

SEIU Local 221 Executive Board Motion

Date: December 16, 2008

Motion Number: 1

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Board policies. The policies are meant to implement a best practice standard and to ensure that the Board's operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *No Physical Intimacy* Board Policy

No SEIU Local 221 Executive Board member shall engage in any type of physical intimate relationship with a fellow SEIU Local 221 Executive Board member or staff of SEIU Local 221. If a relationship transpires the Executive Board member will recuse him or herself from the Executive Board and forfeit his or her seat. The SEIU Local 221 Executive Board member may keep his or her seat only if the involved SEIU Local 221 **Executive Board member** or staff member leaves his or her position.

MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Richard Preuss Second: Jim Partridge

Amendment: See bold text

Amended By: Kathy Griffiee

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: 12/16/2008

Signatures

Secretary

President/Vice-President/Executive Board Officer



SEIU Local 221 Executive Board Motion

Date: December 16, 2008

Motion Number: 2

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Executive Board policies. The policies are meant to implement a best practice standard and to ensure that SEIU Local 221's Executive Boards operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *Cell Phone Usage* Board Policy

This policy is designed to reimburse the SEIU Local 221 Executive Board and bargaining team members for the use of their personal cell phone minutes

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MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Omar Lopez Second: Merrill Mickelson

Amendment: See bold text

Amended By: Lois Balfour and Kathy Griffie

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: 12/16/2008

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when conducting union business at conventions, during bargaining, and or any approved SEIU Local 221 or SEIU International travel.

- The member must have a copy of the cell phone minutes usage from their provider, including numbers called. The minutes used shall be highlighted
- The member must also keep a log of the dates, times, who called them/who they called, and the nature of the business, which must be attached to the cell phone bill

The approval of reimbursement for **bargaining team** members shall come from a Department Director. For SEIU Local 221 Executive Board Members approval shall come from the **Treasurer**

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Motion Number: 3

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Board policies. The policies are meant to implement a best practice standard and to ensure that the Board's operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *Exclusion of Staff on the Executive Board* Board Policy

No SEIU Local 221 staff with, the exception of the President, will occupy a seat on the Local 221 Executive Board.

MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Kathy Griffee Second: Richard Preuss

Amendment: See bold text.

Amended By: Jim Partridge

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: 12/16/2008

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Secretary

President/Vice-President/Executive Board Officer



SEIU Local 221 Executive Board Motion

Date: December 16, 2008

Motion Number: 4

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Board policies. The policies are meant to implement a best practice standard and to ensure that the Board's operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *Code of Ethical Practices* Board Policy

Section 1: This Code of Ethical Practices shall be applicable to SEIU

Section 2: All officers and managerial employees of SEIU, whether elected or appointed, have a trust and high fiduciary duty to honestly and faithfully

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MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Richard Preuss Second: Omar López

Amendment: See bold text

Amended By: _____

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: 12/16/2008

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Secretary

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serve the best interests of the membership.

Section 3: No officer or managerial employee of SEIU shall, to the best of his/her knowledge, have an ownership or other substantial financial interest which conflicts with his/her fiduciary duty. In particular, it shall not be permissible for any officer or managerial employee to:

- a) have a substantial ownership or financial interest that engages in collective bargaining with SEIU or any of its affiliates, unless that ownership or financial interest complies with applicable law and has been fully disclosed to the International President and International Secretary-Treasurer and they have determined that it does not compromise the officer's or employee's ability to act in the best interest of SEIU and its members; or
- b) have a substantial ownership or financial interest in any firm which does business or seeks to do business with SEIU or any of its affiliates, unless that ownership or financial interest complies with applicable law and has been fully disclosed to the International President and International Secretary-Treasurer and they have determined that it does not compromise the officer's or employee's ability to act in the best interest of SEIU and its members; or
- c) be the sole or effective decision-maker concerning SEIU's relations with a firm in which his/her parent, spouse, spousal equivalent or dependent child of that relationship, grandparent, grandchild, brother, sister, first or second cousin, mother-in-law, father-in-law, daughter-in-law, step-parent, step-sibling, foster parent, foster child, or business partner has a substantial ownership or financial interest; or
- d) engage in any self-dealing transactions with SEIU or any of its affiliates, such as buying property from, or selling property to SEIU, without the informed approval of the International Secretary-Treasurer being obtained after full disclosure, including an independent appraisal of the fair market value of the property to be bought or sold
- e) for purposes of these rules, as "substantial ownership or financial interest" is one which either contributes significantly to the individual's financial well-being or which enables the individual to significantly affect or influence the course of the business entity's decision making. A "substantial ownership or financial interest" does not include stock in a purchase plan, profit-sharing plan, or ESOP

Section 4: No officer or managerial employee of SEIU shall accept any non-*de minimis* personal payment or gift from any employer that engages in collective bargaining with SEIU or its affiliates or from any business or professional firm that does business or seeks to do business with SEIU or any of its affiliates, other than regular pay and benefits for work performed, except as may be otherwise permitted under the terms of applicable federal law.

Section 5: No officer or employee of SEIU shall convert or divert any funds or other property belonging to SEIU to such individual's personal use or advantage.

Section 6: No officer or managerial employee of SEIU shall receive compensation of any kind from a fund established for the provision of health, welfare, or retirement benefits for serving as an employee representative or labor-designated trustee on such employee benefit fund or plan, except for reimbursement of reasonable expense properly and actually incurred, provided uniformly to such representatives or trustees.

It is not a violation of this provision for an officer or managerial employee who is not a full-time employee of SEIU or of an affiliate to be a lawfully paid employee of a retirement, health or welfare fund, as long as such an employee is consistent with applicable

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legal restrictions.

Section 7: No person shall serve as an officer or managerial employee of SEIU who has been convicted of a felony involving the infliction of grievous bodily injury or any felony involving abuse or misuse of such person's position or employment in a labor organization or employee benefit plan to seek or obtain an illegal gain at the expense of the members or the beneficiaries of the employee benefit plan, except for the limited exceptions as may be set forth in applicable federal law.

Section 8: As long as there is compliance with the terms of Section 3 above, this Code is not intended to preclude officers or employees of SEIU from owning publicly traded shares of any employer that SEIU or an affiliate seeks to organize or that does business with or that engages in collective bargaining with SEIU or its affiliates, through a mutual fund, national securities exchange or other similar investment vehicle provided that all transactions affecting such interests are consistent with rates and terms established by the open market. Further, this Code does not apply to investments held in a blind trust.

Section 9: Any **substantiated** allegation that this Code has been violated should be brought to the attention of the International President or International Secretary-Treasurer, who shall refer the matter to the SEIU Legal Department for appropriate further action or investigation.



SEIU Local 221 Executive Board Motion

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Motion Number: 5

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Board policies. The policies are meant to implement a best practice standard and to ensure that the Board's operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *Prevention of Violence* Board Policy

Violent conduct or threats of violence, implied or direct, on SEIU Local 221 premises or in connection with Union business will not be tolerated. All employees and or Union members shall report all violence or threats of violence, both direct and indirect, immediately to the Local President or an SEIU Local 221 department manager. SEIU Local 221 employees, members, and or members of the public should avoid peril to themselves if they hear or witness any threat or violent commotion, and should immediately seek safety and contact a staff member or call 911. All reports of threats or violent behavior will be taken seriously, promptly investigated, and appropriate action will be taken, up to and including exclusion from SEIU Local 221 premises and other Union activities.

MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Richard Preuss Second: Kathy Griffie

Amendment: None

Amended By: Not applicable

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: 12/16/2008

Signatures

Secretary

President/Vice-President/Executive Board Officer



SEIU Local 221 Executive Board Motion

Date: December 16, 2008

Motion Number: 6

Recommended By:

Background: SEIU Local 221's Executive Board met on several occasions to develop Board policies. The policies are meant to implement a best practice standard and to ensure that the Board's operations are transparent and beyond reproach.

Board development specialists Trudy Sopp, Gary Winters, and Mike Hoff were used to assist with the development of the policies.

Motion: To approve the *Attendance Requirements* Board Policy

If an Executive Board member **has** two (2) **consecutive unexcused absences for regular Executive Board** meetings they will receive a warning letter from the secretary of the Executive Board, a copy of which will be included in the next Executive Board agenda packet. If an Executive Board Member **has** three (3) **consecutive unexcused absences for regular Executive Board** meetings their seat will be considered abandoned and a replacement will be found as defined in the bylaws.

MPO Approved

Recommend by: _____
Signature

Follow Up:

Moved by: Rick Lovett Second: Richard Preuss

Amendment: See text in bold

Amended By: Lois Balfour and Kathy Griffiee

Votes in Favor: 13 Votes Opposed: 0 Abstentions: 0

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Secretary

President/Vice-President/Executive Board Officer

