SEIU LOCAL 221
EXECUTIVE BOARD
SPECIAL MEETING
April 19, 2016
MINUTES

<table>
<thead>
<tr>
<th>Present</th>
<th>Excused</th>
<th>Absent</th>
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<tr>
<td>Officers:</td>
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<td>Kelly Key, County – HHSA</td>
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<tr>
<td>David Garcias, President</td>
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<td>Linda Correa, Member</td>
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<td>Michael Dobbins, Vice President</td>
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<td>Organizing</td>
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<td>Nico Portillo, Secretary</td>
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<td>Jesus Gonzalez, Politics</td>
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<td>Iris Trammel, Treasurer</td>
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<td>Melody Godinez, County –</td>
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<td>General Services *Arrival at</td>
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<td>Board Members:</td>
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<td>Vanessa Garcia, RN's</td>
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<td>Frank Rivera, Cities</td>
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<td>Alma Aguirre, Social &amp; Economic Justice</td>
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<td>Andrea Maestas, Head Start</td>
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<td>Jim Partridge, Courts &amp; Special Districts</td>
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<td>Tracey Carter, County – Support Services</td>
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<td>Nancy Woodford, County – Public Safety</td>
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<td>Staff:</td>
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<td>Christa Fink</td>
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<td>Guests:</td>
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<td>Fern Steiner</td>
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<td>Mike Wright</td>
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<td>David Moren</td>
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<td>Wayne Zarling</td>
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<td>Harold Phelps</td>
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<td>Darlene Trujillo-Lopez</td>
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<td>Lisa Luevano</td>
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I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:35PM by David Garcias.

II. ROLL CALL: See above.

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

IV. NEW BUSINESS – Noted & Filed (n/a/t)

   a. MEMBER CHARGES HEARING
- David: Review packet. Two complaints filed. Appendix A1 against Lisa and Darlene. Appendix A2 against Lisa. Vice President is appointed as timekeeper. Accused and appellant will have fifteen minutes each to present case. Questions will then be answered. Witnesses will get three minutes each to speak. Call complaining party first, Kim was unable to attend but Wayne will speak on her behalf.

- Wayne: Didn’t get a chance to review notes but I’ll read charges. I was a board member during some of this time. I’ll be speaking as Kim Vanderbie. Read Appendix A1. Supporting exhibits weren’t given to me.

- David: They’re in the board packet.

* Arrival of Melody Godinez.

- Wayne: Read Chapter 5 of SEIU Bylaws Sub A. Kim stated that Lisa never followed this section of bylaws and submitted minutes.

- David: Questions from Board?

- Jim: I know that you felt rushed with the time limit but the board received all of the appendixes prior to the meeting.

- Wayne: Kim sounded really sick. She wanted it to be brought up that we didn’t email the membership about this hearing.

- Nico: Do you see any benefit in expelling someone from the union?

- Wayne: We’re a family, we lost some connection. We have roles and hierarchy and the bylaws spell out the relationships. You nominate someone to be your leader. I was involved with the board for eleven years. Every leader brings a different way of managing. The coordinator has a role to bring information. There’s a misinterpretation of how meetings are run. Past presidents let the coordinator run meetings. We have an agenda and Kim wanted to go by how it was in the bylaws. Darlene didn’t agree, wanted it kept how it was previously. We should follow our bylaws.

- David: Does it make sense to kick someone out?

- Wayne: They’re dedicated people we may not like you but to be successful we have to learn to get along. There was a lack of respect for the President, Kim. If it was really egregious you may take action so it doesn’t happen again. I haven’t been involved in discipline from this side. There are options for charges brought.

- Nico: I brought charges against a member a few years ago. We had a special session with a manager from International. Her decision was not to expel that person from the union. She made good points that it doesn’t benefit a union to kick someone out.

- Wayne: We have to discover what you learn from this. I learn new things every day at work it’s a learning environment. I work with these women being charged and hate to be up here doing this. They’re diehard union members. I personally don’t want to see anyone expelled. Rules are broken there should be an answer.

- Jim: You made a comment that all parties involved are diehard union people. I’ve been on bylaw committees and don’t understand them all. We’ve all got complaints about things but we need to get to this issue. Is this fixable? Are we talking about technical violations of bylaws or gross negligence or intentional acts with intent to sabotage?

- Wayne: From Kim’s perspective, yes but she’s not here.

- Jim: I need more than subjective but I need something tangible. Seems like a personality conflict. If everyone’s on the same page in the big picture can we get everyone on the same page in the details?
Wayne: I think at some point. I can't fix this, we can't fix this. My suggestion is if everyone took a break and stepped away. They could still be involved in union but not in leadership role.

Jim: We’re talking about leadership roles and dysfunctional chapter. Where does the responsibility lie? Why can’t the board manage their affairs? President has the ultimate responsibility.

Wayne: I think she’s done a good job. Set up meetings with council members to help us. Having recruitment, at times you would see lots of people coming down. SEIU hasn’t showed up to give information and they get disengaged. Hopefully when board gets back together we’ll see people. Maybe new blood, new faces. We’re going into political arena.

David: I want to comment on building membership. From my perspective that’s every member who pays dues whether they hate what I stand for or a union believer. As a leader I have to stand for both sides. Bringing members together from both sides and sometimes it’s hard. You can’t let members problems get to you. Thanks Wayne. (To Lisa & Darlene) Do you want to speak together or separately? Time limit is the same.

Lisa distributed documents to the e-board.

Lisa: With the charges against me as coordinator. Read Number 1, Section A, Document 1. Submitted documents didn’t make changes recently it was done back in September. Christmas party and thanksgiving were cancelled because reservations weren't made. Amended to say holiday activities. Regarding dues money (Section B, Document 1) because of hearing in January Nicole took full responsibility of change. It was brought up that Kim wanted her name off dues change. Read Document 4, Page 1, Highlighted Section regarding dues change. Those minutes were approved. Those were accurate statements at the time didn’t want to change the minutes. Read Document 4, Page 3, Highlighted Section. There was no vote needed as it was already done. Minutes that weren’t approved (Regarding Document 1, Section 2) Document 8 was all that was made. I set up the timeline tentatively but nothing was finalized at the end of the board meeting. I can add this attachment to the minutes but they were already approved.

David: Darlene did you want to speak on the allegation regarding charges of election issues?

Lisa: Charged with November and December minutes (Document 1, Section 3), I was out of town so no minutes taken and we don’t normally hold December meetings. Wasn’t time to submit minutes until first meeting of the year in March.

David: So October minutes weren’t approved?

Lisa: October was approved but November couldn’t be approved.

Darlene: Complaint was regarding election. Read Complaint, Document 9. Number one before I start I want to tell you that I believe in unionism. My family grew up in the fields of Bakersfield. I worked in the fields and totally believe in unions. To say that I was campaigning to disassociate is totally untrue. Read Response, Document 9. All previous charges except campaign were being considered. Outcome was to re-do election. Read Response, Document 9. When Kim took position she changed. Had to deal with reclassifying of employees, Kim didn’t get involved.

Lisa: Complaint said we’ve always been against her but that’s not true. I tried in the beginning to keep us all unified. Invited people to lunch and to my home. Even when we
haven't gotten along we tried to compromise. I was open to the agenda being reorganized didn’t realize it was supposed to be that way. I revised the agenda and it hasn’t changed.

- Darlene: Bylaws were changed so coordinator would run the meeting.
- David: Open to questions.
- Tracey: Did you rerun election?
- Darlene: It’s in process.
- Tracey: Are you running again?
- Darlene: No.
- Frank: I’m looking for page where campaigning was going on during work time. Was there campaigning by either of you in violation of campaigning during work time?
- Lisa: No, I took time off work. HR policy has to do with city run or state run elections.
- Darlene: I verified it with Rolanda. It was also discussed in labor management with Courtney. Mr. Zarling brought up civil service rules and we asked but she said they didn't want to step in that they didn’t want to get in trouble with SEIU. They said they would let managers know.
- Michael: I’m not familiar with the term coordinator.
- Lisa: Secretary.
- Darlene: Question came up why members weren’t notified. Previous hearing SEIU notified the board. Kim sent it out to the membership.
- David: Any other questions?
- Jim: How has your chapter been functioning since all this happened? Have you moved on?
- Lisa: It hasn’t been, I got with Marty and emailed everyone and asked about having a meeting. Marty said she was ok with having a meeting. Sent out notice that we wouldn’t have meeting.
- Darlene: We have been having labor management. We approved for mechanics to be able to move up and work on fire apparatus. One employee fell and had injury and they wanted to put her in different position and we worked with them to get her another position. Other stuff has been on a standstill.
- David: Other questions? Seeing no more questions, Thank you. Wayne did you have any witnesses to call?
- Lisa: I object we didn’t have opportunity to rebuttal last time.
- David: You’ll have an opportunity.
- Harold: To get big picture of where we’re at. It’s been hard this last six months. The election was certified by SEIU and we brought in fresh people to be on the board. All four of us are running but it’s confusing for members. It’s unfortunate that we have to air our dirty laundry. No one is without bylaw dysfunction. We’re learning. Everyone makes mistakes. Unfortunately that this was aired back in January. Well we voted but now we have to vote again. People are concerned and they want to make sure this is done and we move on. People are tired of waiting it’s still a month away. There are lots of other people interested. We had more people interested in last election.
- Wayne: In relationship to us still functioning. Kim and Darlene do a good job at labor management. We’re still under hierarchy of being board and they said they’re functioning on their own at labor management. Labor management you have groups of people represented. Who are they reporting to? They’re doing representation but not
reporting to anyone. It’s not showing up in minutes. Kim isn’t aware of what’s going on in labor management. We’re professional and trying to function best we can. Once election is over and we have a new board hopefully it’s a new beginning.

- Lisa: Labor management that we have been doing there have been no board meetings to report at. I’m always updating Kim and Karen Paredes-Tupper when the meetings are held. It’s not that Kim is left out she just doesn’t respond. Email was sent last week about positions they want to add and haven’t heard from Kim. Didn’t want to get involved too much because it irritates people. We’re not trying to take over there are things that need to be done.

- Jim: We don’t have a chapter in our group our labor management is run by stewards.

- Lisa: Its part of agenda that labor management is discussed. Each department has labor management and notice is sent to board.

- David: Thank you. We’ve given everyone a chance to speak.

- Darlene: As far as airing dirty laundry we tried to keep hearing private so Kim could address things on an individual basis. Kim sent notice to all employees. Members didn’t like getting the notice on their work email. We’ve been private about this process. As far as our union I hope we can get beyond this and move forward. We have new members joining board and trying to encourage others to be part of board so we have new perspectives and can move on. Feel these allegations are frivolous and I know this e-board has lives. We need to stay united and move forward and get back to work for our members.

- David: I’m going to end hearing and move to closed session. Thank you everyone.

V. CLOSED SESSION
   a. DELIBERATIONS

VI. ADJOURN: Meeting adjourned at 8:07pm.

NEXT LOCAL 221 EXECUTIVE BOARD MEETING: APRIL 27th, 2016

Attested: ____________________________ Date: ____________________________