

SEIU LOCAL 221 EXECUTIVE BOARD

REGULAR MEETING - MINUTES

December 10, 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, County - HHS Vanessa Garcia, RN's Drucilla Willis, County – Community Services Nancy Woodford, County – Public Safety Alma Aguirre, Social & Economic Justice Crystal Irving, Politics Frank Rivera, Cities <u>Staff:</u> Christa Fink Mark Leo Corrie McCoy Dave Lagstein <u>Guests:</u> Natalie Merritt	Denise Learned, County – General Services Michael Dobbins, Vice President Linda Correa, Member Organizing <i>*Arrival at Item VI</i> Tracey Carter, County – Support Services <i>*call in, Departure at Item X</i>	

- 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)
- IV. REVIEW & APPROVE MINUTES – AUGUST 14TH: (m/s/c) SEPTEMBER 25TH: (m/s/c) OCTOBER 29TH: (m/s/c)
- V. COMMUNICATION: Noted & Filed (n/a/t)
 - a. TONI ATKINS SOCK DRIVE THANK YOU LETTER
- VI. MEMBER COMMENTS/GOOD & WELFARE: Noted & Filed (n/a/t)
 - Frank: On December 18th the Chula Vista City Council is going to ratify our MOU and we got more than we hoped for and it was a lot of work, thanks for all your help.
- VII. CONSENT AGENDA: Remove Item #2 from consent. (m/s/c) unanimous
 - a. COMMUNITY SUPPORT

1. VIETNAMESE FEDERATION OF SD ANNUAL FUNDRAISER
2. UDW/CA INDEPENDENT PROVIDER TRAINING CENTER CHARITY GOLF TOURNAMENT
3. EMPLOYEE RIGHTS CENTER ANNUAL FALL MIXER
4. BORDER ANGELS ANNUAL FUNDRAISER
5. ANNUAL PARADISE HILLS NIGHT MARKET
6. SD BAPAC ANNUAL DINNER
7. NATIONAL CITY FAMILIES FOR FAIR HOUSING
8. PARTNERSHIP FOR ADVANCEMENT OF NEW AMERICANS AWARDS CELEBRATION
9. JEWISH LABOR COMMITTEE HUMAN RIGHTS AWARDS DINNER
10. SEIU WESTERN REGION AFRAM

Consent Item #2: (m/s/c)

- David we supported UDW in their fundraiser.
- Nico: UDW cast dispersions against IHSS social workers and I don't like that. Plus, the head makes way more money than the workers.
- David: We already supported this and it's not about particular people.
- Nico: A home care worker joins that union and the social workers get targeted as the bad guy. Our relationship with the client demands trust.
- David: This was supporting the training center and UDW fights for their workers.
- Drucilla: Why are we voting on this if there's not a discussion beforehand?
- Jesus: Not all decisions can be brought to the board but the officers should be informed. Is there a timeline for the donations?
- David: It depends, some events we have tickets for members to attend.
- Dave: UDW was the biggest support of FVP and they would be willing to meet with us to resolve any issues.

*Fifteen minute break for board appeals

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

- David: Micki could not make the meeting, I'll read her report. Karen had a baby boy so she is on parental leave. Joanna is now a worksite organizer for the county. Turf has been reorganized to cover all changes. National City, MAAC Project, Chula Vista MM/PR and Red Cross all ratified their tentative agreements. Operation Samahan has signed a contract extension. Imperial County Courts is in a wage reopener. NHA, Fallbrook and Encinitas are all in bargaining. We can do over the phone authorization because of SB866 so we are working on hitting all new employees with constant messaging. Mark has been assigned to this New Member Engagement Program.

IX. NEW MEMBER ENGAGEMENT REPORT: Noted & Filed (n/a/t)

- Mark: This work started prior to Janus as the International asked all locals how they could improve their new employee outreach. We fixed NEO so it is a consistent program and it is led by members with support from staff. We needed to track follow-up better. The International supported us by doing text message outreach and phone outreach to new employees. Adam and I have been looking at how the program will go if the International doesn't provide support for free.

- Crystal: When employees are going through orientation it's on their lunch break so they don't have to attend. This is important as lots of people fell through the cracks.
 - Mark: We would like to bargain that this wouldn't be on lunch breaks and we want it in all jurisdictions.
- X. POLITICAL DIRECTOR REPORT:
- Dave: We had some great victories, review handout.
 - a. CONSIDER FORGIVING REMAINDER OF FVP LOAN: (m/s/c) unanimous
 - Dave: Sometimes we get a commitment and it doesn't follow through.
 - David: Because Measure D was short on fundraising we would like to forgive the debt.
- XI. PRESIDENT'S REPORT: Noted & Filed (n/a/t)
- David: It's been a tough year with Janus. Our membership has been balanced we haven't had to use the Janus money yet. We're worried about next year because the Freedom Foundation is in town and have been to some of our worksites. We are staying strong and stable. Thank you for all your hard decisions and helping guide this union.
- XII. FINANCE REPORT: Noted & Filed (n/a/t)
- Iris: Review handout.
 - a. 2015 AUDIT
- XIII. NEW BUSINESS:
- a. SENIOR STAFF PROPOSED ANNUAL INCREASE: (m/s/c) unanimous
 - David: We negotiated a raise in the staff contract and to prevent wage compression we'd like to give management the same.
 - b. RED CROSS CONTRACT RATIFICATION: (m/s/c) unanimous
 - David: When Red Cross had their ratification it had a national addendum and a local contract. The members voted to approve the national addendum but it was tied for voting on the local contract. The bargaining team reached out to someone who wasn't at the vote and they verbally supported the vote. I'd like to have our board support their decision as they don't have any officers yet.
 - c. CONSIDER PAPER CUTTER DONATION TO SANDBURG ELEMENTARY SCHOOL FOUNDATION: (m/s/c) unanimous
 - David: We have an old paper cutter that we no longer use and the school of Greg Thedell's child would like to receive the cutter as a donation.
 - Crystal: How much is it worth, has it been appraised?
 - David: We'll get it appraised before any action is taken.
- XIV. UPCOMING EVENTS:
- a. STAFF HOLIDAY PARTY – FRIDAY DECEMBER 14TH 6PM AT SEIU 221
- XV. CLOSED SESSION
- XVI. ADJOURN: Meeting adjourned at 8:53 pm.