I. CALL TO ORDER: SEIU Local 221 Executive Board Meeting called to order at 6:35pm by David Garcias.

II. ROLL CALL: See above.

III. REVIEW & APPROVE AGENDA: (m/s/c) unanimous

IV. REVIEW & APPROVE MINUTES – NOVEMBER 14th: (m/s/c) unanimous
   DECEMBER 10th: (m/s/c)
   DECEMBER 20th: (m/s/c) unanimous

V. MEMBER COMMENTS / GOOD & WELFARE:
   - David: I heard some NHA members haven’t received their minimum wage increase
- Belvia: I can find out how many people are affected, our contract states they would go up to the current minimum wage.
- Avery: I wanted to see if there was space on the agenda for the Housing Resolution.
- David: It's not on the agenda today but we will talk about strike preparedness.
- Drucilla: We had our case load meeting yesterday it was a success, Emi did a wonderful job. They’re seeing it’s time for change.
- David: Crystal had an issue where they were giving her comp instead of cash and we had a meeting with management and they dropped everything. Also, we ratified the contract for Imperial County Courts employees.

VI. COMMUNICATIONS: Noted & Filed

VII. CONSENT AGENDA: (m/s/c) unanimous
   a. COMMUNITY SUPPORT
      1. HOUSE OF MEXICO
      2. NORTH COUNTY AFRICAN AMERICAN WOMEN’S ASSOCIATION
      3. MID-CITY CAN
      4. VIETNAMESE FEDERATION OF SAN DIEGO
      5. SEIU WESTERN REGION AFRICAN CAUCUS
      6. UAAMAC
      7. YMCA SAN DIEGO

VIII. CHIEF OF STAFF REPORT:
- Shane: I’ll be reporting on the staff union negotiations and contract campaign readiness later so I’ll keep it brief. We’re excited that membership continues to go up. We have a new organizer, Miriam and we have brought in a new bargaining unit called Health Right 360 in partnership with SEIU 721 and 1021. We wrapped up negotiations with the Courts and will begin in Chula Vista and National City. We’re getting ready for County negotiations and will be including a training program for members.

IX. POLITICAL REPORT:
- Dave: For the state ballot initiative Schools & Communities First we are halfway to our goal. Thank you Elena for walking for Kenya, we have signups for other walks.
   a. SDCERA CANDIDATE, SAMANTHA BEGOVICH *TIME CERTAIN 7PM (m/s/c) unanimous
   b. SD CITY COUNCIL D3 CANDIDATE, STEPHEN WHITBURN *TIME CERTAIN 7:15PM

X. NEW MEMBER EXPERIENCE REPORT:
- Mark: We’ve improved tracking and updated our presentation.

XI. FINANCE REPORT:
- Iris: No report today.

XII. NEW BUSINESS:
a. REVIEW & APPROVE TENTATIVE COLLECTIVE BARGAINING AGREEMENT WITH PNWSU: (m/s/c) unanimous
   - Shane: We were able to give the staff raises contingent upon some cost containment reforms.
   - Frank: Local 221 has great employees and I was able to hear what their issues and priorities were to know where to go with the contract. We ended up with something the local can afford. We had lots of long weekends and I’m happy we reached an agreement.
   - Emiliana: I was the chief negotiator for PNWSU. As union staff we take industry standards seriously and the best interest of our staff is to represent the best interests of the members of 221. The sustainable labor standards are retention, recruitment, and organizational equity & inclusion. We voted unanimously on this tentative agreement.

b. MOTION TO CONTRIBUTE TO SAN DIEGO DEMOCRATIC PARTY: (m/s/c) unanimous

c. MOTION TO ADOPT NEW SAN DIEGO LABOR COUNCIL ENDORSEMENTS: *Moved after Consent Agenda (m/s/c)

d. MOTION TO ADOPT SAN DIEGO CENTRAL COMMITTEE ENDORSEMENTS: Motion as amended (m/s/c) unanimous

e. DISCUSSION ON COUNTY CONTRACT CAMPAIGN PREPAREDNESS: (m/s/c) unanimous
   - David: I’d like to make a motion to nominate Avery to the committee and we can expand as needed. (m/s/c) unanimous
   - Shane: Drucilla, Avery and I will meet and come back to the board with recommendations.

f. ESTABLISH SEIU 2020 CONVENTION ELECTION COMMITTEE: (m/s/c) unanimous
   - David: The International Convention is happening in Chicago in April.

XIII. PRESIDENT’S REPORT:

XIV. EXECUTIVE SESSION:
   a. PERSONNEL

XV. ADJOURN: Meeting adjourned at 9:28pm.