and Richard came in second. Pete Albert attended a training in May by the SEIU Capital Stewardship department on running campaigns for pension trustees. The training was run by the Wellstone Group. Margaret Leong participated in a panel discussion at the recent Women of Color Coalition conference in Sacramento. The Sonoma County retirees association is holding off on their lawsuit against Sonoma County for now. They are prepared to sue over the cuts in the subsidies for the retiree health care. The county administrator was recently forced to resign, and the retirees are waiting for further developments.

DIRECTOR REPORT submitted by Fran Jefferson

Staffing: We'll be interviewing on 7/21 and hope to fill the vacant Alameda County Medical Center worksite organizer position. Ruben Garcia, a member of the ACMC organizing team, has been filling in. Except for this position, staffing is stable and our goal is to keep it stable.

Alameda County Medical Center: Still no word from PERB on the petitions filed by NUHW. In this case no news is good news. The organizing team is doing a terrific job countering NUHW propaganda, involving our members in issue organizing and mentoring new member leaders. At Fairmont and John George (two ACMC hospitals) member engagement paid off big time in the removal of the Fairmont/John George administrator (a really bad boss) and the resignation of the chief nurse exec (another really bad boss). Like everywhere else it's budget time at ACMC and there is a deficit. Right now we're looking at 120 FTEs slated for layoff. Efforts are underway to identify waste, excessive use of high priced registry and contractors and other areas where economic efficiencies could be made to preserve jobs

and protect patient care.

Alameda County: Their budget process is completed and they are looking for concessions from the unions. No direct ask has been made yet but we're hearing the rumors. So far there are approx 49 FTEs represented by us on the chopping block, primarily from law enforcement. Our members who work at the Fairmont Animal Shelter and all of our coroner's investigators are on the layoff list. We're in the process of starting the meet & confer process with the county. Alameda County is fascinated with the San Francisco agreement and hinting that unpaid holidays are the way to go. For them it's the perfect concession, offices are closed, hence no staffing problems, and folks just don't get paid while they're already off. Easy concession. We're doing our best to dispel them of that idea. Depending on the outcome of the state budget, we could be in much deeper trouble, especially in social services.

Alameda County Superior Courts: In spite of a brilliant field campaign (over 75 of our members were engaged in various actions) and huge political pressure, the courts went ahead with layoffs and we lost 37 members. Members picketed, drafted a petition of no confidence in the court administrator, wore black, engaged judges, called politicians and rallied at the AOC. This was the only superior court in the state to lay off workers. The fight isn't over. The good news is that we have new leaders and members who are already preparing for the next round. An excellent job by Mo Kashmiri with assistance from Gus Feldman.

Contra Costa County: We finally settled the contract. It was concession bargaining and our members took a hit. Concessions include furlough days, higher pickup on medical and a wage freeze. Most significant concession will impact future hires on retiree medical. The county will set aside a set amount of money for retiree medical and employees will also contribute monthly. Retiree medical will no longer have "defined benefit" status but rather move into the "defined contribution" category. This is a big, big change.

Private Sector/Non-Profit: My new assignment now includes PNP. This is official as of today so there isn't anything to report yet. I look forward to working with Yvette and the entire PNP team.

La Clinica de La Raza: Contract expires on 9/30. Blake Huntsman is the worksite organizer (in addition to being a WOFOR for Alameda County). We're putting our plan together to maximize our bargaining position. La Clinica is jumping on the concession bandwagon like every other employer. In their case we don't think it's warranted right now. Depending on the outcome of the state budget, that may change. Our goal is to get in and out as fast as possible and grant no concessions unless it's absolutely necessary.

Other duties as assigned: I also assisted Andre Spearman with the City of Oakland contract. Andre and the team did an excellent job of closing. This was an extremely challenging contract. I will also be working with Tom Drumm on the Sonoma County contract. I will be meeting with Tom and the Sonoma bargaining team for the first time on 7/8.

Summary: Challenging times ahead. It's clear that concession bargaining is going to hit us everywhere. We need to take a proactive approach or we'll lose more than we need to. We're very good at asking for more but don't know how to strategically ask for less. This is now a very different world than we're used to. What is important is that we take the time to actively engage our members. If they are part of the discussion and solution then we have a much better chance of building for the future. If we don't take the time to have the discussion then the "union" gets the blame. We can't afford to have that happen.

DIRECTOR REPORT submitted by Pattie Tamura

Private Sector/Non-Profit team: Ron Rhone is out in a medical leave through August and Razu Engen is working as a temporary worksite organizer. John Hurst is no longer working with us as Cristal Java has completely transitioned to the PNP Team. Andrea Zanetti is transferring to the Solano north team and Irene Rosario has been hired to a permanent worksite organizer position.

Decreases in both state and local funding have created a crisis for most non-profits. Additionally, private and corporate donations have been reduced. It is anticipated that some non-profits will not endure the economic downturn. With the opening of each contract come management requests for reductions in benefits, freezes in salaries and changes in work rules.

PNP continues in negotiations and/or impact bargaining at NCO Headstart, Community Support Network, Council on Aging, Mission Housing, Conard, Tenderloin Housing Clinic, Westside, Family Service Agency, Alameda Headstart, Community Action Partnerships, New Leaf, American Friends Service Committee, Institute on Aging, COFAM, Huckleberry, E Center, Timothy Murphy School, Horizons, Blood Centers of the Pacific and Florence Crittenden. We have just completed team elections for Lincoln Child Care, Regional Center of the East Bay and Child Start and have ratified contracts at North Bay Regional Center, Catholic Charities and a first contract at Community Housing Partnerships and another first contract at Spanish Speaking Unity Council. ULPs filed against NCO Head Start and St Vincent's School as management has not met over mandatory subject of bargaining and direct dealing with members respectively. Currently weighing filing at Alameda Head Start for regressive bargaining where the Littler Mendelson attorney wants to introduce new proposals after reaching a tentative agreement.

Special District team: Between Ronda Goldsby's transfer to the schools team and the possible BART strike, the Special District team is working above and beyond. Daz Lamparas will continue working San Francisco and Marin special districts but will also begin working with Berkeley, Alameda and Oakland Housing Authorities.

Both Team Leader Stephanie Batey and Iris leBlanc Clay are working full time almost exclusively on BART with possible strike prep. Larry Gerber is leading the bargaining team, utilizing his many years of experience and three prior negotiations with BART. Both management and the union are fighting a public relations war with daily media inquiries. Carlos Rivera has been on top of it all while working with BART officers and member communications leads who are generating daily email blasts to members keeping them informed of actions and developments in negotiations. ATU, AFSCME and SEIU are working together on actions, bargaining and messaging. A very successful strike vote demonstrated clear support for the team and a spirited rally was covered by the press. To date over 900 1021 members are signed up for picket shifts with about 50 picket captains taking responsibility for 26 locations. The extension expires 7/9. Sue Osweski is also working on a short-term contract to assist with negotiations and impact bargaining at City of Hayward and Union City. Management has taken firm positions and other bargaining units have accepted agreements which are problematic for SEIU members. The ABAG contract has been ratified and Housing Authority restructuring continues to be a major focus. Having Daz focus on housing authorities will help the industry return to developing a unifying plan.

City Workers team: Norm Ten is temporarily assisting at Berkeley part-time and Duane deJoie has given notice, creating another city team vacancy. Interviews are 7/21 and the position is currently posted internally. City of Oakland workers ratified an agreement after 17 months in negotiations. While this contract has economic concessions, major gains were established with full-time release for union business, union presentations at employee orientations, early retirement program and full participation in budget development.

Novato and San Rafael have also ratified contracts while Santa Rosa Unit 8, Rohnert Park, Fairfax and Port of Oakland. Budget fights continue to appear in most every city, with proposals for changes in benefits. Bargaining to begin for Fairfield and Napa part-timers while court workers in Marin and Napa are fighting mostly state proposed cuts.

Training & Education: Karega Hart continues out on disability with an anticipated date of return in September. New curriculum is being developed for a union rights and leadership development class while basic and advanced stewards training is continuing. Preparation for fall staff training on collective bargaining and labor management committees is also under way. Training staff continues to work with the Vision/Bylaws process, Member Engagement and Member Resource Center training.

DIRECTOR REPORT submitted by Ulysses S. Madison

Stockton /San Joaquin County: Budget deficit concession bargaining - On 6/30, San Joaquin County Board of Supervisors adopted a balanced budget pending the state's final budget impact on the county. San Joaquin County initially presented a budget that included a total of 93 layoffs countywide. The union's Budget Deficit Committee worked to bring that number down to 67 with the total number of 42 impacted members. The breakdown, as recent as 7/2, of the 42 layoffs of members is as follows: five members exercised their right to bump into occupied positions, one member had bumping rights but declined to bump, 17 members were placed in vacant positions, 10 members declined positions that were offered to them because of salary reductions from \$1.00 to \$3.00 per hour, 20 members have been referred for placement, 12 layoff notices were rescinded. The major impacts on services were primarily at San Joaquin General Hospital. The outpatient pharmacy, dental office, and community clinic located in the Human Services Agency were closed. The Community Services Department that was responsible for housing inspections, building permits, etc. suffered layoffs due to a severe reduction in the housing market. Outpatient pharmacy services were relocated to local community-based Walgreens. The dental office was closed due to low volume of patients and high costs. These closures were the primary sources for layoff in San Joaquin County. Officially, the 2009-10 fiscal budget process has been completed. However, the Budget Committee will now re-enter into discussions with the county following the passage of the budget by the state to discuss the impact of the state budget on San Joaquin County. The union will be looking to expand member representation of this committee and expand the union's sphere of influence at the worksite by increasing member participation and representation on this committee.

New yeam leader in Stockton/San Joaquin County: Please welcome Timothy Gonzales at the new team lead in the Stockton/San Joaquin office. Mr. Gonzales taking my team leader position.

Member Resource Center: Since the implementation of the Member Resource Center in Stockton/San Joaquin County, the following are the statistics for the number of calls received by the MRC as of 7/6: San Joaquin County (1066 calls), San Joaquin County Head Start (309 calls), Calaveras County (28 calls), Amador County (26 calls), Calaveras County Water District (6 calls), City of Lone (4 calls), City of Jackson (1 call), River Pines Utility District (1 call).

San Joaquin County Courts bargaining: The San Joaquin County Superior Courts voted to concede four hours per month for 24 months as a means to help stop layoffs of court members and to preserve services from being cut to the public. The vote was 205 to 15 in favor of the concessions. Great job Pat Jackson and the member-led budget negotiation team!

City and County of San Francisco Proposition "J": Mayor Gavin Newsom introduced a budget to the board of supervisors that included five Proposition "J" contracts to subcontract work of entire classifications of members (museum guards, institutional police officers, sheriff cadets, cooks at juvenile hall, and custodians). Needless to say, all proposed Proposition "J" contracts were defeated! This was a direct result of a tremendous organizing effort by the

Strategic Budget Action Committee, led by co-Chair Larry Bevan coupled with the great work of Political Coordinator Robert Haaland. Many other members deserve credit in this phenomenal victory which occurred at the 11th hour of the board of supervisors' budget hearing process.

San Francisco tentative agreement #3: As everyone already knows by now, tentative agreement #3 was ratified by the members in the City and County of San Francisco early on 6/5. The primary concession made was for members to voluntarily concede a total of 10 paid holidays beginning 7/4/09 that will end 14 months later on Labor Day 2010. Worksite organizers have met and are preparing to address members' questions related to a number of scenarios in the field and in worksite meetings associated with the first of 10 holidays having just passed.

November economic initiative: The Strategic Budget Action Committee comprised of City and County of San Francisco members met on 7/2 to discuss and debrief the tremendous defeat of all five Proposition "J" contracts proposed by Mayor Newsom. Following this discussion, the focus of the meeting went to the November economic initiative that must pass in order to preserve public services and hundreds of SEIU 1021 member jobs in San Francisco. After discussing various economic initiatives, it was decided that the best possible funding initiative that would have a chance of winning would be a "sin tax," a 5, 10, or 15 cent tax per drink served in the city. It is estimated that a 5 cents per drink tax would raise approximately \$30 million in revenue. Currently, a request has been made for funding to help with the cost of a survey of likely voters in San Francisco and, if they would vote for such a tax, how much would they vote to approve. The survey would be in conjunction with the San Francisco Labor Council to help to defray the cost.

Temporary Team Lead In San Francisco: Jet Chapman left for a 12 week family medical leave and replacing her will be Andre Spearman from the Oakland office.

DIRECTOR REPORT submitted by Valerie McCan-Murrell, Field Director

Staffing: Andrea Zanetti will fill the vacancy created by the promotion of Tim Gonzales. Ronda Goldsby is completing her transition from Special Districts.

Solano County: As the budget hearings approached it was clear that the number of impacted Local 1021 positions had been reduced to 45. The chapter agreed to meet with the county to explore possible concessions to head off these layoffs. In preparation for the bargaining, almost 90 members turned out for the budget hearings, using their own time. Unfortunately the board voted 3-2 to keep the management incentive bonuses which provide an additional 15% per year for managers and failed to find any other savings in the management areas. Given this failure to lead by example, Local 1021 members are not willing to make concessions either. Chapter members are gearing up for next year's political season and we are looking for a candidate to unseat Supervisor John Vasquez. As well as looking forward, we're working on a media campaign for this summer. **Sacramento County** Chapter elections were completed this month. Congratulations to **Kathy O'Neil** for winning her re-election as chapter president. At the **Greater Vallejo Recreation District** negotiations ended with the adoption of 10 furlough days, applied across the board. There will be no layoffs to our members. **Sacramento City Unified** bargaining over layoffs is almost completed. The district initially projected up to 200 layoffs among our members. Due to retirements, school closings, and other cost-savings, we successfully prevented any layoffs. The district did, however, eliminate discretionary summer school programs which negatively impacts some of our members. The district maintains that it had the right to make this change without notifying us in advance. We are reviewing our options. In the **City of Redding**, Shasta Voices, a pro-business, anti-tax group is working with the city manager to explore "the pros and cons of privatization." We are working on identifying failed privatization attempts in the nearby areas and will work to mobilize our members in **Redding** around the issue. **City of Chico** members at the city's water treatment plant, tired of being blamed for management's inefficiencies, mounted their first-ever march on the boss which was successful. Members are re-energized and prepared to take more actions. Our longtime chief steward, Melanie Sanders, has stepped down preparatory to retirement and Casey Chapot has been elected as the new chief steward for Unit A. At the **Napa County Office of Education** the finishing touches are being put on an agreement to extend the current contract by two years, maintaining all benefits at the current level. Management is abusing the interest-based bargaining process at **Napa Valley College** by asking our bargaining unit for concessions, while concessions from managers would be made on paper, but would result in no reductions of pay or benefits.

Despite the schools budget crisis, **Acalanes Union High School** is doing well so far. The district is restoring layoffs of two custodians, five campus supervisors and four instructional assistants. In **Albany Union High School**, our leaders and members participated in an action to save jobs. The district finally agreed to only layoff 1.80 custodians and 1 HVAC. We also had a major action on 7/2 at the board meeting where they agreed to delay layoffs of kitchen worker positions. The **Fremont Unified School District Chapter** agreed to a concession to save eight transportation workers. The concession was ratified by the membership. Beginning 7/1, workers will take seven furlough days. Members at **San Francisco City College** agreed to a concession to freeze steps 1 through 8 for one year. In return, the district agreed to create steps 9 and 10. There was agreement, which was ratified by the membership, to take four furlough days at **San Lorenzo Unified**. We are at the table with **Peralta College District**, where the district is proposing 12 furlough days. **Fremont Unified** has agreed to seven furlough days and **San Lorenzo Unified** has agreed to four furlough days. **Oakland Unified** is still at the table where we are working on an extension of the agreement. There is

full bargaining at **Santa Rosa Junior College** and at **Sonoma County Office of Education**.

In **Del Norte County** we continue negotiations on the first MOU for the Solid Waste JPA. In addition, we continue to build coalition with other labor organizations in the county. We've recently kicked off an issue driven mini-campaign over dignity and respect in mental health with a department-wide button-up. Also, we've entered into discussions with the county on layoffs and cost savings in the 2009-10 budget. We have reached agreement with **Mendocino County** on cost savings and MTO. Under the new agreement our members will contribute 13-18 furlough days in 2009-10, the county will agree to extend the term of the existing MOU by one year and absorb health premium increases. There was worksite action in support of MTO negotiations in the form of "Black Tuesday" where members assembled at the courthouse steps wearing black to show their solidarity. In **Sonoma County** the CAO's employment with the county was terminated amid controversy surrounding massive contracts for labor consultants, frayed labor relations, and the wisdom of the imposed health care scheme. Negotiations are progressing at a much faster pace and all of the elements are in place to reach a deal soon. Multiple actions in support of bargaining include unity breaks attended by over 100 members opposing the subcontracting of the Orenda drug and alcohol rehab center. There are community events and outreach along with board actions to confront the PNP community that has lobbied the board of supervisors aggressively to assume county services. Actions surrounding the pending discipline cases include a petition to the board signed by 800 workers. **Sonoma County** and **Courts** have rolled-in and are using the MRC.

ORGANIZING REPORT submitted by Lety Salcedo

The organizing department is mostly supporting internal organizing campaigns. The following are the campaigns where we have organizing staff assigned.

Alameda County Medical Center: We continue to have a team of organizers to help with the NUHW threat at ACMC. In addition to 1021 organizing staff we have four International apprentices assigned to the ACMC campaign.

Laguna Honda: We recently assigned organizing staff to help rebuild at Laguna Honda. We are working on a several issues that affect multiple classifications and departments.

Golden Gate Regional Center: We are in the final week before the scheduled election which is 7/15.

City of Napa part-timers: The City of Napa overwhelming voted to create a part time bargaining unit. Part-time workers along side full-time workers visited a majority of the city council members to gain their support and the results showed when the final vote took place. The next step is to actually count the cards to show that a majority of part-time workers want to be represented by 1021. We expect that count to happen in the month of July. The employer will then sign the recognition agreement and then workers have a chance to bargain a contract.

**SEIU Local 1021
EXECUTIVE BOARD MEETING
Monday, August 10, 2009
Crescent City**

Members present: Damita Davis Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Derrick Boutte, Ed Kinchley, James Nebel, Mary Sanders, Norm Ten, Jan Schardt, Lacy Topolewski

Members excused: James Bryant, Michelle Coleman, Jim Ellett, Nadia Frazer-Robinow, Kathy O'Neil, Vicki Reed, Leea Rodriguez, Marcus Williams.

Guest present: Andrea Wadsworth.

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

President Damita Davis Howard called the meeting to order at 9:01 a.m.

ANNOUNCEMENTS: Flyers announcing the SEIU Local 1000 endorsement of Cathy Hackett for Cal PERS board were distributed to the board for worksite distribution. Kerry Newkirk reminded board members to respond to inquiries regarding directors/officers insurance as soon as possible.

MEETING MINUTES: It was M/S/C to accept the July 14, 2009 minutes as corrected. It was M/S/C to accept July 24, 2009 minutes (conference call) as corrected.

OLD BUSINESS:

Change That Works campaign: Bill Steck gave an overview of the Change That Works campaign and the current focus on health care reform. While the right has been disrupting town hall meetings, SEIU staff and members have been lobbying legislators like Mike Thompson, Lynn Woolsey, Pete Stark, and Dianne Feinstein. SEIU encourages all board members to visit targeted legislators. The media has been covering the disruptive health care meetings which seem to have been orchestrated to stop debate and discussion. Several town hall meetings are scheduled. Change That Work's original purpose was health care reform and the Employee Free Choice Act, but an agreement was made in May to utilize 1021 CTW staff on internal fights like at Laguna Honda. A campaign goal is to recruit 10,000 member organizers in anticipation of the passage of EFCA. There was discussion regarding the card check provision in EFCA and the option of a seven day election period. Members are asked to attend town hall meetings sponsored by Pete Stark on August 15. Mike Thompson is targeted in Mendocino and Napa counties and all legislators will be hit with phone calls and letters. Our members must tell their stories about inadequate, expensive, or absence of health care. SEIU's message is (1) affordability, (2) public option, (3) employer responsibility, (4) no pre-existing conditions. Bill Steck will email more specifics to the board. It was reported that 300, non-permanent San Francisco temporary workers have no healthcare, as well as workers at San Lorenzo Schools, City of Oakland (part-time workers), Sacramento Unified Schools, Stockton Unified Schools (as-needed employees), and Napa Valley College employees.

Discussion followed about staff assigned to the campaign. No staff is working full time on Change That Works; some 1021 staff are assisting UHW: This ends the second wave and commitment to Change That Works.

It would be appropriate to send Senator Feinstein a strong message about the need for health care reform now and for the senator to support HR 3200. It was M/S/C the executive board

will organize an action in support of health care reform at Senator Dianne Feinstein's house and reach out to community organizations. Each board member will bring at least four members to participate on Tuesday, September 1, 2009 at 5:30 p.m.

Member Strength campaign: Bill Steck began a discussion of how the labor movement has resisted changes in strategy and technique in the last 30 years. The goals of the Member Strength campaign are to get more members involved and find new ways to engage members: 5% of members leading the union and 20% of members engaged. Member activities, skills, and interests will be tracked and steward recognition could be part of the program. Maintaining activists is harder. The campaign will focus on building the Communication Action Network, pilot a new member orientation program, improve the website platform, create a mini-grant program to encourage member experimentation and innovation with a focus on building better communities. President Davis Howard reminded the board that SEIU 1021 adopted the Member Strength goals "to increase membership engagement and participation."

Strategic Budget Campaign: Pattie Tamura reported on the impact of the current state budget and presented an outline of a Strategic Budget Campaign with timelines and goals: 100 leaders prepared to talk about the state budget, 20% of members engaged in activities, research on each employer/impact on 1021 members, non-partisan COPE drive. The campaign aims to hold politicians accountable, ensure a transparent state budget process, and engage members and the community in town hall meetings. Activities include vigils, media, volunteer days, billboards and member ideas for training and revenue (in September-October), lobby days, town halls, leafleting (in November-December), and "rebuilding California" (in January-February 2010). Board members asked to refine and approve a plan with the necessary funding. The public sector is being demonized and there is a spending problem perception which doesn't address the services that are being cut and the impact on communities and job losses. Educating our members and the public is very important. There was discussion about the severity of cuts to children's health care, schools, cities and counties and diverting revenue to balance the state budget. Board members offered several ideas for the media campaign: services versus jobs, needs of society, accountable government, furlough days cut services for the public and weaken wage earnings and tax revenue, , need sustainable solutions to the shrinking pool of resources,, build a campaign for a simple majority in 2010, need a dual message as some jurisdictions are not facing cuts, education on funding streams, train more members on public speaking. Pensions and benefits are at risk. Novato Sanitation District work was privatized to the corporation Veolia, to eliminate employer health care and pension costs. Members deliver the best message. The board agreed there must be a plan to authorize funding. There is \$526,000 for the media campaign and \$174,000 unallocated. Proportionate spending for education and media was suggested. It was M/S/C unanimously to form a State Budget Campaign Steering Committee composed of executive board and industry representatives to study the plan and report back to the executive board and Budget and Finance Committee. The executive board discussed the general outline and the need to possibly meet between board meetings to refine the plan and expenses. The committee will meet with staff and further strategize vigils, volunteer days, lost time, billboards, etc. Any outside consultants, pollsters need approval by the executive board. It was M/S/C that the board will meet by conference call on August 13 at 8:45 p.m. The agenda will include the State Budget Campaign Steering Committee and refining the draft plan for September-October with media message and specific costs.

The board went into executive session at 1:07 p.m. The meeting was reconvened at 1:47 p.m. It was reported a complaint by San Francisco Hall of Justice and Civic Center members was

investigated and further action will be taken. There will be an update at the next meeting.

UNITE HERE update: President Davis Howard referred to a letter distributed to board that included SEIU's call for arbitration to settle the dispute between UNITE HERE and Workers United and backing off on jurisdictional issues. A pledge of support for UNITE HERE (materially and morally) from various union presidents was distributed. The executive board was not in agreement and took no action regarding the pledge of support.

Bylaws update: Bill Steck reported it has been difficult to find a qualified mediator to work with the Vision/Bylaws Committee, Member Advisory Committee, and executive board because of conflicts of interest, lack of qualifications, or connections to SEIU or UNITE HERE matters. The board suggested retired congressmen or people with experience in dealing with contentious budget issues and political pressure-cooker situations be contacted. President Davis Howard will communicate to the MAC and report that SEIU President Andy Stern has not yet responded to the declaration of impasse and request for guidance.

REPORTS:

President's report: President Davis Howard reported on the Public Division Leadership Assembly for Quality Services and Innovation in Washington, D.C. Members from the Alameda County Medical Center, Sonoma County, and Alameda Housing Authority participated. They will meet on August 24 to decide on next steps. The focus is how public workers are perceived by the public and what can be done to develop and strengthen community relationships. In Sonoma County, the Orenda Center was saved by the community and an SEIU campaign about valued services. Furloughed members in Sonoma County can visit and serve in a soup kitchen and show that public workers are contributing to the community on their own time. A holiday charity will be adopted at the September meeting.

Aramark workers formerly employed by CINTAS are fighting to get a contract and there is a campaign to encourage local leaders in Santa Rosa, Berkeley, Fremont, Marin County, and other jurisdictions that have contracts with Aramark to write letters of support.

BART workers didn't get full language of the tentative agreement five days in advance of the vote as required under their bylaws so the voting period was extended. It is predicted the vote will be close. Any strike would be affected by negative press covering public sector workers. If any of the five unions goes out on strike, 1021 will honor picket lines.

SEIU President Andy Stern has responded to the board's inquiry about replacement of executive board members who fail to attend meetings. He has authority to remove as well as appoint board members. The board was advised Kim Burke has resigned her position on the board.

It was M/S/C by consensus to change the location of the September 8 board meeting to Sacramento and support a Schools Industry action.

It was M/S/C by consensus to table the meeting evaluation.

Treasurer's report: Treasurer Lewis reported on the current status of the Member Resource Center contract. SEIU 1021 has signed a contract with the MRC but there are still relationship challenges. SEIU 1021 is setting the example and pace. There are seven locals in the MRC. SEIU 521 has not signed a contract and is in non-compliance with the original SEIU directive that locals must be part of an MRC or set up their own MRC in compliance with SEIU standards. An October 1 MRC meeting in Pasadena will deal with accountability, standards, and Local 521's non-compliance. SEIU 1021 is advocating for a statewide MRC member advisory committee to get members of locals involved.

Each local could have three members and liaison staff on the committee. There are three steward meetings scheduled (August 13 in Santa Rosa, September 17 at Chabot College, and October in San Francisco). A member incentives program is being planned: members who call the MRC to simply update contact information can be part of a raffle and chance to win \$500, \$250, \$100, or a Starbucks gift card. Staff teams and industries that get the most members to call will also be eligible for raffle tickets. Statistics show not even 25% of our members are using the MRC.

Treasurer Lewis distributed and reviewed the 2nd Quarter Budget/Finance Report. She reported all certificates of deposit have matured and are 100% insured. There is \$9 million in reserves. Cash accounts are insured up to \$1 million; \$4.6 million not collecting interest is insured, \$3.3 million uninsured is collecting interest. Cash on hand is \$2.2 million. The board was asked to review and accept the comprehensive report. Treasurer Lewis reported the finance team uses very conservative revenue projections. The impact of layoffs is not yet realized but current data is being monitored. Hope for the best, plan for the worst, the organization needs reserves.

A system is needed to track furloughs. The impact may be felt in the fourth quarter. There have been salary savings in unfilled staff positions for the last six months. There are two support staff vacancies; 4.5 worksite organizer vacancies, 3 research/communication/organizer vacancies. Interviews are being conducted for researchers. Temporary workers are used for other reasons and not full-time positions. It was M/S/C to accept the 2nd Quarter Budget/Finance Report.

The board reviewed a report on the closure of legacy Local 949 bank accounts. It was M/S/C to accept the report. Treasurer Lewis recommended the board not accept the report on legacy Local 1280 accounts as the accounts are not yet closed. At dispute are the COPE monies and whether there can be an agreement to close accounts and rebate the COPE monies. It was M/S/C to table until further information is forthcoming.

The board reviewed staff organizational charts, job descriptions, and a list of staff assignments. A new version will be published in the October budget report. Vacancies have been filled for Laguna Honda, San Francisco, and special districts. Interviews are set for August 20.

Building Committee has met and will visit potential offices in Oakland in the next two weeks.

It was M/S/C to adjourn at 3:53 p.m. A moment of silence was observed in memory of San Francisco public health nurse Jamie Xelowski.

Respectfully submitted by
John Morrison, SEIU Local 1021 Secretary

DIRECTOR REPORT submitted by Bill Steck

State Budget: Gov. Schwarzenegger signed the state budget into law, but not before chopping another half billion dollars from services for women, children, the sick and the elderly. The governor cut:

- o \$80 million that pays for workers who help abused and neglected children;
- o \$50 million from Healthy Families, which has already frozen enrollment and now will actually disenroll more than half a million children who are currently covered
- o \$50 million from services for developmentally disabled children age 3 and under
- o \$16 million from programs protecting women from domestic violence
- o \$6.3 million from services for the elderly
- o \$6.2 million from parks.

Break down, by industry:

Education: Overall, \$5.7 billion was cut from K-14 education. Individual school districts will decide how to make cuts, but few if any will be able to avoid bigger classes, fewer school staff and teachers, cutting class offerings and activities such as sports, art, theater, dance and speech. Higher education was cut by \$2.8 billion, which will result in turning away thousands of qualified students, reducing course offerings, increasing class sizes, increasing fees and furloughing faculty and staff. School hygiene, safety and maintenance will suffer. School transportation was cut by 20%, which will make attending school difficult for many children. Here's how SEIU members helped prevent worse

cuts:

- o Secured the repayment of \$11.2 billion;
- o Prevented suspending voters' commitment to school funding (Prop. 98);
- o Prevented deeper (65%) cuts to school transportation;
- o Prevented the removal of standards protecting taxpayers, students and workers from the outsourcing of school work;
- o Kept alive the Cal Grants student aid program, which helps 200,000 lower-income students attend college each year.

Health: According to the 100% Campaign for Children's Health Care, up to 785,000 children could be denied health care under the new budget. Crucial health programs received deep cuts across the board, including: immunization programs, community-based maternal and child health programs, AIDS/HIV care, aid for distressed hospitals, mental health services and more. The budget sets the stage for moving seniors and people with disabilities into managed care, which has the potential to disrupt access to care and undermine the safety net of county hospital systems and community clinics. Here's how SEIU members helped:

- o Saved the Healthy Families program from complete elimination;
- o Prevented the elimination of AIDS drug assistance programs;
- o Helped create an accountable legislative process for implementing changes to eligibility and Medi-Cal managed care.

Human Services: Developmental disabilities cuts of \$334 million on top of the February cuts from DD services will jeopardize many providers' ability to continue offering services, thus increasing wait lists and caseloads at a time of rising need.

Child welfare/child protective services: We prevented deep cuts to child welfare services which would have caused 1,300 social workers to lose their jobs and eliminated any chance of following up on 250,000 reports of child abuse a year.

Eligibility determination privatization: The budget takes the first steps toward privatizing Medi-Cal, CalWORKS, and food stamp eligibility services. Privatization has caused major service problems in other states, including the loss of health care coverage for thousands of Texas children. SEIU members helped set up a system for full accountability, review, and debate prior to any privatization of eligibility determination, including a separate 2/3 vote of the Legislature to implement any such scheme.

CalWORKS: With cuts totaling \$528 million, the CalWORKS safety net for struggling families will be seriously shredded. \$375 million in cuts to services will remove critical job training and child care support that families need to get back on their feet. SEIU members helped block a proposal by the governor to completely eliminate CalWORKS that would have thrown hundreds of thousands of families into extreme poverty, homelessness, and hunger.

Superior Courts: \$102 million in cuts to trial courts will reduce the public's access to court services and increase caseloads and wait times for all of the vital services courts provide to the public. SEIU members helped to:

- o Prevent the much deeper cuts (\$393 million) the governor proposed;
- o Increase accountability and transparency for the Administrative Office of the Courts;
- o Prioritize spending on maintaining public services over expensive and untested new technology projects;
- o Save thousands of jobs among court workers who directly serve the public;
- o Prevent the adoption of unreliable electronic recording and the wholesale elimination of court reporters' jobs.

Local Government: Taking \$3.7 billion away from local governments and redevelopment agencies in property taxes will force counties and cities to cut vital services and delay redevelopment projects that create jobs. Cuts to safety net services will force more Californians to rely on local services, such as general assistance programs, amounting to a huge shift in costs. SEIU members helped prevent the illegal shift of gas taxes from local governments to the state and stopped the complete elimination of safety net services provided by the state.

SEIU "Change That Works" Campaign: Health care reform is the major focus of Change That Works. We are planning August recess visits with targeted members of Congress; Local 1021 is responsible for scheduling Woolsey and Thompson, and will participate in a meeting with Matsui.

SEIU fundamental principles on health care reform:

AFFORDABILITY: Every man, woman and child in America must be guaranteed access to quality affordable coverage that will cover what they need to keep them healthy, provide adequate coverage for when they need it.

A PUBLIC HEALTH INSURANCE OPTION plan is necessary to ensure adequate coverage, foster choice and competition, bring down costs, and assure consumers have a stable marketplace where they can find quality, affordable coverage.

EMPLOYER RESPONSIBILITY: Employers who choose not to provide coverage for their employees are shifting their costs to the public and putting responsible employers and businesses at a competitive disadvantage and increasing costs for everyone.

Ensure that *all* workers, including immigrants, are treated fairly by health care reform. If a person works and pays taxes, s/he should get the benefit of that work. There should not be any discrimination against legal residents for subsidies and public programs. The current 5-year waiting period in Medicaid for *legal* immigrants does not make

sense. Health care must not be a back-door excuse to impose E-Verify or other new requirements on workers.

COPE Operations: County COPE chairs have agreed to a timeline to implement the new COPE structure.

Between August and November, county committees will make decisions on representation by jurisdiction, recruit county committee delegates, and elect officers. 1021 COPE will begin meeting as a body of elected county leaders in December.

COPE: Through June we collected 398 new COPE cards, with an annual value of approximately \$36,000, and transmitted approximately \$143,000 to SEIU COPE. We will be planning COPE drives for the Fall.

PAC Expenditures: The following expenditures were approved in July: San Francisco, \$1.00 per member for polling (about \$13,000); \$750, Don Stump, Calaveras Water District Board; \$750, Ed Rich, Calaveras Water District Board; \$750, Bob Dean, Calaveras Water District Board, \$1,000, Scott Haggerty, Alameda County Board of Supervisors; \$2,500 Harvey Milk LGBT PAC.

Member Strength: Attended first meeting of SEIU's Innovation Leaders Group along with Katy Nunez-Adler and Damita Davis Howard. About 20 locals from around the country participated. It was a great opportunity to learn what other locals were experimenting with, talk about challenges and opportunities, and learn about successful innovation practices. For the remainder of this year we will be focused on meeting our 2009 organizational member strength goals (2% of members leading, 10% of members engaged) in ways that lay the foundation for reaching our overall member engagement goals (10% members leading, 50% members engaged) to achieve our organizational vision. Priority programs for the remainder of this year:

- o Build our Member Communication Network
- o Develop and implement a new member orientation program that gives new hires a positive initial experience of our union, our vision for the future, and their part in it.
- o Launch our Building Better Communities program to advocate for quality, accountability, and transparency to restore public trust in government services and our members, and raise revenues to fund essential services.
- o Encourage experimentation to learn from what works and what doesn't.
- o Systems and processes to track member participation.
- o Managing the conversion of both our web content and on-line activism platforms

Retirees: Met with retiree leaders to discuss staffing, 1021 programs, and organizational goals. Had a good meeting and look forward to better integrating retirees in our work.

DIRECTOR REPORT submitted by Fran Jefferson

Alameda County Medical Center-The big news of the day, PERB threw out the decertification petitions filed by NUHW! This is exciting news for all of us and will strengthen our fight against NUHW in other areas, especially Laguna Honda. We can now completely focus on the critical issues that face our members at ACMC, layoffs, expansion of rehab services, budget cuts, renewing our commitment to provide quality services, expanding the safety net and continuing to develop strong leaders. Many and sincere thanks to our organizing department. Our organizers worked tirelessly for months to turn the tide. While PERB made the determination, we were prepared for an election and had a super majority of member support. Thanks to the Reserving Organizing Corps. Our fearless members knocked on doors and contacted members nobody else could find. This victory belongs to all of us. Now it's time to rebuild, renew, and move the union forward.

We can't celebrate for long. Right now we're at the table on layoffs. In spite of an excessive use of travelers and registry, ACMC is attempting to lay off approximately 103 members. This isn't just about money, it's also about restructuring and deskilling. ACMC staff and members are working hard to stop as many layoffs as possible. Wayne Templeton and Susan Stefan are at the table.

Alameda County Superior Courts- After a long campaign to stop layoffs we're back at the table again. This time the issue is the AOC's order to close the courts one day a month as a cost saving measure. Our members have already had furlough days and layoffs. Now they're getting hit again. Our goal is to fight the additional furlough days by demanding that the court pick up the tab and keep the courts open. Members believe they have given up enough. Margot Reed will be assisting court members while Mo Kashmiri is subbing for Andre Spearman.

Alameda County- After closing a \$178 million deficit the county took an additional \$54 million hit in the state budget, \$40 million in property taxes and \$14 million in redevelopment money. There were additional cuts to IHSS, Foster Care, MediCal, CALWorks, HIV education and services, substance abuse, and criminal justice. The dust is still settling but the economic picture is bleak. The adopted budget included 49 layoffs. Not good but not horrible. We're at the layoff table and hope to place many of the 49 in vacant positions. That's the good news. The bad news is the state budget cuts could potentially hit us hard. We're trying to be proactive. There will be a series of worksite meetings next week to have the "concession" discussion with members. It's always hard to give back but we have some options. We can defer the 3% December raise and roll the contract over for two years. Our goal is to keep what we have and protect the health plans. In the discussions so far our members understand that we have an obligation to the community to protect and preserve services and keep our members employed.

Contra Costa County-The major battles are over. The contract is settled and there are no additional layoffs on

the immediate horizon. Members got hit with layoffs, furloughs, health plan changes (none good), a wage freeze, and a major change in retiree medical for future hires.

Private Sector/Non-Profit-This is a new industry for me and I've been meeting with Team Leader Yvette Jordan-Albert for an immersion course. Apologies Industry Chair Norm Ten for my inability to connect with you. I will be meeting with the PNP team on 8/7 and have been reviewing sites, locations, number of contracts, and employers. The diversity of the work, geography, number of sites all over Northern California and number of contracts expiring at any given time is truly amazing and somewhat daunting. I am excited about working with the PNP staff and members. I've worked closely with the Consortium in Alameda County for many years and Head Start with legacy 616. I have enormous respect for the important work and community service our PNP members provide.

Old (and young) Dogs Can Learn New Tricks-We're changing or trying to. We're looking at the work differently with a focus on real member engagement, what it means, what a real leader is. Much of our past work focused on representation and we're good at it. We would find new leaders along the way, hold worksite meetings and engage members but most of the time the engagement was related to a major campaign, usually contract negotiations or big contracting out threats and layoffs. After the campaign the members and we would go back to business as usual and the business we were in was representation. Representation and negotiations are important and we need to be very good in those areas. We also need to get back to our roots, our core values and that means creating more of our own kind. That's what we forgot how to do and that's what we're now trying to re-learn. It isn't easy and we need to help each other. We're trying to look at the work differently, plan ahead and teach members (and each other) how to organize around issues. We're trying to connect in a different way to the community, to expand our tunnel vision to reach out to others. We're gradually building a real vision and a new culture. It isn't easy and sometimes it feels like two steps backwards for every step forward but we think we're not too old (in union years) to learn new tricks.

ORGANIZING REPORT submitted by Lety Salcedo

Alameda County Medical Center: The NUHW election petition was dismissed by PERB. The dismissal was based on the fact that Local 1021 had a contract in place. This is referred to as a contract bar. Congratulations to all the members who can now focus on fighting back the real issues at hand, like layoffs, bad bosses, discipline and respect issues. This team is holding department meetings and moving issue fights.

Laguna Honda: The organizing team has moved quickly at LH. They have held four chapter leader meetings, two shift steward meetings and have talked to hundreds of members in the last month. They have also identified a whole range of issues that are being dealt with through meet and confers, grievances, and issue organizing campaigns. They will also hold the first stewards training this week on 8/5.

City of Napa part-timers: On 8/3, a State Mediator counted the cards to show that a majority of part-time workers wanted to be represented by SEIU 1021. 82 part-time workers now have the ability to negotiate with their boss to make improvements. We got official recognition from the City of Napa and will move to elect a bargaining team and negotiate a contract.

DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: There is currently a team lead vacancy. The position has been posted; interviews are anticipated to occur next month.

In **Solano County**, at last report, the total number of Local 1021 members being laid off was 45. This number has been reduced to less than 42. We are waiting for final numbers. Ten members were bumped/displaced into a lower position. We are currently working on a skill-matching program to place employees who are being laid off into open, vacant, funded positions. In the meantime, we have suspended our county-wide meetings regarding the comprehensive classification and compensation study we bargained during the last contract in order to work through the layoff process as well as bargain over an early retirement incentive program. At the **Greater Vallejo Recreation District** negotiations over budgetary issues resulted in the adoption of 10 furlough days, applied across the board. There will be no layoffs of our members. **Sacramento Unified School District** members are energized following a march on the boss. A supervisor was caught charging building supplies to the school district, then using those supplies to complete side construction jobs. Rather than deal with this issue as severely as the district would have dealt with our members, the supervisor allegedly made restitution and was promoted. Fifty of our members marched on the boss to complain about the lack of consistency. Local 1021 membership is growing in Sacramento with the addition of a small unit of professional employees recognized by **SCUSD**. Members at the district are **Building Better Communities** by hosting the first coalition meeting to have a real discussion about what the budget cuts mean for **SCUSD**. The first action from this group will be back to school leafleting on 9/8 to bring attention and awareness to cuts to the district—like after school programs, school closures, cuts to transportation etc.—as the result of the budget. Nine new stewards attended basic steward training in the **Far Northern** area. All have hit the ground running. At the **ARC of Butte County**, the bargaining team proposed an extension of the current agreement. Management responded that they want to bargain. We have a team elected and have exchanged first proposals. Both parties are currently exploring a less costly medical insurance provider. **Far Northern Regional Center** CAT team and bargaining team members are working on

proposals, research, and a campaign plan for bargaining. The **City of Redding** City Council voted to appoint a committee to explore privatizing city services. We are working on an anti-contracting out campaign. The PERB hearing over the city's refusal to release the report of investigation into management abuses at the Redding Electric Utility took place 8/5-6. Several of our members testified. The **Superior Court of Butte County** has agreed that our members will report to work and be paid as usual on court closure days. Two newly-trained stewards are organizing an e-mail campaign to get members involved and are actively working to move fee payers into full membership. At **Napa County Office of Education** the finishing touches are being put on an agreement to extend the current contract by two years, maintaining all benefits at the current level. **Napa Valley College** management is abusing the interest-based bargaining process. They asked our bargaining unit for concessions, while concessions from managers would have been made on paper, but would have resulted in no reductions of pay or benefits. The bargaining team met and sent letters to the board of trustees withdrawing all offers to help with the district's budget problem until management takes the lead. The college president, after initially expressing resentment, agreed to a pay cut and has informed us that he expects the management group to agree to a cut also. We are awaiting the documents before deciding our response.

In **Mendocino County** a new MTO agreement was reached with the county and ratified by the membership. Agreement extends the contract term to 9/30/2010 and provides for 15 furlough days which generates over a million dollars in saving to the county. As before, the furlough will be applied in such a way that workers will continue on the 9 hour 4 day 36 hour/wk schedule. A "Black Tuesday" action was held before the board of supervisors meeting where layoffs were discussed to remind the county of SEIU's willingness to pitch-in in order to protect jobs and services. In **Marin County** 15 SEIU member activists told the county to team up with the union to protect jobs and services. SEIU leaders urged the county to consider cost-saving measures such as a VTO program and/or separation incentives. The **Del Norte** CAT is in place and bargaining surveys are currently in the field with the membership. The bad boss campaign in mental health has come to a temporary conclusion with assurances that the "problem" will be addressed. Negotiations with the **Del Norte Solid Waste Authority** continue. In **Sonoma County** after negotiating for a year and a half and working without a contract for more than a year—and after a critical staffing change at the highest level of county administration—we are finally close to agreement. A tentative agreement will soon be presented to the membership for ratification. The agreement, reflecting hard economic times, will bring some relief to members currently paying immense amounts toward family coverage, and will provide a bridge to an eventual global resolution of the retiree health problem. Discipline against SEIU members for their concerted activities during the contract campaign will be expunged. Only some language issues, a PERB charge, and a minor complication over dual coverage keep us from agreement with county. We are also negotiating over the terms of MTO. **Sonoma Courts** are in negotiations over proposed closures. We are currently in a dispute with **Sonoma Courts** over their reluctance to provide basic financial data needed by our negotiators to guide these discussions.

At **San Francisco Unified School District** there is no layoff language in effect but **SFUSD** is in litigation over civil service and "bumping rights". **SFUSD** is fighting to not allow **San Francisco City and County** layoffs to bump into the school district. We are an interested party in this litigation. There is currently bargaining at the **College of Marin** and **Peralta** where furlough days and some layoffs are possible but the problem is the raises given to top management. Bargaining is also continuing at **Chabot/Las Positas** and **Ohlone** where both employers are proposing golden handshakes to avoid layoffs. **San Francisco City Community College** members are happy about no layoffs. The stewards have embraced and endorsed Building Better Communities and have a schedule of actions they will be participating in; they will meet with new board members to partner to protect services and budgets to schools, volunteer for the next PBS (channel 9) drive by answering phones, and participate in a food drive for laid off city and county members. **San Lorenzo Unified School District** has agreed to 4 furlough days for the 2009-10 school year. At **Oakland Unified School District**, we are still bargaining effects, but layoffs have gone down from 44 to about 30. **Cotati-Rohnert Park, Geyserville, Sebastopol Unified School Districts**, and **Mendocino Lake Community College District** will begin bargaining in September. **Sonoma County Office of Education** is currently in bargaining where increases to health care costs are our biggest issue.

DIRECTOR REPORT submitted by Ulysses Madison

San Joaquin County: Worksite organizers and member leaders have established an "expanded" Budget Deficit Committee in preparation for much-anticipated budget fights. In July 2009, a general membership meeting was held where over 100 members attended. 32 members joined the committee to provide expanded representation related to participation in actions and to ensure information will be disseminated in their areas to keep members informed and updated on state/county budget issues that impact the county.

Communication Action Network: Worksite organizers worked last month to expand their CANs by 35 members. This effort shows and demonstrates that this union program is being developed in San Joaquin County and was successfully used to turn out members for the general membership meeting. The development of the CAN is an ongoing program internal to the union that is being monitored on a weekly and monthly basis.

New team leader: Tim Gonzales was hired as the new team leader in San Joaquin County in June and up until July was working to transition to San Joaquin from Solano County. The transition has reached a point that allows Tim to

transfer over from Solano, especially when a replacement for him was secured to free him up to take over full duties in San Joaquin. Please welcome Tim!

San Francisco: The Strategic Action Budget Committee has been meeting regularly on budgetary issues that impact members and services in San Francisco. The committee meets the second and fourth Thursdays of the month. The committee has been working on major issues that will impact our members in November when an economic initiative is supposed to go on the ballot that would save 1,500 to 1,700 CNA and 1400 series (office support staff) jobs. As a result of the committee's work, a poll was conducted in July that looked at what economic initiative was most likely to pass by a vote of 60% or better of the electorate. In addition, the committee took on issues that monitor and ensure that members who were supposed to be returned to work from a May 22 layoff are being returned to work and that all pink slips that have been issued are rescinded pending the outcome of the November election. Currently, the committee is working on securing funds for identifying researchers who have been successful in the budget fight last fiscal budget year, identifying economic initiatives that would secure enough funding to maintain employment of 1,500 to 1,700 members and who are able to outline the impact of this year's state budget cuts on the budget/services in San Francisco and organizing to establish a meeting with all members who will be impacted by economics in November.

Interim team leader in San Francisco: In July, Team Leader Andre Spearman joined us in San Francisco from his assignment in the East Bay to fill in for Team Leader Jet Chapman who is currently on a 10-12 week leave of absence. Please welcome Andre to the city.

Municipal Transit Authority: Immediately following the ratification of tentative agreement #3, Worksite Organizer Leah Berlanga initiated negotiations with the MTA bargaining team and MTA representatives. It was recognized that this agreement should mirror, for the most part, terms and conditions negotiated in TA #3 with the exception of specific language that pertained to "service critical" members such as parking control officers. In summary, a June 26, 2009 timeline for this agreement was not met due to "bad faith" bargaining by employer representatives. A meeting was scheduled by the parties for July 2 in "good faith" in order to have an agreement in place before the July 4 holiday which was the first holiday concession that would be deducted from our members. The employer representative, in "bad faith," cancelled the July 2 meeting and deducted eight hours of time from MTA members without a formal agreement in place. Leah Berlanga and other worksite organizers in San Francisco have worked hard to organize around this issue, leading up to an August 4 action at the MTA board meeting in city hall to address this issue. This will prove to be a challenging action because the city noted charter language that would prevent the city from changing the terms and conditions of economics (including concession scheduled) that were formally adopted by the board of supervisors for the 2009-10 fiscal budget year. The union and our members are demanding all July 4 monies taken by the MTA workers be returned as there was no formal agreement in place. There are a number of options that are being explored that would provide/add another concession date but there is no consensus, either by the union or city on how best to address this situation.

**SEIU Local 1021
EXECUTIVE BOARD MEETING
Tuesday, September 8, 2009
Sacramento**

Members present: Damita Davis Howard (president), Sandra Lewis (treasurer), Larry Bevan, Karen Bishop, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Jim Nebel, Kathy O'Neil, Vicki Reed, Mary Sanders, Jan Schardt, Norm Ten, Lacy Topolewski, Marcus Williams

Members excused: Derrick Boutte, Christal Cox, Jim Ellett, Ed Kinchley, John Morrison, Leea Rodriguez, Mary Sanders

Staff present: Fran Jefferson, Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Seth Schapiro, Lety Salcedo, Bill Steck, Pattie Tamura

Guest present: Dolores Gholar

The meeting was called to order at 10:40 a.m. by President, Damita Davis Howard.

ANNOUNCEMENTS:

- President Davis Howard reported on the September 8 Schools Industry action.
- Treasurer Lewis spoke about the September 8 City of Fremont rally.
- President Davis Howard reported on the passing of Brad Walters and Darlene White. Today's meeting is in honor of Mary Curry-Reynolds who passed away this morning.

MINUTES: It was M/S/C to approve the August 10 minutes and August 13 minutes as presented. It was M/S/C to approve the August 22 minutes as corrected.

Executive session was called at 11:06 a.m. The board returned to regular session at 11:45 a.m. Report from executive session: The board was updated on the chief of staff hiring process and other staffing.

OUTSTANDING/ONGOING ISSUES:

- Bylaws process: The Local is pursuing a number of leads (former judges, etc.) to serve as a mediator. SEIU has contacted President Davis Howard and we will be getting an official response in the next 7-10 days. The Federal Mediation and Conciliation Service will not mediate bylaws issues as it is a conflict of interest. A conference call will be set up for the board and Bylaws Content Committee to be brought up to date. The bylaws must be settled by the end of October. It was M/S to have a conference call on September 14 to discuss dates and hear SEIU President Andy Stern's response. The motion was amended to include the BCC in the phone call. Motion was carried.
- Member Resource Center: Treasurer Lewis reported the MRC Committee will meet on October 1 to talk about the budget and other issues. They will work with the other Locals to discuss a member advisory board. The MRC Committee has an at-large member to be appointed. These three members will be on the statewide MRC committee. MRC worksite organizers will visit SEIU 1021 offices, go to worksites, and meet with industry chairs. There is an incentive for members to call into the MRC. Anyone who calls will be entered into a drawing to win a prize. The industry with the highest percentage of members who call will receive a gift for the industry chair. They are also working on getting personal email addresses so that email blasts can be sent out (a good way to start going green). We need

to integrate our calendar with the MRC so they can advise members on what is happening around the Local.

- Joint Industry chairs/staff meeting: Gilda Vasquez reported on industry conferences and meetings: City Workers on October 10, PNP/Head Start on October 26. All industry actions were reported. .

PRESIDENT'S REPORT:

- President Davis Howard reported a temporary office support position was approved through December as part of a reasonable accommodation request. It will be posted internally on a month-to-month basis.
- Building Committee: The committee has started viewing buildings. The Oak Street building is 20% owned by the BART Chapter and 80% by the Local so an agreement has to be worked out with the chapter. At the May board meeting the committee was given the authority to make decisions on the sale and purchase of 1021 buildings.
- Staff retiree medical benefits: Talks are again underway with CWA and OPEIU at their request.
- In-kind services and contributions to community groups: SEIU 1021 does not have a policy or consistent practice on donation of supplies, postage, office space, etc. It was decided by consensus that requests for in-kind donations and services will go through Seth Schapiro and reported to the officers until a policy is in place. The requests need to be made timely and will be responded to as soon as possible. Staff are checking to see what groups are being allowed to use the offices and supplies. There is no policy at this time on the use of office space by outside groups.
- Treo phone policy: Board members were reminded of the policy. There has been some apparent abuse which has incurred increased phone charges. Treasurer Lewis will speak to the individuals and ask them to reimburse the Local for the charges. The phones are to be used for union-related phone calls and email only.
- Merger of Alameda County chapters: The issue has been referred to the Committee on Structural Integrity.

TREASURER'S REPORT:

- Budget presentations: Treasurer Lewis reported that she is beginning to do budget presentations at chapter meetings. She will do several presentations in San Francisco.
- Central labor council per capita payments are up to date. COPE committees need to do outreach and education to the members.
- On recommendation of the Budget and Finance Committee, it was M/S/C to reclassify the IT operations director position from team leader to director. The difference in salary is 2.5%. It was M/S/C to retitle a second position to confidential senior IT analyst.

OLD BUSINESS:

- Executive board retreat follow up: It was agreed there would be a follow-up retreat after the May retreat. One thing we don't do is follow through. The officers proposed a one-day retreat in October to become better board members and to work together. It was M/S/C to hold the retreat in Sonoma County on October 12 with the board meeting to follow on October 13. Treasurer Lewis will work on logistics. Facilitators' schedules will be checked to confirm they can meet with us and meeting space will be arranged.
- The State Budget Campaign Steering Committee is working on the campaign's message—focus, ambiguity, and advertising. As there isn't anyone in-house that can guide us, Carlos

Rivera will solicit three consultants to offer proposals. A campaign goal is to engage 1,500 members and motivate them. The campaign proposal includes 20 members on lost time for one month (two members to work with each team leader). The committee recommends holding off on the lost time proposal until it can be further evaluated. President Davis Howard has told the team leaders to go out and start recruiting. The committee includes Larry Bevan, Ed Kinchley, Mary Sanders, Sandra Lewis, Lety Salcedo, and Andre Spearman but the committee is open to others.

- The SEIU Ethics and Standards policy was formally adopted by SEIU in June. The policy includes mandatory training for executive board members and officers. John Morrison and Seth Schapiro are SEIU 1021 ethics liaisons. The training will be done on-line and has to be completed by the end of the year (at no cost to the local). All will need to do this training. The treasurer will have additional training.

NEW BUSINESS:

- SEIU 1021 holiday charity: President Davis Howard suggested that the local adopt “one warm coat” as the local’s holiday charity. Coats can be dropped off at any of the offices and the goal is to collect 1,021 coats. It was so M/S/C by consensus. .
- SEIU 1021 letterhead policy: There needs to be a policy on the proper use of union letterhead. A draft policy was distributed. Suggestions on language should be sent to Kerry Newkirk by October 1, before the next board meeting.
- Young Fathers Program: Joseph Tanner, a member from the San Francisco Youth Guidance Center, along with Erin Brown and Jim Martin, explained their program which began in June. The program is to teach young men how to take responsibility for their actions, bond with their children, and teach them the necessary components of maturity. There are currently 28 young men in the program and 17 are fathers. They have hopes of expanding into Alameda and San Mateo counties. It was M/S/C that we support this program by donating of \$10,021 plus reasonable in-kind donation of office supplies, copying, etc.
- Coalition of Labor Union Women convention in Los Angeles, October 15-17: Lacy Topolewski and Vicki Reed will attend and represent 1021. The local has been asked to send a workshop panelist as well.
- Pride at Work convention in Pittsburgh, September 11-12: No one could attend on short notice.
- Calendar of various staff meetings: A sample outlook calendar was distributed as a model for scheduling events.
- Member Advisory Committee meeting: A central location is being sought for the November 21 meeting. The Budget and Finance Committee retreat is November 18-20. The officers will set the location.

INDUSTRY AND DIRECTOR REPORTS: The industry reports were discussed earlier in the meeting. Written director reports were distributed. Jan Schardt gave the organizing report for Mary Sanders.

It was M/S/C the meeting be adjourned in memory of members who recently passed away. The meeting was adjourned at 3:30 p.m.

Respectfully submitted,
Jan Schardt

DIRECTOR REPORT submitted by Bill Steck

State Budget and Electoral: Lawsuits have been filed to overturn the governor's line item vetoes of the final budget package approved by the legislature. SEIU will be filing amicus briefs in support of the suits. Additional cuts to child welfare services are not included in the lawsuits, putting 750 social worker jobs statewide at risk. We are mobilizing our social workers to lobby their legislators for a veto override to restore the funding. The SEIU State Council is in an ongoing planning process to address both the policy and revenue problems with the budget, as well as 2010 elections, from governor and other statewide offices to targeted legislative seats. In addition to critical state and local electoral races, we should be preparing for major initiative fights that deal with budget and other government reforms, as well as public employee pensions and retiree health care benefits in 2010.

SEIU "Change That Works" Campaign: Health care reform remains the major focus of Change That Works. Approximately 200 members and staff turned out for our 9/1 health care action at Senator Dianne Feinstein's home. The following day other SEIU locals also joined with community allies in a 2,500 person event at San Francisco City Hall. We participated in legislative visits as well as Congressional Town halls during the August recess.

November elections: We are gearing up for local elections in Solano County (cities), Marin County (cities and college board), Alameda (Emeryville), and San Francisco.

COPE operations: Work continues on implementation of the operations manual, with target of full implementation by December.

COPE: Through July we collected 506 new COPE cards. We are planning COPE drives for the Fall.

PAC expenditures: The following expenditures were approved in August: Mendocino County Democratic Central Committee Labor Day Picnic - \$500; Sonoma County Democratic Central Committee BBQ - \$250. San Francisco Labor Council Labor Day event - \$900; San Francisco- up to \$3,000 for filing fees and printing to start a petition campaign.

Member Strength: For the remainder of this year we will be focused on meeting our 2009 Organizational Member Strength Goals (2% of members leading, 10% of members engaged) in ways that lay the foundation for reaching our overall member engagement goals (10% members leading, 50% members engaged) to achieve our organizational vision. Priority programs for the remainder of this year:

1. Build our Member Communication Network
2. Develop and implement a new member orientation program that gives new hires a positive initial experience of our union, our vision for the future, and their part in it.
3. Launch our Building Better Communities program to advocate for quality, accountability, and transparency to restore public trust in government services and our members, and raise revenues to fund essential services.
4. Encourage experimentation to learn from what works and what doesn't.
5. Systems and processes to track member participation.
6. Managing the conversion of both our web content and on-line activism platforms

Retirees: Berry Bingham is now staffing retiree programs.

DIRECTOR REPORT submitted by Fran Jefferson

Staffing - The only vacancy right now is the Alameda County Medical Center worksite organizer position. We've been interviewing and I've made an offer to an outstanding candidate. We'll hear by 9/9 if she accepts. If she does, we'll be fully staffed and APMC will be at full team strength.

Alameda County - We're preparing for a vote on concessions. The contract doesn't expire until the end of 2010 so we don't have to really do anything. However, the county took a big hit from the state (\$62.5 million in addition to a \$178 million deficit that they managed to close). Projections for next fiscal year are worse so we decided to take a pro-active approach. We're asking members to forego a 3% 12/09 increase and extend the contract for 2 years (expiration would be 12/2012). This savings, approximately \$11.6 million would be earmarked for SEIU-provided services and member jobs. Unlike other counties and cities, we haven't been hit hard. Of the 49 layoffs for this fiscal year (scheduled prior to state budget hit) it looks like we've found a job for everybody.

Our field plan has been "a meeting at every worksite" and we'll meet our goal this week. We'll start voting the week of 9/14. We'll be doing worksite balloting and want a huge voter turnout with a huge (hopefully) YES vote. Our message is that we care about the services we provide and the community we serve and we want to make sure that services are not cut. Assuming all goes according to plan; members have been discussing doing a march through downtown Oakland letting the community know that they care about public services. Wish us luck!

Contra Costa County - Not so good news in CoCo. After completing very challenging contract negotiations that included a wage freeze, furlough days, health plan cost shifting, demotions, and layoffs we're back at it again. The financial situation in CoCo is worse and a new round of layoffs is scheduled. This county is in bad financial shape. We're going to have to regroup and figure out next strategic moves. This is a very hard time for our Contra Costa County members.

Alameda County Courts - The good news is that several of our laid off court workers have been called back. The bad news is that there are additional furlough days via the AOC's one-day-a-month courts closure plan. We did

reach agreement on how the additional furlough days would be administered and paid for. We're currently in negotiations on new health plans. We reached agreement on the new plan design after several meetings with health plan brokers but we have not reached agreement on the courts contribution to the health plans. The court wants to cap their contribution at their current rate which would increase out of pocket costs for everyone for the new 2010 plan year. We're continuing to meet to figure out a better formula that would reduce member out-of-pocket costs. Members will be meeting on 9/8 to decide on a plan of action for the first AOC imposed furlough day. This group is committed to staying involved and we've recruited some terrific new leaders.

Alameda County Medical Center – Due to the tenacity of the workforce planning team and the commitment of the staff, the number of projected layoffs have been reduced significantly. The medical center originally proposed 240 layoffs, reduced that number to 120 and right now we're down to approximately 30. Meetings continue and we hope to reduce that number even further. Thanks to Christal Cox for her contributions at the table and Wayne Templeton and Susan Stofan who've been at this table four days a week pounding on the management team. Sincere thanks to our wonderful organizers who continue to spread the word and organize the actions. Even though the NUHW threat is over, they've continued to organize for this layoff fight.

ACMC is in the process of signing a lease with Sutter for San Leandro Hospital which will enable ACMC to expand its money-making rehab services. The provision of other important services is under review. This expansion will mean an additional 200 SEIU 1021 jobs.

There's one more piece of good news. We've been informed by our attorney that NUHW did not file an appeal with PERB on the decertification petition decision so the threat really is over. Kudos to all who assisted in this often difficult campaign. Again, a special thanks to the organizing department.

Private Sector/Non-Profit – Currently preparing for an important Head Start Professional Growth Workshops/Conference on 9/26 at the Exploratorium in San Francisco. We'll be taking full advantage of this opportunity to unite all of our Head Start members. Besides the conference there will be workshops on Immigration, science, child advocacy and children's yoga, to name a few. Thanks to PNP Industry Chair Norm Ten for his hard work to ensure this will be a huge success.

East Bay Innovations – The signing of this contract was a historic first. This was a collaborative employer and union effort using interest-based bargaining. At the contract signing, both members and managers talked about the importance for union and employers to form real partnerships to improve services and funding for the DD community. This amazing effort brings more than 100 new members to 1021 and lays the ground for further collaborative work in PNP.

E-Center – It would be nice if E-Center management took a page from the EBI play book. The contract expired on 6/30 and negotiations have continued under an extension. Two days of hard bargaining scheduled on 9/2-3 disintegrated into one day of bargaining (9/2) and failed to produce an agreement. After initially declaring impasse the employer and 1021 agreed to call in a federal mediator and the employer agreed to leave the contract in place until we exhaust the mediation process. The next session is scheduled for 9/17. Unresolved issues include disparities in time off (PTO) between regional Head Start workers and migrant Head Start, how seniority is defined, and class size ratios. E-Center is a large Head Start employer with 86 work sites. We represent approximately 400 members.

Even though legacy 616 organized Head Start workers and worked closely with Alameda County health-based PNs, the PNP world is still new to me but it's an exciting world. It's clear there is so much potential to expand and improve services and improve life for our PNP members. If you're assigned to PNP you better be prepared to negotiate multiple contracts at the same time and travel long distances. We have PNP members in every geographic area of 1021 and some that fall outside our normal turf, think South Lake Tahoe. Some are large and some are very small but all of our members are truly committed to the work they do. Funding is often precarious and employers often not enlightened. Next month I'll provide you with an in-depth analysis so you can fully appreciate the PNP industry.

DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Our candidate for the Chico/Redding worksite organizer position has accepted our offer of employment and will begin later this month.

In **Solano County**, at last report, the total number of Local 1021 members receiving layoff notices was 45. As of August 27, the number of FTEs laid off in the 1021 unit is down to 10. County-wide classification and compensation study discussions are moving at a slower pace, but the buyer classification in general services was identified as significantly below market rate and had a verified recruitment and retention issue. The buyers will receive an additional 10% salary increase this year and next year. Additional classifications are expected to receive increases. **Solano County** stewards and **Solano Courts** stewards will begin meeting in a joint steward's council to build strength and consistency. Additionally, plans are underway to bring **Solano County**, **Solano Courts**, and the **City of Fairfield** members together to jointly support each other's issues. Initial targets are the court contract fight, the City of Fairfield City Council election in November and the county board of supervisors race next June.

Massive layoffs county-wide have resulted in seven of our members receiving layoff notices in **Sacramento County**. The total FTEs reduced has not yet been verified. At this time, County Administrator Terry Schutten has

announced a plan to go to the board of supervisors in September and propose the layoff of all county employees and re-hire into positions at 90% of the hours, thereby creating a 10% county-wide savings. We are meeting with board of supervisors members and have brought the issue to the attention of the central labor council and are working to put together a temporary coalition of unions in the Sacramento area. Also in **Sacramento County**, the full PERB Board recently upheld an administrative law judge's decision that the county's elimination of retiree health benefits in 2007 was an unfair labor practice and ordered the restoration of the benefits. The county's response has been to file suit in the Third District, asking the court to overturn PERB.

Sacramento City Unified School District members are working on a budget/Building Better Communities action for the first day of school. The action will kick off a campaign to bring attention to the state budget's impact on education in the Capitol. So far two meetings have been led by SEIU with participants from such community groups as the Elks, Urban League, CSEA, Teamsters, and others.

At the **ARC of Butte County**, the director has rejected all 1021 proposals and is pushing for health care takeaways. We are working on building a public campaign.

The CAT team and bargaining team at **Far Northern Regional Center** are working on proposals, research, and a campaign plan for bargaining. Members are interested in a possible extension of the current agreement; management has notified us they want to bargain.

At the **City of Redding** the city council voted to appoint a committee to explore privatizing city services. Our PERB hearing on 8/5-6 appeared to go well. It will be several months before we hear from the judge, but communications staff is working on a press release once the transcript of the proceedings is received. Of interest are statements by various high ranking city personnel who admit labor law is not checked before denying union requests, that there's nothing private in the documents the union has requested, it's just city policy not to provide them; and statements that working conditions in Redding have been changed without notifying the union. The **City of Redding** followed SEIU's advice and borrowed from the risk management contingency fund to close \$2 million of the budget gap using the state's promise to repay local taxes as collateral. Our members have offered a one year deferral of COLAs, beginning 1/1/10, a one-year contract extension, and a voluntary time off program to prevent further layoffs.

Superior Court of Butte County has agreed that our members will report to work and be paid as usual on court closure days. Two newly-trained stewards have hit the ground running with an e-mail campaign to get members involved and are actively working to move fee payers into full membership. First-ever COPE cards have been received during this campaign and the court has requested a meet and confer over COPE.

At **Los Rios Community College District** there will be no layoffs for this year. Members received bonus checks and will receive their step increases.

Vacaville Unified School District announced layoffs of 50 SEIU members prior to the summer break. That number has been successfully reduced to 12.

In **Sonoma County**, after over a year at the table, the bargaining team and management finally reached agreement. The agreement, which includes equity adjustments for 23 classifications, temporary relief for families who stay with Pacific Care or the county health plan, agreement to pursue other options regarding retiree health, and opens the door for resolution to our health care next year, was overwhelmingly ratified by 90% of the vote.

At **Sonoma County Superior Court** the union was close to agreement on furloughs when the courts imposed a 16th furlough day which will lock our members out with no work and no pay for an additional day—not agreed on with the union. Members are engaging in a field and legal campaign to fight the court closure.

In **Del Norte County** the bargaining team is working on language for a salary survey, flex schedule, and other items in preparation for bargaining. Members are also working on a Building Better Communities Project to refurbish and develop a community park at the south end of Crescent City. This park is located in a working class neighborhood with hundreds of children and only one public park. It has a steel swing set and a baseball backstop. Other than that, the park is not developed. It is the goal of **Del Norte County** members to work in coalition with community, non-profit, and labor partners to build a full playground at this park. Members are preparing outreach materials and presentations to bring to community organizations and foundations in preparation for a door to door campaign in the neighborhood and also fundraising for major donors.

In **Mendocino County**, management has really gone overboard with an in your face attitude in addition to an increase in the severity of disciplines. Many members are signing on to group grievances as a result. Members are currently planning actions that include media coverage, and skillful ways of drawing attention to the CEO's office who has been going on the radio and saying he has a "good working" relationship with the union.

Members in **Mendocino County** have expressed concern for their clients and the impact the economic recession is having on their communities. They wish to give what they can to help others who are less fortunate. Many non-profit organizations are being impacted by reduced revenues while experiencing an increased need for services. From now until the end of the year the **Mendocino County Chapter** will be "adopting" agencies and accepting donations and delivering all proceeds to the selected charity. For the month of August, Project Sanctuary, an organization that helps domestic violence victims, will pioneer what we hope to be a beneficial program, not only for those we are helping, but provide workers an opportunity to give back to their communities. All non-profit organizations and ideas

are being urged and accepted from the membership as well as the general community. Members will be contacting the selected non-profit to verify what donations are needed and to gather any literature or other materials that will help educate the community and members. The lobby in the 1021 Ukiah office will be serving as the collection site, in addition to some county worksites. Every time someone submits a donation they will be added to a list of names for a monthly drawing. The drawing will determine a "Citizen of the Month" who will be awarded a prize. The Citizen of the Month, along with any worker or community member who would like to participate, will deliver the collected items on a furlough day.

The **Peralta Chapter** is currently in concessionary bargaining. Management has proposed six furlough days. If members do not approve the furlough days, Peralta management will proceed with layoffs. Meetings are being scheduled with Peralta board members regarding layoffs.

At **Fremont Unified School District** the district and the union reached a tentative agreement to take six furlough days. Members will vote on the TA.

In **Oakland Unified School District**, there is a tentative agreement on a full contract for three years. A ratification vote will take place in October.

Hayward Unified School District members are enjoying victory after the district voted down the proposal to reduce food service workers and reduce hours for paraprofessionals and transportation. It was a good fight!

Contract negotiations are beginning at the **College of Marin, Santa Rosa Junior College, Geyserville, Sebastopol and Cotati Rohnert Park**.

DIRECTOR REPORT submitted by Ulysses Madison

City and County of San Francisco: Worksite organizers and member leaders have been planning and strategizing for a major action scheduled for 9/16—one day after "pink slips" are scheduled to be handed out to members in the city. This action will be the initiation of a layoff fight-back campaign against layoffs scheduled for 11/15. There will be a Candlestick Park naming rights initiative on November ballot which would bring in \$3 million. Also, the board of supervisors has begun to study in preparation for an alcohol fee vote that would establish a 5, 10, or 15 cents per drink tax that would bring in \$30 million every 5 cents assessed per drink. This would be done to raise revenue and prevent layoffs.

Worksite organizers have been engaged in Member Strength training for the month of August. They are being trained in member leader engagement, identification, and development, and are developing a Member Strength plan.

Members in the **Municipal Transit Authority** are fighting deductions in their wages for asserting that they did not have an effective concession agreement with MTA. Union actions have escalated to the point that we have filed for an injunction to prevent MTA from taking any further concessions until the dispute is settled between the parties. The MTA Commission has sought counsel from BART attorneys on how to force a concession agreement. Worksite Organizer Leah Berlanga is working with the MTA bargaining team and other worksite organizers as a team in planning the next action which will coincide with the 9/16 "pink sp" action.

Please welcome Ms. Sequonite Buggs who was hired as a worksite organizer in the San Francisco office. She joins us out of retirement from the City of Oakland.

San Joaquin County: Worksite organizers have been engaged in Member Strength training for the month of August. They are being trained in member leader engagement, identification, and development and are developing a Member Strength plan. The San Joaquin County Budget Deficit Committee and worksite organizers are in a process of member education in Stockton. Worksite meetings have been a regular order of business in educating members. Additionally, budget presentations at worksites have included SEIU State Council lobbyists and SEIU 1021 Political Coordinator Andrea Colavita-Pinkham. Budget Deficit Committee member Dale Naasz recently was interviewed in the Stockton office by Patrick Fitzgerald, columnist with the *Stockton Record* concerning wasteful spending on management cafeteria plan benefits. The article drew rave attention in Stockton from members but it also caught the attention of the employer, in particular his immediate supervisors. Three days after the article came out. Dale's bosses began to harass him and, of course, Chapter President Marcus Williams and Worksite Organizer Mark Hall appeared at a meeting with the supervisors to put a halt to the games.

The Stockton office is currently planning on holding a Texas Hold'em Poker COPE fundraiser in the very near future. Everyone will be apprised of the date, time, and location.

The **Sutter Creek** bargaining team, with the assistance of Worksite Organizer Mike Fouch, put the employer on strike notice for walking away from the concession bargaining table with the intent to impose concessions on the members. The team noticed the employer of their intent to strike and appeared at the city council meeting and the employer was ordered back to the table and an agreement was reached between the parties. This was great show of unity and strength by the members in Sutter Creek.

DIRECTOR REPORT submitted by Pattie Tamura

The **Special District Team** is at full staffing with Arlene Taylor joining the team. Iris LeBlanc Clay is taking on representation responsibilities for Special Districts/Cities (Oakland south and west). Sue Osweski is completing a short

term contract to assist with negotiations and impact bargaining at City of Fremont and Union City. In Fremont we are fighting back as management has taken firm positions on a reduction in health insurance premiums and refuses a me-too clause. To shake things up, this quiet jurisdiction is holding a rally prior to the city council meeting. (Sue began these contracts as Iris was involved in BART negotiations/CAT work.). Hayward Area Recreation District ratified their agreement on a new contract with 50% of the workforce participating in actions and more in the vote. New leadership and committees are working together to enforce the contract. Bay Area Rapid Transit ratified all contracts with unions. Taking it to the wire, BART members overwhelmingly voted to authorize the team to call a strike and reject a management offer before ratifying the agreement. A very active contract action team led actions and communications while preparing for a possible strike. The bargaining team focused on new concepts and the impact of work rules.

City Workers Team- Currently there are two vacancies on the city team. Norm Ten is temporarily assisting at Berkeley part-time and all worksite organizers are assisting with representation in Cities and Special Districts in Berkeley north and west. Additionally, Mo Kashmiri and I are assisting with Berkeley issues. Interviews are scheduled for 9/14 and the positions are currently posted internally. Dwight McElroy takes on the work of facilitating all City of Oakland committees for the union with Mylka Rodriguez as Angela Osayende moves to work with South Bay cities. Oakland joins the other cities in the Member Resource Center at the end of the month. Fairfax, Rohnert Park, and San Rafael Child Care also continue in contract negotiations and budget discussions. Budget fights continue to appear in most every city, with proposals for changes in benefits. Bargaining to begin for Fairfield and Napa part-timers while court workers in Marin and Napa are fighting mostly state proposed cuts.

San Francisco Health Team- New Worksite Organizer Holly Witherington joins the team working with Laguna Honda Hospital's various classifications. She joins the team with experience in health care/SEIU and representation. The team is focused on dealing with Mayor Newsom's attempt to get around pay equity with reclassifications for unit clerks, CNAs and clerical workers resulting in reductions in pay. Some have gone into effect already and other changes are proposed for 11/15. This impacts all San Francisco health and civil service system areas. In August and early September over 500 members participated in town hall meetings with community leaders, members of the Board of Supervisors and initial designers of pay equity to oppose the mayor's plan and outline next steps of campaign.

The **San Francisco RN** team continues with full staffing. CPH RNs prepare for Member Resource Center introduction and process. Co-chair issues appear resolved. Workplace issues with manager at Tom Wadell Health Clinic. About 77 attended Laguna Honda RN meetings on all shifts in August to discuss shift bid and MRC. RNs supporting other LHH classifications through turnout at rallies, wearing of colors, etc.

Training & Education- Karega Hart continues out on disability with an anticipated date of return in October. New curriculum is being developed for a Union Rights and Leadership Development class while Basic and Advanced Stewards Training is continuing. 12/7-11 staff training on Collective Bargaining and Labor Management Committees is also under way. Training staff continues to work with Member Engagement and Member Resource Center training

**SEIU Local 1021
EXECUTIVE BOARD MEETING
Tuesday, October 13, 2009
Santa Rosa**

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

Members excused: Jim Nebel, Vickie Reed, Jan Schardt.

Guest: Karen Thompson

Staff Present: Mo Kashmiri, Valerie McCan-Murrell, Kerry Newkirk, Lety Salcedo, Seth Schapiro, Bill Steck

President Damita Davis Howard called the meeting to order at 10:45 a.m.

ANNOUNCEMENTS: Courts Industry will have an AOC transparency demonstration at the capitol. Kathy O'Neil was elected to the Sacramento County Retirement Board. Cathy Hackett is in a runoff for the CalPERS board. .

REVIEW/APPROVE MINUTES: It was M/S/C to approve the September 8, 2009 minutes submitted by Jan Schardt as corrected.

BYLAWS: President Davis Howard reported that on September 26 the Member Advisory Committee recommended the MAC, officers, and executive board meet regarding the bylaws. The Vision/Bylaws Committee met October 6 as an incomplete body and recommended meeting dates. President Davis Howard referred to SEIU President Andy Stern's letter that; "no more meetings are required." Point was made at the MAC that neither consensus nor agreement was reached. The three bodies are not in agreement. The executive board discussed content of the letter. Letter to Andy Stern addressed Article 9 as he is the provisional authority and the SEIU legal department has reviewed the bylaws. There was concern that the VBC get clarification on agreement of every step. There must be a consensus of the three groups. The VBC recommended up to three meetings. The next steps are sending out the bylaws with the recommendations reviewed by the VBC. The executive board was reminded that the three bodies couldn't get agreement as required by Article 9 of the provisional bylaws, thus the advice and opinion from President Stern and the executive board motion to change Article 9 was denied. It was noted that President Stern's letter included many items that were not related to the International Union bylaws. It was discussed that the executive board had voted to recommend continuing the process to attempt to reach agreement with the three groups.

At 11:08 a.m. the executive board met as a caucus (i.e., board members met without the officers). The executive board and officers reconvened at 11:50 a.m. Executive session was declared at 11:51 a.m. Executive session ended at 12:15 p.m. Report out of executive session: Executive board amended agenda for October 13; commence discussion ASAP about bylaws with the three bodies.

CHIEF OF STAFF POSITION: Marcus Williams reported that there are three external candidates for the chief of staff position.

REPORTS:

- **Building Committee:** Building committee will meet October 15 with the BART officers about the Oak Street building.
- **Executive Board vacancies:** President Davis Howard reported there are three board vacancies: Jackie Carvallo, Kim Burke, and Jim Ellett. Candidates to fill the vacant seats are Andrea Longoria (Mendocino County), Oliver Tarap (Calaveras County Water District), and Amanda Booker (Solano County).
- **Appeals Committee:** Per policy, industry chairs were asked to submit the name of one steward from each industry to participate on an Appeals Committee to hear appeals from arbitration denials. President Davis Howard will appoint the committee.

LOCAL 1021 LETTERHEAD POLICY: A proposed SEIU Local 1021 policy on use of union letterhead was distributed to the board. Decision to act was postponed to next meeting.

LOST TIME POLICY REVISION: Treasurer Sandra Lewis distributed a lost time form which has been revised to address past irregularities, overcharging, and misunderstandings. Under our ethics guidelines, awareness of transparency and consistency with fiduciary policies is required. A pay stub validation is required to be attached to lost time reimbursement forms. There may be other ways to validate pay. The revised form is in effect as of today. Additions include "my signature below certifies the following" and "my approved leave slip or other documentation of time off from work is attached." The responsibility is on the directors. The president approves lost time. There may be some exceptions. Treasurer Lewis agreed to offline executive board discussions for clarity.

MEMBER RESOURCE CENTER: Treasurer Sandra Lewis announced the results of the industry-based contest to have members call in and use the MRC. Highest number of calls was made by ere San Joaquin County and San Francisco private sector non-profit members. Industry prizes will be \$2,500, \$1,500, \$1,000, and Starbucks coffee gift cards. Political/Member Engagement Director Bill Steck reported a 30% increase in MRC call volume. There has been an exchange program of MRC and 1021 worksite organizers. Reports indicate a positive experience from our members and a rewrite of the procedure on how to handle calls. There is a 2010 plan to extend access to the UnionWare database to chief stewards, stewards, and staff.

President Davis Howard announced that Akbar Bibb was appointed to the Member Resource Center board.

There were drawings for the third, second, and first prizes. Names per industry were drawn for the Starbucks gift cards. Third prize (\$150) winner was J.F. Perez of Sacramento County; second prize (\$400) winner was Sherry Labay from Sacramento City Unified School District; first prize (\$500) winner was Mary Conway from San Joaquin County. Congratulations to those who participated.

COMMITTEE ON STRUCTURAL INTEGRITY: The board reviewed the CSI meeting minutes of October 5. It was M/S/C to approve the report and committee recommendations.

SEXUAL HARASSMENT TRAINING: Kerianne Steele of the Van Bourg, Weinberg, Roger & Rosenfeld law firm provided a required training on sexual harassment. The best advice is prevention and treat co-workers and members with respect, dignity, and professionalism. Sample contract language was distributed regarding discrimination, grievance procedures, workplace harassment, investigation procedures as well as the California Labor & Employment Law Review.

President Davis Howard reported a staff member has been disciplined and a staff member has resigned.

POLICIES: The Arbitration Approval and Appeal Policy, Anti-Harassment and Anti-Discrimination Policy and Procedure, and Complaint Resolution Procedure were distributed.

A packet of information was distributed with an October 6 cover letter addressed to executive board members from a Tenderloin Housing Clinic member regarding his termination. The board was informed that the case would be followed up.

STAFF ISSUES: The board discussed issues regarding staff representation in Chico, Redding, and the Alameda County Medical Center; complaints from Head Start and E-Center members; and questions about staff assignments in San Francisco. President Davis Howard will follow up on the issues. There was discussion about the staff hiring process and geographic assignments. Geography is a factor and how we manage our resources as an organization is an ongoing discussion.

There will be a Member Advisory Committee meeting on October 16 at 10:00 a.m. in Fairfield. Larry Bevan will call members. Lost wages will be paid to MAC members.

It was M/S/C to adjourn the meeting at 5:04 p.m.

Respectfully submitted by
John Morrison,
SEIU 1021 Secretary

COURTS INDUSTRY REPORT submitted by Lacy Topolewski

September 16 was the first statewide court furlough day. Sonoma had a blood drive that not only members but court customers also took part in. Alameda had a stewards training where over six new stewards are hitting the ground running.

Marin and Sonoma have a TA on furlough days. Alameda Courts just settled on their reopener on healthcare. Solano is without a worksite organizer and has been in negotiations one year come Halloween. This continues to be a struggle for me as the chair and other Court Industry leaders. Management is practicing regressive bargaining and, to my knowledge, no ULPs or grievances have been filed or looked into.

Alameda is still having a hard time with revolving worksite organizers and has threatened actions. Being our largest court I believe it to be in our best interest to work with the leaders there and try to appease them.

We are working with State Council on setting up a statewide Court Industry to fight the Administrative Office of the Courts. The industry is planning a winter activity for members in lieu of a holiday party this year.

DIRECTOR REPORT submitted by Bill Steck

Elections: City of Fairfield is our priority for the November 2009 elections. We are currently phone banking Tuesday – Thursday and walking on weekends in support of our endorsed candidates. We are also in the process of planning for 2010 elections, both locally and at the state level through the State Council.

SEIU “Change That Works” Campaign: Health care reform remains the major focus of Change That Works. We continue to participate in earned media events, phone call and letter writing campaigns, and legislative visits.

COPE operations manual: Work continues on implementation of operations manual, with target of full implementation by January.

COPE: We are engaged in a COPE drive for the remainder of the year.

PAC Expenditures: The following expenditures were approved in September: City of Fairfield - \$5,000 to Pam Bertani, \$5,000 to Jamie Johnson; State Assembly - \$1,000 to Jared Huffman, AD6; Sacramento CLC, \$1,200 for annual dinner; San Joaquin CLC, \$2,000 for annual dinner; San Francisco - \$11,000, Prop A debt retirement; Alameda - \$1,000 Alameda County DCC; Congressional Black Caucus - \$10,000, annual conference; Sacramento retirement

board – up to \$2,000, Kathy O'Neil campaign.

Member Strength: For the remainder of this year we will be focused on meeting our 2009 organizational Member Strength goals (2% of members leading, 10% of members engaged) in ways that lay the foundation for reaching our overall member engagement goals (10% members leading, 50% members engaged) to achieve our organizational vision. Priority programs for the remainder of this year:

1. Build our Communication Action Network
2. Develop and implement a new member orientation program that gives new hires a positive initial experience of our union, our vision for the future, and their part in it.
3. Launch our Building Better Communities program to advocate for quality, accountability, and transparency to restore public trust in government services and our members, and raise revenues to fund essential services.
4. Encourage experimentation to learn from what works and what doesn't.
5. Systems and processes to track member participation.
6. Managing the conversion of both our web content and on-line activism platforms.

DIRECTOR REPORT submitted by Fran Jefferson

Alameda County: Over 2,000 Alameda County members voted by 72% to give up a 3% December raise and extend their contract for two years through 12/12. There were no negotiations with the county, who through budget presentations to county unions, were projecting a huge deficit for FY 2010/11 with the very real possibility of cuts to critical services and layoffs. The county asked all unions to consider making concessions. The Alameda contract expired 12/10 so we were under no obligation to reopen the contract and there was no immediate threat to jobs or services.

However, members were concerned so via worksite meetings we held numerous conversations with members on the future state of the budget and possibility of losing jobs and important services. Our question was; should we be proactive? What responsibility do we have to our community as well as members? After the first round of meetings our members agreed that we should put the question to a vote. We were all impressed that so many members believed that they have a responsibility to the public and services must be protected as well as saving co-workers jobs. Approximately 49% of members voted, a record for Alameda County.

The board of supervisors was so impressed that they will be recognizing Local 1021 at their 10/13 board meeting. They also invited, and gave release time to, our members who organized worksite meetings and staffed the voting sites. The \$11 million savings will go a long way to protecting jobs and services.

Alameda County Superior Court: All bargaining is finally completed and we have new health and dental plans for court members. We did hold the line so employee premium pickup will be limited to 10% for plan year 2010 and 15% or plan year 2011. The bargaining team rejected a "low end" Kaiser plan which was filled with hidden out-of-pocket costs, and insisted on keeping a \$10 prescription co-pay. In exchange, the team did agree to a \$15 office visit co-pay (up from \$10). Management continued to "dangle" their 2% raise as bait in order to have no out-of-pocket premium costs but court workers said "enough is enough; we've given back all we're going to give back." Health plan bargaining was difficult and the team did an outstanding job. The Court's position was they would cap their contribution at the 2009 rate so members would be responsible for all premium increases. The team ultimately beat them down to a formula that was acceptable to our members.

Contra Costa County: Finally, some good news. Due to savings from the furlough days we aren't facing additional cuts. However, since the layoffs there has been a significant increase in workload (big surprise) and there are currently three meet & confers on workload and collapsed classifications pending. There may be a potential problem on the horizon. The new MOUs have language stating that all unions must "share the pain". CNA is balking at this (another big surprise) and it may end up being an issue for us. At least for now we're holding our own after some devastating cuts.

La Clinica de la Raza: Another example of members making a decision to save critical services is La Clinica. On 10/9, 96% of the members voting (over 50% and unit is 400) made the decision to defer a 3.5% increase for one year in exchange for no layoffs. Due to funding cuts the employer had literally exhausted their reserves and without the deferral we would be facing over 90 layoffs and cuts in several community health programs. The contract expired at the end of September and members made the decision not to go to the bargaining table but defer the already negotiated raise and extend the contract.

Alameda County Medical Center: The struggle goes on with a continued avalanche of disciplinary actions. We're probably setting a new union record. The good news is that we have an amazing team in place (Templeton, Stofan, and now Golden) who are making sure every member gets the best defense possible. Jet Chapman, our new team leader, is experienced in representation and determined to turn this around. Jet is spending a fair amount of time at ACMC getting the lay of the land and has a meeting with ACMC management scheduled to figure out how we can drastically reduce the number of disciplines. The Workforce Planning Committee continues to meet over layoffs and the number of layoffs continues to decrease. By next month I should be able to report final numbers. From over 120 we're down to less than 30.

Private Sector/Non-Profit: Head Start members had a picture perfect San Francisco day for their conference. The Exploratorium played host to over 200 Head Start members and their families. While members attended a series of workshops, the kids, courtesy of PNP Industry Chair Norm Ten, were able to have fun at the Exploratorium. Members I spoke with thoroughly enjoyed the event and are looking forward to the next one. Many and sincere thanks to Norm and all the members and staff who worked so hard to ensure a successful and fun conference. Members also took an important first step by voting to form a California SEIU Head Start Council. This could be a historic moment for Head Start workers.

E-Center: With the intervention of a federal mediator, a tentative agreement was reached for E-Center. Improvements include stimulus money COLAs, a 5% footnote for working out of class, and binding arbitration for discipline and discharge. Worksite voting will be scheduled. This takes some work since there are 53 sites in six counties. As of now it looks like voting will take place on 10/19. It's clear we have a lot of work to do with our E-Center members. Besides the challenging geography there is a big cultural divide between our Head Start Regional members and our Head Start Migrant members. Several important issues were raised that could not be addressed at the bargaining table. After the contract vote we'll be able to map out a strategy to tackle these issues.

Unity Council: Members at the Unity Council really want a union. While organizing under legacy Local 616, members faced huge opposition from the employer. Contract negotiations took over a year and a federal mediator was involved most of the time. After the merger the employer took advantage by not agreeing to 1021 as the new union and allowing the contract to expire. They then took the position that the union no longer existed. Members rallied and "re-organized" by signing cards again. We then had to negotiate another "first contract". It was a long, long fight but we finally reached agreement with the employer and members will be voting on the new agreement. Thanks to Worksite Organizer Sarah "Fred" Sherburn-Zimmer and the amazingly dedicated bargaining team.

PNP members at CSN, CAP, CAM, NCO & St. Vincent's are doing terrific work. CAP had a major contract success with a solid COLA and were able to improve several faulty contract provisions. Many PNP employers are anti-union and would rather pay big bucks to a union busting law firm than negotiate in good faith or treat their staff with dignity and respect. It's a battle in many places but the staff is doing a terrific job. Thanks to our members and Lorenzo Sotelo for the excellent work at CSN, CAP, CAM, NCO & St. Vincent's, where several of the brothers attempted to gang up on Lorenzo and intimidate him. They now know better.

Community Housing Partnership: Our newest 1021 members are anxious to get involved. 18 members turned out for beginning shop stewards training. While we produced the flyer, it was our new member leaders who ID'd the new recruits and made sure they attended the training. Leadership ID and development provided by Cristal Java.

Staffing: We have some good news on the PNP staffing front. After being off on medical leave for several months Ron Rhone will be returning to work on 10/13. Welcome back Ron. Sincere thanks to Yvette and all the PNP staff who covered Ron's turf while he was gone. It wasn't easy. Also thanks in advance to the entire PNP team who volunteered to assist Irene with the E-Center contract vote. With 53 sites it does take a team to make it happen.

DIRECTOR REPORT submitted by Ulysses Madison

San Joaquin County: September was a very busy member engagement month for San Joaquin County. Ice cream socials were held for the Department of Public Works, Department of Public Health, and the Human Services Agency. Tia Orr, SEIU State Council, attended and spoke at the Human Services Agency concerning the state budget and impact of members who are social workers and eligibility workers. Members found this meeting to be very educational and informative.

SEIU Local 1021 hosted a "town hall" meeting at San Joaquin General Hospital. Assemblywoman Alicia Huber and Senator Lois Wolk were guest speakers, in addition our very own Damita Davis-Howard. Both speakers spoke on the importance of keeping San Joaquin General Hospital open as a public hospital, on the state budget, and how they work to represent their constituents in while they are engaged in the state budget process. It was also important for members to hear of their personal connection to San Joaquin County while attending school, growing up, and living in Stockton. Members were asked to contact the governor regarding the Medi-Cal Reimbursement Bill (AB 1363) by calling directly and writing letters.

San Joaquin County Board of Supervisors was presented with a report concerning San Joaquin General Hospital and its budget problems. In summary, the hospital cost \$16 million from the general fund in fiscal year 2008-09. The report was developed by the Camden Group which was contracted by the county to manage and oversee the operations of the hospital in an effort to cut loses and raise revenue. This has not happened and the report gave the board of supervisors five options which basically consisted of privatization, sub-contracting work, and or looking for investment groups to buy, lease, or invest in the operations of the hospital. The board of supervisors did not accept the report and asked that the union be at the table with the leadership committee at the hospital and have a voice in the future of the hospital. The parties were asked to report back in 60 days with other viable options.

City and County of San Francisco: Layoff Notices were issued to 529 members, primarily in the CNA and unit clerk classifications in the hospital. 29 layoff notices went to members in the Human Services Agency. A plan to fight layoffs was adopted by the Strategic Budget Action Committee and is comprehensive in nature. The committee developed a

number of sub-committees to help focus attention and activity in various areas of the plan, including but not limited to: media, due process, member engagement, and comparable worth. The Strategic Action Budget Committee has been meeting weekly to enact a plan to fight layoffs. The committee developed several member actions last month to publically dispute the issuance of layoff notices: 300 members marched on city hall and the mayor's office; 150 members rallied at San Francisco General Hospital, 300 members rallied at the Human Services Agency. Layoff fight back petitions are being disseminated throughout worksites in San Francisco. Up to this point, over 150 members signed the petitions. A committee of strategic bargaining team members and key member leaders from Laguna Honda Hospital and San Francisco General Hospital met with the mayor's office in agreed-upon mediation to develop options to avoid layoffs. The mediation was facilitated by Tim Paulson of the SF Central Labor Council and basically was a relational and information meeting. Next meetings were scheduled for 10/10 and 10/15,

Member Resource Center and staff assignments: Due to the MRC being rolled into the general government jurisdiction of the San Francisco office, worksite assignments are being reviewed and changes in assignments are being proposed for worksite organizers. Worksite organizers are being allowed to give feedback on proposed assignments but they should be finalized with the next 2-3 weeks.

DIRECTOR REPORT submitted by Valerie McCan-Murrell

Staffing: Due to a resignation, there is currently a vacant worksite organizer position on the in the North Bay-Solano area. The position will be posted internally this week.

At **San Lorenzo Unified**, members are celebrating a huge victory in the food services division. The workers had been required to take a 15 minute unpaid break. As a result of the union letter to the district and members posting this letter to all school sites, the district agreed to retro back to the beginning of the school year. We are also requesting timesheets for workers for the last three years to see if there have been other violations.

There is fear at **Fremont Unified** that the transportation division will be eliminated next fiscal year. As a result of many concerns, monthly meetings to address these issues have been scheduled. Member involvement and coalition-building with other unions and the community will be discussed.

In **Oakland Unified School District**, in speaking with members, we have identified potential budget problems with the mid-year cuts and will be talking about common issues with other school districts. The ratification vote for the three year renewal (7/1/09 through 6/30/12) of the **OUSD** contract with no take-a- ways is scheduled for 10/29.

San Francisco Community College members are moving forward with Building Better Communities. Through outreach to the student body, they will be supporting our efforts with a food drive. The kick-off to the food drive will begin 10/12. The leaders and members want to support the community during these hard economic times.

At **Peralta Community College District**, the members moved a petition for management to "Lead the Way" in taking up to twelve work furlough days. We were successful in getting the district to agree to provide the union with the letter which states that they will take work furlough days. However, during concessionary bargaining, the district did not agree to extend the contract for another year. Since there has been no movement at the table, the negotiating team decided to take the district's proposal to a vote and have members make the decision. We are scheduled to have a concessionary vote on 10/15.

After much hard work and input, our members in **Marin County** escaped with no layoffs or furloughs this budget season. Members are extremely thankful. The VSIP (Voluntary Separation Incentive Program) has rolled out in the Department of Health and Human Services and is set to roll out to the remaining county departments in an effort to continue to save money and avoid layoffs and furloughs. The program is expected to save \$1.5 million for the 2009-10 fiscal year. **Marin** is in the process of reorganizing every department to reduce costs. Members are being very assertive in ensuring they are heard by requesting meetings, sending delegations, and launching campaigns around the impact of proposed changes. Bargaining will begin next year and the **Marin County** leadership is busy developing a strategy to combat concessions next year. They are exploring the possibility of interest based bargaining with the county. Members are meeting to discuss replacing a personnel commission board member whose term of office is up. A search is being done by the RNs to find a viable candidate to support. One of our own **Marin County** members, Shelly Scott is running in the local election for Novato School Board. Congratulations to the communication dispatchers for standing up and standing together to win their fight on seniority shift sign-up violations.

In **Sonoma County**, members are fighting to keep the landfill local as opposed to the county's idea to contract it out. Beyond there being environmental and budget concerns, if this proposal were to go through, it would affect 44 positions. So far we have been successful in delaying the contract approval, but there is still work to be done.

In **Solano County**, discussions around possible concessions have moved slowly. Management has a "wish list" and doesn't appear interested in anything less. At the same time, the director of Health and Social Services appears to be moving forward with removing alternate work schedules for our members. This was one of the major points of contention during last year's campaign. Our members are being polled and we may be at a point where we are not interested in concessions. Simultaneously, we're organizing around the H&SS director, filing multiple grievances, and working on unfair labor practice charges. We continue to search for a viable candidate for the board of supervisors for the June 2010 election.

The county executive in **Sacramento County** announced a plan to lay off all county employees and hire them back at .908 time. This is essentially a 10% reduction in hours. We, along with several of the other unions, filed grievances. The county initially rejected the grievances, and then tried to force us to consolidate. We have refused to consolidate. There is some belief that the threat was made in order to leverage some concessions from our membership. Also in **Sacramento County** the full PERB Board recently upheld the administrative law judge's decision that the county's elimination of retiree health benefits in 2007 was an unfair labor practice and ordered the restoration of the benefits. The county's response has been to file suit in the Third District, asking the court to overturn PERB.

At **Sacramento City Unified School** members had a very successful first day of school action, leafleting around the state budget's impact on education. The members were so excited; they also leafleted on the second day of school. There are two major victories to report: bus drivers and custodians will collectively receive tens of thousands of dollars in retroactive longevity and overtime pay earned over the summer. Instructional assistants had their work hours cut by one hour per day. We are organizing around this issue and using it to build strength. So far, it looks like the hour will be restored.

The **Far Northern Regional Center** contract action and bargaining team are working on proposals, research, and a campaign plan for bargaining. Members are interested in a possible extension of the current agreement; management has notified us they want to bargain. Two dates in October have been set for bargaining.

City of Redding members ratified a one year deferral of COLAs, a one year contract extension, and a voluntary time off program to mitigate the impact of budget cuts on SEIU-represented positions.

At **Los Rios Community College District** there will be no layoffs for this year. Members received bonus checks and will receive their step increases.

Our **Dixon Unified** members voted to "adopt" a 5th grade student from each elementary school in Dixon and pay for their 5th grade camp. While the final criteria has not been decided, the intent is to identify those kids whose families, because of the economic crisis, can't afford the cost of 5th grade camp.

DIRECTOR REPORT submitted by Lety Salcedo

All organizing staff is assigned to Member Strength campaigns. They are currently assigned to the campaigns listed below with the goal of meeting the Member Strength goals of 5% leadership and 10% new member engagement. In addition to meeting these goals they are identifying issue organizing campaigns to develop leaders and assist in the resolution of issues that are widely and deeply felt.

Alameda County Medical Center: The team is moving issue organizing around bad bosses, respect, and staffing levels.

Laguna Honda Hospital: The team is helping to mobilize around the San Francisco plan to prevent layoffs as well as moving issue organizing campaigns. We also have our researcher spending half of his time assisting with finding money in the San Francisco budget to fight the layoffs.

San Francisco General: The team is assisting with the clerical and EVS leader IDs and issue organizing.

Sonoma: The team is focusing on the landfill issue in the county. They are helping to move the members and the politics to stop the sale of the landfill. They are also outreaching to the rest of the county membership to help voice their concerns as constituents of the county.

Solano: The team is turning members out for the phone banks to win the two City of Fairfield council seats. They are working both in the City of Fairfield and in Solano County.

San Joaquin: The focus is on member engagement, leader development, and leader identification. Since the county recently announced the possible contracting out of the hospital, the team is also assisting in the research and planning to fight the sale.

Schools: The team is working with the internal team to fight the state budget cuts. They are also focusing on member engagement and leader development.

**SEIU Local 1021
EXECUTIVE BOARD MEETING
Thursday, November 12, 2009
San Francisco**

Members present: Damita Davis Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Amanda Booker, Derrick Boutte, James Bryant, Michelle Coleman, Nadia Frazer-Robinow, Ed Kinchley, Andrea Longoria, Kathy O'Neil, Vicki Reed, Leea Rodriquez, Mary Sanders, Jan Schardt, Marcus Williams

Members excused: James Nebel, Norm Ten, Lacy Topolewski

Staff present: Fran Jefferson, Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Lety Salcedo, Bill Steck, Pattie Tamura, Gilda Valdez,

President Damita Davis Howard called the meeting to order at 9:37 a.m.

Announcements:

- Treasurer Sandra Lewis announced the upcoming holiday parties for SEIU 1021 members on December 5 at the Sheraton Grand in Sacramento and at the Petaluma Sheraton on December 12 for the Marin, Sonoma, and Mendocino county members. Tickets are \$5 and sold at all offices. Industry chairs are generously sponsoring the events.
- Worksite Organizer Greg Cross asked the board to "pass the hat" for a San Francisco member who was terminated after working 28 years at Laguna Honda and San Francisco General Hospital. The member doesn't have health care and union is trying to get him COBRA but lacks the money. The City Workers Industry donated \$1,000.

October 13, 2009 minutes: It was M/S/C to approve the minutes as amended.

Updates on outstanding/ongoing issues/bylaws: There was discussion regarding the role of staff in the bylaws election. President Davis Howard stated it was appropriate for staff, as an organizational responsibility, to campaign on the bylaws. There was discussion about the role of staff during bylaws negotiations among the three bylaws bodies. There was to be a follow up discussion but it never took place as alternate meeting dates were suggested but no one responded. Several executive board members expressed the opinion that it was inappropriate for staff to be part of the campaign, the executive board was excluded from the decision-making; staff was asked to do more at the expense of needed representation, and it makes more sense for members to participate. President Davis Howard responded individually to executive board member concerns. Staff had been directed by the president. The robo-calls and "yes vote" campaign were not appreciated by some. Members and staff must be involved. For the record there were phone calls indicating that a deliberate attempt was being made to defeat the bylaws, precipitating trusteeship to the advantage of those who favored more time to organize. Worksite organizers are requested at a minimum to have at least three meetings at worksites per week and integrate work and the campaign.

The board went into executive session at 10:16 a.m. Out of executive session at 12:51 p.m.

The meeting resumed to hear San Francisco members speak regarding the San Francisco Strategic Budget Committee: Six members, on their own personal time, expressed their opinion that unless the organization changes, we won't go far. Members are not serving members. Unions are to

protect the most vulnerable, not waste time fighting one another. San Francisco certified nursing assistants are going to be deskilled and many will lose their jobs on November 15. Chronic infighting and staff attacks, need to be worked on; the battle is with Mayor Gavin Newsom, not our union house. Workers need the union. The six members speaking to the executive board were Ethena Faraka, Larry D. Stephens, Brenda Barros, Evelyn Morales, Debbie Dobson, and Teresa Rutherford.

The board went into executive session at 1:05 p.m. Out of executive session at 3:03 p.m. There was no official report but the secretary was asked to reflect the report out in the minutes.

Actions from executive session:

- It was M/S/C by the board to direct president to tell staff to stop campaigning for a yes vote on the bylaws. No staff will be disciplined for not meeting their quota or otherwise working on the campaign.
- It was M/S/C to immediately review the CWA contract to get clarity about staff and elections and review the current bylaws and issues at hand to make a decision on how to proceed with the staff before board adjourns.
- A formal complaint has been filed with the SEIU Local 1021 ethics liaison.
- It was M/S/C to amend existing policy where any amount above \$5,000, unless for day-to-day operational expenses, will be reviewed by the treasurer and Budget & Finance Committee and have the BFC craft any other oversight policies for executive board approval.

Treasurer's report: The board determined the executive session need not be sustained during the second half of the treasurer's report. The report, titled "challenges to the 2010 budget," included issues of officers' salary or stipend (\$250, \$450, or \$650) and larger executive board of 41; sufficient number of worksite organizers for program and representation; levels of supervision (cutting staff and efficiencies); layoff and furlough projections needed; Budget & Finance Committee policies for approval as suggested by the board; Member Resource Center funding through the general fund; lost time (for larger board); OPEIU and CWA contract negotiations; six-month or 12-month budget. There were suggestions of funding for worksite organizers, vice presidents take on more duties, fewer supervisors; a full-time economist position. Point of order made that staffing is in bylaws under authority of the president. Other suggestions included review proposed bylaws for future costs, a transition Budget and Finance Committee team for the new board; room for adjustment in the preamble/vision; delegates for the local. The treasurer described the agenda for the November 18-20 BFC retreat.

There was a question about the Election Committee. The proposed bylaws describe a process. There may need to be an emergency meeting of the board for appointees to the committee.

SEIU Local 1021 union letterhead policy: It was M/S/C to approve and adopt the proposed policy (attached).

Letter of support for MTA SEIU 1021 member: James Bryant requested the executive board's support for a member and MTA station agent who was attacked and wrongly incarcerated for defending himself against assailants while on duty. He is now back to work. It was M/S/C the president will send a letter of support.

Board vacancies: There was discussion and comment about an appointment to the board as there are two members from the same chapter. There has been a history of more than one member from

the same legacy. President Stern has appointed Amanda Booker, Andrea Longoria, and Oliver Tarap to the board.

President Davis Howard will investigate the alleged discipline surrounding the bylaws campaign. The board will receive an email about the president's decision.

The meeting was adjourned at 3:37 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

SEIU Local 1021 UNION LETTERHEAD POLICY: Local 1021 letterhead is to be used only for official union business by union staff, local officers, executive board members, chapter officers, and committee and industry chairs. Expressions of personal opinion should not be written on union letterhead nor should a person's union title be used in such a way that would imply the opinion represents that of the organization when such is not the case. When the above-named staff or members use SEIU Local 1021 letterhead, a complete title must be included (e.g., "John Doe, Chapter President," not "John Doe, President").

DIRECTOR'S REPORT submitted by Bill Steck

POLITICS:

Elections: Our highest priority in local elections was the City of Fairfield, where we were trying to take out two unfriendly incumbents. As of the day after the election, our leading candidate, Pam Bertani, was trailing by 160 votes, with an unknown number of absentee and provisional ballots yet to be counted. Our members from Fairfield really stepped up to work on this campaign, phone banking and walking, as did our staff.

We also won Proposition C in San Francisco, allowing the city/county to sell naming rights to Candlestick Park with some share of the money going to fund recreation and park director positions.

We are in the process of planning for 2010 elections, both locally and at the state level through the State Council.

SEIU "Change That Works" Campaign: Health care reform remains the major focus of Change That Works. We continue to participate in earned media events, phone call and letter writing campaigns, and legislative visits. Senator Feinstein, who was our biggest target, has announced her support for the "public option" and the House has passed its health care reform measure.

COPE operations: Work continue on implementation of operations manual, with target of full implementation by January.

COPE: We are engaged in a COPE drive for the remainder of the year.

PAC expenditures: The following expenditures were approved in October: City of Fairfield - \$20,000, in-kind to Pam Bertani and Jamie Johnson for literature mailing; Alameda DCC - \$2,000, slate mailer; City of Oakland - \$10,000 for polling, mayor and city council races; State Assembly - \$200, Ellen Corbett fundraiser; Sonoma County - \$500, Efran Carrillo fundraiser; San Francisco - \$15,000, Yes on Proposition C; San Francisco DCC - \$1,500, fundraiser; San Francisco CLC - \$150, Public Employee breakfast

MEMBER RESOURCE CENTER:

MRC roll-in: RNs will be next to roll-in, scheduled for early December. To be followed by Oakland, BART, SF non-health and we will be done.

Quality assurance audits: we now review selected calls at each MRC Committee meeting and provide feedback to the MRC.

Updating MRC standard operating procedures: we continue to do research to identify all areas of MRC utilization that need to be addressed. I will be meeting with MRC staff this week to finalize scope and timeline for new SOP development.

MRC marketing: we will sponsor our second MRC contest, this one focused on Industries, from mid-November through January. Our last context resulted in a 30% increase in call volume.

Unionware access: We are working on scheduling a training for interested Industry chairs in December. We are planning to expand access for both member leaders and staff in three waves in 2010.

MEMBER STRENGTH: Working on completing our first baseline assessment of member engagement in 1021. For the remainder of this year we will be focused on meeting our 2009 Organizational Member Strength Goals (2% of members

leading, 10% of members engaged) in ways that lay the foundation for reaching our overall member engagement goals (10% members leading, 50% members engaged) to achieve our organizational vision. Priority programs:

1. Build our Member Communication Network
2. Develop and implement a new member orientation program that gives new hires a positive initial experience of our union, our vision for the future, and their part in it.
3. Launch our Building Better Communities program to advocate for quality, accountability, and transparency to restore public trust in government services and our members, and raise revenues to fund essential services.
4. Encourage experimentation to learn from what works and what doesn't.
5. Systems and processes to track member participation.
6. Managing the conversion of both our web content and on-line activism platforms.

COMMUNITY STRENGTH: We are currently working on the following: Assisting SEJ Committee in reviewing budget and prioritizing programs for remainder of 2009 and for 2010. Developing proposed Community Strength plan and budget for 2010. Coordinating 1021's "One Warm Coat" drive.

RETIREES: Retirees continue to work on health care reform and pension issues, in addition to chapter-specific programs and activities.

DIRECTOR'S REPORT submitted by Fran Jefferson

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

Alameda County: The board of supervisors paid tribute to 1021 members who voted overwhelmingly (see October report for details) to give back a 3% December raise to save jobs and services. Each board member spoke and made it clear that they would not forget the sacrifice 1021 members were making. The campaign committee members were given release time to attend and several spoke reiterating their commitment to saving important services. They also reminded board members that they were committed to improving conditions for working families and would be seeking raises and other improvements come contract time.

Contra Costa County: We're still keeping our fingers crossed but so far no additional proposed layoffs or service cuts. The county is still in dire financial straits so we know this won't last.

Alameda County Medical Center: The layoff Workforce Planning Committee continues to meet and the group is committed to saving everyone. This group has made significant progress since they began to meet several months ago. Actual layoffs continue to be down to seven and nobody has been laid off yet.

Unfortunately there has been no decrease in the number of disciplines and terminations. Right now we have over 150 active cases. Staff often does 8-9 Skelly hearings a week. The representation team of Templeton & Stofan, with assistance from Golden and Team Leader Jet Chapman, are doing an amazing job of staying on top of this. Unfortunately most of the disciplines and terminations are for tardiness and attendance, often difficult cases to win. We'll keep at it until we find the magic bullet that reduces disciplines to a normal number.

Private Sector/Non-Profit: More than 40 members representing the geographical diversity of 1021 attended the quarterly PNP conference on 11/7 in San Francisco. The agenda included bylaws training, engaging members, improving communication, training needs, and PNP restructuring. The discussions were thoughtful and focused on finding solutions and not just identifying problems. Training needs identified include new stewards training, how to run an effective meeting and contract negotiations. In addition, a top priority focused on the need to restructure PNP. Because of the number of sites, contracts and the challenging geography, members strongly support looking at other models that would improve representation and build stronger ties between the various employers. Members were concerned that two PNP worksite organizers are on non-PNP teams with different team leaders and directors. There are also PNPs, i.e., Asian Health and La Clinica, that currently are represented by the Alameda County team. This hampers the ability to build a strong and united PNP industry. The group decided to tackle this issue and the PNP Restructuring Committee was formed. This group will have its first meeting via conference call on 11/16 and hope to have a draft plan for the Budget and Finance Committee. After the conference, Head Start members met to discuss the newly formed Head Start Council.

DIRECTOR'S REPORT submitted by Pattie Tamura

Special Districts: The Special District team is now at full staffing. Sue Osweski is completing a short term contract to assist with negotiations and impact bargaining at **Union City**. After members rejected management's offer of no improvements and deleting the no contracting out clause, management declared impasse. In Fremont, after a long struggle and hardball negotiations, we settled the contract with assurances that no one was getting increases but no me-too clause.

Following the contract campaign the **BART CAT** team held a recognition dinner as many members stepped up putting in endless hours communicating with other members and the public about the contract. BART management has proposed approximately 100 layoffs and BART members are taking on a serious Health & Safety Pigeon Campaign where management required cleaning of pigeon droppings without health & safety training or equipment. It may sound silly but those birds carry many diseases which are very contagious.

San Francisco Housing Authority is fighting back on management's proposed takeaways and reorganization. About 75 members have been participating in regular meetings to plan the fight-back campaign.

City Workers team: Currently there is one vacancy on the city team. After two rounds of interviews, Kelly Osmundson was hired to the vacant worksite organizer position and we are reviewing an internal transfer request for the Berkeley North worksite-organizer-focusing-on representation position. Budget fights continue to appear in most every city, with proposals for changes in benefits, furloughs, and work rules. Bargaining for **Fairfield** and **Napa** part-timers is proceeding while court workers in **Marin** and **Napa** are still fighting state proposed cuts.

San Francisco health team is at full staffing with assistance from the external organizing department. Over 350 DPH members received layoff notices in mid-September. Since then there have been town hall meetings, worksite meetings, rallies at city hall, hearings at the board of supervisors, actions at the SFGH groundbreaking, actions at events where Mayor Newsom in attendance, and many elements of a fight-back plan. Despite these efforts and meet & confer meetings regarding the impact of and alternative to layoffs, the Internal Job Placement Committee, weekly layoff clinics, mediation with the mayor's office and increasing, escalating legal action and public actions, the first "demotions" take place 11/16 for 289 CNAs. When shown that sufficient savings are possible through a hiring freeze, outside vendor savings, new revenue from the state and work smart proposals, the city is not interested or wants to utilize the savings toward next fiscal year—not stopping these demoralizing cuts. The next wave is postponed to 11/30 for clerical series workers.

San Francisco RNs: The team continues with full staffing. The RNs continue to stand shoulder to shoulder with of the DPH employees in their fight-back to save services and jobs. On their own behalf they are meeting to settle the RN staffing grievance and are in the final stages of planning an 11/20 in-service training on truly healthy health care providers.

Training & Education: Karega Hart continues out on disability with an anticipated date of return in January. Both new and advanced stewards training continues and on 12/7-11 staff training on collective bargaining and labor management committees is occurring. In the new year, understanding budgets will be the featured course for staff. Training staff continues to work with Member Engagement and Member Resource Center training

DIRECTOR'S REPORT submitted by Ulysses Madison

San Joaquin General Hospital: Member leaders have been working with staff on a plan to save San Joaquin General Hospital. The plan includes going to Natividad Hospital in Salinas, California where there was a successful model that the board of supervisors wants to bring to San Joaquin General Hospital.

SEIU Local 1021 has been in communication with SEIU 521 in organizing a visit wherein members involved with the campaign and implementation of the successful plan will be interviewed. The chief administrative officer of Natividad Hospital has agreed to meet with members and staff from San Joaquin County about the plan that saved the hospital in Salinas. Campaign documents will also be reviewed but the importance is the role the union and community played in saving Natividad. Natividad was losing upwards of \$20 million a year until their recent operations model was enacted and now the hospital is a revenue generator for Monterey County. The trip will be scheduled on a date to be determined by the members and worksite organizers working in conjunction with SEIU 521 and their availability.

The board of supervisors have gone on record publicly as wanting to save and maintain San Joaquin General Hospital as a public hospital.

San Joaquin County budget deficit: Member leaders and worksite organizers have been continuously watching the budget process at the board of supervisors meetings for any news of layoffs or budget impacts on members, through the chief administrative officer and board of supervisors. An announcement was made by the CAO that in the 11/24 meeting there will be an announcement of layoffs of social workers in San Joaquin County. Notices have gone out to our members, especially in the Human Services Agency, about this important meeting. Members have been asked to attend this meeting and to wear their purple! So far, the response has been great and we anticipate a packed board room.

Politics in San Joaquin County: SEIU 1021 and the Calaveras County Central Labor Council have been working feverishly on the National Call for Action Day to call representatives in Washington D.C. on the new national health care bill which was just passed out of Congress and now is in the Senate. Both representatives from San Joaquin County voted in approval of the bill with a "public option". This was a successful attempt to get the national health care bill passed. Now our focus has to shift from Congress to the Senate.

City and County of San Francisco: The major activity in San Francisco is the "fight-back" campaign against layoffs and de-skilling (demotions). There have been several rallies, numerous press conferences, numerous "dog the mayor" activities, legal challenges filed, and five mediation sessions with the mayor's office. There is a major civil disobedience planned for 11/12 where we plan on taking over city hall. This will come on the verge of SEIU Local 1021 not receiving the eight votes necessary from the board of supervisors to restore funding to avert layoffs and de-skilling. The legislation was rescinded by the makers of the legislation to the budget committee where there will be further review before the board of supervisors takes a second vote on the legislation in about two weeks.

Strategic Budget Action Committee: The Strategic Budget Action Committee has been engaged in the layoff

and de-skilling “fight-back” campaign since August of 2009. However, the committee has been struggling with the structure of the mediation team that met five times with the mayor’s office to avert layoffs and de-skilling and dealing with procedural processes in addressing this particular issue. In the 10/29 meeting of the committee, members made several requests to change the member co-chair person of the committee. This was done amidst controversy centered around a member from Laguna Honda Hospital voted to be on the mediation team by the mediation team being removed by actions of the member co-chair. No motion was accepted and there was no vote taken on the requests of the members on the basis that the Strategic Budget Action Committee was going to be discussed at the next executive board meeting scheduled for 11/5. Member Co-Chair Larry Bevan appeared at the beginning of the 11/5 meeting and resigned from his position.

Politics: In this past election, there was one revenue initiative that passed that will help our members in recreation director positions to maintain their jobs over the next couple of years. Proposition “H” which was the renaming of Candlestick Park passed and this is estimated to bring in as much as \$3 million. Also, worksite organizers have worked hard on the National Call for Action Day to call representatives in Washington D.C. on the new national health care bill which was just passed out of Congress and now is in the Senate. Representatives from the City and County San Francisco voted in approval of the bill with a “public option”.

SEIU bylaws vote: Member leaders and Worksite Organizers are working well together on the bylaws passage process in covering areas with vote “Yes” literature and member leaders are moving vote “Yes” petitions in the field. Worksite organizers received training in moving the bylaws information, literature, and petitions in the field. Contrary to various interpretations about the process of moving the vote “Yes” petitions in the field, worksite organizers were trained to move them through their worksite leaders.

DIRECTOR’S REPORT submitted by Valerie McCan-Murrell

Staffing: Due to the resignation of one worksite organizer and the unplanned medical leave of another, we are currently short two positions in Solano County. Greg Carter will transition into the vacant position once someone is hired for his schools route. Interviews are taking place the beginning of December.

Solano County announced the deletion of 161 positions, mostly SEIU, to deal with a general fund shortfall. Over 200 members came out for a short-notice general membership meeting and voted to explore possible concessions. We have met twice with the county and are moving to save as many jobs as possible. Our charge is to get a guarantee on the number of jobs saved and the length of time the positions would be “safe” from future layoffs. We continue to search for a viable candidate for the board of supervisors for the June 2010 election.

Solano County Mosquito Abatement District members are interested in a one-year contract with some minor concessions and a one-time lump-sum. The district is amenable. There are some legal concerns over a long-standing practice of reporting certain benefits to PERS. None of our members have retired since this language was adopted several years ago, but there is a question over how retirement benefits would be calculated. We are working with the district to correct their processes and to write language that would maximize the PERS contributions.

Sacramento County announced a plan to lay off all county employees and hire them back at .908 time. This is essentially a 10% reduction in hours. We, along with several of the other unions, filed grievances. The county withdrew the .908 threat as part of a tentative agreement wherein members were invited to participate in a voluntary work reduction program. Contributions to retiree health savings accounts are suspended for the current year and our members will accept five furlough days with the cost of the furlough days spread over 16 pay periods, with no impact on the retirement benefit. The agreement was overwhelmingly ratified.

At Sacramento City Unified School District, instructional assistants had their work hours cut by one hour per day. We have been organizing around this issue and had a wonderful turnout of our members at the 10/15 school board meeting. Last week the hours were restored.

At Far Northern Regional Center there’s a tentative agreement on a two-year extension of the current contract, maintaining all current salary & benefit levels.

The city council is exploring a ballot measure for next June or November in the **City of Redding**. The measure would direct the city to force employees to pay 100% of retirement contributions. We are working with a coalition of unions in the area to try to keep the measure from appearing on the ballot.

At Fremont Unified we are continuing to have monthly meetings with transportation around ways to increase hours and prevent contracting out. We are preparing to do an issue organizing campaign with maintenance workers seniority and hours of work.

Acalanes Union High School District management has requested to re-open the contract to discuss health care and hours of work. We are confident that we will be successful in maintaining benefits due to the parcel tax that was passed last year.

City College and **San Francisco Unified School District** members are facing layoffs due to the bumping from the city and county.

At Chabot College District we are currently involved in the class and compensation study for the entire bargaining unit. We were successful in reaching the threshold of members who are able to take the SERP

(Supplemental Employee Retirement Program). Under this program members will receive 65% of their annual salary. Members may elect to take compensation over a five-year or ten-year period.

At **Ohlone College District** we reached agreement in concessionary bargaining. Members will take five furlough days from January to June 2010. We also agreed to split the cost of the medical coverage increase which will be borne equally between the union and the district. It will cost \$30.00 for our members. In exchange, the district agreed to no layoff language during the life of the concession. We also reached agreement to implement the SERP. Under this program, members will receive 75% of their annual salary. Members may elect to take compensation over a five-year or ten-year period.

Peralta College District members voted down the concessionary bargaining agreement. We are scheduled to do back at the table on 11/12. The district also passed a resolution last week to eliminate certain classified positions. Members are calling the Member Resource Center regarding the layoff notices they are receiving. We are attempting to schedule meet and confer over the impact.

**SEIU Local 1021
SPECIAL EXECUTIVE BOARD MEETING
Tuesday, December 1, 2009
OAKLAND**

Members present: Damita Davis Howard (president), Christal Cox (vice president), Sandra Lewis (treasurer), John Morrison (secretary), Larry Bevan, Karen Bishop, Amanda Booker (by phone), James Bryant, Michelle Coleman (by phone), Kathy O'Neil (by phone), Vicki Reed, Mary Sanders, Jan Schardt, Norm Ten, Marcus Williams.

Members excused: Derrick Boutte, Nadia Frazer-Robinow, Ed Kinchley, Andrea Longoria, James Nebel, Leea Rodriguez, Lacy Topolewski.

Staff present: Seth Schapiro, Rocky Morrison, Kerry Newkirk, Bill Steck.

President Damita Davis Howard called the meeting to order at 2:34 p.m.

President Davis Howard introduced Treasurer Sandra Lewis to make a special presentation on the Budget Finance Committee's 2010 budget recommendation.

Budget Presentation: Treasurer Lewis distributed two documents: "2009 Budget Retreat Fourth Quarter Revenue Summary" and "2010 Budget Proposal as Recommended by the Budget and Finance Committee." The documents provide accurate actual expenses and projections. Cumulative fourth-quarter revenue was \$44,606,287; average membership was 57,045. The treasurer stated that even with layoffs the local has a high membership number although the impact of furloughs and layoffs will be felt in 2010.

The Finance Department will implement multi-year projections up to five years to provide more information about trends. There are no raises or future layoffs included in the budget proposal. Interest income is anticipated to be lower as interest rates are dropping (the rate is 1.3% for 12-month CDs). If the proposed budget is approved as presented, there will be no need to transfer funds from reserves. Specific line items were noted:

- Seven new positions budgeted for nine months as positions will not be filled by January 2010. The 157 current staff positions and new positions are budgeted at 95% of salary cost due to vacancies and various levels of compensation throughout the year. There was a salary savings of \$1,000,000 last year. The number does not factor in the new negotiations, raises, or benefits.
- Lost time increased by \$110,000 in anticipation of larger executive board.
- Increase in stipends in anticipation of larger executive board is unknown.
- Allocation for temporary staff is lower.
- Propose four board members and two staff to attend APRI, AFRAM, LCLAA, CBTU, and CLUW conferences (\$119,406). Attendance at PAW, AFL-CIO Martin Luther King event, SEIU Latino Caucus, and Summer Institute for Union Women included in Social & Economic Justice Committee budget.
- Proposal includes expenses for committee on uniform dues rate (\$60,000), executive board retreat (\$36,000), senior staff retreat (\$7,600), ethics training for treasurer, president, and ethics liaison (\$4,550), IFC consultants (\$48,000)
- \$100,000 added for Member Resource Center marketing
- \$200,000 budgeted for officer elections; no funds allocated for a dues vote.
- Major campaigns need to be identified and expenses tracked. \$50,000 added for Great Plains database upgrade.
- Proposal includes \$1,000,000 for political program. Line item does not include cost of

- anticipated pension campaign.
- Budget proposals have not been submitted by Health Care and Courts industries, Social & Economic Justice Committee, or Retirees Council.
 - New executive board will have to make decision on chapter rebates.
 - \$30,000 added for chapter elections.
 - Includes funding for directors and officers and other liability insurance. Insurance coverage will be on December 14 executive board agenda.
- Proposed total of non-organizing expenses: \$38,275,881; \$6,731,135 total organizing budget.

The treasurer reported the Member Advisory Committee requested a review of the proposed budget prior to the executive board's adoption on December 14. The Budget & Finance Committee has scheduled a meeting for the general membership to review the proposal for December 7 at 6:00 p.m. via videoconference (San Francisco, Myrtle Street, Stockton, Fairfield, Sacramento, and Santa Rosa offices). Budget & Finance Committee members (Sandra Lewis, Kathy O'Neil, Vicki Reed, Jan Schardt, Damita Davis Howard, Christal Cox) will facilitate meetings. Anticipate at least 10 members in each office, especially in outlying areas. There will be a logistics check-in on December 2 at 3:00 p.m.

There was discussion regarding the seven new positions, the 5% variance in the staffing line item, staffing levels, the use of reserves, a restructure of staff, Member Resource Center utilization, use of terminology, and whether the current board or incoming board should consider a staff restructure.

It was M/S/C to adjourn at 5:48 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

**SEIU LOCAL 1021
EXECUTIVE BOARD MEETING
Monday, December 14, 2009
Oakland**

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

Members excused: Amanda Booker, Derrick Boutte, James Nebel, Kathy O'Neil, Oliver Tarap

Staff Present: Ariana Casanova, Fran Jefferson, Ulysses Madison, Valerie McCan-Murrell, Kerry Newkirk, Lety Salcedo, Seth Schapiro, Bill Steck, Pattie Tamura, Gilda Valdez

Guests: Pete Albert, Dolores Gholar, Al Marhall, Dolores Gholar

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

ANNOUNCEMENTS:

- Michelle Coleman announced there will be a member appreciation day and general membership meeting on December 16 in Solano County for 120 workers being laid off. This is a chance to say goodbye and thanks.
- Treasurer Sandra Lewis announced that our laid off members will receive their gift cards after they have left their worksite. Cards will be issued when names have been verified. Cards and forms are available at the 29th Street office. Gift cards will be distributed at each office and protocols will be worked out by the first of the year. All staff should have forms for laid off workers.
- Larry Bevan announced there will be more devastating cuts in jobs and services in San Francisco. Layoffs are scheduled for April and May 2010.

REVIEW/APPROVE NOVEMBER 12, 2009 MINUTES: It was M/S/C to approve minutes as amended.

UPDATES ON OUTSTANDING/ONGOING ISSUES:

- **Committee on Structural Integrity Report:** It was M/S/C to accept the SEIU Local 1021 Committee on Structural Integrity meeting minutes/report and recommendations submitted by Committee Chair Michelle Coleman.
- **Bylaws Election Committee report:** Executive board reviewed the report. The total cost was \$250,000 for election and \$250,000 for campaign. According to the treasurer, total expenditure was \$500,000. It was M/S/C to accept Bylaws Election Committee report.
- **Gift cards:** The executive board has approved \$75 gift cards for laid off workers up to a total of \$50,000. The cards have been appreciated. Only \$10,000 has been spent. The executive board considered the economy and fate of fellow members being laid off. There was concern about unintentional misuse of the card and if laid off members who received \$75 in the past would feel less appreciated. The cards are a one time gift from the local. It was M/S/C to raise the gift card amount to \$150 effective January 1, 2010.
- **Staff holiday gifts:** There was discussion about \$150 gift appreciation items for staff and if the funds could be donated to food banks in lieu of gifts. Staff have the option of giving to food banks. Executive board members may donate.

REPORTS:

Treasurer's report: Treasurer Sandra Lewis reported on the board's first reading of the 2010 budget at the board's December 1, 2009 special meeting. Vice President Christal Cox offered to make an amendment to that budget.

Executive session was called at 11:20 a.m. Out of executive session at 12:46 p.m. There was no official report but the record reads: It was M/S/C to eliminate IFC consultant funds and move \$48,000 to the general fund. City and County of San Francisco Industry formula will be adjusted including all industries. Courts Industry will be adjusted plus \$6,000. Health Care Industry will be adjusted. Some industries didn't get the purple incentives. It was M/S/C to defund chief of staff position and fund two worksite organizer positions. President is on record of allowing the previous proposed Budget and Finance Committee new positions, under current provisional bylaws language, as sole authority. Budget and Finance Committee disputes provisional bylaws.

NEW BUSINESS:

City of Oakland: Al Marshall, 21-year Oakland city employee and shop steward, addressed the executive board and shared his concerns about large turnover of worksite organizers in Oakland, the need for continuity in negotiations, stewards and activists being targeted by Oakland management, support needed to build the union, plans and strategy to combat anti-unionism, inclusion of key leaders from Oakland at the table. Brother Marshall reported the City of Oakland has 1,400 workers. There were three representatives in "the old days." A veteran experienced representative is needed. President Davis Howard has met with chapter leaders. There is a vacancy to be filled and another worksite organizer is on leave. President Davis Howard explained the process of staff transfer, vacancies, and interviewing all rank and file. The employee pool is smaller and qualifications must be good. Oakland management is more adversarial. Brother Marshall stated one worksite organizer can't cover all of Oakland. There will be a retreat January 21-22, "Strengthening Our Stewards." The new executive board needs to look at Oakland and make sure there are resources and representatives. Brother Marshall also commented that it is disrespectful if supervisors are not alerted as to schedules and accountability.

Ethics training: Ethics Liaisons Seth Schapiro and John Morrison distributed a section of the SEIU Code of Ethical Practices and Conflict of Interest Policy, a schematic of SEIU ethics structure, executive summary, and code certification. Seth Schapiro presented an overview of the structure, intent of an ethical culture, who and what the Ethics Ombudsperson is, the independent Ethics Officer and roles, responsibilities of compliance and expectations with guidance by the Ethics Liaisons. Most confidential complaints may be resolved at the lowest level. It's a new policy of SEIU and this board first reviewed the proposal last spring for input. Policy was adopted June 13, 2009 by the SEIU Executive Board for all locals. The executive board was reminded to take the online proficiency test and sign the code certification receipt and conflict of interest policy. The board broke into work groups to gain familiarity with the policy. Most of the ethics code is straightforward. The grey areas deal with examples where interpretation and conduct are not that clear. Seth Schapiro encouraged board members to take the online test before December 31 at no charge to the local.

REPORTS:

SEIU Local 1021 Election Committee Report: Executive Board reviewed the report. Appointed Election Committee members are Marty Bergstedt, Cassandra Burdick, Cass McCoy, David Murray, and Donna Shane. Notice of election rules will be mailed out to all members in good standing (not service fee payers). Question about staff roles communicated to the Election Committee. Website information should contain information about the Election Committee appointments. It was M/S/C to accept the report of the Election Committee.

Martin Luther King AFL-CIO event: There are currently five board members who initially requested to participate. Larry Bevan, Christal Cox, and Sandra Lewis withdrew. Michelle Coleman and Ed Kinchley are available. Lacy Topolewski was added to the list going to North Carolina.

Marin County decertification: Director Valerie McCan-Murrell reported on Marin decert activity. Issues include closure of the San Rafael office, perception of losing local control, lower dues, and an office (a conference room is available and being used by the members). There are 1,500 members in the county. The fight-back campaign/strategy includes seven organizers in the field to have individual discussions with 500 workers in nine days to find out how deep the decert effort is and assess strengths/weaknesses, leaders, and bargaining issues, and get super majority on 1021 petitions. It was reported a third of the members don't know about the decertification. The county has \$23 million reserve fund in reserves.

D&O and EPLI insurance: Clay Owen, vice president of sales for CCI, Financial & Insurance Services, distributed a comparison of coverage offered by two insurance companies. The union at present has a standard, general policy. Mr. Owen described the directors/officers coverage, protection for errors and omissions, and coverage for individual representation. It was M/S/C to contract with the National Union Fire Insurance Company (\$56,815 premium and \$2,000,000 optional limits of liability).

Alameda County COPE Committee recommendation: Political Coordinator Ariana Casanova and Alameda County COPE Committee Co-Chair Pete Albert reported on the difficult relationship with the executive secretary/treasurer of the Alameda Labor Council, including endorsement processes, the council's position the Workers United Aramark campaign, insensitivity toward 1021 COPE procedures, lack of support during NUHW and CNA raids on Local 1021, etc. It was M/S/C to support the Alameda COPE Committee's recommendation to suspend per capita payments to the Alameda Labor Council for six months with a re-evaluation. Money will be set aside for future expenses and needs for Alameda County.

Treasurer's report (continued):

- **Election vendor proposals:** The executive board reviewed a December 12 memorandum from Clerical and Facilities Director Sandy Tibbets, with a summary of two proposals for election services. Election Services Solutions (ESS) is the recommended vendor. An initial \$40,000 has been paid; an additional \$100,000 is due. \$103,000 will be charged to the 2009 budget. Total election cost will be \$303,856.67. It was M/S/C to confirm ESS as the election administrator and move \$303,856.67 to the budget election line item.
- **Staff training:** It was M/S/C to take \$14,827.05 from the janitorial services line item and reallocate the funds to the staff training line. There will be four staff trainings.
- **T-shirts:** It was M/S/C to move \$27,000 from the janitorial services line item and reallocate the funds for 5,000 purple T-shirts.

Resolution opposing Honduras coup: It was M/S/C to table the resolution submitted by the Social and Economic Justice Committee to the next executive board meeting. Secretary John Morrison will review language and reintroduce resolution.

Building Committee: There will be a meeting with BART Chapter leaders regarding the Oak Street building.

San Francisco County COPE Committee: The board reviewed a December 14 letter addressed to President Damita Davis Howard and COPE Committee Chair James Bryant regarding SEIU's relationship with the California State Democratic Party. No action taken.

U.S. Labor Against the War: Ed Kinchley reported on the USLAW national assembly. Linda Ray, chair of the Peace and Solidarity Committee, shared information about the wars in Iraq and Afghanistan. There was discussion on educating members on the expansion of the war, influencing policy, and President Obama's position on the Afghan war. \

Health Care Industry: Ed Kinchley, Health Care Industry chair, submitted a written report to the board.

It was M/S/C to adjourn at 5:24 p.m.

Respectfully submitted by
John Morrison, SEIU 1021 Secretary

HEALTH CARE INDUSTRY REPORT submitted by Ed Kinchley

Health Care Industry meeting on 11/19 at 100 Oak Street: Attended by one member leader and two staff from San Joaquin, six member leaders and two staff from San Francisco; no one participated from Alameda. Don't really know why no one participated from Alameda, despite the fact that we met in Oakland. Contacted political organizer, at her request, and worksite organizer, but got no response.

Good content: Shared information about the fights we face in SJ and SF; heard a summary of legislation and budget issues in Sacramento that impact health care as reported to us by State Council staff; discussed ways we can support each other; chair gave an update about the process and expected timelines re the local bylaws; and we discussed getting "purple stuff" for Industry members.

San Joaquin General Hospital is once again facing the threat of contracting out or closure. Members and staff are looking at the example of Natividad Hospital in Monterey County as a possible model (as suggested by a pro-union SJ board legislator); planning to go there to consult with SEIU members there. Advised to also get info from State Council health care lobbyist who knows about that public/private merger. Collected almost 800 signatures in a short period of time. Private hospitals want SJGH to stay open, and are willing to spend some money toward that effort.

San Francisco Health Department (including SF General and Laguna Honda Hospitals) has suffered, and is facing more cuts. Cuts are mostly de-valuing/de-skilling of our work, paying workers as much as 20% less to do the same work! Lots of public actions, and a legislative strategy with our allies on the board of supervisors. Mayor is the obstacle.

Alameda Co. Medical Center – very serious problems with ACMC management; very large numbers of disciplinary cases. Negotiated and members approved a new contract at ACMC in April.

Ways we can help each other: We agreed to use some industry funds for a consultant to help figure out best strategy in SJ re contracting out/closing threat. We discussed a plan to include members who work in Alameda and SF, but live in San Joaquin Co., to help pressure board members in SJ re keeping SJGH open. Committed to fighting to keep SJGH open, and fighting de-valuing of our work in SF. Set next meeting for 01/15/10.

DIRECTOR'S REPORT submitted by Fran Jefferson

Staffing: So far, so good – no vacancies. However, we do need to increase staffing for private sector/non-profit so we're hopeful that one of the newly budgeted worksite organizer positions goes to PNP.

Alameda County: As the year comes to a close it's quiet in Alameda County. There are two ongoing major meet & confers: proposed civil service rule changes and proposed changes in the modified duty policy. We're meeting in coalition with other county unions on the proposed civil service rule changes. The Zone 7 Water District (currently part of the county) is exploring separating from Alameda County and becoming a special district. There are both pros and cons regarding separation. Again, we are meeting in coalition with other impacted unions (IFPTE Local 21, Building Trades, and Operating Engineers) to explore and analyze all aspects of separation. This will be a long-term project.

Contra Costa County: All is quiet for now. We anticipate budget problems again (also watching Alameda County). Our plan is to keep a careful watch on the county and state budget and be ready to leap in with proactive strategies.

Alameda County Medical Center: The layoff portion of workforce planning is finished. After 50 plus meetings, it looks like four members will actually be laid off. The team did a terrific job of placing laid off members and restoring many positions that were on the chopping block. The next big project, the acquisition of San Leandro Hospital, will allow for significant expansion of rehab services (a big money maker), at least 200 additional SEIU jobs, and laying the groundwork to compete in a post-health care reform environment.

Private Sector/Non-Profit: We're continuing to explore creative staffing models and hope to add at least one additional staff person for the north. The geography makes it impossible to provide the services our members need. We're also planning the annual PNP retreat for January 8-10. This will be my first PNP retreat and I'm looking forward to having a block of time to plan for the year.

Community Action Partnership recently ratified a new contract with a 4.9% COLA and other improvements. No concessions! The stewards there have taken ownership of their labor/management committee (they did not even invite the worksite organizer to last week's meeting) and have solved two low level issues on their own. We were able to help an employee get back to work after licensing held his employment up for several weeks.

North Coast Opportunities: This unit was on the brink only a year ago. We recently won several low level issues and we think management has finally got the message that we are not going away. We begin negotiations on a successor contract on 12/11 and the bargaining team is looking forward to the challenge.

Community Action Marin: Wage opener is next week, Stewards have remained united and we have resolved several issues simply by discussing them with management.

Council on Aging : Several low level grievances have been resolved. Workers received their retro pay which was a huge victory. Things have definitely improved at COA.

Can you believe it's been almost three years since our local was chartered? We have bylaws and soon we'll have elected officers and executive board members. We're almost there. It hasn't been easy and every day brings a new challenge but we've managed to survive. Sometimes I think we get so caught up in focusing on the problems (and sometimes personalities) that we forget to step back and really look at all the areas that make up Local 1021. We have terrific staff. We really are engaging more members. We've had setbacks but we've also racked up some impressive victories. At APMC we beat back threats from CNA and NUHW. In spite of a \$178 million deficit in Alameda County we had no layoffs. When there's a threat we all come together. We're still getting used to each other. We came from different legacy locals, different cultures and different internal politics. Sometimes we still view each other with suspicion but we're learning to trust. The main reason we'll succeed is that we hold the same core beliefs. The members have put their faith and trust in us. They believe their lives will be better because they are part of this union. We as staff and you as leaders have an obligation to always put the members first.

We're asking our members to take responsibility for their union. Let's not forget our responsibility to them. Wishing you peace and joy this holiday season

DIRECTOR'S REPORT submitted by Pattie Tamura

Special District team is now at full staffing. Sue Osweski is completing a short term contract to assist at Union City. After members rejected management's offer of no improvements and deleting the no contracting out clause, management declared impasse. We are currently approaching political options and solutions to move Union City.

After two actions, the BART Board of Directors pushed management to provide the proper gear and training to clean up pigeon waste. Safety continues to be a primary concern. BART is preparing for chapter elections and Sue Angeli's retirement.

San Francisco Housing Authority is fighting back on management's proposed takeaways and reorganization. The tables have now been combined instead of pitting members against one another.

City Workers team: While there are a lot of changes, there are no vacancies on the city workers team. Carl Carr is moving to the Berkeley north worksite-organizer-with-a-focus-on-representation position. Kelly Osmundson is moving to City of Napa and Solano County. And as Mylka Rodriguez moves on, Yvonne Martinez is taking on the worksite organizer position in Oakland. Richard Bernard is returning as the worksite organizer in Berkeley.

Budget fights continue to appear in most every city, with proposals for changes in benefits, furloughs, and work rules. Those in bargaining in 2009 are bracing for a difficult year. Bargaining for Fairfield and Napa part-timers is proceeding while court workers in Marin and Napa are still fighting state-proposed cuts.

San Francisco health team is at full staffing with assistance from the external organizing department. On 11/16, 289 CNAs were laid off. A few took severance or prepared to move to LVN positions but mostly they moved to patient care assistant positions with approximately \$1,000 less each month in pay. Efforts to address management's concerns were futile. Another 120 office workers were laid off from their positions. Many accepted transfers in other departments but about 48 were forced to accept positions with lower pay. We continue to fight these attacks in the streets, legislatively with the board of supervisors as allies, and legally through various options.

San Francisco registered nurses: The RN team continues with full staffing. The RNs continue to fight with the DPH employees in their fight-back to save services and jobs. On their own behalf they are continuing to meet to settle the RN staffing grievance. We conducted a successful in-service training for registered nurses on 11/20 with over 85 in attendance discussing personal, job related, and community health.

Training & Education: Karega Hart continues on leave with an anticipated date of return in January. We have three internal applicants for selection to the training department. Both new and advanced stewards training continues and this week staff training on collective bargaining is occurring. The new training catalog is available and will be distributed the beginning of the year. Training staff continues to work with Member Engagement & Member Resource Center training.