# SEIU LOCAL 221 EXECUTIVE BOARD

## REGULAR MEETING - MINUTES

**October 8, 2019**

<table>
<thead>
<tr>
<th>Present</th>
<th>Excused</th>
<th>Absent</th>
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| Officers: 
David Garcias, President 
Iris Trammel, Treasurer *via zoom 
Michael Dobbins, Vice President 
Nico Portillo, Secretary | Denise Learned, County – General Services |  |
| Board Members: 
Jesus Gonzalez, County – HHS 
Drucilla Willis, County – Community Services 
Alma Aguirre, Social & Economic Justice 
Frank Rivera, Cities 
Crystal Irving, Politics 
Vanessa Garcia, RN’s 
Jennifer Esquivel, Courts/Special Districts 
Belvia Gipson, Head Start 
Linda Correa, Member Organizing *arrival at Item VI C | Nancy Woodford, County – Public Safety | Tracey Carter, County – Support Services 
Elena Long, Schools |
| Staff: 
Christa Fink 
Dave Lagstein 
Mark Leo 
Shane Brinton | | |
| Guests: 
Bob Goodchild 
Rafael Bautista 
Gullermina Nopala 
Angelina Pedrosa 
George Morris | | |

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: Move Item New Business A after Good & Welfare (m/s/c) unanimous

IV. REVIEW & APPROVE MINUTES – AUGUST 13TH: (m/s/c) unanimous

V. MEMBER COMMENTS / GOOD & WELFARE:
- Drucilla: Thanks to my SEIU family for allowing me to work at the local, I learned a lot and how difficult the job is, thank you.
- David: Drucilla brought in ten new members!
- Jennifer: We’re going through bargaining and our contract just expired. We have almost 100% membership but Emiliana and Charles helped pass around a petition and we got lots of signatures.

VI. ORGANIZING/POLITICAL REPORTS:

a. CHIEF OF STAFF:
- Shane: Review handout. I’m going to focus on our membership recruitment. We made a goal when I started that we are getting close to meeting. We know that with attacks from anti-union organizations, mostly outside of your worksites, that are putting lots of money into telling members to save their money and drop the union. If that happens employers will pay you as little as possible without the union protection. We made a membership increase and will keep growing in the next few months. We’ll be doing membership blitzes that will take organizers focus. Worksite Campaign Organizing is a focus of mine that we’ve begun to setup. These fights are a lead up to our contract negotiations. We had a victory in Grossmont with Binding Arbitration similar to the other units. We’re filing charges with the Courts over bargaining. As we gear up for the County fight we’ll have other fights along the way that offer us a way to show solidarity.

b. POLITICS:
- Dave: SEIU 521 is on strike in Santa Clara County and Cipriano went there to help out and will report back. Schools and Community First is a state ballot initiative that we’ll be collecting signatures for shortly. We completed our mayoral endorsement for Todd Gloria. This Thursday we’ll have a townhall for more endorsements. There will be an endorsement from Labor Council soon that we’re hoping goes to Terra Lawson-Remer. The Invest in SD Families is having a retreat on October 19th from 9am – 3pm that we invite everyone to attend.

c. NEW MEMBER EXPERIENCE:
- Mark: We’re trying to make NEO relevant to today, there are lots of workers who are trying to unionize. We will keep updating NEO and will make changes as needed. We’ve been following up with people who don’t sign up at NEO. Alma has been utilizing her welcome baskets recently to encourage new members. We had success with our lost time program.

VII. NEW BUSINESS:

a. RENT STABILIZATION & HOUSING JUSTICE: *Presented after Good & Welfare
   i. PRESENTATION FROM SAN DIEGO TENANTS UNITED
   
   ii. UPDATE FROM SEIU CA HOUSING JUSTICE WORKGROUP & AB1482/RENT STABILIZATION
- Dave: Review handout. We have a workgroup that has been fighting this issue. This bill is a small step in the right direction. We have had lots of participation at the State Capitol. We are looking at what other legislation we can pass. ACCE (Alliance of
Californians for Community Empowerment) has been spearheading the state bill so we can invite them to present to the board. If you’re interested in volunteering and would like to serve on the state committee let us know.

- Jesus: Can we put this flyer up at our worksites?
- Dave: Yes, it’s a big accomplishment.
- David: This was brought up at the GMM so it was moved to the e-board to consider. We don’t have a motion but we’ll research some more and come back with additional suggestions.

b. UNIONS FOR ALL SUMMIT:

- Crystal: Unions for All was an amazing summit that brought together leaders of SEIU along with the Fight for 15 leaders. We talked about our shared vision for a just society. There were translators which made it really inclusive. We heard from eight of the current Democratic candidates. Our members really challenged them and outshined the journalists. Does anyone else who attended want to share?
- Jesus: We talked about a four step plan of what we wanted from candidates and some were still vague but it forced them to get a bit more specific. I met people from all over the country. It was motivational to hear people tell their stories.
- David: One of the interesting parts was the discussion about how to take this home. We broke into groups and the discussion about racial injustice was very provocative and arguments broke out. Some people wondered why we were having the discussion but folks shared their story and why it was needed. They asked if your union is diverse, your workforce, are benefits distributed.
- Crystal: Some people didn’t want to own up to their role because it can be things you don’t do intentionally.
- Iris: The breakouts were good, we had a white male who changed his mind and looked at racial injustice in a completely different way.
- George: One of the things I experienced that had never happened before was a Latino woman who took offense when people say ‘Mexican’ and I heard the term Latinx that is generally accepted and I hadn’t heard before.
- Crystal: It was good for Presidential purposes but also for how we can bring the work back to the local. I’d like to do a survey monkey to get feedback on the trip so we can improve. There were defining moments and it was really powerful.
- David: Some of the executive vice presidents came over and praised Crystal’s presentation.
- Crystal: They needed someone to introduce Mary Kay Henry the SEIU International President so I was able to do that.
- Iris: They were diligent about us doing a survey so they could gather information. I mentioned that they should have all their presentations available.
- George: They had a text application and we were able to login and contact 500 people and get responses. That would be a great tool for us to use.
- Mark: Dave has already done a test run of that for our GMM.
- Crystal: It was an awesome event and I’m glad I was able to attend.
- David: The International board is taking it slower so there won’t be a repeat of last Presidential election. They are not in a rush and if a local wants to start the endorsement process we may begin but we’re holding off for now.
c. PAC CONTRIBUTION TO IE CAMPAIGN: (m/s/c)
   - Dave: This was recommended at the MPO meeting. We have enough money to contribute. Dave explained about the Independent Expenditure guidelines.

d. COMMUNITY SUPPORT:
   i. LABOR COUNCIL: (m/s/c) unanimous
   - David: We needed a second table at the Labor Council dinner.
   ii. ENVIRONMENTAL HEALTH COALITION: (m/s/c) unanimous
   - David: We’re contributing for their annual dinner they are an Invest in SD Families partner.
   iii. RUN WOMEN RUN: (m/s/c) unanimous
   - Dave: They are an organization that does training and support for female candidates.
   iv. PEOPLE’S ALLIANCE FOR JUSTICE: (m/s/c)

e. STRIKE PREPAREDNESS:
   - David: At the GMM one of the resolutions was on strike preparedness. It passed with some amendments. They asked for a committee to decide on how to build the fund. We’ll work on a recommendation and will present at the next meeting. The International gave us information on bringing the money back to the local.

VIII. FINANCE REPORT:
   - David: Corrie is at a SEIU finance training so we’ll table this report for now. We’ll be working on the 2020 budget.

IX. PRESIDENT’S REPORT:
   - David: The County called me before I went on vacation about giving raises to only ten groups and we should be happy. There are many that were left off and some only the bottom step was removed. We’ve started a campaign to push the board of supervisors to give raises to all groups, sign the petition on our website. There is a Nurse Alliance Conference coming up that Vanessa will be attending. The SEIU Convention is coming up next April in Chicago, the birthplace of SEIU. We’re meeting with the City Manager in Chula Vista this week. El Centro is gearing up for negotiations.

X. UPCOMING EVENTS:
   a. MEMBER HOLIDAY PARTY – DECEMBER 7TH AT WESTIN GASLAMP 6PM

XI. CLOSED SESSION:
   a. PERSONNEL

XII. ADJOURN: Meeting adjourned at 9:10 pm.