

**SEIU LOCAL 221 EXECUTIVE BOARD**

**REGULAR MEETING - MINUTES**

**AUGUST 14, 2018**

<u><b>Present</b></u>	<u><b>Excused</b></u>	<u><b>Absent</b></u>
<p><u><b>Officers:</b></u>            David Garcias, President            Iris Trammel, Treasurer            Michael Dobbins, Vice President</p> <p><u><b>Board Members:</b></u>            Jesus Gonzalez, County - HHS            Drucilla Willis, County – Community Services            Alma Aguirre, Social &amp; Economic Justice            Linda Correa, Member Organizing            Nancy Woodford, County – Public Safety            Crystal Irving - Politics            Denise Learned, County – General Services            Frank Rivera, Cities            Vanessa Garcia, RN's            Tracey Carter, County – Support Services  <i>*Arrival at Item X.B</i></p> <p><u><b>Staff:</b></u>            Micki Bursalyan            Christa Fink            Dave Lagstein            Corrie McCoy            Marty Becerra            Joanna Stewart            Jennifer Spirit            Mark Leo</p> <p><u><b>Guests:</b></u>            Max Arias            Maria Whitehorse            Bob Goodchild            Luz Villafana            Kelly Monge            Breck Schoch            Denise Green            Carlos Meneses            Kerianne Steele</p>	<p>Nico Portillo, Secretary</p>	

- I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:34 pm by David Garcias.
- II. PLEDGE OF ALLEGIANCE

- III. 2018-2021 EXECUTIVE BOARD SWEARING IN, BY MAX ARIAS (EXECUTIVE DIRECTOR OF SEIU LOCAL 99)
  - David: I'd like to welcome Max Arias, Executive Director of SEIU Local 99.
  - Max: Congratulations first! It's exciting work. We represent education workers and just won a contract last year and threatened strike like you. David and I started around the same time. Thanks for having me.
  - *Swearing in*
  
- IV. ROLL CALL: *See above.*
  
- V. REVIEW & APPROVE AGENDA: (m/s/c) unanimous
  
- VI. REVIEW & APPROVE MINUTES:
  - MAY 22<sup>ND</sup>: (m/s/c) unanimous
  
- VII. PRESENTATION
  - A. ELECTION COMMITTEE REPORT: (m/s/c)
    - David: This is our attorney, Kerianne Steele and Election Committee members, Dennis Green and Carlos Meneses.
    - Dennis: After the election we had one set of protests presented at the end of the election. It was broken down into ten or eleven different protests. We assigned different protests to members of the committee and conducted interviews with those mentioned in the protest. Counsel helped us in preparing the report. We went through each of the subsections and made recommendations and our determination was that most of the allegations had no merit, some had some merit. Even if all of them had merit it would not have affected the outcome of the election. Since you as the Executive Board cast us with the investigation we are dismissing all of the protests and are asking you to defer to our findings in our report.
    - David: We appreciate all your work on the election committee and for going above and beyond.
    - Kerianne: We will send a letter to the individual who filed and explain the appeal right to the International. At this point the local's involvement is done.
  
- VIII. CONSENT AGENDA:
  - A. COMMUNITY SUPPORT: (m/s/c) unanimous
    1. ESPACIO MIGRANTE
    2. ACCE SAN DIEGO FOR NATIONAL CITY FAMILIES FOR FAIR HOUSING MEASURE
    3. YES ON A FOR A SAFER CHULA VISTA
    4. EMPLOYEE RIGHTS CENTER MAY DAY CELEBRATION, MAY 1<sup>ST</sup>
    5. DEMS FOR EQUALITY PRIDE MONTH, JULY
    6. MID-CITY CAN FUNDRAISER, AUGUST 23<sup>RD</sup>
  - B. CONTRIBUTIONS & GRANTS: (m/s/c)
    1. MEMBER ASSISTANCE
  
- IX. COMMUNICATIONS: (n/a/t) Noted & Filed

- a. CESAR CHAVEZ SERVICE CLUBS THANK YOU
- b. PLANNED PARENTHOOD THANK YOU
- c. MARY KAY HENRY THANK YOU FOR SYMPATHY CARD
- d. ENVIRONMENTAL HEALTH COALITION THANK YOU
- e. THE CENTER HARVEY MILK THANK YOU
- f. LETTER OF SUPPORT TO ICE FOR MEMBER

X. NEW BUSINESS

A. ESTABLISH NEW EXECUTIVE BOARD COMMITTEES

- David: With the new e-board we need to establish new committees. The first one is the e-board appeals (Nico/Nancy/Crystal/Frank). Whenever our MAC committee meets and denies a representation case it goes before our e-board appeals committee and they decide whether to uphold or overturn the MAC decision. It's usually someone who wants to go onto civil service. We did take a case for two workers who did some eligibility in the field. MAC denied it but the e-board overturned and we lost big time. The committee needs to review the merits of each case. Drucilla is on the MAC committee and Jennifer will bring the cases to you. Next is our Finance Committee (Frank/Iris/Michael). We next have a bylaws committee (Drucilla/Nico/Alma) and we need to review the bylaws for the Imperial Courts. Also, Michael is our Ethics Liaison. Thank you everyone.

B. CONFIDENTIALITY POLICY FOR EXECUTIVE BOARD: (m/s/c) unanimous

- David: As some of you are veteran e-board members and some are new we are proposing a policy on confidentiality that is in your packet. I'll have Kerianne speak on this issue. This has been an important issue for several members. Thank you Kerianne for putting in the work.
- Kerianne: There is a lot of language here and formality. All of you owe a duty to act in the best interest of the local. There is a duty for confidentiality especially in closed session, attorney client privilege or ongoing litigation. You are the leaders of this organization and you need to be able to ask questions. You all appreciate the importance of confidentiality and this formalizes it and reminds us of our obligation. This has a statement of penalties for violating. The hope is that none of this would come to pass. It is so harmful when there is a disclosure of confidentiality. This is a new era and we have some external opponents who are emboldened by the recent Supreme Court ruling.
- David: Please sign the document and turn them in. Thank you.

C. REVIEW EMERGENCY ASSISTANCE PROGRAM:

- David: I've spoken to several board members we currently have an emergency assistance program for members. We've never had a written policy and recently it's been used quite a bit but we have gone over the budget for this program. I'd like to suspend the program for now and have a group of you put together a program policy. We've had members who were homeless and we were able to get a hotel for them while they were looking for a place. Also, a member whose car was repossessed and we were able to get their car back to them. We've had members who had a death in the family and we were able to assist. I'd like to have a committee hear these cases because I have

a bleeding heart and would like a different set of eyes looking at this. One member had cancer and had huge copays and there are members in need but we need to revamp the policy and have a committee review.

- Motion to suspend the program while we create a committee. (m/s/c) unanimous
- Drucilla: I think it's a good idea to suspend.
- Crystal: I'd hate to suspend the program in case someone has an emergency and we're not able to help the member if it's that dire.
- Jesus: Can we create a committee now?
- David: We've gone over where we planned to be and that's the hard part of this policy because we spend money but we have to say no at some point. If we send it to the e-board committee they would be the final decision no overturning.
- Jesus: We need to state that there is a certain amount of money.
- Michael: Or a per-case limit?
- David: If we set a limit for the year and once that money is done that's it. Who would like to help draft the policy? (Jesus/Drucilla/Crystal/Alma and Micki will be the staff support)

D. SCHEDULE GMM AND HOLIDAY PARTY: (m/s/c) unanimous

- David: It's that time of year; our staff have looked at the calendar. We were looking at September 29<sup>th</sup> for the GMM but the Latino Caucus is having an event. Let's do September 22<sup>nd</sup> from 10am to 1pm. The next item is the Holiday Party, Ranch Catering could not do December 15<sup>th</sup> so we're looking at December 8<sup>th</sup>. Do you still want to have a holiday party?
- Jesus: Lots of our members like to have the party but we've had complaints that it's a lot of money.
- Crystal: If we do a cocktail event instead of a sit-down dinner. But I didn't see the budget from last year.
- Jesus: We increased the ticket price but we still have a large amount that we spend.
- Tracey: Did the attendance decrease?
- Jesus: I noticed a drop in attendance.
- David: We did budget for this event.
- Tracey: I'd suggest we do the event and take a vote at the party or pass out a survey at the event to see if we should increase prices.
- David: We'll look at how we can cost save. Who would like to help plan the event and go to a tasting (Tracey/Vanessa/Crystal, Drucilla=alternate)?

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

- Micki: My baby is five months today so I'm going to go fast through my report. Congrats on your new seats. While I was gone I started the Together We Rise blitz which Mark took over for me. We had two members on lost time. We were able to add many new members. The staff and members worked very hard. Despite Janus and drop month the local has maintained our membership rate. We did have some fluctuation but no matter what the staff and members worked very hard to protect the local. The growth is slow but steady. I'd like to applaud the staff who worked very hard. We are doing a training on Thursday with the staff which will be a COPE blitz. The staff will be talking to you about how you can participate. Today we used the opportunity of Kerianne being at the

office to hold a training with staff to how we can push back against attacks. The Imperial Courts completed their first contract and the unit is strong in membership. The reopener is already here so we will be doing that in September. National City is engaged in collective bargaining and there hasn't been movement so we may do some infield escalation. Chula Vista is in a similar spot where they are being asked to make takeaways to keep their benefits.

- Frank: I was at the council meeting today and you can view public comments. They are wasting money by not giving a small benefit to members. Thank you to the team.
- Micki: The advocacy center has prepared a report for you to review. We did have one victory with the county dispatchers where we won the ULP and the county didn't appeal. Good job Jennifer and Kerianne. I'll turn it over to Mark with a couple announcements.
- Mark: We have a steward training coming up and have seen a lot of interest. Please send folks our way. Trump is trying to make changes to the definition of public charge. The definition stems from 1982 where they were excluding people of Asian descent. If you fell into someone who is under public charge (assistance/Obamacare) you would be excluded from citizenship. You might have to start answering tough questions and folks may not want to come in for assistance so it may change the way you do your work.
- Linda: We're already seeing clients come in asking about this and wanting to have their cases closed. We're looking for where to refer them.
- Mark: It hasn't started yet but Joanna will work with members to work on this. This will hurt people of color and poor people. It's a big issue and Joanna will follow up.

## XII. POLITICAL DIRECTOR REPORT:

- Dave: A couple things I want to make you aware of is the meeting on foster care with board of supervisor candidates. I'd like to apologize to Iris for the double booking with the AAAC. The vision is to have access to elected officials who will step up. The COPE drive is something we talked about at the MPO meetings. We haven't focused on COPE with Janus and as we get closer to the election we'd like to work on this. We'll be reaching out to you for phone banks and precinct walks. We want to look at the percentage of people who voted by worksite to get worksites fired up. There's an article on Kristen Gaspar who tried to block the Full Voter Participation initiative. The judge said it should be on the ballot in November. We have work to do and there is still a chance of appeal.

### A. SAN DIEGO CITY COUNCIL DISTRICT 2 ENDORSEMENT: (m/s/c)

- Dave: We had our one voice meeting and endorsed Dr. Jen Campbell.

### B. FULL VOTER PARTICIPATION CONTRIBUTION: (m/s/c) unanimous

- Dave: We need to win the Full Voter Participation initiative. We need to fight the lawsuits and keep this initiative going. We would like to recommend that our general fund cover a contribution. Our lawyer thinks it's better to spend money from our general fund. We don't have the ability to make a donation to our candidates without this money.
- Crystal: It is a lot of money but we've put so much towards this already and if we don't put more money and make it over the finish line it won't be worth it.

- David: This is the biggest initiative that we've done since term limits for the board of supervisors. There are two initiatives that were moving forward for labor and the convention center expansion failed so we are the only labor initiative at the moment. This is big for labor and we are asking our supporters to help support this but we need to put money in to show our support.
- Tracey: I'm all for this but it is money from our general fund going to elections. I'd like to see something in writing showing we are allowed to do this to tell our members.
- Dave: We received an email from our attorney that we are allowed to make ballot contributions from our general fund. We can ask for an official memo.
- David: This is an issue campaign that directly impacts our members and builds power.
- Denise: At my site when I did my blitz the workers were questioning politics in the union.
- Jesus: Why can't we use COPE funds?
- David: We don't have enough COPE funds at this time. Our political attorney has given us the ok to use general funds for issue campaigns.
- Denise: Is there something we can get that has a breakdown to explain this?
- Dave: There has been a history of being conservative about the general fund. This is not a legal loophole. We should look at what's the best way to move the priorities of the local. This is a common way to do that.
- Michael: This initiative is important and what irritates me is we have had similar discussions before. With the local we have reserve and perhaps in the future we could keep a reserve of COPE money to use for things that pop up.
- David: I disagree about a reserve because political money is supposed to be spent. We need to use the political money to build power. We have many campaigns going on and we never said we wouldn't use general funds.
- Drucilla: I call the question.

#### XIII. FINANCE REPORT: (n/a/t) Noted & Filed

- Iris: This budget ends in June 2018. We had to refund some Janus dues. Our expenses were slightly higher than what we took in.
- Linda: What are the other expenses?
- Corrie: That could be any revenue for us billing someone to be reimbursed. We have some reimbursements from the International that goes in other expenses. I'll break it down for the next meeting.
- Iris: We now show what our bank balances are currently. There should only be two political accounts though.
- David: On June 27<sup>th</sup> we stopped receiving agency fees so we are starting to see the impact. Our per caps will go down this month as we aren't paying for fee payers. The International will also see a decrease. We pay money to the International for COPE and once we reach our goal they give money back to us so now we can reach our goal faster.

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

- David: First we need to do another swearing in for Tracey. One of our members in GUHSD who has been in this country for 17 years and has been a member for ten years was contacted by ICE and is faced with deportation. Because of the Trump agenda his policies are affecting those who are not like him. We reached out and let him know his

union supports him and we are working with the Immigration Rapid Response. Maria Whitehorse and I met him and his family and they are distraught. Even those with a green card are threatened. We need to make sure we vote there is also an online petition for our member. The chapter has asked for our help and he hasn't told his coworkers. We got through Janus and I'd like to give kudos to my staff who did a great job talking to members. We are looking at ways we can continue to expand our board and I'd like to create a seat in the future of Chief Steward. We have the ability to expand seats and I'd like to discuss this further.

XV. UPCOMING EVENTS: Noted & Filed (n/a/t)

- a. CWS FOSTER CARE MEETING, AUGUST 21<sup>ST</sup>
- b. MID-CITY CAN FUNDRAISER, AUGUST 23<sup>RD</sup>
- c. STEWARD TRAINING, AUGUST 25<sup>th</sup> 9am-3pm
- d. IWJSD LABOR DAY DINNER, AUGUST 30<sup>TH</sup>

XVI. MEMBER COMMENTS / GOOD & WELFARE

- Breck: I've been a county employee for five years downtown. I'm a general advocate for improving the labor landscape. I'd like to introduce something to the board of revamping the five day, forty hour work week. This is archaic. Who set that standard? Look at productivity in the United States. There is an idea of a universal basic income and we are in a new age. We should rethink our role as workers. It would be a 20% increase to do this and it's not outrageous. A common tactic is to ask for way more than we expect. What is your ideal vision for workers?
- Carlos: I second that. My proposal is to work 9am-3pm to have time with our families.
- Breck: I'm inspired by the oath that you took tonight. We want to push the limits. Thank you everyone for all your efforts.
- Luz: Thank you for inviting me I am happy for the board to be sworn in today. Please encourage your coworkers to join the retiree chapter. There are many benefits and we still need to fight even though we've retired.
- David: The executive board of the International just voted to start a retiree chapter. We want to track retirees better.

XVII. CLOSED SESSION

A. AUDIT RESULTS

XVIII. ADJOURN: Meeting adjourned at 9:17 pm.