

**SEIU LOCAL 221 EXECUTIVE BOARD SPECIAL MEETING - MINUTES**

**June 11, 2019**

<b><u>Present</u></b>	<b><u>Exc</u></b>	<b><u>Absent</u></b>
<p><b><u>Officers:</u></b>            David Garcias, President            Michael Dobbins, Vice President            Iris Trammel, Treasurer            Nico Portillo, Secretary</p> <p><b><u>Board Members:</u></b>            Vanessa Garcia, RN's            Crystal Irving, Politics            Drucilla Willis, County – Comm. Services            Nancy Woodford, County – Public Safety            Frank Rivera, Cities            Jesus Gonzalez, County – HHS            Alma Aguirre, Social &amp; Economic Justice            Linda Correa, Member Organizing, <i>Arrival at Item VI</i></p> <p><b><u>Staff:</u></b>            Christa Fink            Dave Lagstein            Mark Leo            Adriana Meza            David Sailer</p> <p><b><u>Guests:</u></b>            Avery Long            Victor Liu            Lydia Ekeroch            Ian Hudson            Jennifer Esquivel</p>	<p>Tracey Carter, County – Support Services</p> <p>Belvia Gibson, Head Start</p> <p>Denise Learned, County – General Services</p> <p>Elena Long, Schools, (via zoom)</p>	

- I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order by David Garcias at 6:41pm.
- II. ROLL CALL: See above.
- III. REVIEW & APPROVE AGENDA: Motion as amended\* (m/s/c) unanimous \*add to Consent Agenda – Community Support: Run Women Run
- IV. REVIEW & APPROVE MINUTES: APRIL 9<sup>TH</sup>, JUNE 7<sup>TH</sup>, Motion to table (m/s/c) unanimous
- V. BOARD VACANCIES
  - a. NOMINATION & APPOINTMENT – COURTS/SPECIAL DISTRICTS: (m/s/c)

unanimous

- David: We've been lucky to find an active member in her chapter, Jennifer Esquivel, and I would like to nominate her.
- Jennifer: I'm a court reporter at Central Superior Court, was a freelancer and just started in January with the County. I'm also the CCRA legislative liaison, among other groups, so I wear many different hats. I know I have big shoes to fill of Jim Partridge.
- *Swearing In & Introductions*

#### VI. MEMBER COMMENTS / GOOD & WELFARE

- David: We have a new staff member, Adriana Meza, she was on the bargaining team, and we hired her from the sheriff's department. She is doing a fantastic job if you need anything please give her a call. As a steward she brings a lot of experience with contracts.
- Adriana: I'm really happy to be on this side so I can spend more time educating my coworkers on their rights. Everyone has been warm and welcoming.
- David: David Sailer has come back to help our local and he will be working with us to help on the New Member Experience I'm excited to have him on.
- Nico: You have two more staff?
- David: Yes they weren't able to come tonight. LaToria Williams is currently working with the childcare campaign with UDW and came on as a Worksite Organizer and Cipriano Vargas who comes from our Flip the 49<sup>th</sup> campaign and is our Political Organizer who will work with Dave. Remember Kay Ryan, she passed away it was sad to hear she was struggling with cancer.

#### VII. PRESENTATION: LABOR HISTORY GROUP: (m/s/c) unanimous

- Avery: Last fall Micki asked me if I'd put together a Labor History class for the local it started in November and we've met every month. At first the attendance was moderate then slid down but is coming back up, the word has gotten out. Ian and Barbara are part of the committee organizing the meetings now. I've suggested that this be open to the community at large, not just members. Victor and Lydia aren't members but are part of the committee. Emiliana suggested to me that we seek the benefits of becoming an official caucus of the local. We're hoping for publicity within the local and greater reach within our members. I believe our committee is valuable for social justice aspects. We're hoping to use the New Employee Orientation to bring people into our group. Are there restrictions on our activity if we become a caucus?
- Ian: I'm a steward at Agriculture, Weights and Measures.
- Lydia: I'm a graphic designer, not a member.
- Victor: I'm not a member. I work as a Project Manager.
- Alma: I attended some classes, they are very good and I've learned quite a bit. The Latino Caucus helped them out in March.
- Crystal: When I used to do NEO with Avery he was passionate about the history of unions and he wants people to grasp that and apply it today. I'm in favor of supporting them.
- Nico: We do have Constitution & Bylaws regarding caucuses?
- David: No there aren't restrictions.
- Mark: I work with Crystal on NEO and we're limited in time but we can plug people in by passing out a flyer. Community supports can join as Associate Members.
- Iris: The meeting we had last week, we all learned a lot and it was a great discussion. I look forward to the future meetings and hope more people come out.

- David: Welcome, we'll make sure you get added to our website and plugged into our programs.

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

a. COMMUNITY SUPPORT

1. SAN DIEGO ART INSTITUTE
2. ASIAN PACIFIC AMERICAN LABOR ALLIANCE
3. UCLA LABOR CENTER
4. RUN WOMEN RUN

IX. COMMUNICATIONS:

- David: Cesar Chavez Service Clubs wrote a thank you because we also contributed to the reception with Eliseo Medina after the event.

X. NEW MEMBER EXPERIENCE COORDINATOR REPORT

- Mark: We're working on a couple ideas. The International gave us a spreadsheet for where we're going in the next ten years. We're at 100% for many of the goals, but overall we have some work to do. I've been going to the last few sessions and we're now built into the program with the County. We've changed the tone about the employer which has helped. We were given grant money so we are going to have lost timers to chase those who don't sign up at NEO. We're creating welcome gifts for everyone.
- Alma: Can we give you names to see if they're members?
- Mark: Yes, that's really helpful. I'm working with Jennifer to do NEO with Court Reporters.
- Jennifer: One of the things I've been doing is I'm always trying to find out who the new hires are and I introduce myself as a Steward and talk about the union.
- Mark: The LOU for the County is we've negotiated 45 minutes and we can have up to four members attend NEO.
- Jose: We used to get a roster of members and non-members, can we still get that?
- Mark: You can reach out to me for that.
- Michael: We had a meeting here and we had leaders at our worksite to brainstorm what to do for welcoming new hires. We discussed getting SEIU items.
- Jennifer: Are we permitted to put on our phone rosters that we're members?
- Mark: I'm not sure but you have a union board at your worksite. Another worksite is going to create a sheet of stewards for the welcoming items for new hires. We have a new membership card from the International please recycle the old cards and only use these going forward.
- Iris: Can we put a revised date on the card so we know?
- Jesus: Can we get a template for emails to our coworkers?
- Mark: I'd like everyone to get innovative and the worksite are so different so we'd like groups to make up their own program.
- David: At the IEB meeting they said we can't just focus on AB119, we need to do the field work.
- Crystal: We've been doing NEO and if someone is on the fence we say that we'll follow up next week. I'll make a note to reach out to them later.
- Iris: I have all the flyers and union materials at my cubicle.
- Jesus: I'd prefer email and I'm glad it's not as strict to use work email.
- David: You can always reach out to Christa if you need anything.
- Mark: We've seen lots of anti-union materials at our worksites, just a reminder of the

threats we face.

XI. POLITICAL DIRECTOR REPORT:

- Dave: Thank you to everyone who participated in the endorsements, there is still work to be done. Our next endorsement will be on June 27<sup>th</sup> during the MPO meeting. Cipriano is full time working on the Neighbors in Action campaign which is a branch of Flip the 49<sup>th</sup>. We're working with community allies and he is getting many people to attend the budget hearing meeting Thursday. We have some issues in Chula Vista where they're trying to get someone fired. The budget hearing meeting is Thursday and we want to push for more investments.
- Iris: We need to make sure the funds don't only go to the higher up positions but that it's distributed.
- Dave: I've heard this from a few people so we'll figure out implementation.
- Jennifer: Do you have information on the Trial Court budget?
- Dave: We don't have much information but there is a call happening tomorrow.
- Jennifer: We haven't had a pay raise in a very long time, last year the courts were given money to hire court reporters and San Diego didn't use it for that.
- Drucilla: How do we put in speaker slips for Thursday?
- Dave: At the cafeteria you can fill out a slip.
  - a. PAC CONTRIBUTION – FRIENDS OF TERRA LAWSON-REMER FOR THE SAN DIEGO COUNTY BOARD OF SUPERVISORS DISTRICT 3 2020: (m/s/c) unanimous
  - b. PAC CONTRIBUTION – BUILDING BRIDGES NOT WALLS OPPOSING REPUBLICAN KRISTIN GASPAS FOR SUPERVISOR 2020: (m/s/c) unanimous

XII. PRESIDENT'S REPORT:

- David: We've had a few staff that have left but we've hired a few people. Micki left due to her pregnancy. Our team is working strong and we're adjusting with what's happening. We've been doing facilities work we have the new conference door that locks and the new TV and camera. We're in transition mode but we continue to improve. We only have one open seat left on the board. Drucilla was elected to Vice President of the Western Region of AFRAM. Crystal was elected to the millennial panel at the IEB meeting.
- Crystal: It's the millennial of color panel and it was great to be part of and our focus was on San Diego being a red county.
- David: Crystal did a great job we had many compliments. Alma and Vanessa were there in the trenches. The next IEB meeting will be in San Diego in January and they're trying to plan a trip to the shelters in Tijuana. There are hundreds of leaders at these IEB meetings from across the country. Many locals don't want to change and we're looked at as more innovative of a local. We're continuing to look at facility improvements, the new member experience and grow our membership. Thank you to the board for making our local strong and taking chances.

XIII. FINANCE REPORT:

- Iris: *Review handout.*

XIV. NEW BUSINESS:

- a. COMMITMENT TO SUPPORT PARTNERS FOR PROGRESS, INVEST IN SAN DIEGO FAMILIES COALITION: (m/s/c) unanimous

- b. IMPERIAL COUNTY COURTS – FIX THE DISTRIBUTION OF ICC FUNDS: (m/s/c) unanimous
- David: The Imperial Courts prior association had funds that the members decided to refund right before Christmas.
- Jennifer: A few weeks ago David and I drove to El Centro to meet with the Court Reporters. I asked Monica if I could chat about their contract and she let me know about this error.
- David: It was our responsibility and we found out there was more to the story.

XV. UPCOMING EVENTS

- a. JUNE 13<sup>TH</sup> COUNTY EVENING BUDGET MEETING
- b. JULY 13<sup>TH</sup> SAN DIEGO PRIDE PARADE

XVI. EXECUTIVE SESSION

- a. STAFF ADJUSTMENT

XVII. ADJOURN: Meeting adjourned at 8:55pm.