

SEIU LOCAL 221 EXECUTIVE BOARD

REGULAR MEETING - MINUTES

February 13, 2018

<u>Present</u>	<u>Excused</u>	<u>Absent</u>
<u>Officers:</u> David Garcias, President Iris Trammel, Treasurer Nico Portillo, Secretary <u>Board Members:</u> Jesus Gonzalez, Politics Vanessa Garcia, RN's Drucilla Willis, County – Community Services Frank Rivera, Cities Nancy Woodford, County – Public Safety Jim Partridge, Courts & Special Districts Tracey Carter, County – Support Services <u>Staff:</u> Christa Fink Dave Lagstein Mark Leo Corrie McCoy Greg Thedell (<i>for appeal presentation</i>) <u>Guests:</u> Natalie Merritt Crystal Irving	Andrea 'Kaliki' Maestas, Head Start Kelly Key, County – HHSA Melody Godinez, County – General Services Michael Dobbins, Vice President Alma Aguirre, Social & Economic Justice <i>*Arrival at Item IV</i> Linda Correa, Member Organizing <i>*Arrival at appeal presentation</i>	

- I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:34 pm by David Garcias.
- II. ROLL CALL: See above.
- III. REVIEW & APPROVE AGENDA: Add to Political Director Report Item B) Motion to contribute support to Ed Hernandez, Lt. Governor Seat. (m/s/c)
- IV. REVIEW & APPROVE MINUTES – DECEMBER 13TH: (m/s/c) unanimous
- V. GOOD & WELFARE: Noted & Filed (n/a/t)
 - Our Vice-President Michael Dobbins husband passed away. It was very sudden. David, his husband, was diagnosed with cancer. We'll let you know when the service is scheduled.
 - Jim: David was very supportive of Michael and was a great guy.
 - Natalie: Will we send flowers?

- David: Yes.
- Jim: I'm retiring next month. The union is a large part of my life and it will be hard to leave.
- Tracey: You can still join us as a retiree.
- David: In one of my meetings with Labor Relations Brad Rankin was diagnosed with treatable cancer.
- Tracey: He's already started chemotherapy. He's very upbeat.
- Natalie: One of my coworkers reached out to the union she recently had breast cancer. United Way helped pay for some of her mortgage and the local contributed money to support her. She has contributed to United Way over the years and it came back around.
- Tracey: I've been under the weather and thank you everyone for your thoughts and prayers.

VI. MEMBER COMMENTS: Noted & Filed (n/a/t)

- None.

VII. PRESENTATION

- a. ACLU P4P SMART JUSTICE: Tabled until the next meeting.

VIII. CONSENT AGENDA: (m/s/c) unanimous

a. COMMUNITY SUPPORT

1. CENTER ON POLICY INITIATIVES 20TH ANNIVERSARY GALA OCTOBER 6TH
2. UAAMAC MLK BREAKFAST JANUARY 15TH
3. ALLIANCE SAN DIEGO ALL PEOPLE'S CELEBRATION JANUARY 15TH
4. SDEA FIGHTING THE TRUMP DEVOS AGENDA
5. NORTH COUNTY SAN DIEGO WOMEN IN SOLIDARITY WOMEN'S MARCH JANUARY 20TH
6. ACCE ACTION 2017 FUNDRAISER
7. PLANNED PARENTHOOD OF THE PACIFIC SOUTHWEST ANNIVERSARY DINNER APRIL 10TH
8. ENVIRONMENTAL HEALTH COALITION AWARDS CELEBRATION APRIL 10TH
9. PRIDE PARADE JULY 14TH

b. CONTRIBUTIONS & GRANTS

1. MEMBER ASSISTANCE
2. PROMISES2KIDS
3. UNITED WAY ANNUAL FOOD & TOY DISTRIBUTION

IX. COMMUNICATIONS: Noted & Filed (n/a/t)

- a. UNIONS UNITED TOY DISTRIBUTION THANK YOU
- b. MEMBER ASSISTANCE THANK YOU
- c. PROMISES2KIDS THANK YOU

- David: The Promises2Kids was done on behalf of AAAC and the County Chapter, great job. It was really nice to be out there for the Unions United Distribution and give back to union families in need.

- X. STAFF DIRECTOR REPORT: Noted & Filed (n/a/t)
- David: Micki was unable to attend tonight, Mark will be presenting.
 - Mark: Together We Rise blitz has been going on for two weeks, we are signing up new members in preparation for Janus and getting signatures for the Full Voter Participation initiative. We've had 18 new members and 63 commitment cards. We have lost timers joining the blitz next week, Crystal Irving and Regina Dacanay.
 - David: Lost time is when you are released from work to come work for the union.
 - Mark: El Centro, the new courts unit now has almost 50% membership and they'll be negotiating their first contract. Jim recently went with them to Sacramento to a Courts meeting at State Council. National City contract negotiations will be starting soon. Contract negotiations are getting scheduled for Chula Vista MM/PR. We have a new chapter president for our MAAC chapter. Two people from MAAC are in the academy currently. NHA bargaining will begin soon. Contract negotiations are under way for our staff union. We are looking to get an electronic card set-up with the help of the International. The International will call and text folks to ask them to join. We are having an action on February 24th in front of the Democratic Convention to ask them to stand up for working families.
 - David: The International will be using purple text to reach out to non-members.

*Break for closed session presentation. Drucilla excused for this portion due to being a MAC member.

- XI. POLITICAL DIRECTOR REPORT
- Dave: Has everyone signed the petition about not eliminating the evening BOS budget hearing? The chair of the board spoke out saying that we are spinning the situation. Our plan is to go to public comment tomorrow and submit a valentine. Is anyone available to attend tomorrow morning at 9am? Review handout with upcoming town halls. Democratic Convention is in San Diego; Mark spoke about the action we'd like everyone to attend. We have a few VIP tickets to a reception, breakfast and dinner. Who is planning to attend the Janus action on the 24th at 3:30pm? We're just getting started with signatures for our Full Voter Participation initiative, please take a form and collect signatures. CD49 has become a challenging district and we'll be doing a public opinion poll because the top two vote getters will advance regardless of party. There will be a viability forum on March 2nd.
 - Crystal: I precinct walked in the 49th district last Saturday. We knocked on doors and spoke to some interesting people. Some could be flipped and were open to listening. It was a great experience and I'd do it again.
 - Drucilla: I'm precinct walking for Nathan this Saturday.
 - a. REVIEW MPO RECOMMENDATION TO ENDORSE MATT BROWER FOR SUPERIOR COURT JUDGE: (m/s/c)
 - Dave: Matt is our best candidate and the MPO recommends a vote. He is running against a birther who is far out there.

b. REVIEW RECOMMENDATION TO CONTRIBUTE TO ED HERNANDEZ FOR
LIEUTENANT GOVERNOR: (m/s/c)

- Tracey: Who is Ed Hernandez?
- Dave: He is our State Council endorsed candidate for Lt. Governor. This will tweak our PAC funds which we'll discuss at the next MPO meeting.

XII. PRESIDENT'S REPORT: Noted & Filed (n/a/t)

- David: We had the International E-board Meeting in Miami last month about how we can make our local stronger. That includes purple text and getting our finances prepared. We've made many improvements and our electric bill is down because of the LED lights that were installed. We're working on facilities problems with our bathrooms and the drainage to the sewer. Our local has been working with many community groups; a Veterans group and API group have been using our meeting space. We don't charge to use our facilities. I'm very optimistic moving into this year looking at Janus as an opportunity to become a stronger local. We don't have as many fee payers as some locals. We may lose members at some point so our leadership academy is building up members to keep our local strong. A few members went to LA last weekend for spokesperson training.
- Drucilla: It was a good training; there are three things to hit when you're speaking: what is the problem, why does it matter, and what is the solution. They taught us how to pivot to bring people back to our issue.
- Iris: It was a very good training; George and I were practicing what we learned with our family. When asked how much do you pay in union dues we can respond that dues are like insurance and we don't even think about it.
- David: It's important to say what your role is and how you are serving the community. We need to talk about ourselves differently when we are in public. They did a lot of role playing. I appreciate all the work that you do as a board in order to keep our local moving.

XIII. FINANCE REPORT

- Iris: We budgeted for a certain amount for negotiations but we anticipated using the county facilities so that impacted our budget as we had to rent meeting space.
- Tracey: How much did we have to pay for the room rentals for negotiations?
- Iris: We didn't break the expenses down to show that but we can get that information.
- David: This doesn't reflect that we have money in reserves and are over budget. When we are going into negotiations we know we'll be spending more but our revenue is fixed.
- Jim: Are we going to learn from our experience and not worry about that expense next time?
- David: We have learned from this and every month we have been putting money into reserves.
- Tracey: The next county negotiations we should have them pay.
- Natalie: At our labor management meeting we asked management to provide the contract to all managers and have them read it.
- David: We've gotten the signatures to the county and the updated signed county contracts should be coming out soon.

- a. REVIEW & APPROVE JANUS BUDGET: (m/s/c) unanimous
- David: This shows new revenue without the agency fees. We missed the retiree dues and will add that.
- Natalie: Has the union found out from the county when the money stops?
- David: The day the decision is announced we stop collecting dues. If the employer sends them we will put it in an escrow account so we can refund the agency dues. Plus, we may have members who find they can drop easier.
- Tracey: I thought we have a new membership card.
- David: We do but we still have members on the old cards. I'll try to get a report on the membership card audit.
- Tracey: Members think they'll drop membership and still get a raise at work. I won't be here for the next contract but I'll still be fighting and encouraging members.
- David: The International will be paying us back for our lost time members.
- Jim: The pressure that really matters is from your peers. We shame the couple agency fee payers that we have at my worksite.
- David: We also need to work on getting retiree and associate members. Thank you Corrie for your work on the budget.

XIV. NEW BUSINESS

- a. REVIEW AMENDED REPRESENTATION COORDINATOR JOB DESCRIPTION: (m/s/c) unanimous
- Iris: The new position is for the receptionist where they will do more to help the Advocacy Center.
- David: It is like a low level Advocacy position where they will answer the phone and they can assist with low level calls. We changed the pay scale as they are more like an organizer and can go to bargaining meetings.
- Drucilla: I thought we were saving money on the receptionist position.
- David: Right now we have a temp employee but we need someone to work at the front desk.
- Jim: Is the employee going to be able to fill all these criteria?
- David: We believe so.
- Tracey: Who will be doing the hiring?
- David: Iris will be working with Micki.

- b. MOTION TO REVIEW E-BOARD POLICY 'MONETARY DONATIONS TO E-BOARD MEMBERS': (m/s/c) unanimous
- David: At our last meeting we discussed the resolutions from the General Membership Meeting. This motion is to turn that proposal into an e-board policy.

- c. MOTION TO ADD SEIU ETHICS CODE AS APPENDIX TO SEIU 221 BYLAWS: (m/s/c) unanimous
- David: I was at the International Executive Board meeting and they recommended that all locals add the ethics code to their current bylaws. This doesn't need a vote of the membership because it is only an appendix to the bylaws so we'll be in compliance with the International.

- Drucilla: Does this cover staff too?
- David: Yes, it covers everyone.
- Jim: Do we have an ethics person?
- David: Yes, Michael Dobbins. We still need to have staff take the current ethics test.
- Natalie: Can we update the membership when we update the bylaws with this?
- David: Yes, we'll post on our website.

XV. UPCOMING EVENTS

- a. JANUS DAY OF ACTION

XVI. CLOSED SESSION

- a. MEMBER APPEAL *TIME SENSITIVE PRESENTATION AT 7PM
- b. PERSONNEL
- c. LEGAL UPDATE

XVII. ADJOURN: Meeting adjourned at 9:25 pm.