

SEIU LOCAL 221 EXECUTIVE BOARD

REGULAR MEETING - MINUTES

April 10, 2018

<u>Present</u>	<u>Excused</u>	<u>Absent</u>
<p><u>Officers:</u> David Garcias, President Iris Trammel, Treasurer Michael Dobbins, Vice President</p> <p><u>Board Members:</u> Janet Schoenfeld, Head Start Jesus Gonzalez, Politics Frank Rivera, Cities Vanessa Garcia, RN's Drucilla Willis, County – Community Services Nancy Woodford, County – Public Safety Alma Aguirre, Social & Economic Justice Kelly Key, County – HHSA Melody Godinez, County – General Services <i>*Arrival at Item IV</i> Linda Correa, Member Organizing <i>*Arrival at Item VI</i></p> <p><u>Staff:</u> Christa Fink Mark Leo Corrie McCoy Dave Lagstein <i>*Arrival at Item VII B</i></p> <p><u>Guests:</u> Laura Morris Maria Whitehorse Crystal Irving Jim Partridge Bob Goodchild Keith Maddox Tom Lemmon Carol Kim</p>	<p>Nico Portillo, Secretary</p> <p>Tracey Carter, County – Support Services</p>	

- I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:35 pm by David Garcias.
- II. ROLL CALL: See above.
- III. REVIEW & APPROVE AGENDA: (m/s/c) unanimous
- IV. REVIEW & APPROVE MINUTES – MARCH 13TH: Move Michael’s name to Officers (m/s/c)

- V. GOOD & WELFARE/MEMBER COMMENTS: Noted & Filed (n/a/t)
- David: Tracey Carter is in the hospital, please send your prayers. The County did catastrophic leave if you can donate time. We wish her well. She's taking calls.
 - Drucilla: Steward Kaylin Jordan was diagnosed with breast cancer
 - Michael: My spouse passed away and I'll be having a memorial/celebration of life on April 28th.
 - Melody: I heard from Kaliki who was upset that we haven't reached out. I told her we would send flowers and a card. I let her know we discussed it at the last board meeting.
 - Laura: I was wondering about the member assistance and I would like to answer questions if anyone has them. Would like to support our brothers and sisters negotiating with SEIU 221.
- VI. CONSENT AGENDA: (m/s/c) unanimous
- a. COMMUNITY SUPPORT
 1. CESAR CHAVEZ SERVICE CLUB – LAS MANANITAS BREAKFAST, MARCH 23rd
 2. ACLU OF SAN DIEGO – SAN DIEGO IMMIGRATION RAPID RESPONSE
 3. SAN DIEGO EDUCATION ASSOCIATION – FIGHTING BACK AGAINST TRUMP/DEVOIS AGENDA
 - b. CONTRIBUTIONS & GRANTS
 1. MEMBER ASSISTANCE
- VII. NEW BUSINESS
- a. *TIME SPECIFIC 7PM – MOTION TO RE-JOIN SAN DIEGO & IMPERIAL COUNTIES
LABOR COUNCIL: (m/s/c) unanimous
- Keith: It's a pleasure to be here. I've been in San Diego since March and have tried to resolve some of the issues going on in the Labor Council. We went into trusteeship and are working on bringing it out of trustee. We needed to clean up some bylaws and make sure everything was in place with leadership. I'm not here to look backward but need to make sure mistakes don't get made again. We didn't have the right leader to resolve these types of dispute. When you're dealing with an organization that is very diverse with many chapters it can be challenging. It was not easy and we thought we could resolve things but it didn't get there. We've done nothing but move forward. We've had other unions come back into the Labor Council. We have a closer relationship with CSEA. Some of the issues were the North County unions felt left out and we've heard that and are working to build relationships. Same with Imperial County and we created a formal council out there where they hold their own meetings. The biggest thing is how people are working together; we went through three rounds of COPE endorsements. There was tough debate and everyone walked away on the same side this time. We agreed to disagree. The big issues were all political and we can get beyond them. We've had more success with the City Council and have won some projects and appointments. Financially we are doing really well and are getting ready for the political program. We're working to revamp our website and social media. The biggest thing is unity; an injury to one is an injury to all. We'd love to have you back at the Labor Council.

- Tom: I'd like to echo what Keith mentioned and would like to give a shout out to my sister, Melody. David and I share a comradeship as veterans, when marines do sit-ups you say 'together we stand' as you rise and 'divided we fall' as you go back down. I'm excited to have one cohesive labor union. Keith came on to straighten things out and he gives people a chance to talk. We're not going to look back we're only going to embrace. While you were gone many things happened and unions stepped up. We're excited for our combined energy fighting together and doing better for our members. I hope there's a commitment to be fully engaged. There is no animosity here.
- Carol: I met with Lagstein a few weeks ago to talk about the work that you do. I've missed having SEIU 221 at the table as we work together. You have always sought to push forward initiatives that lift us all up together. One of the things you started that will do that is the Full Voter Participation Initiative. We got a commitment to contribute \$50k to signature gathering and that's where we're going to start. We'll get us there because passing that initiative will help all of us. Thank you for showing leadership in getting that started. We're excited to come on board. The Yes Initiative is going to be on the ballot to increase the transit occupancy tax. First, it will go into expand the convention center, which employees 1,000 people who are almost all union. This convention is a plus for our general fund. The second thing is it will put \$2 billion toward homelessness, and \$7 million will be bondable to build housing. The rest of the money is for services and outreach. Labor was at this table where we were negotiating fiercely with the Chamber of Commerce and we were able to make sure \$2 million would be collected regardless of expanding the convention center for homelessness. The third thing is it will go to streets and infrastructure. It was endorsed by the Labor Council and other organizations.
- Keith: It's an economic engine and this creates 7,000 jobs and puts \$40 billion into the economy. We're in the signature phase but we have business money helping.
- David: Thank you all for sharing! I'm proud to make this recommendation and was able to sit in at the Labor Council board meeting and they've shown us open arms.

b. FAREWELL CELEBRATION FOR JIM PARTRIDGE RETIREMENT

- David: My first experience as a board member back in 2004 we were talking about what was going to happen as board members. I was sitting next to Jim and we were both new board members. Jim has been a strong advocate on the e-board and has been clear minded and making sure the members were represented properly. He would attend with the office of the courts and fought for all court employees. They knew him at State Council and would ask him to come. I'll miss having Jim on the board because he's been a good friend and great leader. Thank you for all the years you've put in.
- Michael: Having served with Jim for many years I've appreciated his honesty, humor and 'stupid' questions that were the right questions to ask. I'll miss seeing him at these meetings. You've been a good friend.
- David: Jim was also on the MPO committee and helped grow the committee.
- Iris: Ever since I got involved with first the MPO committee, Jim was always supportive and made us laugh when tensions got high. I'll miss you and thanks for your service.
- Mark: When I first started working here with the API Dems, Jim pulled me aside to thank me for representing at the committee.

- Bob: Last year I was sitting at the board meeting and they were going into closed session and Jim let me know that he put in his 30 years and was beaming. He also said one penny to many.
- Drucilla: When we went to Detroit I was having a hard time and Jim made sure I was okay and was such a gentleman. You have integrity and tell the truth and I appreciate that.
- Jim: First of all this is where it all happens as much as I had a great time working as a court reporter this was where we got to do things that mattered. You should applaud yourselves for being here. It's not about us at all; there are so many good memories. My philosophy is you need to ask the stupid questions because there are always other ideas. I'll be a retired member and will be political. Thanks everyone.

*Break for cake and photos.

c. JANUS PREPARATIONS/PRESENTATION: *View video* (n/a/t) Noted & Filed

- David: I get a text message every Monday with an update on Janus. There is a blog for the Supreme Court and this older man goes out to see what the boxes that are set out are for. As always we must prepare and we have been inoculating our membership. This video was prepared by ASFCME. As e-board members of the local this is the most important time that we need to lead and build membership. We should all be collecting signatures and we need to build power. Membership equals resources. We need you to be the face of the union getting members to join and talking to your stewards about a membership goal. We know who those non-members are and we need to do the membership ask. The leadership academy is where you learn the skills to do the membership ask because a coworker talking to a coworker is the best way to get members. We brought three members out to work on lost time and they got many membership cards. We need to do things above and beyond. I'd like to schedule a board meeting where we come in and do phone banking for two hours. We also need to precinct walk as board members. We need to flip the board of supervisors and lead from the front. I know we have lots of commitments but this is for the local and our coworkers.

d. CONSIDER E-BOARD POLICY ON JANUS DROP PROCEDURES: (m/s/c) unanimous

- David: Our attorney drafted this language based on what other locals do. We've had issues with folks who date their letter and claim to have sent it in.
- Frank: With the County isn't the drop period in June?
- David: Our attorney says that could be problematic because the law is very fluid and right now there is a case in Michigan where they are doing away with maintenance of membership.

e. REVIEW RECOMMENDATION TO ENDORSE THE YES! FOR A BETTER SAN DIEGO INITIATIVE: (m/s/c) unanimous

- David: The building trades and a coalition of housing advocates created this initiative.

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

- Mark: We've already gone over the Janus stuff. We had a Together We Rise blitz to engage members, sign new members up and to get signatures for the Full Voter

- Participation Initiative. We ended at 60% of our membership goal and we need to grow. When the Freedom Foundation came into other locals they had a decrease of membership. We're moving into a second phase of the work and we need to have the tough discussions. We're focused on the Connect Well issue and are moving a petition at worksites with a goal of 500 signatures. Imperial Courts has 60% membership, they had their first One Voice endorsement and are fired up. National City bargaining team is in place and they had their first meeting. Chula Vista is in bargaining and it's going well.
- Frank: There is a lot of communication going back and forth. We appreciate Greg and Maggie helping out. We're getting response from the City.
 - Mark: MAAC is getting ready for negotiations and there are new people engaged. NHA bargaining continues and we're trying to get movement, they have many non-members. Leadership Academy next session is getting planned. We've had three steward council meetings.
 - Laura: I was at the last steward council meeting and it allowed us to look at things outside the box and at the bigger picture.
 - Mark: There is a lot going on and we're heading into GOTV and need volunteers.
 - Drucilla: I have people who refuse and say they can't afford to join the union. What do we say to that?
 - David: There are people who are very anti-union. It can take a long time but we continue to talk to them, Mark can give you talking points. We talk about building power. There are some people who have never had a conversation with a union leader.
 - Mark: You keep asking them, need persistence and there are numerous things you can connect with them on such as Connect Well.
 - David: I heard an organizer training that part of being a good leader is being a good listener. Listen for what bothers them and use that to agitate them.

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

- David: This has been a busy month, our LM2's are filed. Thanks to Iris who helped and our bookkeepers. The downstairs restroom remodel is complete after a backup led to water damage. Our insurance company paid for most of the renovation. We filled our Worksite Organizer vacancy, Robert Sanders, who will start on April 23rd. I'm excited for this experienced organizer to come on board. Our membership is moving up. We've grown by getting the Imperial Courts and Operation Samahan is now contributing dues. We still have lots of challenges with Janus. The work is hard and won't get easier. We'll have to work harder. Good new, Micki had her baby boy! Mark is covering her position and has input from Gilda from SEIU 721.
- Mark: We started collecting dues in Operation Samahan but they filed ULP's to try to take the units away. We went to a hearing and management was told they have no case so our members saw the power of the union.
- David: The Operation Samahan members were told they wouldn't be paid for lost time to attend the hearing but ultimately they were paid to attend. We've been working with the San Diego Immigration Response Network and had a training the other day. Many immigrants are in fear of going into a government building. If you see a checkpoint you can call and they'll check it out and will send a representative so if someone gets picked up they'll know their rights. I encourage everyone to join and will send the information.

- Laura: I was at the training it was really great. The training was to get exposure to the program and it was a good networking opportunity as a CWS worker.
- David: This ramp up is tearing families apart. California is being targeted by the Trump administration as a sanctuary state.
- Jesus: Escondido City Council voted to be part of the lawsuit siding with California.
- David: Kristin Gaspar is also getting involved on the Trump agenda. Next Tuesday there will be a meeting.
- Dave: The press conference starts at 8am if you can attend.

X. TREASURER'S REPORT: *Review handout* (n/a/t) Noted & Filed

- Iris: This is the Janus budget, our wonderful CFO, Corrie, said we should be looking at our budget as a Janus budget. We get reimbursed for Flip the 49th expenses. The insurance money is not reflected on this report. We had a final bill for our county negotiations that is reflected here. We are really going to be looking at our expenses. We may have to taper back because the money won't be there.
- David: We have money in our emergency Janus reserves and emergency savings fund. Our Janus reserve is capped but our savings will continue to accrue.

XI. POLITICAL DIRECTOR REPORT: (n/a/t) Noted & Filed

- Dave: We are continuing with the fight for animal services. We are rebuilding a relationship with the Labor Council who helped us get a meeting with the Mayor's chief of staff. We may have actions at the City Council. For people working in the unincorporated areas we are still in managed competition. The rally against Trump and Gaspar is coming up and we have a petition for people to sign. Full Voter Participation we voted to put in more money but we have been shaking people down to get donations. We are close to putting the signatures on the ballot, the deadline is May 11th. Our budget is based on volunteer signatures and we want to call people in. This is a big deal for us, talk to your neighbors and your family. We are doing a precinct walk for Nathan Fletcher on Saturday, May 5th at 10am. We will have an e-board phone bank night. On the 21st there is an event in National City and this Saturday is the March for Science.
 - REVIEW MPO RECOMMENDATION TO ENDORSE BOS D5 AND IMPERIAL COUNTY SEATS: (m/s/c)
 - REVIEW RECOMMENDATION TO CONTRIBUTE TO TERESA TAYLOR FOR CALPERS: (m/s/c) unanimous
- Dave: This is important to protect pensions and SEIU 1000.

XII. UPCOMING EVENTS

- HARVEY MILK DIVERSITY BREAKFAST – MAY 18th AT HILTON BAYFRONT 7:30AM
- Drucilla: Save a few seats for my coworkers. (David, Michael, are attending)
 - Iris: Juneteenth is coming up on June 9th I'm working with our communicator you should have seen a save the date. We'll have some returning speakers. Please come and support.
 - David: We have two members who put in for assistance, they had some home damage. They were having difficulty paying the deductible. We don't typically cover insurance but I said we'd bring it to the board.

- Laura: They had to be displaced due to this and they are both very active but it had a significant impact to their family life. They have a daughter in college and one with a baby who is living with them.
- David: We'll do an email vote and will send the information to the board.

XIII. CLOSED SESSION:

- a. Staff Negotiations
- b. Personnel Matters

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