I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:37 PM by David Garcias.

II. ROLL CALL: See above
III. REVIEW & APPROVE AGENDA: \(m/s/c\)

IV. REVIEW & APPROVE MINUTES – APRIL/JUNE/AUGUST: April 14 \(m/s/c\) unanimous, June 9 \(m/s/c\), August 11 \(m/s/c\)

V. BOARD VACANCY NOMINATION & APPOINTMENT – HEAD START: David Garcias nominates Andrea "Kaliki" Maestas for the Executive Board. Kaliki introduced herself, is a Steward of seven years and longtime Head Start employee. No discussion. \(m/s/c\) unanimous

Iris Trammel, Nico Portillo, and Kaliki Maestas sworn in as Executive Board members.

VI. GOOD & WELFARE: Noted & Filed (n/a/t)
   a. KENNETH ADAMS: Kenneth Adams was an Associate member who passed away. David Garcias made some comments in condolences to his family and friends.

VII. MEMBER COMMENTS: Noted & Filed (n/a/t)
   - Avery Wear discussed the CLCS Conference. SEIU Local 221 played a leading role in the event by donating first and the most money. Turnout was great. Christal Padilla from SEIU International working on the Fight for $15 participated in the opening plenary. Kaliki Maestas participated in a plenary on Sexual Harassment, which has helped create a new organizing project. Avery thought it was a successful event, with 100 participants and over 25 labor organizations present.

VIII. PRESENTATION: Noted & Filed (n/a/t)
   a. HARVARD RISK MANAGEMENT CORPORATION: Provides identity protection and legal services. Identity theft is the number one crime and they want to help protect members and educate through workshops. IDShield is a program where they will have a Private Investigator go out and restore the member’s identity. Many law enforcement groups have retained their services. Have excellent rates for union members. Unlimited legal protection through LegalShield. Michael Dobbins asked if members’ personal information would be sold to other companies. HRMC stated that personal information would stay private. David Garcias shared personal experience with LegalShield. Persons enrolled receive unlimited legal help. David Garcias said the Executive Board would let Harvard Risk Management Corporation know their decision. Board Discussion included specifying what the HRMC would need. SEIU Local 221 would facilitate mailers to the membership that HRMC would pay for. Executive Board will research the group further.

IX. CONSENT AGENDA: \(m/s/c\) unanimous
   a. COMMUNITY SUPPORT CONTRIBUTIONS
      i. CLCS CONFERENCE
      ii. VIETNAMESE FEDERATION OF SAN DIEGO
      iii. BORDER ANGELS
      iv. JUSTICE OVERCOMING BOUNDARIES
      v. ACCE FIFTH ANNUAL FUNDRAISER
b. CONTRIBUTION TO MEMBER IN FINANCIAL HARDSHIP

X. STAFF DIRECTOR’S REPORT: SEIU Local 221 and all other public sector unions in California will be having blitzes. 14 SEIU International staff members will be arriving to help with the blitz. Most of the work will be with County employees, by discussing Invest in San Diego. We have 2,500 Fee Payers that would be affected by Friedrichs v. California Teachers Association. Linda Correa asked about flyers for Worksite Meetings. Micki stated that we may have flyers a few days before. Michael Dobbins asked whether we would have flyers in Spanish. Micki stated we may if there is a need. David Garcias said that because all hands are on deck, there may be some representation issues that may not be addressed by staff. Chase Golding shared that there is a November 10, 2015 Fast Food Strike day of action with a morning and afternoon action. Chase also announced his departure from Local 221 and will be leaving to Local 1000, though no firm last day. The job has been posted. Linda Correa asked whether the new Field Coordinator would be trained by Chase, and David Garcias stated that it is their hope to.

a. NEW PROCEDURE FOR DROPS: Micki Millican presented a new procedure for drops, referencing legal cases that may affect how unions collect agency fees or dues. Micki suggested a new protocol for expediting the process for dropping by sending it to a Member Advocacy (MAC) Appeal Committee. The membership card has changed to alter the agreement to between the member and the union instead of including it in a Collective Bargaining Agreement. David Garcias believes maintenance of membership may be the next target by groups such as the Heritage Foundation.

XI. ADVOCACY DIRECTOR’S REPORT: Sarah Loud presented the Advocacy Center report, with statistics and highlighted victories. During the blitz, the Advocacy Center will also go out to the worksites to invite members to discuss the differences in Agency Fee payer status and Membership. Sarah will also be covering non-County Meet and Confers and other issues during the blitz. The County of San Diego is saying that due to the Affordable Care Act in 2016, if employees are opting out of County coverage for individual coverage elsewhere, they will be forfeiting $4,500 out of $5,000 of Flex Credits. SEIU is contending that the Flex Credits should be bargained over; the County is stating that it is automatically forfeited. Local 221 asked for a list of affected employees and the County claimed that they could not based on HIPPAA. Local 221 is filing an Unfair Labor Practice charge about not receiving the information. The County is offering to have one meet and confer meeting while Local 221 believes we have bargaining abilities. Local 221 is discussing solutions to this problem internally and with Fern Steiner.

a. STEWARD OF THE YEAR NOMINATIONS: As in previous years, there are recommendations of Advocacy Center staff and nominations from members. There is also a Rookie of the Year Award, and Advocacy Center award. (m/s/c)

XII. POLITICAL DIRECTOR’S REPORT: Dave Lagstein shared that Local 221 is working with CPI to do a study on under enrollment in County services. Invest in San Diego Families rally will be at the County Administration Center on November 14 at 10 am. Dave will send out a calendar of endorsement meetings scheduled in Fall 2015 and Spring 2016. November 18 will likely be the Todd Gloria and Shirley Weber endorsement meetings.
a. SD BOS DISTRICT 3 POLL: The County of San Diego paid approximately $300,000 to settle claims against Dave Roberts of the Board of Supervisors regarding sexual harassment. Local 221 ordered an official statistical poll to determine the viable candidates in the SD BOS District 3. There may be other candidates in the District and Local 221 will be assessing. Local 221 used PAC money to get the poll started since it was time sensitive. The poll was by phone with 500 respondents, with preliminary results coming in this weekend.

XIII. COMMUNICATIONS: SEIU Local 221 received a thank you letter from Becky's House for donating to the backpack drive. There was a letter from APALA and a letter with the Council on American-Islamic Relations as well as a gift of a Quran. David Garcias asked what the Executive Board should do with the gift and other Board members suggested framing it or putting it on display.

XIV. PRESIDENT’S REPORT: David Garcias said there have been a lot of improvements financially in the Local and morale has been good for staff. Staff went to a blitz and members and other staff members went to a conference in LA. There has been good feedback from other Locals about Local 221 staff and members. All Local Presidents met in San Francisco to discuss Friedrichs vs CTA and there will be a meeting in Los Angeles coming up shortly.

XV. TREASURER’S REPORT: Pam Raptis has an Income Statement to review. First time having a reserve account. May beef up reserves by the end of the year to have a buffer in case of Friedrichs and because there may be some building damage with El Nino coming up. Pam Raptis complimented the Finance Committee, of which Frank Rivera is a new member. David Garcias reported there was a leak in the women's bathroom, caused by the patio above it. The Local is looking at bids for that project. The Local is also looking at making improvements to the parking lot. Pure Platinum has offered to pay for trimming the Local's tree in front of the building. David Garcias will receive more information.

XVI. NEW BUSINESS:

a. AFFINITY GROUP ACCOUNTS: David Garcias stated that Affinity Groups should have bank accounts to allow fundraising but with oversight of the Local. Chapters currently have their own accounts and the Local receives bank statements but Auditors have recommended separate accounts but the Local would create them. Frank Rivera asked whether there would be any fees involved and David Garcias responded that it would not if it is a commercial account. David Garcias recommended individual accounts that the Local would create but would look into whether fees would be more expensive. Raptis asked whether David Garcias as President could make a decision on this without the Executive Board and he stated perhaps but he would prefer to have Executive Board backing. (m/s/c) unanimous

b. OE&I PROCESS: Organization, Equity, & Inclusion – SEIU International group has trained facilitators working with diverse Locals around the County. Have the opportunity to work with them with meetings in 2016, to strengthen all Affinity Groups and help the Local empower all to work together to ensure diverse voices are heard. Proposing to have a brainstorming meeting on October 28 at 6 PM to talk
about this idea. David Garcias said it is about making sure the leadership and staff reflects the diversity of the membership.

c. CALENDAR OF AFFINITY GROUP EVENTS: Iris Trammel has suggested that the Local have a calendar of all Affinity Group events to help scheduling of staff resources and better coordination. Iris would like to calendar 2016 events to facilitate more support and successful events. After discussion in support, David Garcias said there would be a calendar of events with Michael Dobbins as the lead person.

XVII. UPCOMING EVENTS: ICWJ breakfast on November 17, 2015. The Women’s Caucus was participating in a fundraiser to support a cure for breast cancer at Halphen Red Burgers in Chula Vista and a walk on Saturday. Holiday Party on December 5 at the Town and County Resort. Parking will cost but the Local will look at a group rate. Stewards Banquet is on November 7. SEIU International staffer Brady Calma will be the guest speaker. The membership blitz will begin next week with training on October 19 and lasting through November 13.

XVIII. CLOSED SESSION:
   a. MEMBER APPEALS
   b. STAFF UPDATE

XIX. ADJOURN: Meeting adjourned at 10:07 pm.

NEXT LOCAL 221 EXECUTIVE BOARD MEETING: DECEMBER 8th, 2015

Attested: _______________________________ Date: _______________________________