

SEIU LOCAL 221 EXECUTIVE BOARD

REGULAR MEETING - MINUTES

February 12, 2019

<u>Present</u>	<u>Excused</u>	<u>Absent</u>
<u>Officers:</u> David Garcias, President Iris Trammel, Treasurer Nico Portillo, Secretary Michael Dobbins, Vice President <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 Robert Sanders <u>Guests:</u>	Denise Learned, County – General Services <i>*call in</i> Tracey Carter, County – Support Services <i>*call in</i> Linda Correa, Member Organizing, <i>*Arrival at Item IV</i>	

- I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:45 pm by David Garcias.
- II. ROLL CALL: See above.
- III. REVIEW & APPROVE AGENDA: (m/s/c) unanimous
- IV. REVIEW & APPROVE MINUTES: AUGUST 27TH (m/s/c), OCTOBER 17TH (m/s/c), DECEMBER 10TH (m/s/c), DECEMBER 28th (m/s/c) unanimous
- V. COMMUNICATIONS: Noted & Filed (n/a/t)
 - a. EMPLOYEE RIGHTS CENTER THANK YOU LETTER
 - b. NHA THANK YOU LETTER
 - c. NATHAN FLETCHER THANK YOU LETTERS
 - d. ENVIRONMENTAL HEALTH COALITION THANK YOU LETTER
- VI. MEMBER COMMENTS/GOOD & WELFARE: Noted & Filed (n/a/t)

- Linda: I volunteered at the shelter and was given different tasks. We needed to make sure they had the appropriate clothes and I interviewed some migrants. I invite everyone to come even if you don't speak Spanish. It was a great experience. It's been great to see what Nathan Fletcher and Gavin Newsom are doing to help. A few of my coworkers were assigned to help as translators for the nurses.
- Alma: I was able to help as well and there were people from Indian and Vietnam, it's not just from Central America. There were lots of fathers with their children.
- Drucilla: One of my members husband was convicted and he has already served 24 years of a 40 year sentence. Another member and I put in an application to commute his sentence and Nathan Fletcher wrote a letter on his behalf. The Governor shortened his sentence and he was released last week.
- David: One of our members, Dawn Murguia's husband passed away from a heart attack and Dee Myers father passed away.
- Nico: Isabelle Dulunez passed away this week.

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

- a. COMMUNITY SUPPORT
 1. LOGAN TEMPLE AME ZION CHURCH
 2. YMCA MLK BREAKFAST
 3. UAAMAC MLK BREAKFAST
 4. JOHN LYONS FOUNDATION
- David: Three were approved by the Community Support Committee and one was outstanding so it didn't go to the committee.

VIII. PRESENTATION *TIME CERTAIN 7PM: Noted & Filed (n/a/t)

- a. NATHAN FLETCHER
 - Nathan: I wanted to come by after swearing in to say how much I appreciate you. We went through a difficult campaign and we now have a lot to do. We're working on public health issues, children issues, environmental issues and others. There are cracks in the wall of the County, they voted to take care of asylum seekers and immigrants. They also voted to sue Donald Trump today. We have a long way to go and we need to all continue to fight. We wouldn't be here without you, thank you!
 - Drucilla: Would you be willing to come to one of our Labor Management Committee meetings.
 - Nathan: Yes, let's schedule something. I'm willing to come to as many 221 events as possible. We did the Live Well bus, the shelter, and the census outreach.
 - David: The one thing our members hate to hear is our AAA credit rating.
 - Crystal: How are we going to get an accurate census count and keep people protected?
 - Nathan: We signed onto the State campaign for more funding and are looking for creative ways to partner. Helen said we need an accurate census to not lose federal money. There was a change in state law and those incarcerated are counted in the county they came from not where they're serving. We need to utilize our community partners.
 - David: How is it to be in meetings with Kristin Gaspar and Diane Jacobs?

- Nathan: I have an affinity for strong women and they have a different perspective. We made a compelling case for our side and they have come around. I believe in the institution of government for good and want it to be successful.

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

- David: Micki is in a meeting with an International staffer so Mark will give the report.
- Mark: Karen is still on leave and will return at the end of April. Greg Bartow is on leave and his return date is TBD. Micki is expecting twins this summer! We are working on staff coverage as needed. Staff is on track with new members. Majority of staff is on track with recommits. We are doing well with COPE updates as well. GUHSD is still in session. FUHSD is in session and they have a new board. Imperial Courts wage reopener is in session and we are starting mediation. Encinitas is beginning the process to start bargaining. We settled in NHA.

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

- Mark: We were hit with Janus last year and we did a lot of work to protect the local and we were recognized by the International with a banner. We were one of the locals who started digital sign-up. The International started a campaign called 'Drive to 75' to sign up 75% of new employees. It will be difficult but we are meeting with the Together we Rise advisor tomorrow to discuss our strategy to move forward. We will do real follow up after NEO meetings.
- Crystal: When we do NEO we have a staff person there for support. We collect membership cards and find out their issues to encourage them to join right away. Things change all the time so we are working on keeping people engaged.
- Mark: We may have opportunities for lost timers for this work.
- Crystal: We should look at getting creative with lost time because one big chunk of time can be daunting.
- Michael: How is online sign-up going?
- Mark: Last year we got a good amount through online and phone calls. The International is helping us reach new employees over the phone to ask them to join. I'd like to do our own outreach at the local to call new employees or those thinking of dropping.

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

- David: We've pulled the Band-Aid off with Janus and we are keeping up our membership. The International pointed out that we are losing more to attrition than Janus. We were ahead of the game with Mark working on New Member Engagement. The AB119 lists have been helpful for us to quickly reach out to people. We give employers our certified list now and don't have to give membership cards. We raised our maximum dues cap for the year at the same time as the increase. Frank had the idea to time the increase to the cap as the same time as raises. We are being fiscally prudent but we also have to invest in campaigns. This board has been doing a great job we are ready for the next two years to change the board of supervisors. We have some fencing going on in the parking lot to repair.
- Drucilla: What about new chairs?

- David: Yes, we are working on the fence because we have a homeless person living under the stairs. We're also converting two unused cubbies into storage for filing. I'll have a couple of you look into the new chairs (Drucilla/Frank/Michael/Vanessa/Iris).

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

- a. 2019 BUDGET: (m/s/c) unanimous
- Iris: *Review handout*. Some of the numbers are a bit skewed so we need to research to see if things are coded correctly. We spent a lot with Flip the 49th and still need to get reimbursed for items.

XIII. NEW BUSINESS:

- a. SDCERA ENDORSEMENT: (m/s/c) unanimous
- David: The MPO voted to endorse Bob Goodchild.
- Jesus: How long is the term?
- David: I believe its two years.
- Michael: Is anyone else running?
- David: We heard of a possible candidate but don't know of anyone yet.
- b. SUPPORT FOR AB423, AIR POLLUTION CONTROL RESTRUCTURE: (m/s/c) unanimous
- David: Todd Gloria is proposing legislation to restructure air pollution control district (APCD). We had a member give feedback on the proposal and gave suggestions for Todd to amend. They left the workers alone and restructured the committee body only. Currently the APCD is the board of supervisors but they don't have an environmental action plan. This will expand the APCD to include cities and subject experts. Other counties have inclusive boards so this will put us on the right track.
- c. REVIEW AND APPROVE STAFF UNION WAGE REOPENER: (m/s/c) unanimous
- David: We were in negotiations with the staff union and they had a wage reopener. Micki was our lead negotiator and we came to a tentative agreement.
- Michael: We only have four staff with over six years?
- David: We've had some staff move on to other locals and we only have 15 staff.
- Crystal: Did the staff think this was fair?
- David: They came to a tentative agreement. The finance committee reviewed the budget and approved this.
- d. COMMUNITY SUPPORT FOR CENTER ON POLICY INITIATIVES (CPI): (m/s/c) unanimous
- David: They had a fundraiser last year and we supported them and they asked for an additional donation. They are our key ally for the county they have done much of the budget analysis. This is the only community ally who gets the most support. We wouldn't be where we are without them.
- Drucilla: Is this within our budget?
- David: Yes.
- Crystal: I love CPI, I see the work they do for us and the community and anything we can do to support them should be done.

- Linda: They've always stepped up to keep the county on track.
- David: SEIU created CPI they had an office upstairs it was created by Mary Grillo.

XIV. UPCOMING EVENTS:

- a. LAS MANANITAS BREAKFAST, MARCH 22nd, 7AM
- David: They'll be honoring Eliseo Medina at this breakfast so we're going to reach out to other locals to support. He started the affiliation with CEA.

XV. CLOSED SESSION:

- a. STAFF UPDATES

XVI. ADJOURN: Meeting adjourned at 8:46 pm.