I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:42 pm by David Garcias.

II. ROLL CALL: See above.

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

IV. REVIEW & APPROVE MINUTES:
   a. June 13: (m/s/c) *Add Drucilla Willis as present, unanimous
   b. July 13: (m/s/c) *Add Drucilla Willis as present
   c. August 24: (m/s/c) unanimous
V. GOOD & WELFARE: Noted & Filed (n/a/t)
   - Tracey: A member I worked with, April Davis, was murdered by her husband this weekend. She was a member for 15 years and had six children. They have a go-fund-me account but we are collecting money directly to avoid fees.

VI. MEMBER COMMENTS: Noted & Filed (n/a/t)
   - David: We hired a new organizer, Emi Sparaco, who worked on the Fight for $15 campaign for many years. Right now she is helping Dave with the Flip the 49th campaign.
   - Emi: I’m the daughter of a proud union school teacher. I grew up on the picket lines. Happy to support all of you in your campaigns. The past month has been an honor.

VII. CONSENT AGENDA: (m/s/c) unanimous
   a. COMMUNITY SUPPORT
      1. CASA CORNELIA ANNUAL AWARDS DINNER, OCTOBER 19th - $500
      2. FILAMFEST, OCTOBER 21st - $1,500
      3. NAACP FREEDOM FUND DINNER, OCTOBER 6th - $5,000
      4. CENTER ON POLICY INITIATIVES ANNUAL FUNDRAISER, AUGUST 25th - $5,000
      5. BORDER ANGELS ANNUAL AWARDS DINNER, NOVEMBER 4th - $3,500
   b. CONTRIBUTIONS & GRANTS
      1. MEMBER ASSISTANCE - $1,452
   - Jim: I’m invited to these events but was wondering if we reach out to member leaders.
   - David: We do reach out and invite member leaders.

VIII. COMMUNICATIONS: Noted & Filed (n/a/t)
   - David: Thank you card from IWJSD (Interfaith Worker Justice San Diego) for our community support. It’s a new organization created from ICWJ (Interfaith Counsel for Worker Justice).

IX. AFFINITY GROUPS REPORT: Noted & Filed (n/a/t)
   AAAC:
   - Iris: Thank you everyone for your support, we go out in the community and try to make change. AAAC is hosting a casino trip and the proceeds will be going to older foster care children (13-21 years) through Promises to Kids. Event is on November 9th and we will meet at the park and ride on Sweetwater road. If it’s successful we will do this event again for another organization. Everyone is welcome, not just African-Americans.
   - Tracey: So far we have 15 people signed up. An employee from Promises to Kids will be coming to our next AAAC meeting to talk about the organization with our members.
   - David: I plan to attend.
   - Drucilla: Thank you to the AAAC for your work helping foster children because I am a former foster child.

   Latino Caucus:
   - Alma: We attended the Latino Convention last weekend. They talked about immigration, DACA, and helping Puerto Rico.
   - Jesus: They raised $400,000 for Puerto Rico.
- David: There are 25,000 SEIU members living in Puerto Rico. They couldn’t attend the convention because they are trying to survive. The convention was held in the heart of New York.
- Jesus: The local there, SEIU 32BJ, is huge and the majority of workers are union members so they are strong and have many perks. The Latino Caucus is meeting tomorrow and everyone is welcome. We’ll be working on a Christmas fundraiser soon.
- Nico: There are SEIU members who work at the Empire State building so they talked to us because of our purple shirts.
- David: We assigned staff to the affinity group routes so other caucuses will grow.

X. STAFF DIRECTOR REPORT: Noted & Filed (n/a/t)

- Micki: County ratification is complete; the new contract is in effect today. We had over 300 new members even after drops. We’ll be starting an enforcement program which includes working with the Advocacy Center to catch issues early. We are preparing for the upcoming Janis ruling in March 2018. Calexico reached an agreement after a long PERB battle, which held off on 30% cuts. Imperial Beach had an election and a ULP was filed. National City contract negotiations begin next year so we’re recruiting members for a bylaws committee. The New Employee Orientation law was signed so we are having meet & confers with employers in many jurisdictions. Chula Vista MM/PR will begin negotiations next year. Court Reporters just finished their MOU they are a strong chapters with strong stewards. The Court Counselors just finished their MOU and they have 100% membership. San Diego Housing Commission contract negotiations don’t begin for two years. Head Start ECS ratified last May, they have 94% membership. MAAC is working on their bylaws before they have chapter elections. Head Start NHA is in contract negotiations, their employer makes the process very difficult. Fallbrook Union High School District has workers who we believe should be in the unit. Grossmont Union High School District would like to rework their bylaws to stop collecting chapter dues. We had one organizer resign to work for another union, Michael Sherritt, and his route is being reassigned. He was an asset to get chapters contracts closed so his leaving is good timing.
- Jim: We’re trying to organize in Imperial County and haven’t heard from the County. The workers there just want respect.

XI. STRATEGIC CAMPAIGNS: Noted & Filed (n/a/t)

- Mark: Organizing for Equity & Inclusion was cancelled due to strike preparation. We would like to reschedule for early 2018. The Leadership Academy will have four trainings next year and we are accepting applications. We found that meeting after work was challenging so scheduling for Saturdays. We are having leaders do a project to build power in their union. The Affinity Groups were assigned staff and we are working to build power and have set goals for the groups. AAAC = Solita, Latino = Charles, API = Maggie, Lavender = Greg B, Women’s = Allyson, Veterans = Tim, Retiree = Joanna, MPO = Emi, Nurse PAC = Maggie. Also working with the International to grow our Leadership Academy and member involvement.
- Drucilla: I work with a homeless group and we pass out toiletries if the affinity groups could think about collecting as well.
David: The International is getting ready for Janis and our local is leading the way. We are developing leaders and our staff has been doing a good job.

XII. POLITICAL REPORT: Noted & Filed (n/a/t) Review Handout
   a. FLIP THE 49TH: We are working with a broad coalition to send Issa to retirement. He has four candidates running against him, any would be better than him. We have a precinct walk in San Juan Capistrano and other upcoming events.
   - Dave: We have to be prepared for any Supreme Court decisions. The County is on track to do managed competition with Animal Services. It gives us an opportunity to save those jobs. We had a good discussion on the various races happening at our MPO meeting. We will move on endorsements in the next few months. On October 21st we are having a Townhall meeting for statewide offices from 12-6pm. We will be rolling out a COPE drive soon. Nathan Fletcher reached out to us as he has a press conference about the Hepatitis A outbreak, on Thursday at 10am at the CAC. Our State Council has supported or sponsored various bills that are on the Governor’s desk. We will have an update once the deadline passes. Two bills that Todd Gloria and Shirley Weber proposed we are hoping get signed by the Governor and then we would need to collect ballot signatures.
   - Frank: One candidate for Chula Vista District 2 reached out to me and he would like our consideration.
   - Nico: Do we still do ‘Walk a Day in My Shoes’?
   - Dave: We haven’t but it’s something to consider.

XIII. PRESIDENT’S REPORT: Noted & Filed (n/a/t)
   - David: Our preparation the last month has been Janis preparation, every penny will count. If Janis goes through we will hold a special board meeting because the next day we wouldn’t be able to collect fair share fees. The opposition will alert all workers that they don’t need to pay. We are working with Corrie to put a Janis budget together. The International is putting training together so we are prepared. Right to Work states have higher poverty levels, higher job injuries, and lower pay.
   - Drucilla: Are we putting information out for our members?
   - David: We will have information available. We’re finishing our audits. We have new flooring being installed in our conference rooms. We also replaced all our toilets with low flow options. A key card door was installed so we can monitor our shirts and materials. We just came out of the county contract okay and are starting to get back into a routine. We couldn’t do this job without the teamwork of the staff and board.

XIV. FINANCE REPORT: Noted & Filed (n/a/t) Review Handout
   a. REVIEW & APPROVE RESERVE POLICY: (m/s/c) unanimous.
      - David: Thank you to Corrie for working on this policy. This would cover a month’s worth of payroll and expenses.
      - Melody: The language on page 3 for ‘Funds Designated for Other Special Purposes’ does this cover being sued or for severances?
      - Corrie: The language says that the Treasurer would have to approve anything over the specified amount. This statement doesn’t negate what the policy says. This isn’t an operating fund but an emergency scenario or last resort.
- Drucilla: The board or the officers would make the decision?
- David: The board will make the decision.
- Kelly: The language looks like the President could access the funds with only noticing the officers.
- David: We can add a friendly amendment: “Any extension to either bullet in section III must be fully disclosed and approved by the Executive Board to include a commitment to repay the funds prior to disbursement.”
- Iris: Our training for finances through the International was eye opening. But we are aligned with the International for where our local is supposed to be with our finances. Thank you to our President for being proactive. We are in pretty good shape.
- Corrie: We are operating within budget.
- David: We have a good accounts receivable policy and reimbursement procedure. Corrie is making sure items are coded correctly. Thank you to the officers for approving items quickly.
- Jim: We’re in line with the International? Are they trying to predict the hit?
- David: They are and they are trying to have the locals on the same page and more standardized. Even though we’d be losing agency fees we would be paying less in per capita.
- Micki: There are 14 cases going before the Supreme Court that have various impacts to public sector unions.

XV. NEW BUSINESS:
   a. SCHEDULE THE ANNUAL GENERAL MEMBERSHIP MEETING: (m/s/c) unanimous
      - David: We are looking at December 2\textsuperscript{nd} which would give us enough time to get notice out and will incorporate our stewards/leaders recognition.
   b. CONSIDER PERSONNEL/STAFFING COMMITTEE:
      - David: Our new attorney suggested having a personnel staffing committee similar to our MAC appeals committee. This group would understand our HR work and be involved in hiring. I’ll have language at the next meeting. This committee would look at our practices to make sure we’re in compliance.
      - Iris: I would like to make sure we’re making the right decision on hiring and discipline.
   c. DELEGATES TO ATTEND STATE COUNCIL CONVENTION 10/21/17: (m/s/c)
      - David: The State Council is only allowing four members to attend. I would like to nominate Christynne Wood and Alma Aguirre.

XVI. UPCOMING EVENTS:
   a. HOLIDAY PARTY, DECEMBER 16\textsuperscript{TH} AT MARINA VILLAGE
   b. BORDER ANGELS DINNER, NOVEMBER 4\textsuperscript{TH} AT JACOB’S CENTER

   - Drucilla: I’d like to talk to the board without our guests.
   - Iris: We can do a closed session.

XVII. ADJOURN: Meeting adjourned at 9:09 pm.