

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, January 12, 2013 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice-President Gary Jimenez, Second Vice-President Crawford Johnson, Third Vice-President Larry Bradshaw, Secretary Pamela Holmes-Morton (by teleconference), Treasure Kathy O’Neil, PAC Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Gladys Gray, Harry Baker, Dolores Dawson Gholar, Renita Terry, Ken Tam, Kathy Basconcillo, Saul Almanza (by videoconference), Amy Dooha, Eric Stern, Gregory Correa, Gayle Chadwick (by videoconference), Jan Schardt, Ken Blomberg, David Turner, Celeste Thompson (by videoconference), Sheila Darvell (by videoconference), Nancy Atwell (by teleconference), Peggy LaRossa (by videoconference), Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Cavness

**Executive Board Members Excused:** Karen Joubert, Denis Villanueva, David Fleming, Erika Watkins, Jacqueline Sowers, Yvonne Johnson-Miller, Gina Castellano, Mercedes Riggleman

**Executive Board Members Absent:** John Gales, Jim Nebel

**Staff in Attendance:** Pete Castelli, Seth Schapiro, Joanne Cansicio, Brian Lee, Lathe Gill, Nely Obligation, Ulysses Madison, Pattie Tamura, Naj Alikhan, Tim Gonzales, Chris Daly, David Canham

---

**The meeting was called to order at 10:05 a.m. by President Roxanne Sanchez. It was announced that a quorum was established.**

**Presentations:**

Larry Bradshaw explained the value of having our community allies come before the board to speak about their efforts and how labor can provide support. Two of the local’s community allies were invited to make a presentation to the board – *Alan Blueford Coalition* and *Asian Law Caucus*.

**Alan Blueford Coalition:**

Pete Castelli introduced Alan Blueford’s father. He spoke about how Mr. Blueford and others from the Alan Blueford coalition provided help to the local during the Ports the strike and stood at the picket lines with our members. Mr. Blueford thanked the local for its support.

**Agenda Review:**

The following changes were made: Executive Session will be done during lunch; and the presentation from the Asian Law Caucus will be done after lunch.

**Member Comments:**

**North Bay Regional Center:**

Members Richard Greenwood, Laurie Cole and Becky Erickson spoke about their contract negotiations. The chapter is seeking the Executive Board's support to approve a strike sanction. It was said that a strike vote has not been held yet. It was explained that the chapter would also need to go before the Central Labor Council in the 3 Counties where there are members – Solano, Napa and Sonoma. It was M/S (Bradshaw/Johnson) to authorize a strike sanction for the North Bay Regional Center, once the members have voted to approve a strike. The motion was carried.

Housing Authority of County of Alameda:

Members Sherry Keeling, Michael Hodges, Donna Payne and field representative Bobby Lopez spoke about the current status of their negotiations. They are currently at impasse. It was said that members have voted by 97% to authorize a strike. The chapter is seeking the board's support to authorize a strike sanction. It was M/S (Jimenez/Bibb) to approve a strike sanction for the Housing Authority of Alameda County. The motion was carried.

**Election Committee Report:**

Ken Tam and Seth Schapiro reported on behalf of the committee. A written summary report was distributed. A total of 61 petitions were received, and the committee certified 60 candidates. Out of the 60 candidates certified, 28 are elected by virtue of having no opposition. Several candidates did not meet the required photo size and were given the opportunity to submit a photo that was in compliance with the rules; and one candidate did not submit a statement/photo.

There was one (1) appeal submitted to the Executive Board by Frank Martin del Campo, who was found not eligible to run. His candidacy for the position of President was deemed ineligible by the Election Committee due to the reason that as an associate member, he is not eligible to run for President, per the SEIU Local 1021 ByLaws, Article 5, Section 5.3.D. Mr. Martin del Campo addressed the basis of his appeal in writing, as well as verbally. It was explained that the Executive Board does not have the authority to change the ByLaws. It was M/S (Bradshaw/Dooha) to sustain the decision of the Election Committee. The motion was carried. There was 1 abstention.

**President and Leaders Report:**

Gayle Chadwick spoke about the need for support in Del Norte County during bargaining as they face cuts and furloughs. The need to hold an action is essential to show the community the Union is present. It was said that there is a plan to do a training to prepare members for bargaining.

**The board broke for lunch from 11:46 a.m. to 12noon.**

**The board moved to Executive Session at 12:02 p.m.**

**Executive Session:**

The following was discussed during Executive Session:

Seth Schapiro reported that an agreement was reached with OPEIU to close the wage re-opener, and that there are no changes in salary. It was M/S (Basconcillo/O'Neil) to accept to close the OPEIU wage re-opener TA. The motion was carried. There was 1 abstention.

**The board moved to open session at 12:50 p.m.**

**Presentations (continued):**

Asian Law Caucus

Alysabeth Alexander introduced Angela Chan, Sr. Staff Attorney, from Asian Law Caucus, who gave a presentation on *Reforming ICE's "Secure Communities" Program and Responses to ICE Hold Requests*. Ms. Chan asked for the board's support for "Call to Action" to support the TRUST Act by sending a support letter to Governor Brown; help pass a resolution with the city council or board of supervisors; and organize lobby visits at district levels or with Senate and Assembly members.

**Budget & Finance Committee Report:**

Treasurer Kathy O'Neil reported on behalf of the BFC. A summary of motions passed by the BFC was distributed for information, and items were reviewed for the board's consideration.

Oakland and Santa Rosa offices: The BFC moved to refinance current loans for the Oakland and Santa Rosa offices, and authorized an appraisal. Scenarios for refinancing of 15 year or 20 year loans for the properties involved was distributed for information, and will be brought back to the board once more information is obtained.

Margaret Cunningham: It was reported that the BFC approved to extend Margaret Cunningham's contract through March 2013.

David Kersten: The BFC approved to recommend to the E-Board to extend David Kersten's contract through April 2013. It was said that he is working with our researches on various campaigns. It was M/S (Stern/Basconcillo) to extend David Kersten's contract. The motion was carried. There was 1 abstention.

Whitehurst/Mosher Campaigns: The BFC approved to recommend to the E-Board extend the Whitehurst/Mosher contract for 6 months at \$5,000 per month, with the stipulation that any disputes or issues by the consultant would be discussed with the Communications Director. The consultant is to work directly and report to the Communications Director.

A question was raised regarding obtaining written reports from consultants on the work they are doing. It was suggested that directors provide the report, since consultants are reporting and working directly with directors.

It was M/S (Stern/Holmes-Morton) to extend the Whitehurst/Mosher contract for 6 months at \$5,000 per month. A friendly amendment was made by Gladys Gray that a monthly report should be provided to the board. The makers of the motion accepted the amendment. The motion was carried.

Public Organizing Project (POP) Program: The BFC moved to recommend to the board to approve continuation of payments to the POP program for January and February at \$30k per month. It was M/S (Schardt/Dooha) to approve. There was discussion on the motion. It was said there are current discussions with POP to settle on an amount for the remainder of 2013. The motion was carried. There was 1 abstention.

Purple shirts expenditure: The BFC moved to recommend to the board to approve up to \$50k for 5,000 t-shirts to be used for contract bargaining actions. There was a suggestion that flyers/announcements should include a note to “wear your purple shirt”, so that shirts would be distributed to those that do not already have a purple shirt. It was M/S (Stern/Johnson) to approve 5,000 t-shirts for up to \$50k. The motion was carried. There was 1 abstention.

**Review minutes of November and December meetings:**

It was said that the November minutes should include names of the roll call vote on the motion taken during executive session. It was M/S (Holmes-Morton/Johnson) to table the November and December minutes to the February meeting. The motion was carried.

**President Sanchez announced that the motion passed during executive session.**

**Training Presentation:**

A draft *Training Proposal* was distributed for the board’s review, which includes: a) forming a training committee that will meet quarterly; b) continue to offer core training programs; c) training schedule to be developed by directors and their teams.

The board made the following suggestions to modify the *Training Proposal*: a) add a “train the trainer” component; b) Training Committee – change “training committee will meet monthly to develop a program (include all bullet points), including assess the progress and report to the board”; c) add webinar as type of training to offer; d) define role of the MRC. A final draft will be brought back to the board at the February meeting.

A draft *Bargaining Conference* proposal was also distributed. This is a concept to hold a standardized local wide political training. The board was asked to review the first reading of the proposal and to provide any changes. An updated proposal will be brought back at the February board meeting. It was explained that the proposed bargaining conference is not a “nuts and bolts” on “how to” (i.e. how to create a survey or form a CAT team). The intent is to have a high-level bargaining training to help prepare members for bargaining in today’s political and economic climates, and where members can share knowledge on employer tactics. It was said that this conference would come out of the training budget line.

**Projects/Programs Report:**

Website: Naj Alikhan gave a brief presentation of the new website platform. The new website will not be marketed until February, as it is a work in progress and a lot of work still needs to be done. He

reported that communications staff will be holding a series of web steward trainings throughout the local. Training dates and locations will be sent the board and web stewards.

**Chief Elected Officer Report:**

Chief Elected Officer Sin Yee Poon reported on an issue where there are positions in San Francisco that were identified as being below market value. The Union made a proposal to upgrade these positions at market value; however, management's position is that they feel these positions are over market value. Management has notified the Union that there are 45 classifications that they claim is above market value. This is a fight that San Francisco will need to take on. She also spoke about a bumping rights issue, where the city has been trying to limit bumping citywide in the same classification. The City has added conditions to some classifications called "exception to the order of layoffs". It was also reported that the Tenderloin Housing Clinic reached a tentative agreement.

**President and Leaders Report (continued):**

Amos Eaton spoke about the Sonoma County negotiations. He gave an overview of their bargaining campaign. He also spoke about potential ULP charges and a possible strike.

**Directors Reports:**

Pete Castelli spoke about the Sonoma campaign, and that efforts will be made to point the local's resources to help in this fight. He also spoke about other bargaining campaigns or fights happening throughout the local. He also stated that director reports should include a short bargaining summary in their areas.

**Action Items:**

**Appointment of School Industry Council:**

President Roxanne Sanchez asked for the board's approval to appoint Karla Faucett from the SCUSD chapter as the interim Schools Industry Chair. It was M/S (Schardt/Johnson) to approve the appointment. The motion was carried.

**Developmental Disabilities (DD) Council Request:**

This request was tabled from the November and December meetings, as more information was being requested. As a follow-up to previous discussions, President Sanchez has met with other "21" local leaders to discuss sharing the cost of this request. A modified proposal was presented, based on new development. The proposal is to approve hiring of a consultant, David Mulvey, for up to \$10k. It was M/S (Almanza/Johnson) to approve the request. There was discussion on which budget line this would come out of. Organizing Director Tim Gonzales stated that this campaign ties into organizing work, and therefore can be funded through the organizing budget. The motion was carried.

**Political Action Committee (PAC) Accounts:**

Political Director Chris Daly presented a proposal on the distribution of the PAC accounts. Based on the approved PAC budget and the December 2012 per caps, the proposed resolution for PAC distribution are:

- \$337,500 Candidate PAC divided by 47,771 members = .59 per member per month.
- \$270,000 Issues PAC divided by 12 months = \$22,500 per month

He stated that this is a significant decrease based on the budget that was adopted. It was M/S (Turner/Johnson) to approve the changes in the PAC budget. The motion was carried.

**New Business:**

There were no new business items were presented.

**Old Business:**

There were no old business items were presented.

**The meeting was adjourned at 4:30 p.m. in a moment of silence for members who have recently passed.**

**Respectfully Submitted by,**

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

**SEIU Local 1021 Executive Board Proceeding Minutes**  
**Saturday, February 23, 2013**  
**St. Rose Church, 398 Tenth Street**  
**Santa Rosa, CA 95401**

**Executive Board Members Present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O’Neil, Political Action Committee Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Social Economic Justice Committee Chair Gladys Gray, Capital Stewardship Committee Chair Harry Baker, Retiree Council Chair Dolores Dawson-Gholar, Renita Terry, Ken Tam, Denis Villanueva, David Fleming, Kathy Basconcillo, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Andrea Longoria, Jan Schardt, David Turner, Celeste Thompson, Gina Castellano, Akbar Bibb, Nancy Atwell, Peggy LaRossa, Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Cavness, Karla Faucett

**Executive Board Members Excused:** Karen Joubert, Gayle Chadwick, Ken Blomberg, Jacqueline Sowers, Yvonne Johnson-Miller, Shelia Darvell, Mercedes Riggleman,

**Executive Board Members Absent:** John Gales, Jim Nebel

**Staff in Attendance:** Pete Castelli, Seth Schapiro, Joanne Cansicio, Lathe Gill, Nely Obligation, Pattie Tamura, Ulysses Madison, Fran Jefferson, Naj Alikhan, Tim Gonzales

**Guests:** Robert Right, Susan Sanchez, Sally Covington, Tom Moore, Philip M. Klasky

---

**The Meeting was called to order at 10:07AM by President Roxanne Sanchez and a quorum was established.**

**Agenda Review:** The Agenda was revised – to include under agenda item 17- Executive Board Members: Harry Baker, Dolores Dawson-Gholar. Agenda item 10 was move to Agenda item 8. Secretary Pamela Holmes-Morton will address the Executive Board for 5 minutes in conjunction with the Chief Elected Officer Report under Agenda item 11 concerning the status of the adoption of the Phase II Constitution and Bylaws of SEIU Local 1021 by International Secretary-Treasurer Eliseo Medina. The Agenda was adopted with the noted revisions.

**Presentations:**

**Sonoma Living Wage Coalition** – Executive Board Member Nancy Atwell read an informational document by Robert Right entitled is Wal-Mart good for America?

**North Bay Organization Project** – Literature was distributed to the Executive Board by Susan Sanchez regarding the U.S. Senate Judiciary Committee Hearing on “Comprehensive Immigration Reform” which convened on February 13, 2013. The North Bay Organization is committed to working with Congress, “to ensure a compassionate and comprehensive immigration reform bill is approved this year.” Ms.

Sanchez reported there are 18 organizations who are members of the NBOP and this includes SEIU Local 1021. Immigration Reform is the groups' number one issue. The NBOP is an equity organization.

**Member Comments:** CWA Staff and SEIU Local 1021 Members addressed the Executive Board related to the Staff's current contract negotiations concern The following Staff and Members spoke: Ed Kinchely (Retiree) 1021, Maria Guillen (SF) 1021, Roberto Gonzales (SF) 1021, Frank Del Campo (staff, CWA), Rebecca King-Morrow (SF) - 1021, Al Fernandez (SF) - 1021, Sasha Cutler (SF) - 1021, Brenda Barros (SF) - 1021, Irvin Lazo-1021, Rachelle Savola (staff CWA), Gus Feldman (staff, CWA), Daz Lamparas (staff, CWA), Renato Pena-1021, Mitzi Ramirez-1021, Cathy Badger -Sonoma. The following SEIU 1021 members addressed the Executive Board related to the Sonoma County Tentative Agreement (TA): Tim Tuscany (Sonoma) - 1021, Peri Parriot – Sonoma, , Retiree - Myrna Spiegler-Sonoma, Rose Silva- Sonoma, Barry May-Sonoma, Jarne Bell-Sonoma, Retiree Olga Farias-Pascal-Sonoma, Sherry Bradford-Sonoma, Paul Foster-Sonoma,

**Sonoma County Bargaining Update:**

Lathe Gill Director-Local 1021 staff, advised the Executive Board that bargaining has been underway for more than a year. Lathe explained the Low Co-Pay expensive Health Care Plan. Health Care cost is approximately \$ 700.00 per month for families. A Members take home pay for some is approximately \$200/\$300 per month after paying a monthly health care cost of \$700.00. The County is proposing reduced comps for salaries to 95%. The County is also taking away 1021's members floating Holidays. The members requested a COLA of 4%-1<sup>st</sup> year, 3% 2<sup>nd</sup> year. Sonoma County has a 24Million dollar surplus. An unfair Labor practices charge was filed. Next week PERB will make a ruling about the injunction filed. The strike matter will be heard on 2/26/2013. The County of Sonoma offered 3% COLA (one time) money of approximately \$1915.00 for each worker - initially it was \$2400.00, and for worker's that make over 32,000.00, they will receive less one time money. Employer health care contributions will take place over a 31 month period. Sonoma workers shouted out that the one-time money is actually \$1788. Local 1021 Sonoma County members had a General Meeting Tuesday, 6PM at St. Rose Church in Santa Rosa, CA 95401. Sonoma County has over 1,800 Members. Executive Director Pete Castelli provided an overview of the technical aspect of the (ULP) Strike. A Handout of the financial impact of the proposed Sonoma contract ratification to Members was distributed to the Executive Board. The strike is postponed, pending a TA. If a TA is not ratified, a new strike date will be set in early March 2013.

**Comment & Questions about the Sonoma County Bargaining Updates:**

Pamela Holmes-Morton (EB), Andrea Longoria (EB), Gregory Correria (EB) Nancy Atwell (EB) yielded her time to Member(s) of Sonoma: Jarne Bell, Retiree Myrna Sigler, Cathy Badger and Patty Grum. Sonoma County 1021 Member, Patty Grum expressed the Sonoma Membership is not ready to Strike unless they know for sure it is legal for them to do so. Nadine Roach (EB).

**Review Minutes of November 17, 2012, December 15, 2012 and January 12, 2013 meetings:**

Minutes for November 17, 2012 were adopted with a Motion from Jan Schardt to approve the minutes as is, with no corrections mentioned or stated and seconded by Crawford Johnson. The Motion carried. December 15, 2012 & January 12, 2013 Minutes will be sent to the Executive Board via email and will be adopted at the March, 2013 Executive Board Meeting.

**Meeting suspended for lunch 30 minutes at 12:45PM.**

**Meeting reconvened at 1:26PM.**

**Treasurers – Report Kathy O’Neil – Budget & Finance Committee:**

Kathy O’Neil distributed a written report of five (5) BFC Summary of Motions approved on February 15, 2013, and recommended that the Executive Board adopt the five (5) Summary Motions. Treasurer O’Neil distributed the 2013 Organizing Budget Proposal – Organizing Director Tim Gonzales provided an overview and answered questions related to the Organizing Budget. Pamela Holmes-Morton asked how many organizing employees are currently employed by 1021, the response given; there are 30 people. Ramses Teon-Nichols, Organizing Committee Chair requested that the Executive Board adopt the Organizing budget as the International mandates that 20% of the General Fund come from the external organizing budget. Eric Stern made a Motion to adopt the 2013 Organizing Budget; it was seconded by Jan Schardt. The motion passed unanimously. It was noted that \$750,000 carry over from the Resource Agreement currently being negotiated if approved will balance the budget for external operations. President Sanchez advised that she would send information via email with regard to requesting \$150,000 for the Amador/Calaveras CalPers Rebuild before asking for a poll vote.

Treasurer O’Neil requested that the Executive Board consider extending the Consultant contract for Sue Ozewski. Treasurer O’Neil explained that her contract extension is necessary to complete work on the Union Sanitary District contract. Eric Stern made the motion to extend the contract of Sue Ozewski by an additional 40 hours at \$60.00 per hour; it was seconded by Gregory Correra. Yes votes-20; No vote-1; Abstentions-7. The motion carried.

Treasurer O’Neil reported that the BFC recommended that the Executive Board vote to refinance the 29<sup>th</sup> Street and Santa Rosa offices at the 20 year loan option; and to recommend paying more per month on the principal. Treasurer O’Neil distributed a written report of Scenarios for Refinancing. Seth Schapiro explained in detail the refinancing options. Eric Stern made the Motion to adopt the recommendation of the BFC; Nancy Atwell seconded the Motion. The Motion passed unanimously.

Treasurer O’Neil distributed and reviewed with the Executive Board the Executive Summary January – December 2012 Quarterly Financial Review. The YTD Actual Total Income was \$43,984,613 the YTD Budgeted Income was \$44,300,726. The YTD Actual Expenses were \$43,984,613. The YTD Budgeted Total Expenses were \$44,300,727. The 2012 Cash Flow Balance as of 12/31/2012 is Zero. The Encumbered/Obligated Funds as of 12/31/12 include the Stockton Relocation Fund at a cost of \$148,000 and the Organizing Carry-Over to 2013 totaling \$1,269,922.00.

**Treasurers – Report Kathy O’Neil – Budget & Finance Committee continued:**

Treasurer O’Neil advised the Executive Board (informational only no action necessary at this time) on the SFCC Pay Equity Campaign Budget projection proposal submitted by Third Vice President Larry Bradshaw. The total projected budget is approximately \$44,000 and will be expensed from the negotiations budget. The projected budget encompasses food, water, transportation and approximately six lost-timers. Third Vice President Bradshaw advised that he would send via email to the Executive Board his written report and request.

Treasurer O’Neil advised the Executive Board (informational only no Executive Board action necessary) that Rocky Morrison, Budget and Accounting Director has been authorized by the BFC to move forward with setting up ICS accounts, so that the Local’s accounts are better insured.

**Training Presentation – Third Vice President Larry Bradshaw:**

Third Vice President Larry Bradshaw distributed to all Executive Board Members present a 2013 Draft Training Proposal. First Vice President Gary Jimenez made a Motion to adopt the Draft 2013 Training Proposal. The motion was seconded by Amos Eaton. Much discussion ensued: Executive Board Member Amy Dooha wanted the minute record to reflect she was, “absolutely against the change related to the training department. Board Member Dooha went on to explain that not everyone is capable of training and that it takes a unique skill set to train properly. Secretary Pamela Holmes-Morton, Chief Elected Officer Sin Yee Poon, and Second Vice President Crawford Johnson all spoke against eliminating the training department, and concurred with Board Member Amy Dooha and wanted the minute record to reflect their opposition as well. Second Vice President Crawford Johnson shared with the Executive Board that an “uneducated workforce cannot lead”. Treasurer Kathy O’Neil was in support of the change and Political Action Committee Chair Alysabeth Alexander inquired who would be on the Committee, and what authority would the Committee have. Third Vice President Bradshaw went on to explain that the Committee would function just as the Personnel Staffing Committee does. Executive Board Member Amos Eaton called for the question. The Motion carried.

#### Bargaining Conference

Third Vice President Larry Bradshaw distributed to the Executive Board a first draft of the Local 1021 Bargaining Conference (Political Strategies for Bargaining) 2013. Executive Board Member Amos Eaton made a Motion to adopt the Bargaining Conference but eliminate the Month of April. The motion was seconded by Andrea Longoria. Secretary Holmes-Morton requested a Roll call vote. The following Executive Board Members voted Yes: First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Treasurer Kathy O’Neil, Political Action Committee Chair, Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Harry Baker, Dolores Dawson-Gholar, Renita Terry, Denis Villanueva, David Fleming, Kathy Basconcillo, Saul Almanza, Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Andrea Longoria, Jan Schardt, David Turner, Celeste Thompson, Gina Castellano, Nancy Atwell, Peggy LaRossa, Michael Tong, Nadeen Roach, Amos Eaton, Kathryn Caveness, Karla Fawcett. No: Secretary Pamela Holmes-Morton. Abstention: Gladys Gray

#### Program/ Projects Report:

CalPERS - Presentation by Sally Covington and Tom Moore educating the Executive Board about the State of California Board of Administration Public Employees’ Retirement System. A Resolution entitled: **Subject: Health Benefit Purchasing and Data Transparency** were distributed to all Executive Board Members. SEIU has joined in this important health care campaign effort. Third Vice President Larry Bradshaw advised the Executive Board that we can utilize the services of Tom & Sally as it relates to health care and that both Sally & Tom are a great resource.

#### International Immigration Reform- cancelled

#### Action Items:

#### Interim Strike Fund Guidelines

Policy Committee Chair Eric Stern gave an overview of his intentions for strike fund language which will be forth coming for Executive Board review, and action at a (soon) future date.

#### E-Board Retreat

Executive Board Retreat – President Sanchez discussed setting a retreat date in April, 2013 for an Executive Board retreat for the weekend. The estimated cost is anticipated to be \$20,000 - \$30,000

dollars. Rameses Teon-Nichols, Organizing Chair suggested that we also consider adding ROC training during the retreat. The President will research the retreat logistics and provide a written proposal to the Executive Board.

***Karla Fawcett was sworn in and took the oath of office as Schools Industry Chair. Ms. Fawcett will take the open seat vacant as a result of Sister Mynette Theard's untimely death.***

**Chief Elected Officers report/Secretary Holmes-Morton reporting first:**

I, Secretary Holmes-Morton inquired of President Sanchez as to the status of the International approval of the Constitution and Phase II Bylaws of Local 1021. I expressed my concern that, "Election of Officers is under way and I wanted to avoid the possibility of our Election deemed void if written International approval of our Bylaws were not granted prior to March 8, 2013." President Sanchez advised that SEIU International Chief General Counsel Norm Gleichman recently died. However, she advised that she would follow up with the International.

I also addressed in accordance with the Bylaws of SEIU Local 1021, specifically the process by which a member complaint is lodged against an Officer(s) or Member(s). I explained to the entire Executive Board that all written complaints must be filed in duplicate with the Secretary of the Local. I read the following language under **Article 23. TRIALS AND APPEALS**: "In order to ensure members' protection from the filing of frivolous charges, the following procedures shall apply:

- A. This Union, its officers or members may be charged with offenses set forth in **Article XVII Section 1 of the SEIU International Constitution and Bylaws**. The charges must be specific and in writing. The charges must state which subsection(s) of **Section 1 of Article XVII of the International Constitution** that the charging party believes has been violated....."
- B. The President shall appoint a committee to hear evidence related to such charges.

**Chief Elected Officer's report/Secretary Holmes-Morton reporting first continued:**

- C. The charges against any member or officer of this Union shall be filed in duplicate with the Secretary of this Union who shall serve a copy thereof on the accused either personally or by registered or certified mail, directed to the last known address of the accused, at least (10) days before the hearing upon the charges.
- D. The procedures for trials and appeals shall be those set forth in **Article XVII of the SEIU International Constitution and Bylaws, Section 2.**

Chief Elected Officer Sin Yee Poon yielded her time to Member Michael Bynum to address the SF – HSA Chapter Bylaws approval delay. Member Michael Bynum conveyed his concern that the Chapter would be holding election of Officers soon and the need to resolve the language HSA wants to leave in their Chapter Bylaws is at issue. President Sanchez advised that she would meet with staff person Marguerite to facilitate a resolution of the HSA Bylaws language matter.

Chief Elected Officer Sin Yee Poon made a request to know who made the motion and who seconded the motion for the authorization to pay the City & County of SF \$25,000K in lost-time without any accounting back up? Additionally, she questioned whether or not there was a proper quorum vote for such authorization? Additionally, CEO Poon also asked for the names of the individuals who will go out on lost-time.

In response to CEO Poon, President Sanchez stated that the authorization for the City & County expenditure was through a poll of the Executive Board. The authorization was conformed with the following stipulations: a) efforts to rectify records; b) any over payment would be reimbursed; c) no funds until SFCC agreed to release our members.

**Executive Board Member Jan Schardt made a Motion to extend the Executive Board meeting to 5:30PM; Nancy Atwell seconded the motion. The Motion passed.**

**President & Leaders Report:**

Larry Bradshaw advised the Executive Board that he would send his written request and written report via email to the Executive Board.

Dolores Dawson Gholar – Retiree Council Chair now has new T Shirts available for sale. On March 12, 2013, California Alliance for Retired Americans will host a Town Hall Meeting for residents of Contra Costa and Solano Counties at the Richmond Memorial Auditorium. The Guest Speaker will be Eric Kingson the topic – Learn what you can do to save Social Security, Medicare and Medicaid. On April 13, 2013, the East Bay Retirees Chapter presents A Day at the Races!!! This event will take place at Golden Gate Fields Turf Club from 11:30 a.m. to 3:30 p.m. Flyers of the upcoming event were distributed to all Executive Board Members.

Harry Baker advised the Executive Board that he would send a brief written report to the Executive Board as Capital Stewardship Chair.

**Head of Operations Report:**

Seth Schapiro will report in Executive Session.

**Lead Director Report – Pete Castelli:**

Pete Castelli reported that his written report and all Directors reports were sent via email to the Executive Board prior to the convening of the meeting. Director Fran Jefferson reported on the two Unity Events held by the Courts Industry in Hayward and Oakland. Director Ulysses Madison reported on the status of City of Oakland commencing bargaining on March 1, 2013. Additionally, a Unity Event is scheduled to convene on April 7, 2013 with several bargaining units participating.

**New Business:**

**HSA Bylaws**-Matter addressed during the Chief Elected Officers Report

**Email Policy**- Distributed by Executive Board Member Eric Stern – Chair of the Policy Committee. There was no action taken by the Executive Board, instead Board Members were encouraged to provide feedback if any. The Email Policy will be placed on the Consent Calendar.

**Announcements:**

President Sanchez announced that City of San Rafael and SF Museum Civil Service chapter bylaws were submitted for review and found to be in compliance. There were no objections raised.

**Sonoma County Strike Endorsement:**

Executive Board Member Nancy Atwell made a Motion for a Strike endorsement (new date) for Sonoma County workers; Larry Bradshaw seconded the motion. The Motion passed unanimously.

**Executive Session called to order at 5:11PM.**

Closed Session Discussion.

**Executive Session suspended at 5:26PM.**

To allow for a Brief Presentation.

**Executive Board Member Eric Stern made a Motion to extend the Executive Board meeting to 5:45PM; Nancy Atwell seconded the motion. The Motion passed.**

Presentation by Phillip Klasky (handout distributed to the Executive Board) about the Multi-Media Exhibit on the Historic American Indian Occupation of Alcatraz Island. The permanent exhibit space on Alcatraz Island entitled "We Are Still Here" will debut the Opening Event and Celebration, Sunday, April 28, 2013. Mr. Klasky invited the entire SEIU Local 1021 Executive Board to the upcoming event. Executive Board Member Andrea Longoria is requesting that the Local donate \$2,000.00 to this historical event.

**Executive session reconvened at 5:33PM.**

Closed Session Discussion continued.

**Executive Session ended at 5:42PM.**

President Sanchez requested that available Executive Board Members call on Wednesday to participate in a Community/Allies Requests conference call. Special Assistant to the President and Executive Board Joanne Cansicio will notify the Executive Board via email of the call in conference call number.

**The Executive Board Meeting adjourned at 5:45PM.**

**Respectfully Submitted on March 22, 2013 by**

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

## **MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**

**SEIU Local 1021 – Proceedings of the Executive Board  
2300 Boynton Avenue, Fairfield, CA  
March 23, 2013**

**Executive Board Members Present:** Chief Elected Officer Sin Yee Poon, President Roxanne Sanchez, First Vice President Gary Jimenez, Second Vice President Crawford Johnson, Third Vice President Larry Bradshaw, Secretary Pamela Holmes-Morton, Treasurer Kathy O’Neil, Political Action Committee Chair Alysabeth Alexander, Organizing Committee Chair Ramses Teon-Nichols, Social & Economic Justice Chair Gladys Gray, Capital Stewardship Chair Harry Baker, Retiree Council Chair Dolores Dawson-Gholar, Renita Terry, Karen Joubert, Denis Villanueva, David Fleming, Kathy Basconcillo, Karla Faucett, Amy Dooha, Eric Stern, Gregory Correa, Erika Watkins, Andrea Longoria, Jan Schardt, Yvonne Johnson-Miller, Celeste Thompson, Gina Castellano, Akbar Bib, Nancy Atwell, Peggy LaRossa, Mercedes Riggleman, Nadeen Roach, Amos Eaton, Kathryn Cavness,

**Executive Board Members Participating via video conference:** Gayle Chadwick, Sheila Darvell

**Executive Board Members Excused:** Ken Tam, Saul Almanza, David Turner, Jacqueline Sowers, Michael Tong

**Executive Board Members Absent:** John Gales, Jim Nebel, Ken Blomerg,

**Staff in Attendance:** Seth Schapiro, Pete Castelli, Joanne Cansicio, Fran Jefferson, Pattie Tamura, Brian Lee, Lathe Gill (by video conference), Tim Gonzales, Naj Alikhan, Boyan Biandov

**Guests:** Vin Harrington, Kerriane Steele

***President Sanchez introduced SEIU International Vice President Eileen Kirlin from Washington DC, and advised that she would swear in the new SEIU Local 1021 Executive Board. President Sanchez also announced that Lead Director Pete Castelli would introduce the new Deputy Director to the Executive Board.***

- ***Lead Director Pete Castelli advised the Executive Board that the budgeted Deputy Director position vacant for more than a year had been filled. Lead D. Castelli introduced the hiring of; Deputy Director John Stead-Mendez effective 3/04/2013, as a result of a National and Internal search. Pete Castelli advised the Executive Board of the long labor history of John Stead-Mendez, including going through the Cornell Labor Industrial Studies Program as a youth, working for Domestic Workers Union, California Nurses Association, ACSFME and several other Unions. Lead D. Castelli advised that the hiring of a Deputy Director will increase the capacity and organize our Union into a fighting strong Union, making gains. Lead D. Castelli requested that the Executive Board extend a warm welcome to the new hire.***
- ***Deputy Director John Stead-Mendez addressed the Executive Board advising that he was happy and excited about the work ahead to increase the capacity and organize Local 1021 into a fighting strong Union.***

**SEIU Local 1021 Executive Board Meeting called to order at 10:15AM by President Roxanne Sanchez a Quorum was established.**

## ***MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS***

**Review of Agenda:** Additions include under Action Items: Consultant Request, SEJ request Gladys Gray, New Business: Nancy Atwell.

**Member Comments:** **Debbie Pearson** from the Alameda County Courts Industry is requesting the support of the Executive Board for a Strike Vote. **Olga Farias-Pascal** retiree from Sonoma County spoke about the Sonoma County Tentative Agreement. **Myrna Spiegler** retiree from Sonoma County spoke about the Sonoma County Contract/MOU. **Lori Beth Swansky** retiree thanked the outgoing Executive Board and welcomed the New Executive Board. She went on to read prepared written correspondence about NUHW-UHW. **Jean Sturm** the President, Secretary - Treasurer of Families Honoring our Troops addressed the Executive Board requesting assistance with funds from the Local. The request for funds will be addressed as an Action Item.

**Review and adoption of minutes:** Motion to adopt the December, 2012 & January 12, 2013 minutes of the Executive Board proceedings by Alysabeth Alexander seconded Dave Fleming **M/S/C.**

Motion to table the February 23, 2013 minutes of the Executive Board proceedings for adoption until the Executive Board Retreat in April, 2013 by Eric Stern seconded Nancy Atwell **M/S/C.**

**Election Committee Report:** Election Committee Chair Donna Shane reported that all challenges were reviewed however the challenges would not affect the outcome of the Election hence no further action necessary. A Comprehensive Election Committee Report was distributed for Executive Board review.

### **Activity Reports:**

Seth Schapiro advised the new Executive Board concerning the Union Liability Insurance – Optional Individual Labor Leader Coverage. A written explanation of the coverage along with an application was distributed to the SEIU Local Officers & Executive Board Members. An executed application must be completed by April 5, 2013, along with a check for \$100.00 made payable to HUB International Services for those interested. The coverage will go into effect on April 8, 2013 through March 9, 2014.

Andrea Longoria advised the Executive Board thanking them for support of the “We Are Still Here” Historical Native American Indian event that will take place on 4/28/13. SEIU Local 1021 will be honorary members. Outgoing member Amy Dooha addressed her concern that the Horn Blower is not a Union entity. Member Longoria advised Member Dooha that she must stick to her own truth.

President Sanchez distributed the Budget & Finance Committee Summary of Motions Approved on March 14, 2013 and submitted to the Executive Board for adoption at the March 23, 2013 Executive Board Meeting.

### **Consent Calendar**

Email Policy – Motion to adopt the Email Policy under the consent calendar by Crawford Johnson, seconded Gary Jimenez **M/S/C.**

### **Presentations to exiting Executive Board members**

President Roxanne Sanchez acknowledged the outgoing Executive Board Members and they were presented tokens of appreciation. Outgoing EBoard Members Dolores Dawson-Gholar and Gladys Gray Spoke and stated their resolve to remain active and involved in the Union.

## MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS

### **Installation of new Executive Board by SEIU International Executive Vice President**

Eileen Kirlin International VP of Public Services Division swore the Newly Elected and Re-Elected Executive Board into Office. All SEIU Local 1021 Officers & Executive Board Members repeated the oath of office. President Sanchez announced that the New Executive Board was called to order at 11:07AM.

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, Vice President of Organizing Ramses Teon-Nichols, Vice President of Politics Alysabeth Alexander, Vice President of Representation Karen Joubert, Vice President Region A (North Central) Crawford Johnson, Vice President Region B (North Coast) Tom Popenuck, Vice President Region C (East Bay) Gary Jimenez, Vice President Region D (San Francisco) Larry Bradshaw, Vice President Region E (Amador-Calaveras-SJC) Marcus Williams, Social Economic Justice Chair Derrick Boutte, Retirement Security Committee Chair Cynthia Laundry, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Patricia Reynolds, Renato Pena, Karla Faucett, Rhea Davis, Gregory Corraera, Nancy Ghanim, Eric Stern, Erika Watkins, Gayle Chadwick, Andrea Longoria, Mercedes Riggleman, Priscilla Agbunag, David Fleming, Gina Castellano, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Kathryn Cavness, Tina Diep, Doug Marr, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Evelyn Curiel, Paul Little

### **SEIU International Executive Vice President Eileen Kirlin**

SEIU International Vice President Kirlin addressed the new sworn in Local 1021 Executive Board, the former Executive Board, Member Leaders and Staff about the SEIU International platform **VISION FOR A JUST SOCIETY** which states: ***We believe in and will fight for a just society: Where all workers are valued and all people are respected. Where all families and communities thrive. Where we leave a better and more equal world for generations to come.*** International Vice President Kirlin distributed a handout and discussed in detail the crucial **Social and Economic Justice Movement (Economic Justice/Democracy/Environment)**. Vice President Kirlin went on to discuss the need for **National Strategic Partners** and noted that the number one Problem for working families today is **Income Inequality**. Vice President Kirlin further stated that SEIU is committed to **A) Healthcare - "Quality & Affordable Healthcare for All" B) Public - "We are All in this Together" C) Property Services - "Good Jobs, Strong Communities"**. She stated that we must be vigilant about **Private Sector Organizing and Building State Power** by engaging 1. FFE Cities & States; 2. Political/Legislative Strategies; 3. Strategic Partners and 4. Developing and supporting Member Leadership. Vice President Kirlin went on to say that the **2013-2014 SEIU Priorities** are:

- 1. Commonsense Immigration Reform**
- 2. Private Sector Organizing to Lift Wages**
- 3. Jobs, Not Cuts & Everybody Pays Fair Share**
- 4. Healthcare Expansion.**

Vice President Kirlin stated that we must organize a Member Army by State to accomplish the 2013-2014 Priorities; Fighting to Unite all SEIU Unions to win good contracts' for Public Sector workers. We must fight to stop the cuts to working families and lift wages this means combining Janitors, Security Guards, Healthcare workers, and more so that we are stronger together in numbers, positioning ourselves to fight for a good contract in the City of Oakland and countless other jurisdictions. Finally, we must call the Banking Institutions out on accountability and obtain the over-paid money paid to and or taken by the Big Banks in outrageous fees, interests, subsidies and close corporate tax loop holes. Questions were taken from the floor inquiring about the International's position on an array of Labor issues which were addressed by International Vice President Eileen Kirlin.

## **MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**

**Lunch (12 Noon) The Meeting was suspended for Lunch at 11:50AM until 12:15PM**

### **Call to order (New Executive Board) – President Roxanne Sanchez**

**Executive Board meeting reconvened at 12:16PM**

***Introduction of Names and Position of New and Re-elected Executive Board Members and the capacity in which they are serving on the Executive Board took place.***

### **Retirement Security Committee Report**

Cynthia Landry distributed a written report about the New Committee Structure and gave a brief report about Retirement Security for All (RSA), CalPers, San Francisco Employees Retirement System (SFERS), Napa County Grand Jury and the New Local 1021 webpage for the Retirement Security Committee.

### **Executive Board Officers on Lost-Time**

President Sanchez requested that the Executive Board consider the continuation of lost-time for the following Executive Board Officer(s) currently on lost time:

President Roxanne Sanchez; Vice President East Bay Region C Gary Jimenez; Alysabeth Alexander Vice President of Politics; Vice President of San Francisco Region- Larry Bradshaw. President Sanchez further advised that and additional three Officers on lost time will be considered after assessment of the Local's needs. The discussion for additional Executive Board members will be considered at the April Executive Board Retreat. Motion to continue the lost time, for Roxanne Sanchez, Gary Jimenez, Alysabeth Alexander and Larry Bradshaw by Gregory Correra, seconded Doug Marr **M/S/C - Unanimously**.

### **Lost-Time Report**

Vice President Region D (San Francisco) Larry Bradshaw submitted his written Lost Time Report for March, 2013.

### **Ethics Policy**

Head of Operations Seth Schapiro distributed the Ethics Policy to all Officers and Executive Board Members. Seth explained that the Ethics Policy must be read and executed by New and Re-elected Executive Board Members. Seth also explained the Ethics Policy briefly and encouraged each Board member to read it and familiarize one's self with the Ethics Policy. Seth further advised that an On-Line ethics course is available. Additionally, Seth advised at the Executive Board Retreat an Ethics training presentation will be conducted.

### **Stipend forms (W4, I9)**

Head of Operations Director Seth Schapiro announced that new Executive Board Members are to execute a (W4, I-9) to receive the Executive Board Stipend. He advised the Executive Board to forward all completed documents to Ella Wild, Human Resources Manager for processing.

### **Email/ presentation**

Information Technology (IT) Director Boyan Bovidan distributed a handout explaining how to access the Email system from home or via lap top computer. IT Director Boyan also explained that each Board member will be issued an iPhone. IT Director Boyan Bovidan explained that Board members will have the ability to access and read Emails via their Union issued iPhone.

## **MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**

### **Web/presentation**

Communications Director Naj Alikhan Explained how to navigate through the new SEIU Local 1021 website. Naj explained his goals – to display Board member pictures, pertinent contact information about each Executive Board Member such as (Executive Board Title, Work-Site, Actions, etc.). At a later date Naj will Email a series of questions to each Executive Board Member to create a profile. Additionally, he is encouraging all Executive Board Members meet with him to have their photos taken today if at all possible.

### **Executive Session Convened at 1:23PM**

### **Executive Session Ended at 2:14PM followed by an immediate break until 2:30PM**

### **Action Reported Out Of Executive Session by Head of Operations Seth Schapiro**

The SEIU Local 1021 bargaining team included the following individuals: Kathy O’Neil-Treasurer, Gary Jimenez-Fist Vice President, Nancy Atwell and Jan Scharadt-Executive Board Members. Assistance from the following Officers and Staff included: President Roxanne Sanchez, Third Vice-President Larry Bradshaw, Staff-Seth Schapiro and Pete Castelli. Motion to approve the Tentative Agreement (TA) Employment Contract offer proposed by SEIU Local 1021 to the Clerical Workers Association (CWA) by Eric Stern seconded Alysabeth Alexander **M/S/C - Unanimously.**

Motion by Gary Jimenez seconded by Erika Watkins; Terms of the CWA contract wages and benefits only apply to non- represented employees where applicable **M/S/C -Unanimously.**

### **April Executive Board Retreat**

Discussion ensued about an April, 2013 Executive Board Retreat – Suggested location: Asilomar – Estimated cost approximately \$20,000-\$30,000  
Possible Dates: April 26<sup>th</sup>, 27<sup>th</sup>, & 28<sup>th</sup>, 2013.

Motion Dave Fleming, seconded Cynthia Landry to allocate up to \$25,000 for the Executive Board retreat **M/S/C - Unanimously.**

Motion by Nancy Ghanim seconded Karla Fawcett to confirm the dates of April 26<sup>th</sup> – 28<sup>th</sup>, 2013 for the convening of the Executive Board Retreat to be held at Asilomar. **Abstentions, Two (2) - M/S/C.**

### **Actions Items:**

New SEJ Chair David Boutee advised that he would need at least a week to review his budget before he can consider request for funds with respect to the several action item funding requests. Director Pattie Tamura will work with Derrick Boutee to review his SEJ budget and bring him up to date.

### **SEJ**

APRI Conference (David Turner) - Pending  
Jobs & Freedom March (Gladys Gray) - Pending

Motion Jim Wise, seconded Cynthia Landry -Authorization for Alameda County Superior Courts to engage in a strike. **M/S/C - Unanimously.**

## **MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**

### **Action Items continued:**

#### **Nursing Industry**

ACA – Affordable Care Act Class-Dave Fleming reporting Informational only – Handout distributed. 2013 CA Nurse Alliance Legislative Conference (Dave Fleming reporting) requested funding. President Sanchez advised Executive Board Member Dave Fleming that conference costs are to be allocated from the Nursing Industry budget.

CA Nurse Alliance Work Place Violence Standard Action - Dave Fleming reporting Informational only – Handout distributed.

Motion Eric Stern seconded Gary Jimenez to extend the consultant contract modified up to 50 hours for Sue O. This will include editing the contract for the Union Sanitary District.

**1 No, 6 Abstentions, M/S/C Motion carried.**

#### **Executive Board Meeting Calendar:**

Motion Derrick Boutte, seconded Karen Joubert to adopt the Executive Board Calendar for the 2013 Calendar Year. An amendment proposed to move the May 25, 2013 Executive Board Meeting to May 18, 2013, due to the Memorial Day Holiday was acknowledged. **M/S/C - Unanimously.**

Executive Board Member Gina Castellano inquired about overnight accommodations for the Executive Board Meeting scheduled to convene in Ukiah for Board members traveling a substantial distance. The President recommended the Executive Board review the current Travel/Accommodation Policy in effect. Retiree Chair Pete Albert suggested that the matter be tabled to the next Executive Board meeting given that the Ukiah Executive Board meeting isn't scheduled to convene until June 22, 2013.

#### **Labor Support**

Lead Director Pete Castelli requested assistance of SEIU Local 1021 members related to CNA/UHW/NUHW member raiding tactics. Lead D. Castelli is requesting volunteer assistance from the Executive Board and Staff to support fending off the raid of UHW by CNA. Discussion ensued from the Executive Board which resulted in the following:

Motion Larry Bradshaw that 1021 adopt a principled position against Union Raiding by any Union and that 1021 not commit any staff resources, voluntary or otherwise to the UHW-NUHW fight and that the Local will reimburse expenses for up to five (5) members/retirees to volunteer to work on the UHW campaign. The motion was seconded Gina Castellano. **M/S/C- No 7; Abstentions 2.**

#### **New Business-Strike Fund**

Executive Board Member Eric Stern reported about Local 1021's Strike Fund – handout(s) distributed. Executive Board member Stern requested that the Executive Board review the distributed material and be prepared to discuss the Strike Fund matter in detail at the upcoming Executive Board Retreat. The Policy Committee will attempt to get language out prior to the Executive Board Retreat.

## **MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**

### **New Business-Strike Fund continued:**

Executive Board Member Nancy Atwell talked about Sonoma County hosting a series of fund raisers to collect monies via car washes, bake sales, etc., to obtain funds for a strike fund. However, she wanted assurance that the chapter in Sonoma County could keep the funds raised for the exclusive use for Sonoma County Members. Head of Operations and Labor Relations Seth Schapiro advised of some probable legality concerns.

Executive Board Member Nancy Atwell had David Schmidt give a brief report via phone-Informational only about SB52, the California Disclose Act. Mr. Schmidt advised the Executive Board that on April 16, 2013, at 1:30PM SB52 will be discussed at length in a hearing at the State Capitol.

### **Committee Chair Appointments – President Sanchez made the following Committee Appointments**

Member Resource Center: Karen Joubert  
Policy Committee: Eric Stern  
Chapter Bylaws Committee: Tom Popenuck  
Personnel Staffing Committee: Renita Terry

Motion Eric Boutte, seconded Nancy Atwell to adopt the Committee recommendations of the President.  
**M/S/C - Unanimously.**

**Training Committee** (Possible Interim Appointment) Nancy Ghanim will discuss with President Sanchez if she is willing and able to take on the Committee task. An announcement will be made at the next Executive Board Meeting scheduled to convene on April 28, 2013.

Treasurer Paul Camarillo, along with the Head of Operations and Labor Relations Seth Schapiro will negotiate the upcoming employment contract with Clerical Workers Association (CWA) for the seven (7) Administrative Coordinator positions.

President Sanchez expressed deep felt thanks for all of those who reached out to her as a result of the loss of her Mother. President Sanchez asked us all to observe in a moment of silence those loved ones we have lost to death.

**Meeting Adjourned at 4:55PM.**

**Respectfully Submitted by**

**Secretary Pamela Holmes-Morton  
SEIU Local 1021 on April 24, 2013**

**MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**  
**Attendance Updates & Typographical corrections 5/18/13**

**SEIU Local 1021**  
**Executive Board Meeting Proceedings**  
**April 28, 2013**  
**800 Asilomar Conference Grounds**  
**Pacific Gove, CA**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander, VP of Organizing Rameseon-Nichols, VP of Representation Karen Joubert, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, Cynthia Landry, Derrick Boutte, Renato Pena, Renita Terry, Jim Wise, Patricia Reynolds, Karla Faucett, Rhea Davis, Eric Stern, Erika Watkins, Evelyn Curiel, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa, Akbar Bibb

**Executive Board Members Excused:** VP Region-E Marcus Williams, Valoria Russell-Benson, Denis Villanueva, Gregory Correa, Nancy Ghanim, Gayle Chadwick, Andrea Longoria, Mercedes Riggelman, Priscilla Agbunag, David Fleming, Gina Castellano, Kathryn Cavness

**Executive Board Members Absent:** VP Region Region-A Crawford Johnson

**Staff in Attendance:** Seth Schapiro, Pete Castelli, John Mendez, Joanne Cansicio, Chris Daly, Pattie Tamura, Boyan Biandov

**Guests:** Amos Eaton, David Eberly, Steve Gilbert, Mira Weinstein, Tia M. Orr, Alma Hernandez

**SEIU Local 1021 Executive Board Meeting was called to order By President Roxanne Sanchez @ 9:09AM. It was announced that a quorum was established.**

**Review of Agenda:**

Member Comments will be held at 9:40AM as members are in route to the Asilomar Conference Facility. The following additions to the agenda were made: a) 1<sup>st</sup> reading for the SEJ Policy Manual – SEJ Chair Derrick Boutte; b) HSA Chapter Bylaws; c) Retirement Security Announcement Report – Cynthia Landry; d) AFRAM Conference Report - Pamela Holmes-Morton; e) Executive Session; f) Community/Allies Requests Eric Stern stated that the Statewide Self-Advocacy conference has been funded through the Organizing Department. President Sanchez explained that by policy, the Latino Caucus and Job & Freedom March requests should be presented to SEJ.

**Review Minutes of the February 23<sup>rd</sup> and March 23<sup>rd</sup>, 2013 Executive Board Proceedings:**

Motion Eric Stern seconded Derrick Boutte to approve the February & March, 2013 Minutes at the May 18, 2013 Executive Board Meeting. The motion was carried.

**Installation of New Executive Board Members:**

Newly elected Executive Board members Evelyn Curiel (SF Area Representative) and Paul Little (BFC Region D), were unable to attend the March 23, 2013 Executive Board meeting. They both took the oath of office and were sworn in by President Sanchez.

**MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**  
**Attendance Updates & Typographical corrections 5/18/13**

**Executive Board Vacancies:**

Members from the North Coast submitted a recommendation to President Sanchez to have Amos Eaton fill the current BFC North Coast vacancy. President Sanchez requested the Executive Board's approval to appoint Amos Eaton to the vacant seat. It was M/S (Landry/Roach) to approve the appointment. The motion was carried. President Sanchez further advised that two other recommendations with written Bio's will be emailed to the Executive Board for review to approve the filling of other vacant Board positions at the upcoming May, 2013 Executive Board meeting.

**Budget & Finance Committee Report**

Treasurer Paul Camarillo distributed a written summary of motions passed by the BFC at its April, 2013 meeting.

- The BFC approved an additional \$5,000 for the upcoming Executive Board retreat to cover costs for a facilitator (Mira Weinstein), and other potential miscellaneous expenses.
- Steve Somers (consultant) is assisting with bargaining at HARD and the City of Hayward. The BFC approved to pay the correct amount of \$6,000 for the period March 15<sup>th</sup> to April 15<sup>th</sup>. Previously the BFC approved payment of \$5,000, which was incorrect. The BFC also approved \$8,000 per month for April, May and June, 2013.
- Deborah Edgerly (consultant) is providing support in the City of Oakland contract bargaining. The BFC approved \$8,000 for the period May 15<sup>th</sup> to June 15<sup>th</sup>.
- David Kersten (consultant) is providing critical assistance and research support with BART, City of Oakland, and SF. Additionally, he is mentoring and providing support assistance to 1021's entire Research Department. M/S (Jimenez/Alexander) to approve contract extension through July 2013. There was discussion on the motion. The motion was carried unanimously.

**Action Items**

- **Committee Appointments:** Policy Committee Chair Eric Stern, advised the Executive Board of three vacant committee positions. He encouraged those Board members interested to send names to him or President Sanchez. President Sanchez stated that further discussion of committee appointments would be discussed at the May, 2013 Executive Board meeting.
- **Lost-time proposal:** A current and proposed Officers' Lost Time proposal for Executive Board review and action was distributed. At the March Executive Board meeting, the Board approved continuation of full lost-time for President Roxanne Sanchez, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Politics Alysabeth Alexander, and VP Organizing Rames Teon Nichols. The report includes proposed lost-time for Derrick Boutte (8hrs/week), Karen Joubert (16hrs/week), Paul Camarillo (4hrs/week) and Pamela Holmes-Morton (4hrs/week). President Sanchez gave a brief explanation on some of the work the officers are required to do in the local. Seth Schapiro reviewed the total costs for all lost-time officers, as presented in the report. It was explained that the lost-time for Ramses Teon-Nichols will come out of the Organizing budget. Discussion ensued amongst Executive Board Members. Motion Alysabeth Alexander, seconded Evelyn Curiel to adopt the lost time proposal M/S/C Unanimously.
- **Community Campaigns for Quality Care consultant contract:** Approximately one year ago the Executive Board approved a contract agreement with Community Campaigns for Quality Care. Seth Schapiro gave the Executive Board an overview of some of the work the consultants have done around the healthcare issues. The request is to extend the current contract until June, 2013 at the current rate of \$9,600 for their continued work on healthcare services. It was M/S (Stern/Watkins) to approve the request. The motion was carried unanimously.

**MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**  
**Attendance Updates & Typographical corrections 5/18/13**

**Action Items continued:**

- **Strike Fund Policy (first reading) Alameda County Area Rep & Policy Committee Chair Eric Stern/Dave Eberly-Chapter President Mendocino:** Presented a first reading of the draft policy the committee developed. The Board was asked to review the policy and send any written recommendations to Eric Stern. An updated draft will be available at the May, 2013 Executive Board meeting.
- **Foothills Proposal:** President Sanchez and Pete Castelli gave an overview of the situation happening in the foothills area (Amador, Calaveras). In threat of a decert campaign in Amador County, President Sanchez, Pete Castelli and Steve Wilensky met to assess the situation in the region; and to come up with a creative approach on how to deal with the issues. It was said that Steve Wilensky has had decades of experience in the labor movement fight. In recent times, SEIU members have fallen on tougher times in the foothills area (i.e. layoffs, decertification's, budget cuts). Union visibility has also been reduced. Tea party candidates in 8 key districts for the board of supervisors/city council ran unopposed. It was said there are concerted efforts by groups, such as the tea part, to get SEIU and labor out of the foothills area. It was determined that the issue is a regional problem, which could pose a threat to other areas, such as San Joaquin.

A written proposal was presented, which outlines the proposed campaign plan to rebuild in the foothills area. A sample of the Service Agreement was distributed for Executive Board review. The proposal includes going into a contract with the organization **People Organizing for Worker's Rights (POWR)**. The group is comprised of current and former SEIU members, leaders and staff, as well as local community activists. If approved, the campaign is projected to run for approximately one year. The campaign timetable and budget was included in the proposal, and broken down into five (5) Phases.

Each Phase includes the estimated budget per phase, as well as an outline of some of the work to be done. The total budget for all phases is \$150K. Seth Schapiro explained the expense will come out of the organizing funds that were carried over from 2012. The International has authorized the use of the funds for this campaign. A question was raised about why the proposal documents were not provided to the Executive Board in a timely manner. President Sanchez gave a brief explanation on the development of the situation, and acknowledged the constructive criticism. There was a suggestion to ask the Board to consider approval of Phase I only at today's (4/28/13) Board meeting; and to allow more time for the Board to review and understand in-depth the other phases (phase II thru phase V) for consideration. Phase I will include introduction of program, orientation and assessments, and will run through May 30<sup>th</sup>, 2013. The Phase I budget is \$15,000.

It was M/S (Landry/Marr) to approve Phase I of the proposal, and to authorize President Sanchez to execute the necessary Service Agreement and Contract with **People Organizing for Worker's Rights (POWR)** for the Central Sierra campaign. There was discussion on the motion. There was a suggestion that a report be provided to the Board after each phase. The motion was carried unanimously.

**MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**  
**Attendance Updates & Typographical corrections 5/18/13**

**Action Items continued:**

- **Health Access – ACA campaign:** Seth Shapiro presented the request. As part of the SEIU program around ACA components, each of the “21” Locals in CA are asked to make a contribution of \$15,000 each to **Health Access California**. President Sanchez explained the group is a coalition of all public sector Locals in CA. The request is to approve \$15,000 to **Health Access California** for annual membership. It was said this will be funded through the Organizing budget. It was M/S (Stern/Teon-Nichols) to approve the request. The Motion was carried with one abstention.
- **Social Economic Justice:** Derrick Boutte distributed and reported on a first reading of the draft Social and Economic Justice Committee Operations Manual. He introduced the concept of the vision and structure of SEJ moving forward. The draft document outlines SEJ’s Mission Statement, Work Groups, Chair description and Guidelines. SEJ Chair Boutte advised that the SEJ budget is \$15,000.00.
- **SF-HSA Bylaws/Health Human Services-San Francisco:** President Sanchez gave an overview of the HSA Chapter Bylaws matter which has been in development the last two years. HSA’s draft bylaws were originally found not to be in compliance due to an issue around meet and confer language in Article 10 of the chapter bylaws template. It was explained that Chapter bylaws cannot have language that “mandates” to work of the Local or the International. At the request of the Chapter, President Sanchez met with the HSA Chapter bylaws committee to help resolve the outstanding issue. The compromise that was agreed upon was to leave Article 10 as it is in the bylaws template; and to add “definitions” to define certain words, which will be placed at the end of the HSA bylaws document. It was explained that usually when Chapter bylaws are reviewed and found to be in compliance with Local 1021’s bylaws template, it is announced or placed on the consent calendar at the Executive Board meetings; and does not require Board approval. Due to the on-going debate, President Sanchez pulled the HSA bylaws from the consent calendar to discuss with the Board; and request the Board to approve the HSA bylaws, with added “definitions” at the end of the document. It was M/S (Stern/Joubert) to accept the HSA Chapter bylaws with the following language changes/Definitions-Article 10; Meet and Confer = HSA meet and confers; Prompted = Initiated by HSA management or the Union. The motion was carried. There was one abstention.

**Member Comments:**

The following members addressed the Executive Board:

- Joe Tanner, SF YGC Chapter submitted a petition with 50 affixed member signatures for the minute record in regard to Field Representative change in San Francisco.
- Sin Yee Poon, SF HAS Chapter
- Kathy Basconcillo, SF PUC Chapter

**Consent Calendar:**

President Sanchez announced that the following chapter bylaws were reviewed and found to be in compliance. There were no objections raised.

- Contra Costa County Rank and File Unit Chapter Bylaws
- SF Station Agents Chapter Bylaws
- Napa Valley College Chapter Bylaws

**MINUTES OF THE EXECUTIVE BOARD PROCEEDINGS**  
**Attendance Updates & Typographical corrections 5/18/13**

**Announcements:**

**Retirement Security Report:** Chair Cynthia Landry announced she will email her report.

**AFRAM Conference:** Secretary Pamela Holmes-Morton reported on the AFRAM Leadership conference she and other Local 1021 members attended in Los Angeles.

**Political Department:** Political Director Chris Daly announced that the International has approved a grant in the amount of \$150,000 for the Local to work on the fight against bank accountability.

**Community Allies Requests:**

1. Jobs with Justice San Francisco (Alysabeth Alexander): Handout distributed  
**Request:** The request is for \$12,500 to help support the organization's program. It was explained that the Local would work with JwJ on the Local's external campaigns. Therefore, this will be funded through the Organizing budget. It was M/S (Stern/Diep) to approve \$12,500 to come out of the Organizing budget. The motion was carried.
2. Coleman Advocates (Alysabeth Alexander): Handout distributed  
**Request:** The request is to sponsor the organizations event on May 23<sup>rd</sup>. It was M/S (Bradshaw/Faucett) to approve the sponsorship at the \$500 level (*Next Generation Leader level*). The motion was carried.
3. Peace & Solidarity Committee request (Larry Bradshaw): Handout distributed  
**Request:** Larry Bradshaw presented a request on behalf of the Peace & Solidarity Committee. The organization Committee in Solidarity with People of El Salvador (CISPES) is seeking support from the Local to assist in the labor movement in El Salvador. The request is also to approve a letter to party leaders from the local, and to approve a resolution declaring solidarity with the Salvadoran Labor Movement's Fight against the US-backed Public Partnership Law. It was M/S (Joubert/Watkins) to donate \$250 to the organization, as well as approve the letter and resolution. The motion was carried.
4. Central American Resource Center (Ramses Teon-Nichols): Handout distributed  
**Request:** to sponsor upcoming event on May 15<sup>th</sup>. It was M/S (Stern/Landry) to donate \$1,000 towards the event. Motion carried.

***The Board moved into Executive Session at 12:45 P.M.***

**Executive Session:**

Seth Schapiro gave a brief update on staff negotiations. There were no action items taken during Executive Session.

***The Board moved to open session at 12:51 P.M.***

***Meeting Adjourned at 12:52 P.M.***

***Respectfully Submitted on May 15, 2013***  
***By Secretary Pamela L. Holmes-Morton***

**Minutes of the May 18, 2013 Executive Board Proceedings**

**SEIU Local 1021  
Executive Board Meeting Proceedings  
Saturday, May 18, 2013  
2300 Boynton Avenue, Fairfield, CA  
10:00AM-5:00PM**

**Executive Board Members Present:** President Roxanne Sanchez, Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region B Tom Popenuck, VP Region C Gary Jimenez, VP Region D Larry Bradshaw, VP Region E Marcus Williams (by videoconference), VP Region D Larry Bradshaw, Cynthia Landry, Derrick Boutte, Jim Wise, Karla Faucett, Rhea Davis, Gregory Correa, Eric Stern, Gayle Chadwick (by video conference), Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Amos Eaton, Kathryn Cavness, Tina Diep (by Skype), Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** Renita Terry, Valoria Russell-Benson, Denis Villanueva, Renato Pena, Nancy Ghanim, Andrea Longoria, Gina Castellano, VP of Region A Crawford Johnson

**Executive Board Members Absent:** Patricia Reynolds

**Staff in Attendance:** Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Boyan Biandov, Bill Petrone, Pattie Tamura, Nely Obligacion, Fran Jefferson, Brian Lee, David Canham

**Guests:** Sabrina Bucklin, Matt Gauger (by teleconference), Kerianne Steele (by teleconference), David Eberly

---

**The meeting was called to order at 10:08 a.m. by President Roxanne Sanchez. It was announced that a quorum was established.**

**AGENDA REVIEW:**

The following items were added to the agenda: a) legal counsel will phone in to discuss pending lawsuit cases, Kerriane Steele at 11:30AM & Matt Gauger at 3:00PM. These matters will be discussed in closed session; b) report from Retirement Security Chair Cynthia Landry; c) Introductions

**INTRODUCTIONS:**

The Board members and staff introduced themselves.

**MEMBER COMMENTS:**

The following members addressed the board:

- Sin Yee Poon, SF HSA Chapter
- Greg Marro, Retiree
- Jan Schardt, Napa Valley College

## ***Minutes of the May 18, 2013 Executive Board Proceedings***

### **PRESENTATIONS:**

#### **Superior Court of Alameda County:**

Fran Jefferson and John Stead-Mendez reported on a recent Tentative Agreement the Union reached with Superior Court of Alameda County. The members originally voted to authorize a strike, which was set for May 20<sup>th</sup>. One of the main issues on the table was furlough days. Shortly after the strike date was made public, the employer offered to rescind the furlough days. The bargaining team met to review the offer and moved to a vote with a recommendation to the membership to approve the TA. On May 15<sup>th</sup>, the ballots were counted and the membership approved the Agreement. Fran Jefferson encouraged the Board to read her Director's report, as it includes more information on the TA and campaign.

#### **Union Sanitary District:**

John Stead-Mendez reported that the Local reached a Tentative Agreement with Union Sanitary District last night (5/17/2013). He gave a brief overview of the long campaign. The chapter was in bargaining for over a year and was at Impasse at one point. Previous TA's were also reached, but was not passed by the membership due to a number of issues. The current TA is with no concessions. The bargaining team will now move to a vote, with a recommendation to the membership to approve the TA.

### **ACTION ITEMS:**

#### **Committee and E-Board Appointments:**

- Napa County Area Representative Position:  
Sabrina Bucklin was introduced to the Board. President Sanchez is recommending approval to appoint Sabrina to the vacant Napa County Area Representative position. Sabrina spoke briefly about her background. A bio was also emailed to the Board for review. Since 2009, she has served as the Napa County Chapter President. President Sanchez stated the Board will be asked to vote on this item, along with other recommendations, later on in the meeting.

### **PRESENTATIONS (continued):**

#### **SF Pay Equity Presentation:**

Karen Joubert and Larry Bradshaw gave a presentation on the SF Pay Equity Campaign. The City Administrators were poised to cut wages of up to 45 classifications and jobs that are traditionally held by women and people of color. The local, in collaboration with its labor/community allies, worked to fight this issue. A timeline was shown on the various actions held, including the variety of media coverage during the span of the campaign, which began in January 2013 through April 2013. It was also said that the Pay Equity issue is not just a San Francisco matter, but is also a National concern. The board was encouraged to review their union contracts and contemplate if pay equity would make sense in their contract.

**The Board moved to Executive Session at 11:32 a.m.**

### **EXECUTIVE SESSION:**

## ***Minutes of the May 18, 2013 Executive Board Proceedings***

### **Pension Retirement Fight:**

Legal counsel, Kerianne Steele, joined by teleconference and gave a brief background on pending lawsuits regarding the pension retirement fight in Alameda County, Contra Costa County and Marin County. The Board was asked to consider approving the cost of legal expenditures. It was M/S (Stern/Watkins) to authorize \$32k in legal expenditures for the law firm to continue working on the pension retirement fight in Alameda County, Contra Costa County and Marin County, with an understanding that \$7k will go to the lead attorneys in Contra Costa County. The motion was carried unanimously.

**Closed session ended at 11:49 a.m. The board moved to open session at 11:50 a.m.**

**Secretary Holmes-Morton reported on the motion that was passed during Executive Session.**

### **PRESENTATIONS (continued):**

#### **City of Oakland:**

Pete Castelli gave a brief update on the City of Oakland bargaining. Several actions and meetings have been held, and they are continuing to build their CAT team. A strike vote is upcoming, and the members are gearing up for a potential strike.

#### **Living Wage Coalition:**

Nancy Atwell gave a brief report. Living Wage Coalition is a community partner that the local works with. She reported on several events, such as a pay equity event that was well attended. The *Living Wage Coalition* group has been working to collaborate with *Jobs with Justice* (JwJ). Nancy will be attending a JwJ training in Denver, and will bring information back to the Board.

### **REVIEW MINUTES of the FEBRUARY, MARCH and APRIL meetings:**

#### **March 23, 2013 Minutes:**

It was M/S (Stern/Boutte) to approve the minutes of the March 23, 2013 meeting. The motion was carried. There were 2 abstentions.

#### **February 23, 2013 Minutes:**

President Sanchez and Secretary Holmes-Morton met to go over changes/corrections to the February 23, 2013 minutes. It was said that the modified version, with the changes that President Sanchez and Secretary Holmes-Morton agreed to, will be sent to the Board. It was M/S (Landry/Faucett) to accept the February 23, 2013 minutes with the mutually agreed upon changes discussed by President Sanchez and Secretary Holmes-Morton. The motion was carried. There were 5 abstentions.

#### **April 28, 2013 Minutes:**

The April 28, 2013 minutes was tabled. Julie Meyers will go over minor changes with the Secretary.

**The Board broke for lunch from 12:01 p.m. to 12:20 p.m.**

***Minutes of the May 18, 2013 Executive Board Proceedings***

**REVIEW MINUTES of the FEBRUARY, MARCH and APRIL meetings (continued):**

**April 28, 2013 Minutes:**

The Board agreed to return to discussion on approval of the April minutes. It was M/S (Popenuck/Stern) to accept the minutes of the April 28, 2013 meeting. Julie Meyers pointed out the following correction: under the *SF HSA Bylaws* section, page 4 of the draft minutes, the sentence that reads “*Prompted = Initiated by HSA Management or the HSA Chapter*”, should be corrected to “*Prompted = Initiated by HSA Management or the ~~HSA Chapter~~ Union*”. The makers of the motion accepted the corrections pointed out by Julie Meyers. The motion was carried. There was 1 no vote, and 2 abstentions.

**BUDGET & FINANCE REPORT:**

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions passed by the BFC at its May meeting was presented. It was explained that several motions passed by the BFC need Board approval. These items will be voted on during the “Action Items” portion of the agenda, along with other items for the Board’s consideration.

The following motions were passed by the BFC:

A) **Ukiah office videoconference:**

The BFC approved to recommend to the Executive Board to approve installing videoconference equipment for the Ukiah office. Further information regarding equipment and any recurring monthly costs will be discussed at the May board meeting. (Need board approval.)

B) **NAACP National Convention:**

At the April Counties Industry Council Meeting, the council agreed to ask the BFC to consider approving up to \$1,700 to send Deloris Richards to the 104<sup>th</sup> Annual NAACP National Convention. The cost will cover registration, lodging and airfare. The BFC approved the request to come out of the Counties industry budget.

President Sanchez explained that the Counties Industry Chair position is currently vacant. In the interim, Marcus Williams has been chairing the Counties Industry Council meetings, but cannot authorize funds to come out of the Counties Industry budget. Until the seat has been filled, Marcus Williams can only recommend requests, on behalf of the Counties Industry, to the BFC. The BFC can then report back to the Board. Approved monetary requests will come out of the Counties industry budget line item.

C) **San Joaquin County CLC per capita**

The BFC approved to recommend to the Executive Board to reduce the per capita payments to the San Joaquin County Labor Council to \$10.21 per month, and to place the additional leftover amount to the San Joaquin Labor Coalition PAC. (Need board approval.)

## ***Minutes of the May 18, 2013 Executive Board Proceedings***

D) SFCC RN Dues (2320's and P103's)

The BFC approved to recommend to the Executive Board to move forward with attempting to implement 2320's, who also work as P103's, from not paying dues for work that is over 80 hours. (Need board approval.)

E) Consultant Contract

The BFC approved to go into a contract with Andy Blue for the FFE campaign, at a cost of \$6,000 per month for 7 months, with the understanding that the cost will be reimbursed to SEIU 1021 by the grant money that was approved by the International.

F) Tax Audit Liability

The BFC approved to recommend to the Executive Board to proceed with paying the \$75k liability, after other options has been discussed with the tax attorney, and to continue contesting the amount of \$45,848 out of the \$75k total that is due. (Need board approval)

G) Summer Institute for Union Women in Seattle

The SEJ approved to ask the BFC to consider approving \$4,000 to send 6 women to the Summer Institute for Union Women in Seattle. The BFC approved to recommend to the Executive Board to send 4 members, who have never attended the training, and to determine the funding source. (Need board approval.)

A hand-out on *Office of Labor-Management Standards (OLMS)* was distributed. Treasurer Camarillo also reported that the BFC reviewed this document at its May meeting. The OLMS is guide for new Union officers, and also outlines fiduciary responsibilities of Officers of Labor Organizations.

### **ACTION ITEMS (continued):**

Ukiah office videoconference:

Boyan Biandov spoke about related costs to have videoconference capabilities from the Ukiah office. The cost to purchase the equipment could be about \$5k. There are also technical issues to be worked out, which the local has no control over (i.e. power/phone lines). To fix the technical issues, there could be a one-time cost, without a recurring monthly fee. Or the expense could be a one-time cost, plus a monthly recurring cost. These issues would need to be researched.

He also spoke about the challenges around our limitation on how many offices can be on videoconference at the same time. Currently, there are 8 offices that have videoconference capabilities. Our current agreement is limited to only 4 offices to be connected at the same time. To connect more than our current limit of 4 sites, new equipment (known as the "bridge") would need to be purchased, which could cost about \$50k for a brand new equipment; or about \$30k-\$40k for second market rates.

## *Minutes of the May 18, 2013 Executive Board Proceedings*

It was M/S (Bradshaw/Atwell) to authorize up to \$50k to purchase the “bridge” and purchase the video equipment for the Ukiah office. There was discussion on the motion. The Board voted by show of hands. The results are as follows: Yes = 16; No = 9; Abstention = 6. The motion was carried.

### BFC Recommendations - Items C, D and F:

These items were presented earlier under Treasurer Camarillo’s report. It was M/S (Stern/Eaton) to approve Item C (San Joaquin County CLC per capita), Item D (SFCC RN Dues) and Item F (Tax Audit Liability) as recommended by the BFC. The motion was carried.

### Summer Institute for Union Women:

This item was recommended to the Board by the BFC to send 4 members to the Summer Institute for Union Women conference; and Cynthia Landry is to provide the names of the 4 members. This request was originally submitted to the SEJ, but was referred to the BFC. President Sanchez stated that by financial policy (approved budget), conference expenses should come out of the Industry or Committee budget line items. Requests for conferences should be approved by the Industry or Committee. The SEJ is the appropriate Committee that should consider this request. It was said that the Organizing Dept. approved to send 2 members to this conference, since it includes a training component around organizing. SEJ Chair Derrick Boutte, Cynthia Landry and Ramses Teon-Nichols spoke off-line to discuss a resolution to this request, and will bring back a recommendation to the Board.

### SF Budget Fight:

Larry Bradshaw pulled this item from the agenda.

### Hardship Strike Fund Policy:

A second reading of the draft Hardship Strike Fund Policy was distributed. Eric Stern and Dave Eberly reviewed the document, which includes the changes recommended by the Board from the April meeting. The Board provided feedback and suggested changes to the revised policy. It was M/S (Atwell/Greenwood) to approve the draft policy with amendments provided by Richard Greenwood, as a pilot program. There was discussion on the motion. Doug Marr requested to call the question. The Board moved to call the question. The Board voted by show of hands. The results are as follows: Yes = 13; No = 16; Abstentions = 2. The motion was **not** carried. This issue will go back to the Policy Committee. Eric Stern asked the Board to email to him any suggested changes. A third reading will be on the agenda at the June Board meeting.

### Summer Institute for Union Women (continued):

As a follow-up from an earlier discussion, Derrick Boutte and Cynthia Landry reported on a resolution to this issue. It was M/S (Boutte/Bibb) to approve up to \$6k (\$4k to come out of SEJ and \$2k to come out of Organizing) to send members that have never participated in this program, with the caveat that the attendees will commit to participate in the local’s Women’s Committee and/or the Organizing program on an on-going basis. The motion was carried. There were 2 abstentions.

## ***Minutes of the May 18, 2013 Executive Board Proceedings***

### SEJ Manual:

At the April Board meeting, a 1<sup>st</sup> reading of the SEJ Manual was presented. It was M/S (Eaton/Curiel) to approve the SEJ Manual as presented at the April Board meeting. The motion was carried.

### Foothills Proposal:

The Foothills proposal was first presented to the Board at its April meeting. The proposal includes a campaign timetable and budget that is broken down into five (5) Phases. The Board approved Phase I of the proposal at the April meeting; and tabled approval of the remaining phases (2 to 5). President Sanchez asked the Board to consider approving Phase 2, with an understanding that at the June meeting, the Board will be asked to consider approving Phases 3 to 5. It was M/S (Jimenez/Eaton) to approve Phase 2 of the proposal. The motion was carried.

### Executive Board/Committee Appointments:

President Sanchez asked the Board to consider her recommendation to appoint the following:

- Napa County Area Representative: Sabrina Bucklin was recommended for this position. It was M/S (Bibb/Atwell) to approve the appointment as recommended by President Sanchez. The motion was carried.
  
- Policy Committee: The following were recommended: Eric Stern - Chair, Des Patten, Jon Meade, Nancy Atwell and Denis Villanueva. It was M/S (Jimenez/Boutte) to approve the recommendation. The motion was carried. Those interested in participating on the committee should contact Eric Stern.
  
- Personnel/Staffing Committee: The following were recommended: Renita Terry (Chair), Karen Joubert (co-chair), Nancy Ghanim, Nancy Atwell, Gary Jimenez, Marcus Williams and Paul Little. It was M/S (Wise/Faucett) to approve the recommendation. The motion was carried.
  
- Training Committee: The following were recommended: Co-chairs Jan Schardt/Larry Bradshaw/Roxanne Sanchez. It was explained that this committee has not yet been populated. Board members should send any recommendations to Jan Schardt, with a copy to Joanne Cansicio. It was M/S (Riggleman/Correa) to approve the recommendation. The motion was carried.
  
- Bargaining Committee: The following were recommended: Paul Camarillo, Karen Joubert, Gary Jimenez, Nancy Atwell, Roxanne Sanchez, Seth Schapiro and Pete Castelli. It was M/S (Roach/Curiel) to approve the recommendation. The motion was carried.

## ***Minutes of the May 18, 2013 Executive Board Proceedings***

### June E-Board meeting:

Due to various contracts due to expire at the end of June and preparation for potential strikes, the Board was asked to consider moving the June meeting to 6/15. It was M/S (Atwell/Boutte) to approve moving the June meeting to June 15<sup>th</sup>. The motion was carried.

The Board discussed the location of the June meeting, which was tentatively set for Ukiah. It was M/S (Meyers/Boutte) to change the location of the June meeting to the Fairfield office. The motion was carried.

### **PRESIDENT and LEADERS REPORT:**

Ramses Teon-Nichols, VP of Organizing: A written report was provided.

Cynthia Landry, Retirement Security Chair: Cynthia Landry announced an upcoming training around ACA, which will be facilitated by our law firm.

Karla Faucett, Schools Industry Chair: On behalf of the industry, Doug Marr announced upcoming schools industry events.

### President's Report:

- Josie Mooney was hired as a consultant to help bargain the BART contract as the chief negotiator. Her contract is due to expire in June. Rhea Davis gave a brief update on BART negotiations. It was said that bargaining will likely run through the end of June. The Board was asked to approve extending Josie Mooney's contract. It was M/S (Correa/Watkins) to approve extending Josie Mooney's contract until a TA is reached at BART. The motion was carried.
- President Sanchez gave a brief report on a recent International Executive Board meeting she attended. An outline of the *Public Services Division Leadership Board Meeting* was distributed, which includes key outcomes from the meeting. The Board was asked to review the document. Further discussion will be added to the agenda at future Board meetings.
- Robert Taylor, member from Calaveras County, has expressed interest in the Calaveras County Area Representative position. President Sanchez will bring back a recommendation to the Board at the June meeting.

Jim Wise, Courts Industry Council: Jim Wise announced a Courts lobby day and asked for the Board's support.

Alysabeth Alexander, VP of Politics: Alysabeth Alexander spoke about launching *Reinvest in Oakland* week of actions.

***Minutes of the May 18, 2013 Executive Board Proceedings***

**President Sanchez announced that she is appointing Gary Jimenez to chair the remainder of today's Board meeting.**

**Executive Director Report:**

Pete Castelli gave an overview of the various contract negotiations happening throughout the local, which includes jurisdictions in County, Schools, City and Non-Profit industries.

**The Board moved to closed session at 3:36 p.m.**

**EXECUTIVE SESSION:**

Legal Counsel, Matt Gauger, joined by teleconference to give an overview of pending lawsuits regarding County of Sonoma Landfill. It was M/S (Fleming/Atwell) to authorize \$30k for a SEQA lawsuit against County of Sonoma. The Board voted by show of hands. The results are as follows: Yes = 22; No = 3; Abstentions = 4. The motion was carried.

**The board moved to open session at 4:17 p.m.**

**Head of Operations Report:**

Seth Schapiro gave a brief building update on the following offices:

Del Norte office: We will need to move out of the current office, and will need to begin working on securing another space.

Oakland offices: The Myrtle St office lease is up by the end of 2014. Initial assessments have started in consolidating the Myrtle St. staff to the Oak and 29<sup>th</sup> St offices.

**Secretary Holmes-Morton reported on the motion that was passed during Executive Session.**

**The meeting was adjourned at 4:26pm.**

**Respectfully submitted on June 11, 2013**

**By Secretary Pamela L. Holmes-Morton**

**SEIU Local 1021 Executive Board Meeting**

**June 15, 2013 – Fairfield, CA, 10am-5pm**

**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region A Crawford Johnson, VP Region B Tom Popenuck, VP Region C Gary Jimenez, VP Region D Larry Bradshaw, VP Region E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Rhea Davis, Gregory Correa, Eric Stern, Erika Watkins, Sabrina Bucklin, Mercedes Riggleman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Gina Castellano, Akbar Bibb, Nancy Atwell, Pete Albert, Richard Greenwood, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Renato Pena, Karla Faucett, Nancy Ghanim, Gayle Chadwick, Andrea Longoria, Nadeen Roach, Amos Eaton

**Executive Board Members Absent:** Patricia Reynolds

**Staff in Attendance:** Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Rocky Morrison, Nely Obligacion, Brian lee, Tim Gonzales, Pattie Tamura, Fran Jefferson, David Canham, Jason Klumb, Seneca Scott

**Guests:** Dave Eberly (via videoconference), Steve Wilensky (via teleconference), Kerianne Steele (via teleconference)

---

**The meeting was called to order at 10:08 a.m. by President Sanchez.**

It was announced that a quorum was established. In the absence of Secretary Pamela Holmes-Morton, Joanne Cansicio was assigned to record the minutes.

**AGENDA REVIEW:**

The following items were added: a) legal counsel will phone in during Executive Session to discuss a pension lawsuit case.

**MEMBER COMMENTS:**

The following members addressed the Board:

- Sheila Darvell, City of Redding
- Dave Eberly, Mendocino County
- BART members: Joe Bomberger, Des Patten, John Arantes
- SFUSD members: Yuvonne Johnson-Miller, Maria Diaz, Josh Davidson
- Karen Bishop, Retiree
- Linda M. Gray, former BART member

## **PRESENTATIONS:**

### **Napa County Office of Education:**

Field Representative John Shaban reported on a recent TA reached at the Napa County Office of Education chapter. The salary gain is over 4%, and a cash stipend of \$515 to cover the increase in medical costs. A reopener is scheduled in December to negotiate the impacts of the Affordable Care Act. The Salary schedule has been increased to 13 steps, from 6, and growth provided for the employees topped out in the original 6 year scheme. The agreement provides openers for COLA in the next two years.

## **REVIEW MINUTES of the MAY 18, 2013 MEETING:**

It was M/S (Jimenez/Stern) to approve the minutes of the May 18, 2013 meeting. The motion was carried.

## **ACTION ITEMS:**

### **Amador County Area Representative Position:**

President Sanchez introduced Robert Taylor to the Board. She is recommending approval to appoint Robert to the vacant Amador County Area Representative position. Robert spoke briefly about his background. He is the current chapter president at County of Amador. It was M/S (Stern/Atwell) to approve the appointment of Robert Taylor, as recommended by President Sanchez, to the Amador County Area Representative position. The motion was carried.

### **Installation of new Executive Board members:**

Robert Taylor and Sabrina Bucklin took the oath of office and were sworn in by President Sanchez.

### **Strike Authorization Requests:**

- The following chapters are requesting the Board's approval to pre-authorize a strike sanction: **BART, San Joaquin and City of Hayward**. President Sanchez explained that the strike vote and approval by the membership for each chapter is pending.

It was M/S (Davis/Marr) to approve a pre-authorization strike sanction for BART, San Joaquin County and City of Hayward chapters, pending the strike vote/authorization by the chapter's membership. The motion was carried unanimously.

- **City of Oakland:** Cities Industry Chair Renita Terry requested approval for a strike sanction on behalf of the chapter. She explained that the membership has taken a strike vote and has authorized a strike. It was M/S (Correa/Breakfield) to authorize a strike sanction for the City of Oakland. The motion was carried unanimously.

### **BART Media Campaign Proposal:**

President Sanchez presented a written BART Media Campaign proposal on behalf of the chapter. The Board previously approved \$40k by poll to help launch the chapter's media campaign. The request is to approve an additional \$40k. The first \$40k that was previously approved went towards internet advertising, as well as producing public communications materials, to educate and gain support. The

additional \$40k will go towards a 1 month station advertising campaign in the three highest traffic stations, and to produce two "hot connect" telephone campaigns to pressure BART directors.

It was M/S (Landry/Stern) to approve an additional \$40k for the BART media campaign. There was discussion on the motion. Rhea Davis gave a brief report on the progress of the campaign thus far. Theresa Breakfield called the question. Discussion ended and the Board moved to a vote. The motion was carried unanimously.

#### Access Dental:

Gina Castellano introduced a representative, Keith Mills, from Access Dental. The group is requesting permission to do a mailing to offer their dental services and discounts to Local 1021 members. It was said the appropriate body this request should go to is the Budget & Finance Committee, and it will be referred to that committee for their consideration.

#### Foothills Proposal:

President Sanchez gave an update on the progress of the rebuild efforts. Steve Wilensky joined by teleconference and spoke about the program. There were concerns raised by members in regard to the implementation of the rebuild, which have been and continue to be addressed. The campaign consists of five phases. Phases 1 and 2 were previously approved by the Board. The request is to approve the remaining phases (3 to 5) of the campaign. It was M/S (Riggleman/Curiel) to approve Phases 3 through 5 of the Foothills proposal. The motion was carried unanimously.

#### Strike Fund Policy

A third reading of the draft strike fund policy was distributed, which includes an "introduction" cover page. Eric Stern and Dave Eberly presented and reviewed the changes in the document. It was M/S (Fleming/Camarillo) to approve the strike fund policy as presented, not to include the "introduction" cover page. The motion was carried.

#### E-Board Retreat Debrief – Trainings:

President Sanchez introduced an idea to have extended Board meetings, in order to allow sufficient time to have "trainings" for the Board. She explained that typically the "administration" items are rushed and take up the entire time of a 1 day meeting; and a regular meeting usually does not allow time to have productive trainings. She is asking the Board to consider approving the concept to have extended meetings quarterly, beginning in the month of September. The extended meeting would tentatively run from Saturday through Sunday 12 noon, and would require overnight stay. The extended meetings would focus on trainings and programs of the local. The Board had a lengthy discussion on the concept. There were suggestions made such as, not holding extended meetings on holiday weekends and to hold the meetings in the bay area to help minimize costs for lodging. The idea and financial costs should be referred to the BFC. There was also a suggestion to have further discussion on how to make the current meetings more constructive, in order to determine if an extended meeting is necessary. A planning meeting should be held to brainstorm training ideas. Having an extended meeting is also an opportunity for Board members to share ideas from their respective regions.

It was M/S (Stern/Williams) to approve having one (1) extended meeting in the fall, and to evaluate if there is a need to have more. President Sanchez clarified that the request is to approve the concept of having an extended meeting in September, and to ask the BFC to review the concept and discuss any impact on the budget. The makers of the motion (Stern/Williams) amended their motion to reflect the clarification made by President Sanchez. After discussion on the motion, the Board moved to a vote. The motion was carried.

**The Board broke for lunch from 12:21 p.m. to 12:58 p.m.**

**Executive Director and Field Director Reports:**

Written director reports were sent by email to the Board.

Organizing Director, Tim Gonzales, spoke about two recent organizing victories - Larkin Street Youth Services in San Francisco, and Mission Hope in Contra Costa County. He acknowledged the organizing staff, ROC members and member leaders, who assisted in these campaigns.

Executive Director of Field & Programs, Pete Castelli, presented a written Bargaining Report. The report includes recent bargaining victories throughout the local. He also spoke about the trend happening in the public sector around concessions that the employers are proposing, which we are fighting.

Deputy Director, John Stead-Mendez, spoke about reshaping the communications program in order to make the department work more efficiently. An initial assessment of the communications department was done, including evaluating what are expectations of the department and assessing the staff's skills/strengths. He, along with Pete Castelli, will engage with staff in the months ahead to brainstorm transitioning to a different model, which will focus on five areas: social media, press, web & design, member outreach and video & archival. He also spoke about the need to develop better tools for delivering our message and getting news out faster to the field.

**The Board moved to closed session at 1:37 p.m.**

**EXECUTIVE SESSION:**

**Pension lawsuits:**

Legal Counsel, Kerianne Steele, joined by teleconference to discuss pending pension lawsuits in Alameda County, Contra Costa County, Marin County and Merced County. Field directors, who are dealing with this issue in their areas were asked to stay. Kerianne Steele gave a brief update on the development of the lawsuit the local is involved with. It was said that there are also other union attorneys, besides our lawfirm, involved with the case. The union attorneys from all the locals had a discussion to have a mutually agreed upon law firm be the liaison firm that would speak on behalf of all the locals involved. The Board was asked to consider approving the concept to have our lawfirm be the liaison firm.

It was M/S (Albert/Watkins) to authorize the concept to have our union counsel, Weinberg, Roger & Rosenfeld, to be the liaison law firm in the PEPRA litigation in Contra Costa Court, which combines the

cases from Alameda, Contra Costa, Marin and Merced counties, subject to further financial considerations of costs and legal liability. The motion was carried.

**The Board moved to open session at 2:09 p.m.**

Joanne Cansicio announced the motion that was passed during closed session.

**Executive Director report (continued):**

Pete Castelli presented a written training report. The report includes a list of various trainings held throughout the local since January 2013. It was reported that since the implementation of the new training model at the beginning of the year, more trainings have been conducted in the last 6 months, compared to the last 1 to 2 years.

**The Board returned to closed session at 2:38 p.m.**

**EXECUTIVE SESSION (continued):**

**Personnel/Staffing Committee Report:**

Chair, Renita Terry, reported on the first meeting of the Personnel/Staffing committee.

- Proposed Salary Band: Due to the nature of the discussion, the Sr. staff was asked to step out of the room. Mercedes Riggelman was assigned to record any action items taken by the Board. It was M/S (Jimenez/Watkins) to adopt the salary bands presented, as recommended by the Personnel/Staffing Committee. The motion was carried.

(After a lengthy discussion, the Sr. staff was asked to return.)

- SF Structure Proposal: A proposal was presented for the Board's consideration. It was M/S (Teon-Nichols/Breakfield) to table the proposal to the July meeting. The motion was carried.

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

**CWA 9404 Tentative Agreement:**

Seth Schapiro reported on the recent TA reached with CWA 9404. It was M/S (Stern/Breakfield) to approve the TA. The motion was carried.

It was M/S (Williams/Atwell) that the TA on healthcare, 401k and catastrophic leave for CWA 9404 is also applicable to the non-represented staff of the local. The motion was carried.

**CWA 9410 Tentative Agreement:**

Seth Schapiro reported on the recent TA reached with CWA 9410. It was M/S (Williams/Atwell) to approve the TA. The motion was carried.

**The Board moved to open session at 5:12 p.m.**

President Sanchez announced the motions passed during Executive Session.

## **BUDGET & FINANCE COMMITTEE REPORT:**

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions passed by the BFC at its June meeting was presented. The typographical errors on the written summary were pointed out.

### **The following motions were approved by the BFC:**

- **Consultant -Steve Somers additional invoice:**  
Steve Somers is currently assisting with negotiating the City of Hayward and Hayward Area Recreation Districts contracts. He recently did budget research work, which his contract does not cover. The BFC approved to pay an invoice in the amount of \$1,500 for research work, with the understanding that the Executive Director will follow-up with the Research Supervisor to determine what was deemed inadequate with the research previously done by staff.
- **Consultant - Deborah Edgerly:**  
The BFC approved \$8,000 to cover the month of July, with the understanding that only \$4,000 will be paid if her work is completed by mid-July. She is currently assisting in the City of Oakland bargaining.
- **Non-Profit Division Budget Request:**  
The BFC approved a total of \$6,351 (\$2,851 to cover the balance of the current deficit, plus an additional \$3,500) to help fund costs for the Non-Profit Division program. The additional funds (\$3,500) will cover costs, such as travel reimbursements and lodging, for NPD and DD meetings through the end of the year.

### **The BFC approved to recommend to the Board to authorize the following proposals:**

#### **A) T-Shirts for Contract Campaigns:**

The BFC approved to recommend to the Board to authorize up to \$50k to purchase additional t-shirts specifically for contract campaigns.

It was M/S (Jimenez/Stern) to approve the request, as recommended by the BFC. The motion was carried.

#### **B) Potential Upcoming Strike Costs:**

The BFC recommendation is to authorize "strike day" logistics costs (i.e. food, water, transportation, picket signs) to come out of the negotiations budget line, with the understanding that it would not include costs for non-logistical items (i.e. media buys or t-shirts), for those chapters that may go on strike on or around July 1<sup>st</sup> (i.e. Oakland, BART, San Joaquin).

It was M/S (Stern/Meyers) to approve the request, as recommended by the BFC. The motion was carried.

#### **C) Consultant – Community Campaigns for Quality Care:**

The BFC recommendation is to extend the contract through July 2013 for up to \$9,600. The group is currently assisting in various bargaining tables around healthcare issues.

It was M/S (Bradshaw/Atwell) to approve the request, as recommended by the BFC. The motion was carried.

D) Consultant - Mark Mosher

The BFC recommendation is to extend the current contract through December 2013 at \$5,000 per month. Mark Mosher currently assists with various contract campaigns around media.

It was M/S (Teon-Nichols/Atwell) to approve the request, as recommended by the BFC. The motion was carried.

E) Officers' Lost-Time:

A written proposal was presented to the BFC on Officers' Lost Time costs, which includes wages, health, and dental/vision. The recommendation is to accept the proposal, with a modification to add a note to include Larry Bradshaw in the proposal.

It was M/S (Atwell/Meyers) to approve the proposal, as recommended by the BFC. Seth Schapiro explained that the note regarding Larry Bradshaw is to clarify that release is being negotiated; and it will be brought back to the BFC and E-Board, if there is an impact on the costs.

**It was M/S (Wise/Atwell) to extend the meeting until discussion has concluded. The motion was carried.**

Officers' Lost-Time (continued):

The motion on the floor is to approve the proposal, as recommended by the BFC. There was discussion on the motion. It was said the proposal is based on the "position", and not the individual(s). Mercedes Riggleman requested an amendment to the motion that the proposal establishes a "floor" on salary. The "floor", which is \$60k, would only apply to those full-time officers on release, whose regular salary with their employer is below the "floor" amount. Furthermore, \$11k for the President's salary will come from the International. The amendment was accepted by the makers of the motion (Atwell/Meyers). Discussion concluded and the Board moved to a vote. The motion was carried.

**ANNOUNCEMENT**

Pete Albert distributed information on an upcoming action – *CARA HUMAN CHAIN/NATIONAL DAY of ACTION* on July 2, 2013 in San Francisco. He requested for the Board's approval to endorse this action. It was M/S (Stern/Atwell) to endorse this action. The motion was carried.

**The meeting was adjourned at 5:53 p.m.**

Respectfully Submitted by,

Joanne Cansicio  
on behalf of Secretary Pamela-Holmes Morton

**SEIU Local 1021 Executive Board Meeting**

**July 27, 2013 – Fairfield, CA, 10am-5pm**

**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo, VP of Politics Alysabeth Alexander (by teleconference), VP or Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez (by teleconference), VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Denis Villanueva, Patricia Reynolds, Renato Pena, Karla Faucett, Gregory Correa, Eric Stern, Robert Taylor, Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Gina Castellano (by videoconference), Akbar Bibb, Nancy Atwell, Pete Albert, Nadeen Roach, Richard Greenwood, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, VP or Organizing Ramses Teon-Nichols, Renita Terry, Jim Wise, Valoria Russell-Benson, Rhea Davis, Nancy Ghanim, Erika Watkins, Gayle Chadwick, Andrea Longoria, Sabrina Bucklin, Amos Eaton

**Staff in Attendance:** Seth Schapiro, Joanne Cansicio, Pete Castelli, John Stead-Mendez, Bill Petrone, Nely Obligacion, Fran Jefferson, Brian Lee, Chris Daly, Jason Klumb, Rocky Morrison, Pattie Tamura

---

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

It was announced that a quorum was established. In the absence of Secretary Pamela Holmes-Morton, Joanne Cansicio was assigned to record the minutes.

**AGENDA REVIEW:**

The following items were added to the agenda: a) presentation on SB1234; b) update on former CEO's retirement issue – report under Head of Operations

**MEMBER COMMENTS:**

The following members addressed the Board:

- Josh Davidson, SFUSD: He spoke about a recent TA that was reached with SFUSD.
- Rebecca King-Morrow, SF DPH, RN: She spoke about an upcoming SEIU nurses conference, which will be presented by RN Industry chair, Patricia Reynolds, later in the meeting.
- Sin Yee Poon, SF HSA Chapter: She spoke about an election challenge appeal by the *Concerned 1021 Members* slate. President Sanchez stated that the election challenge issue is on the agenda, and will discussed later in the meeting

**PRESENTATIONS:**

**Campaign Updates:**

- S.F. Unified School District: Schools Director, Nely Obligacion, reported that a TA was recently reached with SFUSD. The ratification vote will take place in August, when members are due

back to work from summer break. She reported on key points of the TA, such as no concessions, 2.5% COLA and improvement on health benefits.

- BART: Roxanne Sanchez gave a brief bargaining update on behalf of the BART chapter. It was said that BART chapter leaders were not able to attend the E-Board meeting, as they are in negotiations. The tactics the employer has shown indicates they had no intention to settle the contract by the June 30<sup>th</sup> expiration date, which is “surface bargaining”. The Board was encouraged to visit the BART campaign’s website, *KeepBARTrunning.com*, for constant updates on the campaign. President Sanchez thanked the Board and members that supported the BART workers during the 4-day strike.
- City of Oakland: Executive Director, Pete Castelli, reported that a TA was recently reached. There were no concessions, as well as various economic and non-economic wins. The ratification vote is scheduled the first week of August.
- Mendocino County: Deputy Director, John Stead-Mendez, gave a brief bargaining update. The current status of the campaign is it could head towards a strike or a settlement. We will continue to push for a strong field campaign. Member actions/rallies will continue during bargaining.
- Solano County: Field Director, Brian Lee, gave an update on negotiations, which has been proceeding slowly. The members have established unity breaks at 10:21 a.m. twice a week at some of the larger sites. They are also meeting with the board of supervisors. We are working with community allies to help run a labor/community campaign. A strike school is scheduled for August 6<sup>th</sup>. The employer is aware of the Union’s intention to strike, if a settlement is not reached by the contract expiration date. The chapter is seeking a strike sanction from the Board.
- E-Center, Headstart: Field Director, Brian Lee, gave an update on the status of negotiations with E-Center, which is a Headstart program with various sites in the North region area. The bargaining team was able to lock down the majority of the Union’s proposals, and they are close to reaching a TA. There are only a few items left on the table.
- SF Kaiser campaign: Larry Bradshaw, Karen Joubert and Chris Daly reported on the SF Kaiser campaign, which the Union is in opposition to the Kaiser rate increase in San Francisco. Various member action/rallies were held, which included phone calls to the Kaiser CEO to oppose raising the rates for 1021 members. After waging an intense campaign, and working in collaboration with other unions, the Mayor’s office and the Health Service System (HSS), the work has led to positive results. A written report was distributed, which summarizes the progress and results of the campaign.

#### Arbitration Notification Policy:

A first reading of the draft *Arbitration Notification Policy* was presented by Policy Committee Chair, Eric Stern. The Board was asked to review the draft policy and to send any feedback to Eric Stern prior to

the next Policy Committee meeting. It was said that draft policy will be placed on the consent calendar at the next Board meeting.

**REVIEW MINUTES of the JUNE 15, 2013 MEETING:**

By consensus, the Board agreed to table approval of the June 15<sup>th</sup> draft minutes to the July meeting.

**ELECTION CHALLENGE:**

As requested by SF Industry Chair, Renato Pena, this item was placed on the agenda regarding an email and materials sent to the Executive Board on July 15, 2013 from the *Concerned 1021 Members Slate*, challenging the March 2013 Officer election. On behalf of the Executive Board, President Sanchez sent a response on July 23<sup>rd</sup>. She read the letter that was sent to the *Concerned 1021 Members Slate*. It was explained that election appeals lies with the SEIU International, not the Local Union or the Executive Board, per the election rules and the Bylaws that the 1021 Executive Board adopted.

**The board broke for lunch from 12:14 p.m. to 12:45 p.m.**

**BUDGET & FINANCE COMMITTEE REPORT:**

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions passed by the BFC at its July conference call was presented.

**The following motions were approved by the BFC:**

- **Health Access:**  
The BFC approved to pay \$15k, to come out of the unspent organizing funds, for the Affordable Care Act (ACA) recruitment/education program. The "21" SEIU Locals (1021, 221, 521, 721) agreed to share the financial costs to fund this program. Local 1021's share of the cost was \$15k.
- **Consultant - Steve Somers:**  
Steve Somers is currently assisting with negotiating the City of Hayward contract, but may also work on the City of Fremont contract. The BFC approved to extend his contract through August 2013, at the current contract rate of \$8,000, with the understanding that there may be further adjustment needed, if he will also bargain the City of Fremont contract.
- **Extended Executive Board Meeting:**  
The BFC approved up to \$4,500 for lodging and food costs, not to include lost-time or travel costs, for an extended E-Board meeting in September 2013.
- **Stockton Office - air conditioning system:**  
The BFC approved to pay the cost of \$17,200 to install an additional cooling system in the Stockton office.

- SEIU outdated bill:

The BFC approved to pay an old invoice from the International, in the amount of \$44,322, to come out of the IT budget, for Microsoft software licenses, which was used for our computer programs.

Quarterly Review:

Finance Director, Rocky Morrison, presented the January-March 2013 Quarterly Review. He reviewed the items line by line. Overall, there was a positive cash flow in the first quarter, and the reserves were not used.

**PRESENTATIONS (continued):**

Bay Area Summer Heat Coalition:

Larry Bradshaw introduced Brooke Anderson, who is with the *Bay Area Summer Heat Coalition and 350.org* organization. She gave a brief background on her organization. The group is working to build a grassroots climate movement, working for deep CO2 emission reductions in the S.F. Bay Area & beyond. She spoke about an upcoming rally and march to the Chevron Richmond Refinery on August 3<sup>rd</sup>. She asked for the local's support to sponsor the event.

**ACTION ITEMS:**

Retirement Security Request:

Treasurer Paul Camarillo explained that a request was first presented to the BFC at the June meeting by Cynthia Landry to help fund a program around Retirement Security. At the July meeting, the BFC agreed that the request be tabled to the Executive Board for further discussion. President Sanchez introduced Michael Ring, from the International, to give the framework of the project, and to help answer questions about the program. The project is a 2 year statewide program designed to generate a movement to win Retirement Security for the 99% in California. He also spoke about Senate Bill 1234, which is a tool that can be used to build the movement. The program would be in collaboration with various public sector locals in the state, as well as the State Council. Local 1021 was asked to contribute \$10k to help fund expenses for the program through the end of 2013. The Board had a lengthy discussion on this issue.

It was M/S (Correa/Atwell) to approve \$10k towards the Retirement Security campaign through the end of the 2013. The motion was carried. There was 1 no vote, and 1 abstention.

Strike Authorization Request:

- Solano County: The chapter is requesting for the Board's approval to pre-authorize a strike sanction. It was M/S (Bibb/Williams) to pre-authorize a strike sanction, pending a strike vote and approval by the membership. The motion was carried.

Board of Registered Nurse (BRN) Appointment:

Karen Joubert presented a request for the Board's consideration to approve a letter of support for Nancy Lewis to be appointed to a seat on the California Board of Registered Nursing (BRN). Ms. Lewis has worked as a Family Nurse Practitioner in the City and County of S.F. since 1997, and is an active member of Local 1021. A letter and resume was distributed, outlining Ms. Lewis' experience. It was

M/S (Fleming/Stern) to approve a letter of support for Nancy Lewis to be appointed to a seat on the BRN. The motion was carried.

Bay Area Summer Heat Coalition request:

A presentation on the request was previously presented by Larry Bradshaw, along with a speaker with the organization. It was M/S (Stern/Boutte) to approve \$200 to sponsor the “*We Can Stop Climate Chaos*” rally & march on August 3<sup>rd</sup> in Richmond. The motion was carried. It was said that this expense would be funded from the Community/Allies budget.

Asian Pacific Islander Committee/APALA-SF request:

Tina Diep asked the Board to consider approving \$200 to help fund food costs for the SEIU 1021 Asian Pacific Islander Committee/APALA-SF/Justice event on August 3<sup>rd</sup>. The event is a forum on workers’ rights and immigration reform. It was M/S (Joubert/Atwell) to approve \$200 to help cover food costs. The motion was carried. It was said that this expense can come out of the member meetings budget line.

The BFC approved to recommend to the Executive Board to approve the following proposals:

○ Consultant – David Kersten:

The recommendation is to extend his current contract through September 2013. He is currently helping with research work throughout the local (i.e. BART, City of Oakland); and he also works and mentors our research staff.

It was M/S (Meyers/Williams) to approve the request, as recommended by the BFC. The motion was carried.

○ Consultant – Community Campaigns for Quality Care:

The recommendation is to extend the current contract through August 2013. The group is currently assisting in various bargaining tables around healthcare issues.

It was M/S (Williams/Atwell) to approve the request, as recommended by the BFC. The motion was carried.

○ BART campaign request:

The recommendation is to approve \$25k for a BART *blitz campaign*, which includes producing literature and leafleting the ridership at various BART stations, as well as an interactive on-line ad on SFGATE. The International will loan staff to the local to assist with the campaign.

It was M/S (Johnson/Williams) to approve the request, as recommended by the BFC. The motion was carried.

**PRESIDENT and LEADERS REPORT:**

- Patricia Reynolds: The Board was asked to consider approving funds for the RN Industry to send nurses to an annual SEIU Nurse Alliance conference to be held in Pittsburg, PA in October. The anticipated costs would be approximately \$7,000. A criteria will be established on the

participant selection process, which would include that attendees are nurses, who have not attended this conference previously.

It was M/S (Fleming/Cavness) to allocate \$7,000 to the RN Industry to send nurses to the SEIU Nurse Alliance conference in October. There was discussion on the motion. It was explained that the Board meetings are typically not the forum that requests for additional industry funds should be presented at. Such requests should first be presented to the BFC, who can then make a recommendation to the Board. After discussion, the Board moved to a vote. The motion was carried. There was 1 no vote.

- Evelyn Curiel: She spoke about an upcoming Union Organizing training, on behalf of Ramses Teon-Nichols.
- Nancy Atwell: She spoke about an issue regarding a Sonoma County Board of Supervisor member, Efren Cabrillo.
- Gina Castellano: She spoke about an upcoming Head Start Council event to stop sequestration for the Head Start program.

#### **DIRECTOR REPORTS:**

Pete Castelli gave a brief update on bargaining victories happening throughout the local. A written report, which highlights key victories, was provided to the Board. He stated that details of a TA can be provided, upon request.

John Stead-Mendez gave an update on the City of Hayward campaign. The members have authorized a strike, and a tentative strike date(s) has been set.

Field Director Bill Petrone reported on a recent TA that was reached in San Joaquin County, where there were no concessions. The members in 6 bargaining units ratified a 3 year contract. President Sanchez acknowledged the work of the members and staff in San Joaquin, who managed the campaign with little resources provided.

#### **ANNOUNCEMENTS:**

Sonoma County Chapter ByLaws: President Sanchez reported that the Sonoma County Chapter ByLaws were submitted for review and found to be in compliance. There were no objections raised.

#### **HEAD of OPERATIONS REPORT:**

Seth Schapiro gave a brief report back on an issue raised by former CEO Sin Yee Poon in regard to her retirement pay during her term as CEO with Local 1021. He stated that the local has sent a response to Ms. Poon's request, and the union is still in the process of gathering more information.

He also gave an update on the Oakland offices. The plan is to move staff from the Myrtle St. office to the 29<sup>th</sup> St. office. The issue where there are challenges is parking at the 29<sup>th</sup> St. office. The consultant we are working with, Unispace, will help with consolidating the offices.

**SF REGION STRUCTURE:**

This item was tabled and discussed during closed session at the June Board meeting. President Sanchez explained that since there will not be specific discussions involving staff, this item can be discussed in open session.

The model that was proposed was to have a structure in San Francisco that consists of 2 Field Directors and 1 Field Supervisor. The SF E-Board leaders met with John Stead-Mendez to consider this model and provide feedback.

It was M/S (Bradshaw/Stern) to adopt the 2 Field Directors and 1 Supervisor structure in San Francisco. There was discussion on the motion. Patricia Reynolds presented petitions signed by SF RN members, opposing this model. The Board had a lengthy discussion on the pros and cons of adopting the proposed structure. The question was called by Theresa Breakfield. A roll-call vote was requested by Paul Camarillo. After discussion, the Board moved to a roll-call vote. The results are as follows: 14 = NO; 12 = YES; 4 = ABSTENTIONS. The motion was **not** carried.

**The meeting was adjourned at 4:31 p.m.**

Respectfully submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

**SEIU Local 1021 Executive Board Meeting**  
**September 29, 2013 – Fairfield, CA, 9am-12 noon**  
**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, VP of Organizing Ramses Teon-Nichols, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams (by videoconference), Cynthia Landry, Renita Terry, Jim Wise, Denis Villanueva, Renato Pena, Karla Faucett, Gregory Correa, Eric Stern, Robert Taylor, Erika Watkins, Andrea Longoria, Priscilla Agbunag, Evelyn Curiel, Akbar Bibb, Pete Albert, Richard Greenwood, Amos Eaton (by videoconference), Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa.

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Treasurer Paul Camarillo, Derrick Boutte, Valoria Russell-Benson, Patricia Reynolds, Rhea Davis, Nancy Ghanim, Gayle Chadwick, Sabrina Bucklin, Mercedes Riggelman, David Fleming, Gina Castellano, Nancy Atwell, Nadeen Roach.

**Staff in Attendance:** Seth Schapiro, Pete Castelli, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Kristin Lynch, Seneca Scott, Nely Obligacion, Chris Daly, Jason Klumb, Fran Jefferson, Pattie Tamura

---

---

**The meeting was called to order at 9:08 a.m. by President Sanchez.**

It was announced that a quorum was established.

**E-Board Training Debrief:**

The Board had a short debrief on the training held on Saturday, 9/28, and shared their feedback on the positive points of the training, as well as what needs improvement. Overall, the Board felt that the training was helpful, and suggested to continue having them on a quarterly basis.

**AGENDA REVIEW:**

The following item was added: DD Council proposal (Eric Stern); APALA announcement (Tina Diep); Community/Allies requests. The following item was removed: Fine Arts Museum & Asian Arts Museum Request

**MEMBER COMMENTS:**

The following members addressed the Board:

- Greg Marro, Retiree: He spoke about arbitration notifications
  
- Susan Tait, Judy Penson, Dan Phillips - SF HSA members:  
The members spoke about petitions they've gathered in their department(s), Family Children Services/Adult Protective Services, in an effort to separate out into their own chapter from the current SF HSA chapter. They spoke about some of the reasons the members in their

department(s) would like to establish their own chapter. The membership would like to create a leadership that would be responsive and better equipped to handle specific needs of their department(s). They would also like to create an atmosphere where members feel they are treated with respect and are comfortable with addressing any concerns. The members are seeking the Board's support to approve their request to establish their own chapter. This issue will be discussed later in the agenda, under Action Items.

- Irvin Lazo, Sin Yee Poon – SF HSA members:  
The members spoke against the request from the SF HSA, Family Children Services/Adult Protective Services group to separate out into their own chapter.
- Dale McKinney and Ron Colbert, Retirees, SCUSD: They spoke about having retirees serve on the SCUSD bargaining team. It was explained that retirees are not permitted to serve on the bargaining team, per the ByLaws, but can be advisors to the bargaining team.

**REVIEW MINUTES of the JUNE 15<sup>th</sup> and JULY 27<sup>th</sup> MEETINGS:**

It was M/S (Stern/Wise) to approve the minutes of the June 15, 2013 and July 27, 2013 meeting. The motion was carried.

**BUDGET & FINANCE COMMITTEE REPORT:**

In his absence, Treasurer Paul Camarillo asked Seth Schapiro to provide a report on behalf of the Budget & Finance Committee. A written summary of motions passed by the BFC at its September meeting was presented.

**The following motions were approved by the BFC:**

- Bonds:  
The BFC approved to modify some of the local's asset allocation to reduce bonds, as recommended by the Union's financial advisors with the RBC Wealth Management firm.
- Cell Phones:  
The BFC approved the IT department's recommendation to upgrade our current cell phone model (iPhone 3S) to the *iPhone 4S* model. The projected upgrade costs for 2013-2014 is about \$9,916.
- Consultant – Steve Somers :  
Steve Somers is currently assisting with negotiations at City of Hayward. The BFC approved to extend his current contract through December 2013.
- Unity Events (part 1):  
The BFC approved up to \$44k for "end of the year" Regional Unity Events, with guidelines to include:
  - Food order to be based on RSVP's received, at \$15.00 per person (can go over 20% over the RSVP count).
  - Program needs to be developed and incorporated into the event.
  - Venue for event should be held at 1021 Union halls, except for offices where there is not sufficient space.

- Limit to two (2) drink tickets (alcohol)
- Regions can have a DJ/band at a reasonable cost

### **ACTION ITEMS:**

The BFC approved to recommend to the Executive Board to approve the following proposals:

○ Unity Events (part 2):

The BFC approved to recommend to the Board to have Area Representatives set a date for their Unity Event in their region by October 30<sup>th</sup>; and to adopt a “blackout period” – where chapters in their specific region cannot schedule an event five (5) days before or five (5) days after the date of the Regional Unity Event. If the Area Representative(s) has not set a date for their Regional Unity Event by October 30<sup>th</sup>, the “blackout period” will not apply. It was M/S (Jimenez/Marr) to approve the recommendation by the BFC. The motion was carried.

○ Consultant – David Kersten:

The recommendation is to extend his current contract through December 2013. He is currently helping with research work throughout the local; and he also works and mentors our research staff. It was M/S (Stern/Meyers) to approve the request, as recommended by the BFC. The motion was carried.

○ BART Communications Request:

The BFC approved to recommend to the Board to accept the BART communications budget plan, as presented to the BFC. The written proposal includes a consultant contract with Christopher Lehane, additional costs with Whitehurst/Mosher for campaign support, costs for print materials (i.e. leafleting actions), cost for precinct walk materials (i.e. door hangers) and costs for Facebook/SFGate.com advertising. Seth Schapiro consulted with the Treasurer and President regarding a supplemental invoice from Whitehurst/Mosher for additional hours/work they put in related to the BART campaign. The issue was not discussed at the September BFC meeting, as the Union was waiting for additional information from Whitehurst/Mosher. In addition to the written communications budget proposal, the Board was also asked to approve a supplemental payment to Whitehurst/Mosher in the amount of \$5,000 for the additional hours worked in the months of July and August. It was M/S (Jimenez/Stern) to approve the BART communications budget proposal as presented, with the additional payment of the \$5,000 invoice from Whitehurst/Mosher. The motion was carried.

### **SFCC Human Services Agency – New Chapter Request:**

The current *Modification of Existing Chapters* and *Acceptance of New Chapters* policies were distributed and reviewed by Larry Bradshaw. He reiterated that members from the SF HSA - Family Children Services/Adult Protective Services (Family Protection) departments addressed the Board earlier in the meeting regarding their petition to establish their own chapter. The membership department has reviewed the petitions received, and reported that a total of 284 signatures have been verified, which is about 51.9% of represented workers. Renato Pena inquired about distributing copies of the petitions to Board members. President Sanchez explained that typically petitions are not released, in order to keep names confidential, especially in situations when an issue is polarized. She also explained that after the Board has made a decision on this issue, any Board member can review the petitions upon request. The Board had a lengthy discussion on this issue. It was M/S (Agbunag/Bibb) to accept *SF HSA - Family*

*Children Services/Adult Protective Services (Family Protection)* as their own chapter. There was discussion on the motion. The Board agreed to allow non-Board members from SF HSA speak on this issue. Renita Terry called the question. The Board agreed to call the question (there were 2 Board members opposed to calling the question). After discussion, the Board moved to a vote. The motion was carried. There were 3 nays and 4 abstentions.

E-Board Lost Time:

President Sanchez asked the Board to consider approving lost-time at two (2) days per week for Tom Popenuck, Vice-President Region B (North Coast). Larry Bradshaw added that Tom often takes his own personal time off from work in order to do Union work. Tom's employer has now agreed to allow two (2) days off for Union business. It was M/S (Stern/Longoria) to approve the request. The motion was carried unanimously.

DD Council Request:

Eric Stern presented two (2) Local 1021 proposals on SEIU CA DD Council.

- a) Part 1 of the proposal is to extend the contract between Local 1021 and David Mulvey for calendar year 2014; and for Mr. Mulvey to continue staffing the Council as a consultant, providing labor and expenses not to exceed \$10,000 for 2014. It was M/S (Stern/Breakfield) to approve the request. There was discussion on the motion. A question was raised about what budget this would be funded from. President Sanchez explained that such request should first be discussed with the Industry Chair and the Director assigned to the Industry, so that a plan and budget proposal can be presented to the BFC. Eric Stern withdrew the motion.
  
- b) Part 2 of the proposal is to direct Local 1021 State Council representatives to advocate at SEIU CA State Council, to prioritize legislative efforts by the SEIU CA DD Council to create a sustainable budget methodology for the statewide DD system. It was M/S (Stern/Jimenez) to approve the request. There was discussion on the motion. It was said there is not a monetary ask in this proposal. After discussion, the Board moved to a vote. The motion was carried.

Community/Allies Requests:

Packets for Community/Allies requests were distributed. President Sanchez explained that a poll will be sent to the Board to consider the requests. The Board were encouraged to review the documents in advance.

Support for AT&T Park Concession Workers:

Alysabeth Alexander gave an overview of a request from UNITE Here Local 2 asking for support on a Boycott of concessions and catering at AT&T Park. The request calls for patrons to bring their own food/beverage and not to attend or host catered events at AT&T Park to show support for the concession workers. It was M/S (Stern/Villanueva) to approve support for the concession workers. The motion was carried.

**It was M/S (Joubert/Diep) to extend the meeting until 12:30 p.m. The motion was carried.**

**CONSENT CALENDAR**

Arbitration Notification Policy:

It was explained that the first reading of the Arbitration Notification Policy was held at the July meeting. Typically, items placed on the consent calendar are ready for the Board's approval, unless there is a request to pull an item. Cynthia Landry requested to pull approval of the Arbitration Notification Policy from the consent calendar, in order to suggest further modifications. It was said that all policies, even if previously approved, can be revisited for any modifications, such as to clean up existing language. By consensus, the Board approved to accept the Arbitration Notification Policy.

**ANNOUNCEMENTS:**

- APALA: Tina Diep spoke about a letter from APALA to Asian Pacific Islander Community Organizations asking for ways to support BART workers.
  
- La Clinica Chapter ByLaws: President Sanchez announced that the LaClinica Chapter ByLaws were reviewed and found to be in compliance. There were no objections raised by the Board.
  
- OPEIU Negotiations: President Sanchez announced that Paul Camarillo, Gary Jimenez and Paul Little have been appointed as Board representatives for the upcoming OPEIU Local 29 negotiations.

**The Board moved to closed session at 12:31 p.m.**

**EXECUTIVE SESSION:**

It was M/S (Bibb/Watkins) to extend the meeting. The motion was carried.

- Personnel/Staffing Committee Report:  
Renita Terry reported on behalf of the Personnel/Staffing Committee. At its September meeting, the Personnel/Staffing Committee approved to recommend to the Board to extend temporary employees Sandra Madrigal, Helen Horn and Seneca Scott through October 31, 2013. It was M/S (Stern/Bibb) to approve the request, as recommended by the Personnel/Staffing Committee. The motion was carried.
  
- Sacramento Clerical Position:  
Seth Schapiro gave an overview of the proposal. Currently there are two (2) clerical positions in the Sacramento office, and there is one (1) vacant position in the Fairfield office. The request is to move one (1) clerical position from the Sacramento office to the vacant Fairfield clerical position. It was said that both the Budget & Finance Committee and Personnel/Staffing Committee agreed to recommend to the Board to approve this request. It was M/S (Eaton/Breakfield) to approve the request. The motion was carried.

**By consensus, the Board agreed to extend the meeting until 1:30 p.m.**

- Labor/Relations Report:  
Seth Schapiro spoke about the upcoming OPEIU Local 29 negotiations.

**The Board moved to open session at 1:23 p.m.**

Seth Schapiro announced the motions that were passed during Executive Session.

**The meeting was adjourned at 1:24 p.m.**

Respectfully submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

## Summary of Executive Board Action Items between Meetings

(Since July 24, 2013 E-Board meeting)

1. **Date of Poll:** August 7, 2013

**Item:** Invoice for the BART campaign research project. The request was to approve payment for an invoice in the amount \$9,906.31 for critical research needed as part of the BART campaign.

**Poll Results:** Poll was approved. YES = 23; NO = 1; ABSTENTIONS = zero

2. **Date of Poll:** September 10, 2013

**Various Items:**

- ❖ **Mendocino Strike Sanction:** The request was to pre-authorize a strike sanction
- ❖ **Consultant - Community Campaigns for Quality Care (CCQC):** The request was to approve extending the current contract through October 2013
- ❖ **BART Negotiations – Attorney Costs:**
  - Part 1 of the request: To approve paying an invoice in the amount of \$18k for various times our law firm has spent at the BART bargaining table.
  - Part 2 of the request: To approve to continue having an attorney participate in BART negotiations when needed, at the rate of \$175.00 per hour, until an agreement is reached.

**Poll Results:** All items of the poll - Mendocino Strike Sanction, CCQC Consultant Contract and BART Attorney costs (part 1 and 2) – were approved. YES = 32; NO = zero; ABSTENTIONS = zero

3. **Date of Poll:** September 20, 2013

**Item:** Various Community/Allies donation requests

**Poll Results:**

<b>Item#:</b>	<b>Organization:</b>	<b>Amount:</b>	<b>Vote:</b>
1	Asian Health Services	\$3,500	<b>YES = 25; NO = 2; Abstain = 1</b>
2	US Labor Law Against War	\$200.00	<b>YES = 28; NO = zero; Abstain = zero</b>
3	Coalition of Homeless SF	\$500.00	<b>YES = 28; NO = zero; Abstain = zero</b>
4	Jobs with Justice SF	\$2,500	<b>YES = 25; NO = 2; Abstain = 1</b>

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, October 26, 2013 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-A Crawford Johnson (by teleconference), VP Region-B Tom Popenuck, VP Region-C Gary Jimenez (by teleconference), VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Denis Villanueva, Renato Pena (by videoconference), Karla Faucett, Gregory Correa, Eric Stern, Robert Taylor, Erika Watkins, Andrea Longoria, Sabrina Bucklin, Mercedes Riggelman, Priscilla Agbunag, Evelyn Curiel, David Fleming, Akbar Bibb, Nancy Atwell (via skype), Richard Greenwood, Kathryn Cavness, Tina Diep, Doug Marr, Paul Little, Julie Meyers, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Rhea Davis, Nancy Ghanim, Gayle Chadwick, Gina Castellano, Pete Albert, Nadeen Roach, Amos Eaton

**Executive Board Members Absent:** Patricia Reynolds

**Staff in Attendance:** Pete Castelli, Seth Schapiro, Joanne Cansicio, Bill Petron, Pattie Tamura, Nely Obligacion, Kristin Lynch, David Canham, Fran Jefferson, Jason Klumb, Chris Daly, Brian Lee (by teleconference)

---

**The meeting was called to order at 10:09 a.m. by Larry Bradshaw, as requested by President Sanchez.** He stated that President Sanchez was delayed and will arrive shortly. It was announced that a quorum was reached.

**REVIEW AGENDA:**

The following items were added: a) Report from Renato Pena; b) report from Cynthia Landry; c) SF Proposition A; d) guest speaker from PASO International. The following item was tabled to the November meeting: a) review minutes of the Sept. meeting

**MEMBER COMMENTS:**

The following members addressed the Board:

- Greg Marro, Retiree: He spoke about transportation to rallies/actions.
  
- James “JT” Thomas and James Motley, members from SFCC Fine Arts Museum Chapter: The members spoke about merging two (2) existing chapters, SFCC Fine Arts Museum and SFCC Asian Art Museum, into one (1) chapter. They presented a petition signed by members from both chapters supporting the merger. It was explained that both chapters have similar classifications, and often deal with parallel work issues. The members feel this would make the chapters stronger. They asked the board to consider approval of merging of the two chapters. This issue will be discussed later in the agenda, under Action Items.

- Brenda Barros, SF General Hospital: She spoke about requesting support from the local to fight a ballot measure in SF, Proposition A, which is on the November ballot. She also spoke about workplace bullying.
- Sin Yee Poon, SF HSA Chapter: She addressed an issue regarding a gap in her pension contributions to her employer (SFCC, HSA Dept) for the period she held office, as Chief Elected Officer, with SEIU Local 1021.

President Sanchez stated that there will be a report on the issue regarding Ms. Poon's pension contribution, under the President and Leaders reports. She also stated that the issue regarding Proposition A will be discussed later in the agenda.

**PRESENTATIONS:**

- PASO International:  
Ramses Teon-Nichols introduced a guest speaker, Neil Martin, with PASO International, which is an independent, non-partisan and non-profit organization. He gave a brief background of the organization. PASO was formed in June 2013 to address the crisis in the Colombia labor movement. Their mission is to facilitate educational exchanges within the international labor movement, to defend, as well as promote, human and labor rights in Colombia. The group presented a written proposal for the board to consider a contribution to help develop a protection and education program. The proposal will be considered under Community/Allies requests, which will convene immediately after the regular business items of today's Board meeting.
- BART Tentative Agreement:  
President Sanchez gave a brief report on the recent BART Tentative Agreement. A handout was distributed, which outlines a summary of the TA. She thanked the E-Board and staff for their support on the campaign.

The board shared their feedback and thoughts about the campaign. The fight was not just a BART fight, but became a labor fight. The campaign also demonstrated to us our allies that stood or did not stand with us. It also raised concerns about the need to have a well thought out process on the politicians we support. Concerns were raised that some members felt there was a lack of attention provided to other areas outside of BART; and members would like to see the same amount of effort put into their fights. It was explained that all directors, such as Deputy Director John Stead-Mendez, were not assigned to BART full-time and were available to address any needs or resources in other areas. For instance, there were other actions/strikes that took place simultaneously as the BART campaign, such as the Hayward and Mendocino strikes. There was a suggestion that at a future meeting or training, the board should evaluate the local's major campaigns and discuss how we learn from these fights. It was also suggested that the local should develop a "union school" to educate members the fundamentals of being in a Union. President Sanchez asked the board to provide suggestions for agenda items or training ideas, for the next extended E-Board meeting to be held early next year.

**ACTION ITEMS:**

- SFCC Fine Arts Museum (FAM) and SFCC Asian Art Museum (AAM) Request:  
Larry Bradshaw reiterated that members “JT” and James Motley addressed the board earlier in the meeting regarding the request from the SFCC FAM and SFCC AAM chapters to merge into one chapter. He reviewed the criteria outlined in the *Modification of Existing Chapters* policy. The members previously submitted a petition in September, which was turned over to our membership department to verify the signatures. The membership verified that 99 out of the 152 signatures on the petition, which comes out to about 65.1%, were valid signatures/members. At today’s board meeting, the members delivered an updated petition with an additional 50 members that have signed the petition to support the merger. It was pointed out that once criteria in the policy have been met, the request must be presented to the Board.

It was M/S (Alexander/Diep) to approve the request to merge the SFCC Fine Arts Museum and SFCC Asian Arts Museum chapters into a single chapter. Discussion on the motion followed. There was discussion on whether copies of the petitions should be provided. The current *Modification of Existing Chapters* policy does not address the issue of disclosing petitions to the public. The Policy Committee will be asked to review the current policy. Board members were asked to email any suggested changes to committee chair, Eric Stern. David Fleming called the question. By consensus, the Board agreed to call the question. The Board moved to a vote. The motion was carried.

**The Board broke for lunch from 12:25 p.m. to 1:05 p.m.**

**ACTION ITEMS (continued)**

- Consultant Contracts:
  - Community Campaigns for Quality Care: The request is to extend the current contract through November. The current contract rate is \$9,600 per month. It was M/S (Landry/Williams) to approve the request. The motion was carried.
  - Josie Mooney contract:  
Seth Schapiro explained there are two (2) parts of the request in regard to consultant Josie Mooney.

He gave an overview of the costs that was initially passed. In the last 2-3 months, Ms. Mooney has put in more hours than anticipated due to the degree of work on the BART negotiations and strike. As a consultant, she has contracts with other Unions, such as Local 721. In September and October, she was essentially working full-time for Local 1021 due to the situation at BART; and was unable to do work for Local 721, although they continued to pay her. The first part of the request is to reimburse Local 721 for a total \$20k for the months of September and October. It was M/S (Bradshaw/Agbunag) to approve the request to reimburse Local 721 a total of \$20k for the months of September and October that they paid to Josie Mooney. The motion was carried.

The second part of the request is to go into a contract with Josie Mooney for the months of November and December at \$5,000 per month, to assist with preparing for the SF City & County negotiations. It was M/S (Jimenez/Meyers) to approve the request. The motion was carried.

- Building Committee:

The Board previously approved to discontinue the lease at the Myrtle Street office in Oakland. The Board also previously agreed to move forward with remodeling the Oak St. and 29<sup>th</sup> St. offices, in order to move folks from Myrtle St and make room for sufficient meeting spaces. President Sanchez would like to appoint a building committee to review the preliminary changes of the offices. A list of appointees will be sent to the Board for approval, via poll.

- SF Proposition A:

Alysabeth Alexander gave an overview on a debated issue regarding SF ballot Measure A, which is on the November ballot. This issue has been discussed at SF COPE meetings in the last few months. In October, the SF COPE Committee approved to recommend to the (local-wide) 1021 COPE Committee to grant \$150k to \$250k for a *No on A* campaign. PAC expenditures of sizeable amounts are to be considered by the 1021 COPE Committee. At the October 1021 COPE meeting, a motion was made to approve the recommendation by the SF COPE Committee to approve funds. However, the motion did not receive a second; therefore funding was not approved due to lack of a second on the motion. Alternative plans were suggested to do outreach for *No on A*, such as member to member phone banks; and possibly contributing a lesser amount to a community organization that is already doing community outreach. Issue at hand now is both SF COPE and 1021 COPE endorsed *No on A*, but funding was not approved, which was vetted through the COPE endorsement process. It was said that currently, there is a new motion, which is being circulated through the SF COPE committee around funding for a *No on A* campaign. It was also said that the COPE committee is the appropriate body where PAC expenditures are vetted through for approval, and approvals should go through the process that is currently set in place. No action was requested or taken by the Board.

#### **EXECUTIVE DIRECTOR REPORT:**

Executive Director Pete Castelli gave a brief report. He stated that written director reports were sent by email.

Sonoma Library recently reached a Tentative Agreement. Tom Popenuck added that the campaign was a contentious fight that lasted for over a year. The bargaining team will be recommending a “yes” vote to the membership.

Fran Jefferson spoke about an organizing effort at San Leandro hospital. Recognition has been filed with PERB.

Karen Joubert and Pete Castelli gave an update on arbitration reports. It was stated that there has been progress on tracking open arbitration cases. The directors have been asked to provide a list of cases in

their areas. A request has also been made to our law firm to provide a list of open/pending cases. All the information that is currently being gathered will be entered and tracked in Unionware.

**PRESIDENT/LEADERS REPORT:**

- President's Report:
  - Former CEO Sin Yee Poon's Pension Contribution:

A payroll report was distributed, which includes costs the Union paid during Ms. Poon's time as the CEO. Due to the nature of the information being discussed, such as payroll and pension amounts paid, by consensus the Board agreed to move this issue into closed session and to allow Ms. Poon to remain in the room during the discussion.

**The Board moved to closed session at 3:01 p.m.**

**EXECUTIVE SESSION:**

- Former CEO Sin Yee Poon's Pension Contribution (continued):

The Board discussed the issue of reimbursement of the Employer's portion to the SF Employee's Retirement System (SFERS), while Ms. Poon was on full-time Union release from her employer (SF City & County, HSA Dept).

It was M/S (Stern/Meyers) to approve reimbursement in the amount of \$38,993.46 to SFERS for the period of 3/8/2010 to 3/22/2013, which is the employer contribution, for former CEO Sin Yee Poon's pension contribution. The motion was carried. After discussion, the Board was asked to return the payroll report that was distributed.

It was stated that in light of this issue, the Policy Committee will work on drafting a policy that will address the issue of pension contributions, as well as auto allowance, for Officers on full-time release.

**The Board moved to open session at 3:23 p.m.**

**President Sanchez announced the motion passed during Executive Session.**

**PRESIDENT/LEADERS REPORT (continued):**

- President's Report (continued):

President Sanchez reported that the consultant contract with Whitehurst/Mosher will end at the end of November 2013.

President Sanchez also reported that she will be on vacation from 10/27 through 11/7, and that VP of Politics, Alysabeth Alexander, will substitute for her while she is out. She also stated that any representation issues should be referred to VP of Representation, Karen Joubert.

- Retirement Security Chair, Cynthia Landry, announced that she will circulate a document regarding the Chuck Reed initiative.

- Non-Profit Industry Chair, Denis Villanueva, reported that the dedication of the U.S. Flag ceremony event in Redding, where our members in the area took part in, was a success.
- VP Region-D, Larry Bradshaw, announced that training packets from the extended Board meeting in September, which includes a shortened version of strike school materials, are available.
- VP of Organizing, Ramses Teon-Nichols, spoke about an upcoming ROC training. He also spoke about a campaign in Fresno.
- VP of Representation Karen Joubert announced that approximately 200 cases have been entered in the arbitration database.

**(President Sanchez asked Alysabeth Alexander to chair the remainder of the meeting, as she had to leave.)**

**HEAD of OPERATIONS REPORT:**

Seth Schapiro acknowledged the outstanding work of the operations staff on logistics during the BART strike. Currently, the main focus of the operations department is preparing for the 2014 budget. He announced that the BFC retreat will be held in early November. The first reading of the proposed 2014 budget will be presented at the November Board meeting.

**NEW BUSINESS:**

**Revised Staff Hiring Policy (draft):**

A revised draft *Staff Hiring Policy* was distributed for review. The Policy Committee made modifications to the existing policy, as recommended by the Personnel/Staffing Committee. It was explained that the main reason for the modification of the policy was to clean up the existing language. The Board was asked to review the document and to send any additional recommendations or changes to Policy Committee Chair, Eric Stern.

**The Board moved into closed session at 3:54 p.m.**

**EXECUTIVE SESSION (continued):**

**Temporary Employees:**

The Board discussed the status of current temporary employees Seneca Scott, Sandra Madrigal and Helen Horn.

It was M/S (Wise/Meyers) to extend Seneca Scott as a temporary employee through the end of November 2013. The motion was carried.

It was M/S (Stern/Correa) to extend Helen Horn and Sandra Madrigal through the end of December 2013. The motion was carried.

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

Alysabeth Alexander announced the motions passed during Executive Session.

It was M/S (Stern/Boutte) to adjourn the meeting. The motion was carried. The Board adjourned the meeting in a moment of silence for the two (2) individuals, who were killed in the recent BART accident, and for a member at Chabot College, who recently passed.

**The Executive Board meeting was adjourned at 4:08 p.m.**

Respectfully Submitted By,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, November 23, 2013 – Fairfield, CA**  
**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politics Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-A Crawford Johnson, VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams, Cynthia Landry, Derrick Boutte, Renita Terry, Jim Wise, Valoria Russell-Benson, Karla Faucett, Rhea Davis, Eric Stern, Robert Taylor, Gayle Chadwick (by videoconference), Mercedes Riggelman, Evelyn Curiel, Gina Castellano (by videoconference), Akbar Bibb (by teleconference), Nancy Atwell, Pete Albert, Richard Greenwood, Kathryn Cavness, Tina Diep (by teleconference), Doug Marr, Paul Little, Theresa Breakfield, Peggy LaRossa

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Denis Villanueva, Renato Pena, Nancy Ghanim, Erika Watkins, Andrea Longoria, Sabrina Bucklin, Priscilla Agbunag, David Fleming, Nadeen Roach, Amos Eaton, Julie Meyers,

**Executive Board Members Absent:** Patricia Reynolds

**Staff in Attendance:** Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Bill Petrone, Pattie Tamura, Jason Klumb, David Canham, Fran Jefferson, Brian Lee, Rocky Morrison, Ed Hanley, Lisa Bui, Nely Obligacion, Kristin Lynch.

**Guests:** Marty Bennett – North Bay Jobs with Justice

---

**The meeting was called to order at 10:08 a.m. by Larry Bradshaw, as requested by President Sanchez.** He stated that President Sanchez was delayed and will arrive shortly. It was announced that a quorum was not yet reached.

**AGENDA REVIEW:**

The following items were added: Peace & Solidarity request (Derrick Boutte), National Day of Action (Alysabeth Alexander), Fast Food Workers Action (Gary Jimenez), Retirement Security Report (Cynthia Landry), SF COPE and Fee Payer conversion report (Larry Bradshaw), Negotiations issue – under Executive Session (Theresa Breakfield, Richard Greenwood).

**PRESENTATIONS:**

- **North Bay Jobs with Justice/Living Wage Coalition:**  
Nancy Atwell introduced guest speaker Marty Bennett, with North Bay Jobs with Justice. He gave a brief background on the organization. The organization works in collaboration with labor, community, faith-based and student organizations to build a progressive movement for economic and social justice both locally and nationally. A handout was distributed which includes a list of the group's possible 2014 priorities. A request to consider paying membership dues to North Bay Jobs with Justice will be presented during the Community/Allies requests later in the meeting.

**It was announced that a quorum was reached.**

**MEMBER COMMENTS:**

- Pamela Hampton, City of Richmond: She read a statement in regards to a termination issue.
- Sin Yee Poon, SF HSA: She spoke about the upcoming SF City-Wide Bargaining Team elections.
- Saul Almanza, BART Professional Chapter: He thanked the Board members for their support during the BART campaign/strike; and encouraged the Board to continue their support in their communities.

**REVIEW MINUTES of SEPTEMBER and OCTOBER MEETINGS:**

It was M/S (Bradshaw/Williams) to approve the minutes of the September 29<sup>th</sup> and October 26<sup>th</sup> meetings. The motion was carried.

**Budget & Finance Committee Report:**

Treasurer Paul Camarillo gave an overview of the BFC retreat that was held in November. He acknowledged Rocky Morrison, Seth Schapiro and Ed Hanley for their work in helping develop the draft 2014 budget. He explained that any input by the Board on the draft budget will be considered by the BFC at its December meeting. A final draft budget will be presented at the December E-Board meeting for acceptance.

**Third Quarter Review:**

Rocky Morrison presented a brief summary of the January-September 2013 Quarterly Financial Review. The total income actual was on point compared to the projected budget. Overall the total expenses were about 4.74% under budget. The third quarter review was not discussed in detail, so that more time was allowed to review the draft 2014 budget.

**Draft 2014 Budget Review:**

The draft 2014 Budget was distributed. Treasurer Camarillo read the *2014 Budget Message*, which gives an outline of the challenges, assumptions and goals that the budget was built upon. Ed Hanley spoke about the following Revenue Charts that were distributed: Rolling 12-month revenue graph, a chart showing the revenue of the last 4 consecutive quarters ending 9/30, summary of key jurisdictions that with recent or upcoming wage increase and a chart showing the different increase amounts that were considered for the 2014 budget.

**The Board broke for lunch from 12:06 p.m. to 12:35 p.m.**

**Budget & Finance Committee Report (continued):**

**Draft 2014 Budget Review (continued):**

Rocky Morrison explained the format and columns of the document. He reviewed the draft budget section by section and key line items for additional discussion. Treasurer Camarillo explained that the Industry Chairs were given the opportunity to submit their budget and were invited to the BFC retreat to

present it. For those industries that did not submit a budget or for those where more information was needed, the 2013 figure was used as a place holder. It was said that some information that were not specific in some of the industry budget proposals were around program or goals. Industry Chairs can still present a revised budget proposal to the BFC at its Dec 13<sup>th</sup> meeting. Any other input or recommendations on the draft budget should be sent Treasurer Camarillo and Rocky Morrison prior to the Dec. 13<sup>th</sup> BFC meeting.

**ACTION ITEMS:**

- Staff Hiring Policy (revision):

The 1<sup>st</sup> reading of the proposed revisions to the existing Staff Hiring Policy was presented at the October meeting. Eric Stern reviewed the proposed changes. The Board continued discussion and provided further feedback. There was a suggestion to add *Area Representatives* to the list of panelists for Program and Management positions. It was explained that in lieu of listing the Area Representative or Industry Chair for Program and Management positions, the President in consultation with the Personnel/Staffing Committee Chair will select two (2) E-Board members to be on the panel. There was a suggestion to add *VP of Organizing* on the list of panelists for Field Representative/Organizer staff positions.

It was M/S (Jimenez/Johnson) to approve the revisions to the Staff Hiring Policy with the addition to add *VP of Organizing* on the list of panelists for Field Representative/Organizer staff positions. There was discussion on the process of announcements of job openings and on posting job descriptions. President Sanchez will ask the Personnel/Staffing Committee to develop a process for job announcements, posting job descriptions and organizing positions selectivity; and to report back to the Board. After discussion, the Board moved to a vote on the motion. The motion was carried.

**NEW BUSINESS:**

Policy Committee Chair, Eric Stern, presented and reviewed the following draft policies as a first reading:

- a) *Draft Mileage/Car Allowance for Full-Time Lost-Time Officer Policy;*
- b) *Pension Plan Payments for E-Board Members and Members on Lost-Time;*

Executive Board members were asked to review each draft policy and provide any suggested changes to Eric Stern, with a copy to Marguerite Fa-Kaji.

**ACTION ITEMS (continued):**

- E-Board Member Lost-Time Request:

President Sanchez gave a brief overview of the Retirement Security budget proposal that was presented to the BFC, which includes a request for lost-time for Retirement Security Chair, Cynthia Landry, to attend various meetings as defined in the proposal. She asked the Board to consider approving lost-time for Cynthia Landry to attend the following meetings:

- Secure Choice 1234 Board meetings
- CA-Retirement Security for All (CA-RSA) weekly calls
- CA-RSA quarterly in-person meetings
- CalPERS and other Pension/Trustee Board meetings

It was M/S (Johnson/Williams) to approve the request. The motion was carried.

- Community Campaigns for Quality Care (consultants):

Seth Schapiro explained that the current consultant contract with Sally Covington and Tom Moore from Community Campaigns for Quality Care (CCQC) ends in November. He explained that there has been discussion amongst President Sanchez, Pete Castelli and himself to bring the work in-house, as a pilot project, which the consultants have been assisting with around healthcare. Rather than extending the CCQC contract, it was decided to bring Sally Covington on as a temporary employee, under the FTE slot for Research Supervisor. She will help oversee all healthcare related issues and challenges throughout the local. There was no action requested of the Board.

- Building Committee Appointment:

President Sanchez asked the Board to consider her recommendation to appoint the following to serve on the Building Committee: Cynthia Landry, Nancy Ghanim, Pete Albert, Gary Jimenez, Paul Camarillo, Rhea Davis and Seth Schapiro. It was M/S (Williams/Johnson) to approve the appointment, as recommended by President Sanchez. The motion was carried. The Building Committee will help oversee the closure of the Myrtle St. office, and the remodel of the Oak St. and 29<sup>th</sup> St. offices in Oakland.

- Reimbursement Request – Harry Baker:

Larry Bradshaw gave a brief background on an outstanding reimbursement request from former E-Board member, Harry Baker. In March 2011, Mr. Baker purchased sandwiches/water (total of \$360.00) for SEIU Local 87 members, who were picketing in front of the DHR building, in San Francisco. The members were protesting due to jobs that were outsourced. Reimbursement of this expense was originally approved at an S.F. Industry meeting, around the time of the event. In April 2011, Mr. Baker submitted to the Local's accounts/payable department the appropriate receipts and expense reimbursement form, which was signed/approved by Kathy Basconcillo (former S.F. Industry Chair). However, minutes of the S.F. Industry meeting, where this expense was approved, were required in order to process the reimbursement. Larry Bradshaw explained that the former S.F. Industry Chair committed to submitting the appropriate minutes, but unfortunately it did not happen as promised. The request is to approve reimbursement of \$360.00 to Harry Baker for sandwiches/water he purchased for the members at an SEIU Local 87 protest in March 2011.

It was M/S (Atwell/Stern) to approve the request. There was discussion on the motion. It was said that the timeline to submit reimbursement requests is six (6) months from the time of the event, per policy. Concerns were raised about not setting a precedence for potentially other reimbursements that is turned in beyond the policy timeline. It was pointed out that Harry Baker's reimbursement request was originally submitted in a timely manner, but perhaps it was not paid at the time it was submitted, due to not having all the required documentation, such as the minutes. Theresa Breakfield called the question. By consensus, the Board agreed to call the question. After discussion, the Board moved to a vote on the motion. The motion was carried.

- Philippines Typhoon Relief:  
President Sanchez reported that SEIU has identified ways of how members can help with the Philippines Typhoon relief efforts. She stated that an email will be sent to the Board with more information on how to help. There is no action requested by the Board at this time.

**POLITICAL REPORT:**

VP of Politics, Alysabeth Alexander, spoke about the Chuck Reed Ballot Measure, as well as the Unfunded Liabilities and GASB rules. A list of potential 2014 political priorities by Industry was distributed. A sample flyer that includes a comparison of a Defined Benefit Pension Plan vs. a Defined Contribution Pension Plan was also distributed. She encouraged Industry Chairs to use these documents as an educational tool at their meetings, so that members can better understand these issues and can help develop a strategy. The State Council will vote on the 2014 political priorities at its Dec. 17<sup>th</sup> and 18<sup>th</sup> meeting. Industry Chairs should provide any feedback on political priorities prior to the December State Council meeting.

**PRESIDENT and LEADERS REPORT:**

- Training Committee Report:  
A written Training Committee report was presented by Jan Schardt. The report summarizes the outcomes of a recent meeting of the committee, which includes an audit of current training materials, as well as current outreach practices. The committee also discussed new training modules and a proposal to hold a Bargaining Conference, which will be brought to the Board.
- VP of Region-B, Tom Popenuck, reported that the Sonoma County chapter recently held chapter officer elections. Overall, there is positive energy in Sonoma County.
- Social & Economic Justice Chair, Derrick Boutte, presented a request on behalf of the Peace & Solidarity Committee. The request is to send a letter from the local to the Secretary of State, John Kerry, as well as letters to congressional representatives requesting a call on John Kerry to make a neutrality statement in regards to the elections. A sample of both letters was presented. President Sanchez asked the Board if there were any objections on the request. There were no objections raised. By consensus, the Board has acknowledged to send the letters, as requested by the Peace & Solidarity Committee.
- VP of Politics, Alysabeth Alexander, spoke about a National Day of Action on December 12<sup>th</sup> to Stop Deportations and Deferred Action for All. The request is to list SEIU Local 1021 as a supporter of this action. President Sanchez asked if there were any objections on the request. There were no objections raised.
- VP of Region-E, Gary Jimenez, spoke about an upcoming week of action on 11/27, 11/29 and 12/5 in various locations, in support of living wage. The most critical action is the fast-food strike on 12/5. He encouraged Board members to support these actions.
- Retirement Security Chair, Cynthia Landry, spoke about the CALPERS trustee election next year. She circulated an email to the Board with information on a candidate. President Sanchez stated

that the COPE Committee is the appropriate body where candidate endorsements should be discussed. She also asked for an update on the pension lawsuits.

- VP of Region-D, Larry Bradshaw, gave an update on the SF Kaiser fight. There will not be a Kaiser rate increase for the members next year. He spoke about the SF fee payer campaign and COPE drive. Both campaigns have been successful so far, due to the work of member leaders, CAT members and staff. To date, about 475 fee payers have been converted to members in the last two months.
- VP of Region-A, Crawford Johnson, spoke about the SCUSD chapter election that was recently held. He also announced the upcoming unity events in his region.

#### **DIRECTORS REPORT:**

John Stead-Mendez announced that director reports were sent by email to the Board. He gave a brief report on Communications. A short video to show at Unity Events will be available by 12/13. The quarterly newsletter is also being finalized. He announced that the remainder of his report will be in Executive Session.

#### **HEAD of OPERATIONS REPORT:**

Seth Schapiro acknowledged the work of the clerical staff for their assistance with the various Unity Events throughout the local. He announced that the remainder of his report will be in Executive Session.

#### **NEW BUSINESS (continued):**

- Chapter ByLaws Template revisions:

The Policy Committee recently reviewed the current template to clean up language and considered changes that have been suggested overtime. Seth Schapiro reviewed the document. The Board provided feedback and suggested the following changes:

- Throughout the entire document, change "*Chapter Executive Board*" to "*Chapter Board*"
- Under Article 5, Section 6 COPE Coordinator/Delegate and County COPE Committee – there is a section that refers to the *rules of the applicable County COPE Committee*. There was a suggestion that an "appendix" be added to the template when referring to other "rules" or "policies" within the template. Alysabeth Alexander stated that the current County COPE Committee rules/policies are being modified and are currently not uniformed. It was said that if the County COPE Committee "rules" is not completed by the Dec Board meeting, the reference to these rules in this section will have to be removed.
- Under Article 6, Stewards – there was a suggestion to strike out the sentence "*Stewards selected through appointment or petition must be confirmed at the next scheduled chapter election*". It was explained that this language is inconsistent within this section.

It was M/S (Marr/Riggleman) to approve the revised Chapter ByLaws Template, with the following additional changes:

- Throughout the entire document, change "*Chapter Executive Board*" to "*Chapter Board*"

- Under Article 6, Stewards –strike out the sentence “*Stewards selected through appointment or petition must be confirmed at the next scheduled chapter election*”.

The motion was carried.

- Draft - Member Access to Membership Lists and Petitions Policy:  
Eric Stern presented a first reading of the Member Access to Membership Lists and Petitions Policy.

**ANNOUNCEMENTS:**

- Regional Center of the East Bay:  
President Sanchez announced that the Regional Center of the Easy Bay Chapter ByLaws were reviewed and found to be in compliance. There were no objections raised by the Board.
- December E-Board meeting:  
Next month’s E-Board meeting will be held at the San Francisco office on Dec. 14<sup>th</sup>.

**The Board moved to closed session at 3:42 p.m.**

**EXECUTIVE SESSION:**

- City of Redding:  
The Board agreed to allow Director Brian Lee in closed session to give an overview of the City of Redding decert. The Board was asked to weigh in to help determine a decision on the issue.

It was M/S (Breakfield/Camarillo) to direct staff to withdraw interest in the representation election pending at the City of Redding chapter, and to support any representation bid by OE3 for the City of Redding bargaining unit. There was discussion on the motion. After a lengthy discussion, the Board moved to a vote. The motion was carried.

**It was M/S/C (Atwell/Jimenez) to extend until 5:30 p.m.**

**The Board moved to open session at 5:32 p.m.**

Joanne Cansicio announced the motion passed in Executive Session

It was M/S/C (Bradshaw/Taylor) to adjourn the meeting. The Executive Board meeting was adjourned at 5:42 p.m.

Respectfully Submitted By,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, December 14, 2013 – San Francisco, CA**  
**MINUTES**

**Executive Board Members Present:** President Roxanne Sanchez, Treasurer Paul Camarillo, VP of Organizing Ramses Teon-Nichols, VP of Politic Alysabeth Alexander, VP of Representation Karen Joubert, VP Region-A Crawford Johnson (by videoconference), VP Region-B Tom Popenuck, VP Region-C Gary Jimenez, VP Region-D Larry Bradshaw, VP Region-E Marcus Williams (by videoconference), Cynthia Landry, Derrick Boutte, Jim Wise, Valoria Russell-Benson, Renato Pena, Karla Faucett (by videoconference), Rhea Davis, Gregory Correa (by teleconference), Eric Stern, Robert Taylor (by videoconference), Andrea Longoria (by videoconference), Evelyn Curiel, David Fleming, Akbar Bibb (by videoconference), Nancy Atwell, Pete Albert, Richard Greenwood, Amos Eaton, Tina Diep, Paul Little, Julie Meyers, Theresa Breakfield (by videoconference), Peggy LaRossa (by videoconference)

**Executive Board Members Excused:** Secretary Pamela Holmes-Morton, Renita Terry, Denis Villanueva, Nancy Ghanim, Erika Watkins, Gayle Chadwick, Sabrina Bucklin, Mercedes Riggelman, Priscilla Agbunag, Gina Castellano, Kathryn Cavness, Doug Marr

**Executive Board Members Absent:** Patricia Reynolds, Nadeen Roach

**Staff in Attendance:** Pete Castelli, Seth Schapiro, John Stead-Mendez, Joanne Cansicio, Rocky Morrison, Ed Hanley, Seneca Scott, Chris Daly, David Canham, Boyan Biandov, Pattie Tamura, Nely Obligacion, Bill Petrone, Jason Klumb, Brian Lee

---

---

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

**MEMBER COMMENTS:**

- Sally Buchman and Randy Manalo, SFGH Chapter: The members spoke about staffing issues in their chapter.

**AGENDA REVIEW:**

President Sanchez reviewed the agenda. The following item was added: a) 2014 E-Board calendar

**MEMBER COMMENTS (continued):**

- Retirees Jon Meade, Lorrie Beth Slonsky and Michael Donaldson spoke in support of a request by the 1021 Peace & Solidarity Committee to approve funding to affiliate with U.S. Labor Against War (USLAW). Michael Eisencher, National Coordinator with USLAW, also gave an overview of the work of the organization. It was said that the request will be considered later in the meeting under Community/Allies requests.
- Phelicia Jones, SF Sheriff's Department: She spoke about issues in her chapter, and staff following through with issues.

- David Williams, Retiree: He spoke about a request from the Single Payer Committee to affiliate with Campaign for a Healthy California. It was said that the request will be considered later in the meeting under Community/Allies requests.
- Irvin Lazo, SF HSA Chapter: He spoke about the recent formation of the SF HSA Family Protection Chapter, which separated into their own chapter from the previous SF HSA structure. He also spoke about staff following up on issues.
- Sin Yee Poon, SF HSA Chapter: She spoke about the SF Citywide Bargaining Team elections.

**PRESIDENT and LEADERS REPORT:**

- Renato Pena, SF Region Chair, spoke about the ACA implementation and the impact it has on the members in the SF HSA chapter. He asked that a meeting be assembled with key staff to get a better understanding of the roll out and to discuss a plan.
- President Sanchez spoke about some of the remarks addressed during member comments.
  - USLAW: She stated that an educational presentation on the work that USLAW is involved with could be a useful topic for Board members at a future extended meeting.
  - SF Citywide Bargaining Team Elections: She encouraged that key member leaders involved in the process meet to examine the complaints and vet out what improvements can be made in the future. Karen Joubert, who served as the election committee chair, will also speak on this issue later in the meeting.
  - SFGH staffing: She stated that the Executive Director and Field Director are in the process of discussing the distribution of workload in the SF region.
  - SF HSA Chapter: President Sanchez will work to address the concerns raised regarding the split of the chapter to ensure that the transition was done correctly.

**REVIEW MINUTES of the NOVEMBER MEETING:**

It was M/S (Stern/Albert) to approve the minutes of the November 23, 2013 meeting. The motion was carried.

**PRESENTATIONS:**

John Stead-Mendez presented a brief “year-end” video that the communications team developed to show at Unity Events.

**BUDGET & FINANCE COMMITTEE REPORT:**

Treasurer Paul Camarillo reported on behalf of the Budget & Finance Committee. A written summary of motions passed by the BFC at its December meeting was presented.

The following items were approved by the BFC:

1. The BFC approved to go into a contract with Nato Green at \$6,000 per month for approximately 100 hours per month of work for the period of January 2014 to June 2014 to assist with SF RN

bargaining, with the understanding that given the amount of time in the latter months of bargaining, the amount may need to be adjusted.

2. The BFC approved to go into a contract with Richard Apodaca at an initial amount of \$35,000 for handyman services. Per the 2014 budget proposal, \$86,000 has been budgeted for handyman services.
3. The BFC approved to renew Brad Cleveland's contract through January 2014, with a modification to change the term to \$60.00/per hour for up to \$1,000 per week; and to modify the cap to \$21k. He is currently working on the Measure A campaign in Alameda County.

The BFC approved to recommend the following items to the Board:

A) 2014 Draft Budget :

The BFC approved to recommend to the Board to adopt the 2014 Budget Proposal as presented at the November Executive Board meeting, with a modification to add \$27,370 in the Health Insurance line.

It was M/S (Meyers/Joubert) to approve the request as recommended by the BFC. The motion was carried.

B) Consultant – Community Campaigns for Quality Care:

The BFC approved to recommend to the Board to extend the contract for Community Campaigns for Quality Care through December 2013 at the rate of \$9,600, with a caveat that the issue in regard to bring Sally Covington on as temporary employee be resolved by the end of December.

It was M/S (Stern/Meyers) to approve the request as recommended by the BFC. The motion was carried.

C) Consultant – Steve Somers :

The BFC approved to recommend to the Board to extend Steve Somer's contract through February 2014 at \$8,000 per month. He is currently assisting with the City of Hayward negotiations.

It was M/S (Stern/Atwell) to approve the request as recommended by the BFC. The motion was carried.

D) Consultant – Dave Kersten:

The BFC approved to recommend to the Board to extend Dave Kersten's contract through June 2014 at \$6,000 for 100 hours and an additional \$80.00 per hour for work over 100 hours. He is currently helping with research work throughout the local.

It was M/S (Meyers/Stern) to approve the request as recommended by the BFC. The motion was carried.

E) Consultant – Josie Mooney:

The BFC approved to recommend to the Board to extend Josie Mooney's contract through January 2014 at \$5,000 per month, with the understanding that this amount may need to be adjusted retroactively once her role in SFCC negotiations is settled upon; and at the January E-Board meeting discuss the need to add the period of February 2014 to June 2014.

It was M/S (Meyers/Atwell) to approve the request as recommended by the BFC. The motion was carried.

Treasurer Camarillo also announced that the industry and committee budgets will be discussed at the January BFC meeting. This will allow time for the chairs to meet with the director and submit a revised budget proposal, if needed.

**The BFC broke for lunch from 11:27 a.m. to 12:05 p.m.**

**CONSENT CALENDAR:**

The first reading of the following draft policies were presented at the November Board meeting:

- 1) Draft Full-time Lost-Time Officers Mileage/Car Allowance Policy
- 2) Draft E-Board Members and Members on Lost-Time Pension Payments
- 3) Draft Member Access to Membership Lists and Petitions

It was M/S (Bradshaw/Landry) to approve all three (3) items on the consent calendar. The motion was carried.

**ACTION ITEMS:**

The draft 2014 Executive Board meeting calendar was distributed. The Board was asked to adopt the dates. The location of each meeting will be announced. Suggestions of locations should be sent to Joanne Cansicio. It was M/S (Alexander/Wise) to adopt the dates of the 2014 Executive Board meeting calendar. The motion was carried.

**PRESIDENT and LEADERS REPORTS (continued):**

- Cynthia Landry, Retirement Security Chair, distributed a written report.
- Derrick Boutte, SEJ Chair, presented a request on behalf of the Peace & Solidarity Committee to adopt a resolution in support of Free and Fair Elections in El Salvador. A draft copy of the resolution was distributed. It was M/S (Stern/Landry) to adopt the resolution. The motion was carried.
- Karen Joubert, VP of Representation, gave a brief report on the SF Citywide Bargaining Team election. She gave a summary on some of the complaints the election committee received and how they were dealt with. Larry Bradshaw also spoke about the process of selecting the election committee.

- President’s Sanchez read the following statement, which she asked to include in the minutes: “As we approach the end of 2013, I would like to report to the Board (in an informal matter) that our union has regained substantial political footing and presence; and our capacity to enforce contract language and strengthen our leverage – resulting in better outcomes at bargaining angles - has been successful. Looking forward to 2014, increasing our strength politically at our worksites and in our communities will continue to present major demands on our union organizationally - its staff, its membership and its Board. With the support of our staff leadership at all levels, with the determination, discipline and hard work of our membership, we will continue to grow as a powerful watchdog and advocate of working people and of this planet – which needs our protection and good stewardship.”

**LAW FIRM UPDATES/REPORT:**

Attorneys from the Weinberg, Roger & Rosenfeld law firm, Kerianne Steele, Anne Yen and Matt Gauger, spoke about legal issues they are currently working on for the local.

**Arbitration:**

Kerianne Steele spoke about arbitrations. The Board had previous discussions around tracking the status of pending grievances that have been approved for arbitration. The law firm compiled a report and found that there are currently 150 pending open cases that are in different stages. She gave examples of why some cases may be on hold, such as the union and employer are working to resolve the issue(s), without arbitration; or the employer refuses to go to arbitration, which the law firm has to fight.

She also spoke about the process of initiating the process of opening or moving grievances to arbitration. The law firm requires an “arbitration request form”, which needs a Director’s authorization, before it can be processed. She explained that their office will not proceed with moving a case to arbitration, unless it has been properly authorized. Pete Castelli added that the field representative or appropriate staff is the liaison between the Union and the law firm, and that staff is responsible for keeping the member up to date with the status of their grievance.

**Pension Lawsuits Update:**

Anne Yen gave a general summary of the 3 cases (AB 197) regarding the Contra Costa, Alameda and Marin County employee retirement system, which are pending at the Superior Court level.

**Contracting Out Lawsuits Update:**

Matt Gauger gave an overview of privatization lawsuits. It was explained that the attorney cannot speak specifically about pending cases in open session, but can provide an overview of the issue of contracting out as a whole. He cautioned that the local should pay close attention to contracting out and try to get ahead of it; and to use contracting out litigation as part of a bigger strategy at any particular employer.

**The Board moved to closed session at 2:38 p.m.**

Field Directors, who are dealing with pending contraction out issues, were asked to participate in closed session to answer any questions, if needed.

**EXECUTIVE SESSION:**

**Contracting Out Lawsuits (continued):**

Matt Gauger gave an update on pending contracting out lawsuits in San Joaquin County, Sonoma County, City of Redding and City of Chico.

**SEQA Lawsuit - Sonoma County:**

Matt Gauger provided an update on the SEQA lawsuit against Sonoma County. It was explained that the Board previously approved \$30k for the law firm to pursue the lawsuit. The Board discussed additional funding to continue pursuing the lawsuit. It was M/S (Bradshaw/Atwell) to approve an additional \$20k to continue work on the SEQA lawsuit against County of Sonoma. The motion was carried.

**Labor Relations Report:**

Seth Schapiro gave a brief update on OPEIU Negotiations.

**The Board moved to open session at 3:31 p.m.**

Joanne Cansicio announced the motion passed by the Board during Executive Session.

**EXECUTIVE DIRECTOR REPORT:**

Pete Castelli presented a written year-end report by region. The report includes a summary of key campaigns, victories, trainings and profiles key member leaders. He also announced that the North Central Field Director position will be vacant due to a resignation in early January. He also reported on a recent organizing victory at San Leandro Hospital.

**HEAD of OPERATIONS REPORT:**

Seth Schapiro reported that he is working on convening the first meeting (in January) of the recently appointed Building Committee to discuss the Oakland offices. He also announced that our membership department has recently sent the annual Hudson Notice.

**ANNOUNCEMENTS:**

Upcoming Unity Events were announced for SF, East Bay and Santa Rosa

**The meeting was adjourned at 3:55 p.m.**

Respectfully submitted by,

Joanne Cansicio

On behalf of Secretary Pamela Holmes-Morton