## SEIU LOCAL 221 EXECUTIVE BOARD

### REGULAR MEETING - MINUTES

February 28, 2017

<table>
<thead>
<tr>
<th>Present</th>
<th>Excused</th>
<th>Absent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Officers:</td>
<td>David Garcias, President&lt;br&gt;Michael Dobbins, Vice President&lt;br&gt;Iris Trammel, Treasurer *Arrival at Item V&lt;br&gt;Nico Portillo, Secretary</td>
<td>Frank Rivera, Cities</td>
</tr>
<tr>
<td>Board Members:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vanessa Garcia, RN's&lt;br&gt;Nancy Woodford, County – Public Safety&lt;br&gt;Kelly Key, County – HHSA&lt;br&gt;Jesus Gonzalez, Politics&lt;br&gt;Tracey Carter, County – Support Services *Departure after Item XIII&lt;br&gt;Linda Correa, Member Organizing *Arrival at Item VI&lt;br&gt;Jim Partridge, Courts &amp; Special Districts&lt;br&gt;Alma Aguirre, Social &amp; Economic Justice&lt;br&gt;Andrea Maestas, Head Start *Arrival at Item V *Departure after Item XIII</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christa Fink&lt;br&gt;Mark Leo&lt;br&gt;Allyson Presskreischer</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Guests:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Avery Wear&lt;br&gt;Bob Goodchild</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:33 pm by David Garcias.

II. ROLL CALL: See above.

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

IV. REVIEW & APPROVE MINUTES – AUGUST 29 & SEPTEMBER 30:
- August 29: (m/s/c)
- September 30: (m/s/c) unanimous

V. GOOD & WELFARE: Noted & Filed (n/a/t)
- David: New organizer, Allyson, started from the OIT program.
- Allyson: Happy to be here, I'm originally from Boston. My route is Downtown and some HHSA.
- David: Dave Lagstein’s mother-in-law passed away so he is in New York for the service. The Local sent flowers to the funeral. When we sent flowers to Dave’s father-in-law who passed away last year they were surprised to see them from a union.
- Mark: One of our members had bypass surgery so we bought her flowers.
- Michael: One associate member passed away.
- Kaliki: My mom is doing better she has stage 4 heart disease and has been in and out of the hospital. I moved back home to help take care of her.

VI. MEMBER COMMENTS: Noted & Filed (n/a/t)
- Jim: I went to a New Employee Orientation at the County with some staff and Avery volunteers to assist. Want to thank him for his time. We had many members sign up after the presentation.
- David: Avery brings his passion for community solidarity and is integral to the team.
- Michael: Majority of associate members are joining now.

VII. PRESENTATIONS: Noted & Filed (n/a/t)
   a. MEMBER AVERY WEAR: Want to present on solidarity with standing rock next time but now I would like to ask for endorsement of an event this Saturday. Coalition is bringing three teachers from Mexico who are from SNTE. This is a long standing nationwide caucus that is prominent in many states. New President has been pushing school privatization and SNTE has been opposing that. They are doing a nationwide tour in Mexico to call for support and we are the only stop in the US that they are coming to. Other organizations have endorsed this event. This is a valuable event to attend. We would like union solidarity across borders. This Saturday at the SD County Education Association office. You could bring information on Invest in San Diego Families.
- David: I appreciate that Avery brings these events to our attention.
- Motion to support CNTE Event: (m/s/c)

VIII. CONSENT AGENDA: (m/s/c) unanimous
   a. COMMUNITY SUPPORT CONTRIBUTIONS
      1. PARTNERS FOR PROGRESS TO SUPPORT & ESTABLISH ORGANIZING THE VETERAN’S COMMUNITY
      2. ENVIRONMENTAL HEALTH COALITION FOR LEADERS UNITED FOR JUSTICE EVENT
      3. CHAVEZ SERVICE CLUBS FOR LAS MANANITAS FUNDRAISING BREAKFAST
      4. EMERGE CALIFORNIA – SUPPORT FOR SEIU MEMBER TAISHA BROWN
      5. ACCE COMMUNITY SUPPORT CONTRIBUTION
      6. PARTNERS FOR PROGRESS TO SUPPORT INVEST IN SAN DIEGO FAMILIES CAMPAIGN
      7. CONTRIBUTION TO LOCAL 721 CAMPAIGN ‘NO ON RRR’
      8. ENGAGE SAN DIEGO FOR CIVIC ENGAGEMENT WORK
      9. ALFRED OLANGO FOUNDATION
10. AMERICAN CANCER SOCIETY FOR MAKING STRIDES EVENT SUPPORTING WOMEN’S CAUCUS
11. UAAMAC FOR MLK BREAKFAST
12. ALLIANCE SAN DIEGO – ALL PEOPLE’S CELEBRATION EVENT
   • ACCE COMMUNITY SUPPORT ON BEHALF OF FF15
   • EMPLOYEE RIGHTS CENTER ON BEHALF OF FF15
   • ALLIANCE SAN DIEGO MLK EVENT ON BEHALF OF FF15

IX. COMMUNICATIONS: Noted & Filed (n/a/t)
   a. LETTER FROM MARY SALAS
      - David: Mary was very happy with our support. They created a group for Measure P that I will be on.
   b. LETTER FROM DAVE ROBERTS
   c. LETTER FROM UNIONS UNITED
      - David: Some staff are contributing to Unions United through payroll. If any members are interested we can set that up.

X. STAFF DIRECTOR REPORT: Noted & Filed (n/a/t)
   - David: Micki couldn’t attend, Mark will present.
   - Mark: Received resignation notice from Martin Moreno who is moving to LA and will work with SEIU 721. We are working with 721 to request some additional time, his last day is the 6th but we are hoping to extend his time. Interviewing for a vacancy this week. County bargaining is intense, they refuse to let us chose our bargaining team. We will demand our team be recognized on March 15th event, Ides of March Action. Next CAT meeting is March 14th. Successful bad boss campaign happened in OSI bargaining. Had ULP victory and have tentative agreements set-up. CVEA, City of Chula Vista, continues to have division. Working with Michael Sherritt and Chapter President Marty Solomon to stop the in-fighting. Hoping for movement. Karen is working on starting negotiations in NHA and ECS. Gearing up for a fight with NHA over Healthcare. Membership is consistently growing each month. Staff in the county are doing membership assessments. They've had many conversations and signed up many members.
   - Mark - Strategic Campaigns Report: Finished Leadership Academy last month and had celebration dinner. Joanna Stewart and I are working on a curriculum to develop member skills. We would like to create skills for both stewards and organizing and members can determine their direction. Thank you to those who were in the last cohort. Next Leadership Academy is April 22nd. Invest in San Diego Families are moving on good jobs and smart justice. Allyson Presskreischer and Solita Kampley are working on smart justice regarding recidivism rates. Greg Bartow and Martin Moreno are working on staffing issues. Maggie Ta and I are looking at RN's and investigating issue campaigns. Maggie will be finding out from other locals what issue campaigns they have done with nurses. Organizing for Equity & Inclusion, we are implementing this new framework and have facilitators who will help us move this work. The facilitators are returning on March 24th and we will have a member meeting that evening. On March 25th the staff will meet to prepare for April retreat. We have had many member to member sign-ups since department was created. We are getting more than half of folks involved.
XI. ADVOCACY REPORT: Noted & Filed (n/a/t)
- David: Sarah couldn’t attend but review the handout in the packet.

XII. PRESIDENT’S REPORT: Noted & Filed (n/a/t)
- David: We have done a lot since the last meeting. We put in new tables in our conference room that Michael Dobbins and I put together. We have requests for new chairs, flooring and paint. We are on track to do all those things but it will happen in stages. We worked with SDG&E who took out all our old fluorescent bulbs and fixtures and replaced them with LED’s that are brighter and will last longer. We added a security door on the interior lobby door and we added a cage around reception. This gives us more security if the receptionist is gone. Now we have a camera on the door to let members in from upstairs. Would like to add more security doors in other areas of the building. Want to make sure our members’ information is secure. We fought off decert at CVEA due to legalities. PERB and the City of Chula Vista said they wouldn’t run the decert election. Still giving support to our CVEA Chapter President and moving forward with bargaining. Finances have been doing well; Corrie McCoy, CFO, has been creating best practices. We created a new check request form. Creating policies for staff. Membership is up. Maximum dues cap was increased and we only received a complaint from Chula Vista. Agency fee went up as well and we had some pushback but now our revenue is up. We are the model in the country for how to work with a coalition, ISDF. Everyone is excited with what we are doing to help maintain unions. Was stunned with election results but we have to continue the fight. California elected many good leaders. Freedom Foundation has landed in California and is sending out flyers. They are trying to get rid of agency fee and get legislation passed that makes it very difficult to be a union. They have been hacking emails to try to get membership lists so we have implemented more security measures. Had successful lost time program, we brought in four members who worked in the local and did organizing. The International reimbursed us for the lost time. Had FF15 actions, we have been the lead on that program here. Had Courts meeting in Sacramento.
- Jim: It’s an ongoing battle when the budget comes out. We have leaders all over the state and they have a great program that we can copy. We have regular conference calls and strategize on what bills we are going to fight.
- David: We have a Nurse Alliance meeting coming up as well as other legislative meetings. Had a great tour of the Central Jail and got to meet workers we represent. Also, did a Police Department tour in National City as members we represent were worried about our involvement with Black Lives Matter. Wanted to show that we support the police department. Had a great action when the County Board of Supervisors gave themselves a raise. Our county bargaining team submitted supportive signatures from the community and members after the County didn’t bargain with us. Working hard in Sacramento with legislation that will fight against the Board of Supervisors.
- Jim: We have the same problem in cities.
- David: For those who live in Chula Vista, ACCE is asking us to attend City Council meeting on March 7th at 5pm in purple shirts. They have a motion for adopting a sanctuary city policy.
XIII. FINANCE REPORT:
   
a. AUDIT ENGAGEMENT LETTER: Noted & Filed (n/a/t)
   - David: Corrie McCoy has been helping to make sure these audits get completed and next audit will run even smoother. We’d like to get an auditing company that is local.
   b. REVIEW 2016 YTD FINANCIALS: Noted & Filed (n/a/t)
   c. REVIEW & APPROVE 2017 BUDGET: (m/s/c) unanimous
   - Iris: Similar budget to last year but Corrie moved some items around so the budget would make more sense.
   - Kelly: Why are payroll taxes budgeted higher for 2017 in one category?
   - David: I’ll check with Corrie. Motion to approve budget with payroll tax review.

d. MOTION TO REVIEW & ADJUST SENIOR STAFF WAGES CORRESPONDING TO STAFF UNION CBA: (m/s/c) unanimous

XIV. NEW BUSINESS:
   
a. CREATION OF SENIOR STAFF & PRESIDENT’S POLICY: (m/s/c)
   - Jim: This seems very rigid and non-competitive.
     Motion to approve Senior Staff (m/s/c)
     Motion to approve President (m/s/c)
   b. REVIEW LOCAL 221 POLICIES & PROCEDURES MANUAL: (n/a/t)
   c. PROPOSAL TO ESTABLISH SANCTUARY STATUS FOR LOCAL 221: NICO PORTILLO PRESENTING:
   - David: I just went to a meeting with the ACLU and we had testimonials from undocumented people who are terrified. We can hold informational meetings and offer other support.
   - Michael: This a good idea on paper, but do we have money set aside and are we able to help logistically?
   - David: The International has literature that we can pass out, there are also Attorney’s available to talk to people. This is creating a safe space for people to get services not staying at the local.
   - Kelly: Change Islamophobia to Xenophobia to be more inclusive.
   - Linda: Reword the motion to be more specific with what is being offered.
   - Jim: What about making this a resolution so it’s more general instead of a motion.
     *Motion to table this until we clarify the language (m/s/c)
   d. CHULA VISTA MM/PR BYLAWS REVIEW: Review handout. (n/a/t)
   - David: Frank would like to get these bylaws approved, please review before the next meeting and let us know of any changes.
   e. CONSIDER ENDORSEMENT FOR SAMANTHA BEGOVICH FOR SDCERA RETIREMENT BOARD SEAT 2: (m/s/c) unanimous
   - David: Due to timing we would like to get an endorsement from the board but it would be contingent of the MPO approval on Thursday.
   - Bob: Anyone working for the county in 2013 Samantha was the driving force of removing Salient Partners which saved the members tons of money. We need Samantha on the board.
   - Jim: We endorsed Samantha last time and it doesn't feel like proper governance to have the MPO Committee usurp the board.
- Michael: We did this because of a time crunch and board members are welcome to come to the meeting.
f. CONSIDER LOST TIME FOR E-BOARD MEMBERS: JIM PARTRIDGE PRESENTING: (n/a/t)
- Jim: I took lost time and worked on the county contract campaign and elections around the county. I’ve been on this board for 13 years and have learned a lot. It was a real eye-opener to take the lost time to be an employee of 221. They threw me out there by myself and I was calling people to get their involvement. Learned the challenges and passion people have for their job. You get lots of locked doors and challenges getting into sites. It was difficult but very rewarding. I’ve done many board retreats and leadership development but nothing compares to taking lost time. I feel strongly that this should be a required training program for board members.
- Michael: The organizers work very hard and they do a lot. To see the organizing process you get a deeper appreciation for what they do here.
- Jim: It seemed like I was working for our Political Director and it was exhausting but at the end you love it. I’ll do everything I can to make sure you go through the same thing.

XV. UPCOMING EVENTS:
   a. LAS MANANITAS BREAKFAST ON MARCH 24TH, 7-9PM, CONVENTION CENTER
   b. EHC LEADERS UNITED FOR JUSTICE EVENT ON APRIL 20TH, 5:30-8PM, JACOBS CENTER

XVI. CLOSED SESSION:
   a. MEMBER APPEAL
   b. PERSONNEL ISSUES

XVII. ADJOURN: Meeting adjourned at 9:53 pm.