### SEIU LOCAL 221

**EXECUTIVE BOARD**

**SPECIAL MEETING**

January 27, 2016

**MINUTES**

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<th>Present</th>
<th>Excused</th>
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<td><strong>Officers:</strong></td>
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<td>David Garcias, President</td>
<td>Nancy Woodford, County – Public Safety</td>
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<td>Michael Dobbins, Vice President</td>
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<td>Nico Portillo, Secretary</td>
<td>Alma Aguirre, County – Community Services</td>
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<td>Pam Raptis, Treasurer</td>
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<td><strong>Board Members:</strong></td>
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<td>Melody Godinez, County – General Services</td>
<td>Linda Correa, Member Organizing *Arrival at Item IV a.</td>
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<td>Iris Trammel, Social &amp; Economic Justice</td>
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<td>Jim Partridge, Courts &amp; Special Districts</td>
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<td>Andrea Maestas, Head Start</td>
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<td>Jesus Gonzalez, Politics</td>
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<td>Tracey Carter, County – Support Services</td>
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<td>Frank Rivera, Cities</td>
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<td>Mercial Vivier, RNs</td>
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<td>Kelly Key, County – HHSA</td>
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<td><strong>Staff:</strong></td>
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<td>Micki Bursalyan</td>
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<td>Christa Fink</td>
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<td><strong>Guests:</strong></td>
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<td>Fern Steiner, Attorney</td>
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<td>Kimberly Vander Bie</td>
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<td>Lynnette Tessitore-Lopez</td>
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<td>Nicole Hobson</td>
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<td>Esther Sanchez</td>
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<td>Elizabeth Martinez</td>
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<td>Gilby Steele, retired CVEA</td>
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<td>Martie Solomon</td>
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<td>Harold Phelps</td>
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I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:33PM by David Garcias.

II. ROLL CALL: See above.

III. REVIEW & APPROVE AGENDA: (m/s/c) unanimous

IV. NEW BUSINESS
   a. MEMBER CHARGES HEARING:
      • David Garcias: On December 4th the Local received a formal complaint alleging Kim Vander Bie violated the bylaws (Four charges – Attachment 1). The appellant was notified and a special meeting was scheduled. Because the charges regarded the Chapter officer election the election was held in abeyance. Will call Darlene and Lisa first. Please keep comments to yourself and do not interrupt the hearing. Recording devices are not allowed. Lisa & Darlene please describe the alleged charges.
      • Lisa Luevano: First incident occurred in early 2014, during that time, going over the upcoming year we went into who negotiator would be for the year, Karen Paredes-Tupper was mentioned. The meeting escalated into a yelling match. Few members here tonight were present, as well as Karen. It became about what SEIU is about for us. Someone asked for the yelling to stop. Kim wasn’t responding. I stepped in that we wouldn’t go any further with this discussion.
      • Darlene Trujillo-Lopez: I felt that there was disrespect at this meeting to union staff present. People who entered the room didn’t know what was going on because it was so loud. David Garcias was present and was having to defend the union as well as Karen defending being the negotiator. This was part of the fuel added to disassociation with SEIU. Incident 2 had bargaining meeting at Public Works and a similar attack was directed at Micki, chief negotiator. Kim was making comments about the services that SEIU wasn’t providing; comments were directed directly at Micki. Kim said we need to look at our options. Incident 3; shows the tone and authority our chapter president has. Nicole Hobson asked President Kim if we could change the way payroll deductions occurred. Employer sends the money to SEIU then they distribute the money to the chapter. After the check was cut to SEIU Nicole threatened the city that they would sue them. The city wanted to rectify this problem so there wouldn’t be repercussions for the person responsible for making the changes. Found out when they needed a dual signer on the check. As President, Kim should direct changes like this to the board before making changes.
      • Lisa Luevano: (Incident 4) Back in August it was discussed that we would be in charge of running the election for officers. After starting process, Kim sent out notice without including Lisa as agreed. Kim didn’t respond when asked about including me. Called her and she ended up hanging up on me but later apologized.
      • Darlene Trujillo-Lopez: The process was postponed as we were in middle of negotiations; members asked why officers weren’t in place. Tried to rectify the situation as best as possible. I ran the election the last two years and provided all the forms to make it easy.
Process was greatly delayed by Kim. Sent out nomination forms and established return dates. After Micki asked to be updated by email with the nomination forms. Kim hesitated on sending that information. One candidate that was running wasn’t on slate initially in the first email, Esther Sanchez. Susan Saez was also contacted that her membership needed to be validated. Kim decided to take on all responsibility herself and was privy to all candidates running. She campaigned for two candidates and the campaign included information on how to disaffiliate. Information that should have stayed within board was distributed. Tentative schedule was sent out to confirm voting times and locations. Animal care facility wasn’t confirmed as voting site. In police department one member said that she was contacted about a particular room that was not available. At the last minute those two locations were added but the information went out late that night. The candidates who were on Kim’s endorsement had longer voting times. Library workers sometime vote at the animal services. One employee showed up at civic center and the door was locked we contacted Mark and he got out to open the door but other members may have been locked out. There were some discrepancies in how everything happened. As president she had total control over campaign and should have recused herself.

- Lisa Luevano: Day before election I took day off to go visit members. When I walked into public works that morning Kim and Harold were already there. One member’s first question was when we are leaving SEIU.
- Darlene Trujillo-Lopez: You could hear others talking about something else.
- David Garcias: What meeting was this?
- Lisa Luevano: Public works at 6:30am.
- Darlene Trujillo-Lopez: Kim wanted to make sure that no campaigning was around the voting area. We were sent a picture of a sheet that had Kim’s name on it and had information about dual insurance benefits. Kim’s signature and date were on it as endorsed and the date was that day.
- Lisa Luevano: Wayne asked for one of the cards and because dual insurance was on the sheet Kim came back and called me a liar because we voted on that. Didn’t want to do the insurance to open up Pandora’s box about going after other benefits.

(*Arrival of Linda Correa*)

- Incident 5 Darlene Trujillo-Lopez read. (Attachment 1)
- Nico Portillo: Simone wasn’t on your bargaining team he was bargaining for the city?
- Darlene Trujillo-Lopez: Correct. That was the first meeting Kim had with the board members she said she would continue to research but we wanted to focus on negotiations and move on from this. Kim called another meeting to talk about negotiations. While Lisa was out of the country and Sergei who has been a supporter of SEIU, he was informed by email but he doesn’t use email so he wasn’t there. At that meeting Kim brought in Mike Powell, employee representative, who talked about what the process for leaving SEIU was. Went over verbal resume of all cities he represents. Discussed how we would handle stewards, labor management, that it would be 10 per employee. At that time the board came into agreement that though this was good info it wasn’t to leave the room. But then Kim disclosed this info to our CAT team two days later. I was late and when I walked in I told Kim she had no authority to bring that info to the public.
- Pam Raptis: Mike was an employee rep for what, not the city?
• Darlene Trujillo-Lopez: No. We are very disappointed in Kim’s actions as president and they are disrespectful to the officers and other members. Take a look at allegations.
• David Garcias: Any questions from board?
• Frank Rivera: On the timeline some info is missing dates.
• Lisa Luevano: Incident 3 I became aware on September 14th during CAT meeting. Wanted me to meet with Larry, SEIU Int’l. Also learned about the checks at this time.
• Darlene Trujillo-Lopez: Binder I’m providing has info, documented on August 2014 meetings.
• Nico Portillo: The employee that directed the dues had the separate checks going to CVEA. Was that person disciplined?
• Nicole Hobson: I can speak on that.
• David Garcias: We’ll bring you up later.
• Tracey Carter: Do you have Micki’s emails where she is asking for the nomination forms?
• Lisa Luevano: Yes we have those in the binder.
• Tracey Carter: Also you had to ask Mark to open library for voting?
• Darlene Trujillo-Lopez: Mark was in the building where the voting was happening but we had to call him up to open the door.
• Jim Partridge: Prior to June 15th was there discussion or board action to explore disassociation?
• Lisa Luevano: There was one meeting where we were going to talk about bargaining, short notice meeting only four of us there, Kim, Harold.
• Darlene Trujillo-Lopez: When we had September meeting Kim’s intent was to make sure all board members were present because we believe she was going to take action, we made sure SEIU presence was there and nothing occurred regarding disassociation.
• David Garcias: Who ran the meeting when the association representative was present?
• Darlene Trujillo-Lopez: Kim.
• David Garcias: Complaint about disassociation?
• Darlene Trujillo-Lopez: In order to disassociate from union we needed to notify city within the year that the contact was ending.
• David Garcias: Any other members present at September 8th and 10th meetings?
• Darlene Trujillo-Lopez: It’s in our binder, Nicole, Jeanie, Wayne, Martie.
• Kelly Key: The decision to postpone election, was there a board vote or action?
• Lisa Luevano: It was on the agenda but at the end of the meeting. It wasn’t voted on just a discussion. Kept being tabled.
• Darlene Trujillo-Lopez: Because of disassociation there are people on the board that had a negative tone with SEIU, to me it was disrespectful. Because Micki was standing up when that occurred when Kim was trying to get members to attack Micki. Member made a comment that didn’t need to be said.
• David Garcias: On February 11th meeting there is mention about questions to Simone Silva. How did you know?
• Darlene Trujillo-Lopez: Kim said she spoke to him at the meeting she gave him a hypothetical situation about disassociating.
• Jesus Gonzalez: At this special meeting how many people were present on February 11th?
• Darlene Trujillo-Lopez: Had ten board members and others, submitted sign in sheets.
• Nico Portillo: Did the city negotiator tone change after this negotiation session?
• Darlene Trujillo-Lopez: We hadn’t started negotiating the first thing they hit us with is ECOC, our pension.
• Jim Partridge: Is this the typical number of people who attend membership meetings?
• Lisa Luevano: Normally there are more and we have them at our Christmas party but Kim was sick and couldn’t make it.
• Darlene Trujillo-Lopez: As part of binder I have letters from members who expressed their feelings on the process. Two days ago Lisa and I had meeting with mechanics in public works and then went and sat in assembly room of public works and then when we got back had a cease and desist from Kim about how we were campaigning against her and creating a hostile work environment. I responded and explained that Karen, Lisa and I met about another issue.
• Melody Godinez: Kim asked Simone, city attorney, a hypothetical question before negotiating about disassociating? At a time when public workers are being attacked this doesn’t seem like a confident thing to do.
• David Garcias: Please leave the binder with Christa and take a seat. I’m going to ask Jeanie if you want to come up I have a question? Were you in attendance?
• Jeanie Balderas: I was at the CAT meeting on September 10th.
• David Garcias: What was the discussion?
• Jeanie Balderas: At the beginning Kim discussed how SEIU wasn’t providing services and said she had talked to someone about it. When Darlene walked in Kim stopped talking. Darlene said it was supposed to stay with the board only. Kim acted confused and said she misunderstood.
• David Garcias: Thank you now Kim can come forward. Kim passed out documents to board.
• Kim Vander Bie: Before I begin I sent an email to President Garcias, Nico and Christa. I’m going to read those. Read letter re: Violation of SEIU Local 221 Bylaws. (Attachment 2)
• David Garcias: What about the charges brought against you?
• Kim Vander Bie: I have that but first another letter. Read second letter re: Violation of SEIU Local 221 Bylaws. (Attachment 3) Then read final letter re: Violation of SEIU Local 221 Bylaws By Darlene Trujillo-Lopez and Lisa Luevano. (Attachment 4)
• Nico Portillo: When you say running mate is that an opponent? (Referring to page 7 in Attachment 4)
• Kim Vander Bie: That was from Darlene I believe she meant opponent. Typo on page 10 should say ‘Darlene Trujillo-Lopez who was the coordinator at the time, and ran for VICE president against’.
• David Garcias: Open for questions for the board.
• Tracey Carter: How long is your contract?
• Kim Vander Bie: Our contract is for 2013-2016. Micki can speak on this.
• Jim Partridge: Both letters are dated January 22nd which was first?
• Kim Vander Bie: I sent the violation first.
• Kelly Key: What authority does your board have to divert from bylaws? Sounds like your bylaws have specific dates for holding elections.
• Kim Vander Bie: Perhaps it’s been precedent. It occurred in 2013 as well. Not sure what happened before that.
• Pam Raptis: When were you elected?
• Kim Vander Bie: 2013.
Kelly Key: Did you have any meeting with members with diverting from bylaws?
Kim Vander Bie: We had a board meeting and you’d have to check with the secretary for the minutes.
David Garcias: You need to have a vote to amend bylaws.
Kim Vander Bie: We haven’t amended bylaws. We rely on SEIU to assist us with these things and realized the bylaws should be redone every five years or so.
Nico Portillo: Do you want to disaffiliate?
Kim Vander Bie: No, I want to have a strong relationship with SEIU. I was hopeful in the beginning David made promises. Want to get the service we feel the members deserve and we would be happier.
Nico Portillo: What services?
Kim Vander Bie: Consistent WSO that attends board meetings and takes initiative and doesn’t rely on us. We all have full time jobs. Need consistency. Promise was Mark would be our full time person but now it’s Karen. We wanted a strong negotiator and were assigned someone who wasn’t a lead negotiator. This is an important contract and we wanted a strong negotiator. MM/PR got a strong negotiator in Tasha. Why did MM/PR get strong negotiator when they are smaller unit? No offense Micki. We wanted someone with experience. Believe Micki got too much dumped on her; she came through for the most part but was gone for a month. We were supposed to have a rally and escalating actions.
Pam Raptis: Why did the escalating actions not happen?
Kim Vander Bie: I think Mark was supposed to be involved, it takes volunteers and we have a couple enthusiastic people and we do what we can but we need more guidance and direction. When we did a wage reopener we did a successful email campaign but this year it was disorganized. The BBQ was a disappointment because we were fired up, the city was pissed, but it made a strong statement. David do you remember that conversation about our people crossing the picket line?
David Garcias: On September 8th and 10th there were allegations that you led a meeting and discussions occurred about disassociation and an employee from an association was in attendance.
Kim Vander Bie: I was tasked with doing research with what our options are and this person had information so they were invited by me.
Pam Raptis: You invited him but did you contact SEIU that there would be someone from an association coming?
Kim Vander Bie: He’s a consultant not from an actual association. That's what I was tasked with doing.
Pam Raptis: When you’re president of CVEA you’re tasked with that but the board asked you to do research?
Kim Vander Bie: Yes, the board asked me to do research.
Pam Raptis: I’m having trouble squaring away where your tasks are as president of SEIU chapter, chapter president. You’re having difficulties with 221 but as president you should have a balanced conversation.
Kim Vander Bie: We have a clear understanding of how SEIU works.
David Garcias: You understand you’re an SEIU member?
Kim Vander Bie: Of course.
Melody Godinez: Another negotiator you felt was better than Micki?
Kim Vander Bie: Actually than Karen.

Melody Godinez: But you put the member’s contract at risk by speaking to a consultant that jeopardizes the membership because that person is aware that some members aren’t fully on board with SEIU. That concerns me. How can people have confidence in you when you’re risking the member’s livelihood?

Jim Partridge: Did you consider the possibility of a conflict when you’re basically the election committee but you’re endorsing people.

Kim Vander Bie: It’s not illegal.

Jim Partridge: That was your decision process?

Kim Vander Bie: Absolutely.

Tracey Carter: I understand the board wanting to prolong the election due to negotiations but I’m hearing a lot of conflict. How come an election committee wasn’t created?

Kim Vander Bie: We have a small board and six board members were candidates.

Tracey Carter: Why didn’t you elect members to a committee?

Kim Vander Bie: We were rushing because we were in contract negotiations for eight months and our focus was getting that deal wrapped up.

Tracey Carter: As e-board member and county board as well we had the same issue but still elected a committee. Find you’re not utilizing your members as you should?

Kim Vander Bie: You can’t get people to do something they don’t want to do. You can ask for volunteers.

Jim Partridge: Did you ask or just assume?

Kim Vander Bie: The bylaws say I’m supposed to supervise.

Frank Rivera: Kim how many years have you been employed with the city?

Kim Vander Bie: 18 years.

Frank Rivera: How many contracts?

Kim Vander Bie: Three contracts.

Frank Rivera: Committees?

Kim Vander Bie: Contracting out benefits, employee engagement.

Frank Rivera: Is majority of board new members or have they served before?

Kim Vander Bie: They served before.

David Garcias: When did you become a member?

Kim Vander Bie: January 2013.

Michael Dobbins: Dues allocation, what happened there? You were aware that they were changing process and that didn’t raise a red flag?

Kim Vander Bie: I apologize for not being aware of that. Nicole had been treasurer for a long time and I trusted her.

Iris Trammel: Since you worked for 18 years why did you wait so long to be a member?

Kim Vander Bie: I wish I had letter to Larry but nobody recruited me to be a member. I was tired of no salary increases; my job has access to financials that could benefit bargaining team. Felt compelled to join and get others to join.

David Garcias: You said board directed you to research your options is that in the minutes of your meeting?

Kim Vander Bie: Actually our coordinator has not always taken minutes at executive meetings. That is negligent on our part.

David Garcias: Did you take a vote?
Kim Vander Bie: I don’t recall.

David Garcias: You don’t have evidence that you were directed to look at options?

Kim Vander Bie: I have witnesses and my email wasn’t refuted.

Pam Raptis: Date to look at options?

Kim Vander Bie: February 13th.

Pam Raptis: Troubles?

Kim Vander Bie: Dues didn’t match bylaws and then David explained at International they had authority to charge more but David agreed to postpone but then dues went up. I wanted them to explain to membership around February but didn’t get anything in writing. Members rely on me to provide them with information that we don’t get. The members think I have more power than I do. My hands have been slapped a couple of times.

David Garcias: The vote for researching options, what was your vote?

Kim Vander Bie: I don’t know if anyone can recall vote.

Nico Portillo: Before the election you had people sign up so they could vote, how many of them dropped?

Kim Vander Bie: I assume none of them.

Nico Portillo: Can we find that out?

Micki Bursalyan: There have been drops but we’d have to check.

Nico Portillo: The people you endorsed and those elected, are they interested in disaffiliating?

Kim Vander Bie: No, they want change, better representation and better services.

Pam Raptis: You noted in bylaws it’s the president and board who run the election but you said you were working with coordinator?

Kim Vander Bie: It was initially, it was me, Lisa, and Darlene.

Pam Raptis: Lisa and Darlene were running?

Kim Vander Bie: Yes.

Pam Raptis: Any board members who could have helped?

Kim Vander Bie: Sergei, Grace, Nicole, Wayne but he resigned Harold, and Martie who were running.

Kaliki Maestas: I’m confused that you were depending on Lisa’s word when the bylaws say president controls all business. Why would you take her opinion to postpone the election?

Lisa Luevano: It was verbally spoken.

Kim Vander Bie: May I ask the attorney a question regarding charges to dismiss.

David Garcias: We’re doing testimony now.

Jim Partridge: Not sure of procedure can I make a motion?

David Garcias: Not yet we need to go into deliberations. Nicole wanted to speak.

Nicole Hobson: I’m the CVEA treasurer I’ve been treasurer for eight years worked with the police department and investigate fraud. I’ve been a member since I was hired. We don’t get many volunteers for our board and I’m the longest standing officer along with Wayne. Regarding Incident 3 because it involves me. I didn’t convince Kim I suggested. When I took over in 2007 I always handled the dues and was writing the checks to SEIU. I have proof the city paid me the full dues then I would deduct a dollar per member for our fund. Then board suggested in 2012 having city send check directly to SEIU because I have a full time job. I can submit old checks as evidence that I was the one handling dues. The board voted and I agreed to give check directly to SEIU. Recently in September 2015 I wanted to take back the
dues. I communicated with finance through email, I told Rachelle to direct checks to me. I suggested taking back dues because SEIU is late sometimes in paying us one dollar per member. David, do you agree?

- David Garcias: No.
- Nicole Hobson: I have proof of a gap showing SEIU was late. I called Kim about it. My integrity has never been questioned.
- David Garcias: You said the board voted to move to SEIU. Did the board vote to change it?
- Nicole Hobson: I’ll get to that. I sent email to finance to send checks to me and it was done. In September meeting I brought up to the board that we should take back dues. Lisa mentioned taking a vote but nobody cared. I regret not taking a vote.
- David Garcias: Did you notify the local?
- Nicole Hobson: I didn’t get a chance because I got calls from finance and HR manager about David calling them asking who authorized the change. I hadn’t received a call from David so I emailed him and didn’t get a response. Newer people were hired so they weren’t aware of the past practice.
- David Garcias: You didn’t call me.
- Nicole Hobson: Courtney kept calling and it was embarrassing me she asked for my cell phone. Then Micki reached out to me but I said I want to talk to David, and then you called. It caused a scene and it made us look divided. I wasn’t not paying dues, was just reverting to past practice. There was talk of suing city for that. Darlene said you never said that. But then Darlene said you talked to an attorney.
- Nico Portillo: Did Rosie get in trouble?
- Nicole Hobson: She didn’t.
- Tracey Carter: Thank you for telling us about past practice but when you said you didn’t have time to talk to David why didn’t you send an email?
- Nicole Hobson: I thought bringing it up to the chapter president was sufficient.
- Kelly Key: What was the rush?
- Nicole Hobson: It was just a call I did not rush.
- Tracey Carter: How many signers on your checks?
- Nicole Hobson: Only one but we have two sign it.
- Tracey Carter: Didn’t you think that looked suspicious to new members?
- Nicole Hobson: We have checks and balances, I provide treasurer reports. My intent was innocent. What would we gain?
- Tracey Carter: Because of talk of disassociation.
- Frank Rivera: There were phone calls scrambling to figure out what was going on with the change in procedure. The vote should have happened and should send member to finance and HR because it led to confusion.
- Nicole Hobson: Now I would do it differently. Why wasn’t I called directly?
- Michael Dobbins: The fact that you took it upon yourself to make the change and expected us to contact you after it happened. Problem is you didn’t tell anybody.
- Nicole Hobson: Issue with getting contacted from SEIU was we were in negotiations.
- Kelly Key: Why would David assume that you made the change and not contact the city?
- Nicole Hobson: David, how were you made aware?
- David Garcias: We didn’t receive the check and contacted the city.
- Pam Raptis: Why would you want to take that on?
Nicole Hopson: I’m a control freak.

David: Thank you Nicole. Lynette Tessitore-Lopez is next. Break from 9:17 to 9:23pm.

Lynette Tessitore-Lopez: I’m a dues paying member thank you for your time. In response to the February 3rd general membership meeting. The complainants stated Kim ignited people to engage against SEIU. I actually brought that up and it wasn’t trying to ignite but rather understand because we were told we were going to have a certain negotiator. Karen was there and articulated herself very well. The person who ignited the situation was Mark Leo. He started pacing and created a negative vibe. It escalated from there. People were confused. The second thing is I appreciate that you respect bylaws. Bylaws say charges can’t be charged after six months. Two of the charges were outside of the timeline. My work to improve the lives of working families and not to engage personality conflicts in the workplace. This union should have vetted the charges to see those outside of the bylaws. If you’re going to hang your hat on following bylaws hold yourself to the same litmus test. Thank you for your time.

David Garcias: Can I have Micki come forward? In response to negotiations was there any time where there was discussion about decert or how long contract would be?

Micki Bursalyan: No discussion of decert during bargaining. There was one meeting in public works awhile back and Kim said she was dissatisfied with SEIU about dues increase and wanted to explore options. That alerted me that there was not unity right before negotiations. I stood up and addressed the group and called for unity. The term of the contract was about a three year deal at the beginning. It was later around September/October that the team started talking about a one year deal. Harold brought up an idea to elect new council people and that the politics might change then he stepped out to take a call. Then Kim said the same thing even though she hadn’t heard Harold. I started working on multiple deals that had different timelines. MM/PR was working on a three year deal. The narrative shifted to a one year deal even when I said the political landscape wasn’t changing. Motivation from members was to do a shorter term.

David Garcias: Thank you Micki. Anyone else have a comment?

Jeanie Balderas: I’ve been with Chula Vista for 16 years, a member almost the whole time. I have 20 years’ experience with law enforcement and 15 years leadership on boards. I haven’t been involved with the union because of four kids but now with an empty nest I have more time. I came in on tail end of meeting in February when everyone was already yelling. I put in to be on the negotiating team. I’m a board member since October but sat through six months of meetings. This past year has been mind-blowing there is a lot of division. Lots of things were discussed during board meetings and when I started having a different opinion my comments weren’t allowed (as non-board) even thought they were before. Thought emails should be sent on private emails because emails on city emails put us in a bad light with the city because they see everything. My threads were removed from emails but there was definitely discussion about decert. Personally if we have an issue we should bring it up to SEIU. It shouldn’t have been combined with negotiations. I don’t want to bite the hand that feeds me.

David Garcias: Any questions?

Jim Partridge: Were there rules of order followed in the meetings?

Jeanie Balderas: Not really there would be twenty minutes of bitching. Those signatures that Kim mentioned I got 120 of them myself.
- David Garcias: You said if SEIU wasn’t there, discussions about decert happened?
- Jeanie Balderas: Yes, I thought they were rushing things.
- Tracey Carter: You weren’t on the board yet but did your president ask you to be involved?
- Jeanie Balderas: No, I always offered.
- Jim Partridge: Were these discussions agenized?
- Jeanie Balderas: No, they were verbal.
- Jim Partridge: How did you get though different items/issues?
- Jeanie Balderas: As far as the election is concerned in July it came up and it was Kim who wanted to review the criteria/job description of each officer. We kept asking Kim if she had a chance to review everything and she said no repeatedly. I’m here as a witness who was at the meetings.
- Wayne Zarling: I became a member in 2004 and retired in October. The commonality here is service level that isn’t happening. When it came to agency shop there were promises made by SEIU about improving services and taking care of the chapter. It’s fallen short. CVEA has been a fiscal chapter but we haven’t had over 50% membership until Kim became president. When I met Kim that light bulb moment happened. I was tired of giving up salary and losing benefits so Kim got involved. Larry was the first negotiator and she saw he was very thoughtful but he started lowballing us. Kim stood up. I’ve worked with Michael O’Connor and others. I saw Kim start to participate and others get involved. She ran unopposed. She was a driver and got most petition signers to get agency shop going. David, you knew how big of a deal that was and that’s when promises happened. We get service from SEIU and were just volunteers. We don’t know all the rules and who do we go to for guidance. I’ve only met David, not the other officers. My dues pay for e-board to get services but I haven’t met many of you. It’s tough as a single parent like Kim. You have a dedicated individual dedicating her life to members. There were divisions in personality. The first meeting she took over she said the agenda was wrong we need to go with the bylaws. Darlene and Lisa argued past practice. I retired in October because I was tired of being in the middle. You’ll see the email evidence and Kim never was disparaging but Darlene had some. Kim tried to represent CVEA and they have a right to voice their dissatisfaction. We have a right to better ourselves if you don’t live up to representation. The election committee would have been good. How come Mark, Karen or Micki didn’t make a suggestion to create a committee? We have trouble turning out members.
- Tracey Carter: It’s also the chapter president’s job to know the SEIU bylaws not just the chapter bylaws.
- Wayne Zarling: David you haven’t responded to my email about asking for information about the charges so I could respond accordingly. This isn’t a fair outline of what’s been going on. The contract term there wasn’t conflict about a timeline. What happened was we had members saying its taking too long and costing too much money. Do you listen to one member Jeanie, who wanted to strike? They wanted to take EPOC/pension away. We used to do long sessions before 4-6 hours. The current SEIU administration only wanted to do 2 hours. We were also talking about impasse and dynamic changed.
- Mercal Vivier: What does the contract details have to do with the charges?
- Tracey Carter: Was disassociation talked about at any meetings?
Wayne Zarling: It wasn’t disassociation but the lack of resources we were getting. I live in La Mesa and they left to be on their own and that worked out well for them. If members are unhappy do you listen to one side or do you listen to the group as a collective? We wanted to look for solutions. SEIU should introduce themselves and find WSO that fits. Read email. Darlene had one hour at her worksite. This was under the guidance of Mark.

Jesus Gonzalez: Did you talk about SEIU expectations?

Wayne Zarling: There was an expectation paper I submitted.

David Garcias: Were you in the meeting with the associate? What did he do?

Wayne Zarling: Yes, he showed the services you can get.

Tracey Carter: Do you understand we’re all volunteers on this board and we stand on our own with our employers?

Wayne Zarling: Yes, we understand but we don’t have all the information. I try to be in the process and attend trainings at the local. I have family responsibilities too and run a contract business on the side.

Linda Correa: I’ve been with the county for 23 years and I’ve done a lot without an organizer present. Meetings and trainings are available to let us handle issues ourselves. We all have private lives. We’re taking what you’re saying into consideration.

Wayne Zarling: What was promised wasn’t delivered. We got Micki and it was great. We knew Karen would not be what we need as she hadn’t been first chair. Feels like a witch hunt, there were mistakes made.

David Garcias: Thank you Wayne.

Harold Phelps: I’m a board member and was involved in the election. SEIU hasn’t always been with CVEA. How long has the affiliation been active? No one has done more to build Chula Vista than Kim has. Consider the work that Kim has done and what you would be throwing away if you censor Kim or the accusers. Regarding negotiations we went with a two year contract not having anything to do with disassociation. We asked David to build a bridge and he offered Micki. We got somewhere. But we had an election and Lisa and Darlene wanted it to happen quickly because they wanted to win. To have a re-vote you’re telling members they can’t speak their mind. You don’t want to make Kim a martyr in a city she is really popular in.

David Garcias: Thank you.

Martie Solomon: I’ve been with Chula Vista for 14 years and was a member from the start. Holding the election in abeyance the officers haven’t been able to serve. I contacted our ethics ombudsman with the International. She sent a guide (SEIU Guide to Union Elections) and on page 31 it says officers should be sworn in even when a protest has been filed. Read passage: (Election Protests Article III) “The officers who are elected in the election should be sworn in and take office at the time provided for in the local union’s constitution and/or bylaws even when a protest has been filed over the election. If no specific time is provided for in the local union’s constitution and bylaws and the local union has no past practice, the new officers should assume office immediately upon completion of the election despite the fact that an election protest has been filed.” I was told I am president elect and can’t do anything. I didn’t find out until I had a conversation with David one month later.

David Garcias: Thank you.
• David Moran: I live in Chula Vista. The negotiating committee did an excellent job and the president runs the ship. She got the best raise I’ve had in any country. We’ve had a strong leader in Kim and she does her job. Why wasn’t the information brought forward earlier?
• David Garcias: Thank you that concludes the meeting. Thank you everyone for your time and bringing your voice. Both sides feel strong but allow the board to deliberate. We’ll notify the officers of our decision.

V. CLOSED SESSION
   a. DELIBERATIONS

VI. ADJOURN: Meeting adjourned at 11:08pm.

NEXT LOCAL 221 EXECUTIVE BOARD MEETING: FEBRUARY 9th, 2015

Attested: ___________________________ Date: __________________________