### EXECUTIVE BOARD MEETING AGENDA

**Saturday, September 23, 2017 Start Time: 9:30am**

<table>
<thead>
<tr>
<th>Time</th>
<th>Topic</th>
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<tbody>
<tr>
<td>9:30am – 9:45am</td>
<td><strong>Open Forum</strong> - 15 minutes may be used for an open forum for members who wish to comment on issues of concern or describe union victories in their workplace (maximum of 2 minutes addressing items not on the agenda except under special circumstances). Meeting will start when all speakers are completed or at 11:50am whichever comes sooner. If members arrive before 11:50am and the general meeting has begun, it will be suspended for the members’ comments. If Board action is requested, the Board may place the matter on a future agenda. All statements that require a response will be referred to staff for reply in writing.</td>
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| 9:45am | **Call June Executive Board Meeting to Order:** President Gwyn Harshaw  
Flag Salute, Moment of Silence, and Quorum  
Announcements |
| 9:50am | **Swearing in of new Executive Board Delegates. All New Delegates present to be sworn in:**  
**Resignation – Alicia Rizo of Kern County – retiring**  
(Oath – last page of packet) (pages 7)  
(pages 8) |
| 10:00am – 10:30am | **Appointment of the SEIU Local-Wide 521 Trustee at Large and Region 2 Trustee:**  
Candidates’ Statements and Eligibility; election; and swearing in.  
(pages 9-24) |
| 10:30am – 11:50am | **Executive Board Discussion: LocalWide Convention Together-We-Rise Platform And State Council Convention**  
1. One of the main objectives at this year’s convention will be to develop our platform that will guide our work for the next three years. Additionally, later this month the State Council will be holding its convention. The LocalWide Platform developed during this discussion will provide the framework for both our local’s platform at the convention and the State Council’s convention. The framework for 1) Next step after today will be for each group of Regional Delegates to meet and develop their input to the local’s convention platform. Regional Delegate Discussions will occur on the week of October 2nd. Each Regional group will come up with 1 or 2 points that will add their Region’s perspective to the LocalWide Platform. All these pieces will be presented at the Local 521 Convention where more input will be provided resulting in an integrated LocalWide Platform including Regional perspectives. This document will be recommended by the 521 Convention delegates to the Executive Board for passage at the December Executive Board Meeting.  
2. **Regional Reports available for Review at a later time: Regional Meeting Packets**  
*(separate packet – blue legal documents – Regional Meetings Packet)*  
- Status of Membership Numbers: Member Counts, Member Participation, Leaders, Certified Stewards, Stewards, Members/Non-Members. *(For Information only).*  
- Contract Enforcement Department Reports. *(For Information only).* |
**Consent Agendas:**

**1. Non-Political Consent Agenda** – Committee Reports, Information, and Approval of Related Motions:

- **Motion A** – Committee Report Consent Agenda Approval – *(pages 25-26)*
  1. Approval of the Executive Board Minutes – June 24, 2017 - *(pages 27-34)*
  4. Approval by the Executive Board in an Email Motion Poll of the Election Process for the 521 Convention Delegates.

**2. Political Consent Agenda: Motions B – B12** - *(pages 35-70)*

- **Political Report** – Political Director Cheryl Brown - Campaign Clip from Cathy Glasson

**New Business:**

1. Report back from the Trustees and the Election Committee research and evaluation on challenges/protests and election protocol during the 2016-2017 CEO Election Process.


3. **Motion D** – Approval of 2 MacBook Pro Computers for the Communications Department – *(pages 73-74)*

4. **Motion E** – Approval of Changes to the Current Lost Time Policy – *(pages 75-80)*

5. **Motion F** – $10,000 Donation to the SEIU’s Disaster Relief Fund to help SEIU members and working people affected by the hurricanes – *(pages 81-82)*

6. **Motion G** – Approval up to 15 RNs to attend the 2017 Nurse Alliance Biennial Conference in Maryland – *(pages 83-86)*

**12:45pm – 1:15pm**

**Lunch**

**Unfinished Business or Informational Items**

1. Update on the Local 521 Convention and Convention Planning
2. Report of Executive Board Delegate Vacancies

**1:20pm thru finish**

**Chief Elected Officer’s Report:** Riko Mendez, Chief Elected Officer

- Update on NEO/Anti-Privatization, Bail Reform, Immigration Reform - Mullissa Willette
- Update on Staffing – *(pages 87-88)*
- Update Organizing Report
Labor Day Events – Report by Political/Communications Director Cheryl Brown - (pages 89-92)

Opportunity to Purchase an Office Building in San Jose
  - San Jose Office Lease expires on 8/31/18
    - Motion H – Approval to Purchase an Office Building for the San Jose Office – (pages 93-94)

Presentation: Together we Rise - (30 minutes)

Presentation: Follow-up on Steward Training Module – Andrea Hightower - (20 minutes)

Written Reports & Correspondence Requiring NO Action by the EBd: They may be pulled for discussion if desired.

1. Officers’ Reports
   - CEO Report to the Membership – (pages 95-98)
   - Region 2 VP Report – (pages 99-100)
   - Region 3&4 VP Report – (none)
   - Region 5 VP Report – (none)

2. PAC/PACE Totals Report – (pages 101-102)

3. Trustee Report – (none)

4. Industry, Caucus and Committee Reports
   - Pension Security Committee Report – (pages 103-104)
   - Nurse Alliance Report – (pages 105-108)
   - SEJ Committee Reports

5. Correspondence – Thank you from the American Red Cross for $1,000 donation to California Wildfires. – (pages 119-120)

Other Oral Reports: Other Officers, Caucus Chairs, Committee Chairs, or Staff are invited to offer an Oral Report of no more than 5 minutes at this time.

Adjournment
NEWLY APPOINTED/ELECTED EXECUTIVE BOARD DELEGATES TO BE SWORN IN AT THE SEPTEMBER 23, 2017 EXECUTIVE BOARD MEETING

Fresno County:
- Riley Talford
- Denise Holland
- Rogeina Cox

Tulare County:
- Michelle Jones
- Greg Gomez
- Laura Hernandez (Alternate)

Kern County:
- Veronica Vasquez
- Laurie MacGillivray-Mason

Fresno Unified School District
- Debbie Acosta
Resignation from Alicia Rizo below.

From: Alicia Rizo [mailto:rizoa2@yahoo.com]
Sent: Thursday, September 21, 2017 1:53 PM
To: Arthur Valdivia <Arthur.Valdivia@seiu521.org>
Subject: Re: Following up

Good afternoon,

I would like inform that I am resigning from Kern County Eboard representative effective immediately. If you need further information, please inform.

Thank you
Alicia Rizo

Sent from my iPhone

On Sep 20, 2017, at 7:36 PM, Arthur Valdivia <Arthur.Valdivia@seiu521.org> wrote:

Hey Alicia,

This is Arthur. Nice talking to you again and hopefully we get more chances. You can send me the email regarding the Kern County Eboard representative resignation to my email.

Thanks again.
ANNOUNCEMENT OF
EXECUTIVE BOARD VACANCY

Trustee Positions: At Large and Regions 2, 3 & 5

Abbreviated Duties of SEIU Local 521 Trustees (SEIU Local 521 Bylaws Article XI Section 4):
Trustees shall see that the officers fulfill their duties and obligations, that the Local Union’s by-
laws are followed, and that meetings are run in a respectful and orderly manner consistent with
They will ensure proper fiscal procedures are followed, perform spot audits of financial transac-
tions, hiring practices, capital expenditures, expense reports according to a program/policy which
will be developed by the Executive Board and themselves. They will review the annual audit and
may require other audits, if serious necessity demands it. May assist chapter leadership with vot-
ing and elections or help understand and adhere to Local Union bylaws and policies, and Act as
judge in all election matters. Serve in various situations as judge/chair/facilitator where decisions
are made regarding issues in the course of Union business and activities. Serve on various Com-
mittees to which they are appointed or policies or procedures name them as participants.


REQUIREMENTS to be considered for the Appointment to the Position of Trustee of Region 2, 3,
or 5 or At-Large Trustee:
♦ Must be a member of SEIU Local 521 in good standing for at least two continuous years immediately
prior to nomination for appointment, paying full membership dues, with no felony conviction.
♦ Must be employed by a Chapter represented by SEIU Local 521 in the Region running or At-Large.

TO APPLY:
♦ Submit your request for consideration for appointment as the Trustee or At-Large Trustee of SEIU Lo-
cal 521 no later than 3:00 PM on Friday, September 8, 2017.
♦ Include in your request your full name (printed), your chapter and your contact information
(address, phone number, e-mail).
♦ Optional inclusion: a 75-word (maximum) statement of your qualifications for the office.

TO SUBMIT:
Forward your request for consideration and optional statement of qualifications to Karen Summers,
Admin to the Executive Board.
♦ E-mail: karen.summers@seiu521.org
♦ Mail: SEIU Local 521, 2302 Zanker Rd, San Jose, CA 95131
♦ Fax: (408) 954-1538
♦ Drop off: at any SEIU Local 521 office during business hours.

APPOINTMENT PROCESS:
At the September 23, 2017, Executive Board meeting in Fresno, the Board will vote on which qualified
candidate they feel best represents our Local as Trustee or At-Large Trustee. All qualified applicants will
be reviewed by the Board prior to the September 23 meeting, and must travel to Fresno and be present at
the meeting to be considered for the position.

Call Karen Summers at (408) 678-3300 with any further questions.
Valid Requests for Consideration for Trustee Positions

Trustee at Large

William Ragland – Superior Court of California, County of Monterey Chapter

Lorenzo Lambaren – He has withdrawn his request because he is unavailable to attend the Executive Board Meeting on September 23rd and, unfortunately, that is a condition of being considered for the position.

Trustee Region 2

Denise Quintana – County of San Benito
Request for Consideration

Per SEIU Bylaws,

Article VIII Section 12A: Filling Vacancies for Local wide Officers, Regional Officers, and Trustees

I, William Ragland, being a member in good standing of the Superior Court of California, County of Monterey Chapter of SEIU Local 521 would like to officially request consideration as a candidate to fill the vacant At-Large Trustee position. I am fully versed in the duties and responsibilities of this office and have significant prior experience in performing those duties.

Thank you.
William Ragland is in good standing for two years.

Please confirm that William (Bill) Ragland is eligible to run for union Trustee-at-Large position.

Sorry for the shotgun approach. I figure that broadcasting this and sending one snail mail to the San Jose Office to Rico’s Attention should get this noticed well in advance of the deadline. Some of you on this list specifically asked to be told if I ever wanted back in the fray. Consider yourselves told. The gloves are off and I'm ready to rumble.

I hope all is well with you and yours. Me and mine are just peachy!

In Solidarity,

-B-
William Gerard Ragland
5100 Coe Ave #62
Seaside CA 93955
831 238 2039
bragland@hotmail.com

Chapter information was included in the original request for consideration but here it is again in greater detail:
Superior Court of California, County of Monterey Chapter, SEIU Local 521.
That should do the trick, thanks for having my back.

-B-

Sent from Mail for Windows 10
THIS SHEET IS INTENTIONALLY LEFT BLANK
Karen Summers

To: Liane Mazzella
Subject: RE: Lorenzo-Trustee At Large Appointment

From: Liane Mazzella
Sent: Tuesday, September 12, 2017 4:37 PM
To: Karen Summers
Subject: RE: Lorenzo-Trustee At Large Appointment

Lorenzo has decided to withdraw his request for consideration

Thank you,
Liane Mazzella
Office Manager
SEIU Local 521 Fresno
(559) 447-2574
(559) 261-9308
www.seiu521.org
Karen Summers

To: Lorenzo Lambaren
Subject: RE: Executive board vacancy region

From: Lorenzo Lambaren [mailto:llambaren@yahoo.com]
Sent: Wednesday, September 06, 2017 10:27 AM
To: Karen Summers
Subject: Executive board vacancy region

I would like to submit my name for consideration for At Large Trustee.
Lorenzo Lambaren
Fresno chapter
4654 E Cortland Ave
Fresno Ca 93726
(559) 355-6387

Lorenzo Lambaren
Fresno Chapter
4654 E Cortland Ave
Fresno CA 93726
(559) 355-6387
llambaren@yahoo.com
Lorenzo is a member in good standing for 2 years.

Crystal Baughman  
Sr Membership Account Specialist  
SEIU Local 521  
408-678-3396

Does Lorenzo qualify as a member in good standing who can run for an EBd Office?

Lorenzo Lambaren  
Fresno chapter  
4654 E Cortland Ave  
Fresno Ca 93726  
(559) 355-6387
Request for Consideration
Per SEIU Bylaws,
Article VIII Section 12A: Filling Vacancies for Local wide Officers, Regional Officers, and Trustees

I, Denise Quintana, being a member in good standing of the County of San Benito Chapter of SEIU Local 521 would like to officially request consideration as a candidate to fill the vacant Regional Trustee position. For the past 15 years I have been deeply involved with our Union either as Union Steward, Vice-President of our local chapter and or on the Bargaining Team. I look forward to working with the Regional Board as a Trustee.

Thank you.

Denise Quintana
From: Quintana, Denise@San Benito [mailto:Quintana.Denise@sanbenito.cse.ca.gov]
Sent: Thursday, September 07, 2017 11:58 AM
To: mattn@coho.org; Pamela Rodgers
Subject: Request for consideration -Trustee

Good afternoon,

Attached is my request to be considered for the regional trustee position. Please forward to the remaining SEIU 521 eboard. Thank you.

Denise Quintana  
125 Charlie Drive  
Hollister, CA 95023  
(831) 902-7496  
Denisequintana@hotmail.com

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Karen Summers

From: Crystal Baughman  
Sent: Friday, September 08, 2017 8:06 AM  
To: Karen Summers  
Subject: RE: Request for consideration -Trustee

Denise is a member in good standing for 2 years.

Crystal Baughman  
Sr Membership Account Specialist  
SEIU Local 521  
408-678-3396

From: 521 Database  
Sent: Friday, September 08, 2017 6:23 AM  
To: Crystal Baughman <Crystal.Baughman@seiu521.org>  
Cc: Annette Saavedra <Annette.Saavedra@seiu521.org>  
Subject: FW: Request for consideration -Trustee

From: Karen Summers  
Sent: Thursday, September 07, 2017 5:56 PM  
To: 521 Database  
Subject: FW: Request for consideration -Trustee

Does Denise qualify as a member in good standing who can run for an EBd Office?

From: Pamela Rodgers  
Sent: Thursday, September 07, 2017 12:07 PM  
To: Karen Summers  
Subject: FW: Request for consideration -Trustee

Add to motion

From: Quintana, Denise@San Benito [mailto:Quintana.Denise@sanbenito.cse.ca.gov]  
Sent: Thursday, September 07, 2017 11:58 AM  
To: matt@coho.org; Pamela Rodgers  
Subject: Request for consideration -Trustee

Good afternoon,

Attached is my request to be considered for the regional trustee position. Please forward to the remaining SEIU 521 eboard. Thank you.

Denise Quintana
CONFIDENTIALITY NOTICE: This communication with its contents may contain confidential and/or legally privileged information. It is solely for the use of the intended recipient(s). Unauthorized interception, review, use or disclosure is prohibited and may violate applicable laws including the Electronic Communications Privacy Act. If you are not the intended recipient, please contact the sender and destroy all copies of the communication.
**SEIU Local 521 Executive Board Meeting Motion**

* Motion Letter: A

**Motion Title:** Report Consent Agenda

The Following Reports have been placed on the REPORT CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion pull the report from the REPORT CONSENT AGENDA –

NO Motion is required to remove a report from the Report Consent Agenda.

**Committee Reports Requiring Approval/Confirmation:** (as noted below)

1. Approval of the Executive Board Meeting Minutes of June 24, 2016 - (pages 27-34)
2. Budget & Finance Committee Report – RoseAnn Dominguez, Local 521 Treasurer
   

   **September 20, 2017 Meeting** – The Committee reviewed the July 2017 Financials -
   
   - B&F Item 1 – APPROVED – The July 2017 Financial Documents
   - B&F Item 2 – APPROVED – Accept Changes to the Lost Time Policy and recommend Executive Board Approval
   - B&F Item 3 – APPROVED – 2018 Employee Benefits Renewal from EPIC.
   - B&F Item 4 – TABLED UNTIL EBD MEETING Saturday – Approve 2 Mac Book Pros for the Communications Department.
   - Three Contingencies of the 2018 General Fund and Organizing Budgets
   - Update Salinas Office Repairs.
   - Update on 521 Convention.
   - B&F Item 5 – APPROVED – Authorization to Commit to Purchasing a Building in San Jose with Officers’ Authorization
   - Staffing Report
   - Signed Motions

3. Good & Welfare Committee Expenditures Report for August and September 2017 –
   
   
   **Any Requests for Assistance** – please send them to both RoseAnn Dominguez at: ruth.pern@hotmail.com and Karen Summers at Karen.summers@seiu521.org

4. Approval by the Executive Board of an Email Motion Poll for the Delegate Election Process for the 521 Local-Wide Convention when necessary. Voting yes: RoseAnn Dominguez, Hector San Roman, Sonja Bennett, Gary Linsner, Carmella DiSopa, Matt Nathanson, Gwyn Harshaw, Laura Basua, Via Cooper Whigham, Trina Moehring, and Connie Chew.
* Motion A: To approve/confirm as presented ALL Reports on the Report Consent Agenda EXCEPT those pulled and listed below which will be held for discussion:

Follow Up:

Moved by:__________________________ Second :__________________________

Pulled:__________________________________________________________________

Votes in Favor:____________ Votes Opposed:___________ Abstentions:__________

Motion:  Carries ☐  Fails: ☐  Tabled Until: ☐ Date:__________

Signatures
Minutes June 24, 2017
Executive Board Meeting
9:30 Regional Meetings; Business Meeting from 11:00am – 5:02pm

REGIONAL MEETINGS REPORT BACKS:

Region 1: Trina Moehring reported back that there are 5 weeks until the deadline for convention nominations to be submitted. The group worked out a schedule of action items that will be done each week in order to fill the number of seats available to Region 1 at the Convention.

Region 2: Matt Nathanson reported that some of the member numbers for Region 2 are up. Staff and member leaders are looking for up and coming leaders to recruit as convention delegates and, hopefully Executive Board Delegates.

Region 3 & 4: Jennifer Jensen reported they are also looking for potential leaders. They are looking for leaders who understand the goals – basically “All the Union/All in it Together”, share information, more engagement – breaking down barriers across the Region and Local.

Region 5: Sonja Bennett reported they are re-engaging members. Currently most members who are active in Region 5 are in their 50s. She has personally stepped back so as to engage younger members. It’s working. The Kern County bargaining team is all younger members except her. Sonja is hoping to recruit members of the Bargaining Team to open seats at the 521 convention and potentially on the Executive Board. Staff needs to reach out to the Chapters. Rudy will help. Juan Gonzalez has just won his position on the Retirement Board by only 14 votes.

Alysia voiced that we have a lot of work to do!

MEETING CALL TO ORDER: by First VP President Alysia Bonner at 11:00am with a welcome.

OPEN FORUM:
1. Mullissa Willette spoke on Bail Reform: SB10 currently in the Legislature requiring pretrial assessment has passed the California Assembly. Santa Clara County currently handles bail with pretrial assessment which means that people who have been charged can be assessed and released within a few days rather than potentially losing their jobs or losing a great deal of money that will not be returned, should there be no real need for bail or holding until trial.
2. Mullissa Willette spoke on Retirement for All (won by SB1234). There is a Lobby Visit in Sacramento on Monday – let people know if you wish to go.
3. Rachel Subega reported on the Santa Clara County Latino Caucus Activities recently. Their Cesar Chavez Celebration was a great success with great food and entertainment – 179 folks signed in. May 1st the group Marched. June the group attended a Rapid Response Forum. To ICE Raids they send 5 people to verify why and video. They have been involved in interviews for vacant positions. 17 people have signed up for the Latino caucus.
4. Jim Heaney – LocalWide COPE Chair spoke about phone banks against the American Health Care Act. There have been phone banks out of Santa Cruz. He gave Jane Christmann credit for her work and said the last phone bank had been calling Nevada.
5. Carol Garvey, Retiree Chapter, welcomed Jennifer Jensen to the Retiree Chapter. She is selling labor pins and buttons for the benefit of COPE and has $166 to donate today. She said it is Laborfest time again. Most the activities are in the San Francisco area but on the 26th there will be a comedy at the San Jose Improv.
6. Carmella DiSopa announced that Santa Clara APALA Marched and is talking about APALA and SEIU in the community. They have been invited to a Trades meeting responsible for development in San Jose. Their Asian Heritage Month was very successful – lots of booths,
entertainment, food and silent auctions with gift certificates from almost everywhere. High School students spoke about immigration. The APALA Bi-Centennial Conference is this year.

7. Jennifer Jensen said the Fresno Latino Caucus and Women's Caucus are feeding the homeless. RoseAnn Dominguez has the Native American Caucus up and running. Native American Heritage Month will be celebrated November 18th & 19th.

Officers in Attendance at the Meeting:
Absent President Matt Nathanson Region 2 VP
Alysia Bonner 1st Vice President Vacant Region 3 Vice-Pres.
RoseAnn Dominguez Treasurer Jennifer Jensen Region 4 Vice-Pres.
Mullissa Willette Secretary Sonja Bennett Region 5 Vice-Pres.
Hector San Roman Region 1 VP Riko Mendez CEO

Executive Board Delegates and Alternates in Attendance at the Meeting:
REGION 1: None
Carmella DiSopa
Trina Moehring
REGION 2: Carmen DiSopa REGION 3: Laura Basua
Trina Moehring Sergio Garcia
REGION 3: None
Jane Christmann
Jim Heaney
Javier Sanchez
REGION 5: Rudy Plaza
 REGION 4: Laura Basua
Sergio Garcia
REGION 4: None
Karen Nakatani
Rachel Subega
REGION 5: Rudy Plaza
Carol Garvey
Gary Linsner

Executive Board Officers, Members/Alternates, and Trustees – Absent:
Gwyn Harshaw Victor Caravez Arvelia Cooper-Whigham
Connie Chew Yvette Carreon Myrna Bravo
Tammy Dhonato Alicia Rizo
Ethan Winston Darlynn Qualls

Local 521 Trustees in Attendance:
Paul Klunder Lesbia Reclosado

Local 521 Staff in Attendance:
Don Brown Pam Rodgers Mark Araiza
Debbie Narvaez Cesar Serrano Paola Fernandez
Albert Carlson Karen Summers
Liane Mazzrella Andrea Hightower

Local 521 Members and Guests in Attendance:
Ezekiel Dop-Willette Felix Reclosado

PLEDGE OF ALLEGIANCE to the Flag and a Moment of Silence
Specifically mentioned from the Fresno Housing Authority were: Judy Walkingstick (HCV Dept.) – mother passed; Laurie Hall (Acct. Dept.) – daughter passed; and Henry Cota (Maintenance Dept.) died.
Rudy suggested that it would be nice to send a card to grieving families from the vocal. Hector expressed gratitude for the support he had received when his daughter passed. He is honored to be a part of the Local.
Alysia asked that we all pray for our brothers and sisters because we don’t know what is going on in their lives.

QUORUM determined.
ANNOUNCEMENTS: None

OPENING REMARKS from Riko and INTRODUCTION of Andrea Hightower:

We will share what is coming up to push back and fight and win. We need to identify new leaders and get them involved. We are currently testing new ideas in Kern County and are proud at how well they seem to be working. At the 521 Convention in October we will make and implement a plan. Staff and leaders must at a minimum understand the upcoming attack so that our plans can be effective in countering that/those attack(s).

Currently it takes 6 months to a year to train member leaders into certified stewards. We are implementing a new process where we take members out on lost time for a day and a half and train them intensively. Then they come back once a year for additional training. We are working on updating and adding additional modules to our steward training modules. Andrea Hightower is here to tell you a bit about what is being done, and ask for help and input.

UPDATE on STEWARD TRAINING MODULES: Andrea Hightower.

We have realized that even our stewards are not being effectively trained because we have very few certified stewards. We are working on re-vamping some existing steward training modules and making some new ones on different aspects of the process. We can’t move forward without help from our member leaders and stewards. In this process we are looking for best practices from many different sources – e.g. the International, other Locals, staff, member leaders, etc. We are looking to do pilot set of 5 modules videos and have them online for training. We also will be doing this pilot series live in every region over 1 and a half days between now – September. There will be shadowing “on the job” after the series. We need member leaders to volunteer to be in these videos. Some members volunteered.

UPDATE on IMMIGRATION: Cesar Serrano.

Cesar stated that thoughts about immigration across the Local are diverse. The goal is to have a strong, unified Local that can respect diversity and still work well together for the good of labor. That being said we have available a “Know Your Rights – Tool Kit” on Immigration that explains what to do, what are “your” rights, and what are “your” requirements. Chapters should decide if they want these rolled out to their worksites or not. It is important to know the law and state the law because there is liability associated with this issue should information be revealed that should not be revealed.

CONSENT AGENDAS:

NON-POLITICAL CONSENT AGENDA:

Motion A: Non-Political Committee Reports Requiring Approval/Confirmation:

1. Approval of the Minutes for the Executive Board Meeting March 26, 2017: passed as presented
2. Budget & Finance Committee Report – RoseAnn Dominguez, Local 521 Treasurer
   June 21, 2017 Meeting – The Committee reviewed the April 2017 Financials.
   - B&F Item 1 – Approved - The April 2017 Financial Documents
   - B&F Item 2 – Approved – Replacement Floor Covering for the Salinas Office.
   - B&F Item 3 – Approved - $50K from Capital Fund for MemberLink Development.
B&F Item 4 – Tabled for additional research until the next B&F Meeting – Decision on Local 521 Investment Policy.

Signed Motions

3. **Good and Welfare Committee Report** – for May and June 2017 - None

*Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.*

**Motion:** To approve/confirm as presented all reports on the Report Consent Agenda

Duly moved; seconded; passed as presented.

**POLITICAL CONSENT AGENDA** – Reports, Information, and Approval of Related Motions:

Motion B motions B/1-B/4.

**Motion B/1** – Confirmation of San Mateo Delegate Seat at the San Mateo County Labor Council

**Motion:** The Executive Board confirms the appointment of Leah Taylor as delegate to the San Mateo County Labor Council and that the Labor Council should be notified of this decision. In addition, the Labor Council should be notified that Melinda Dubroff has been removed as a delegate.

Moved; seconded; passed as presented.

**Motion B/2** – Contribute to the following California’s Legislators in the Assembly and Senate.

**Motion:** To contribute from the candidates account to the above listed Assembly and Senate members totaling $2,000 – ($1,000 each for Kevin Mullin and Jerry Hill).

Moved; seconded; passed as presented.

**Motion B/3** – North Valley CLC increase in per capita payments.

**Motion:** To approve that per capita payments to North Valley CLC be figured at the full per capita count which would currently equate to an approximate increase in per capita payments to NVCLC from $110 per month to $680 per month.

Moved; seconded; passed as presented.

**Motion B/4** – Removal of Delegates from Fresno, Madera, Tulare, and Kings Counties Central Labor Council (FMTK CLC).

**Motion:** To approve the removal of: Tom Abshere, Catherine Balbas, Lynn Cogdill, Barigye McCoy as delegates to the Fresno, Madera, Tulare, Kings Counties Central Labor Council.

Moved; seconded; passed as presented.

**HONORARY ASSOCIATE MEMBERSHIP MONTHLY APPLICATIONS - CONSENT AGENDA**

Motion C: motions C/1-C/3.

**Motion C/1** – Honorary Associate Membership Monthly Application of Daniel Galindo

**Motion:** To approve Honorary Associate Membership status for Daniel Galindo.

Moved; seconded; passed as presented.

**Motion C/2** – Honorary Associate Membership Monthly Application of Sergio Jimenez

**Motion:** To approve Honorary Associate Membership status for Sergio Jimenez.

Moved; seconded; passed as presented.

**Motion C/3** – Honorary Associate Membership Monthly Application of Cassie Kifer

**Motion:** To approve Honorary Associate Membership status for Cassie Kifer.

Moved; seconded; passed as presented.

**UNFINISHED BUSINESS:** None

**NEW BUSINESS:**
Motion D – $50,000 from the Capital Fund for MemberLink Development

Motion: To approve $50,000 from the Capital Fund for MemberLink Development. Duly moved; seconded; passed as presented.

Riko added that in order to thrive in the future and continue to win for our members we must be able to pass on information and have member leaders really engage people. Digital engagement is a practical means to this end. MemberLink will have individual member portals designed especially for them with their interests and activities immediately available.

Motion E – Authorization to Sign an Agreement for Employee Search Consultation Services.

Motion: To approve signing the contract with Margolies and Potterton, Search Consultants, and spending up to a total of $50,000 should that many qualified and suitable senior level/organizer employees be found to fill our open management/line staff positions from the appropriate employee search and/or savings line item. Duly moved; seconded; passed as presented.

We need to be equipped for the changing world that we are and will be living in.

Motion F – Approval of the 2017 IT Staff PC Replacement Plan.

Motion: To approve the purchase of 35 desktops PCs and 19 laptop computers for staff as outlined above. Cost is estimated at $859.84 plus tax per desktop computer and $915 plus tax per laptop computer. The estimated cost of the total purchase of the 54 computers including estimated tax is $51,396.97. For shipping and any other contingency costs we are requesting up to $60,000 from the Capital Fund. Duly moved; seconded; passed as presented.

PRESIDENT’S REPORT: No President’s Report as Gwyn was in Texas and unavailable for the meeting.

CHIEF ELECTED OFFICER REPORT: Riko Mendez –

Riko’s Presentation for the Executive Board was extremely powerful. It began with a short video of the reintroduction of 7 wolves to Yellowstone Park. The wolves, who are predators, were removed from the park quite some time ago thinking it would be good for the environment and make it flourish, but instead, the opposite happened. The result was actual death to not only the balance of the ecological systems in the park, but death and decline to animals, trees and vegetation, and even the river. When the wolves were re-introduced life began to return to the park even to the point that trees began to grow and flourish, and the river became healthy again. Amazing!! The video in itself was extremely powerful. But, later in the presentation when Riko drew the link between unions in our socioeconomic systems and the wolves in Yellowstone Park, it became apparent that death and destruction could also follow the desired decline and elimination of union power – and it would probably happen far faster than in Yellowstone Park. Results could be devastating to our socioeconomic systems because again the balance could be destroyed, and that balance might never recover. This could significantly change our futures individually, as groups of people, and as citizens of America and the world.

Together We Rise – We are ONE Family – 521 – that’s our Family. We must unite, fight and win on all levels of this struggle. Win and lead the way where we are strong. Organize on the ground; recommitment of members because we are creating better relationships between the members and the union; we are working to find the things our members and our communities care about, want, and need, and then giving it to them. We are fighting because we love our families and our communities. We are working in many ways to get good and accurate access to our members and our members to us. Get them information in a way that counts for them. Unions are striving to change to become and stay relevant to our members and to our communities. We are working toward more New Employee Orientations – time with new employees as soon as they begin working for the employer is extremely important. We are fighting Privatization of jobs. We are hiring new management staff (e.g. Tim Markham – Area Director Santa Clara County/Schools & Special...
Districts – SJC; Cheryl Brown – Political Director, Trainer and Communications coming in mid-July; Kristin Eldridge for Tulare and Kern; we have hired an Employee Search Team, Margoles & Potterton, who are diligently searching for an External Organizing Director and other vacant management level and line staff vacant slots. Miesha, Andrea Hightower, Dee, and Glorianne have been promoted). We are working on our Vision and LocalWide Plan for Together We Rise.

PRESENTATION ON THE KERN COUNTY CONTRACT CAMPAIGN:
Building Power to Win!! Veronica Vasquez, Kern County President, stated that the last Kern County Contract was 18 months ago – they didn’t take any concessions and have stayed engaged. The Bargaining Team is made up of 12 members, 10 are new leaders. They are excited about member engagement and are working for political and community strength. 4 of the 5 Supervisors don’t support Labor. Yet 3 have agreed to “Walk a Day”. They are excited that Juan Gonzalez, a Kern County member, won an elected position on the Kern County Retirement Association Board. This will be a fight, but staff and members are up for it.

PRESENTATION ON THE TULARE COUNTY CONTRACT CAMPAIGN:
Mark Araiza, Staff Chief Negotiator, announced that there is a Tentative Agreement that was reached on June 20th. The ratification vote will begin on Monday. This was Mark’s first time as the Chief Negotiator. The Bargaining Team was very strong.

RACIST HISTORY IN RIGHT TO WORK: Alysia Bonner
“Right to Work” is not a new thing. In the 1930’s Vance Muse, (1890-1950) an American businessman and conservative lobbyist, invented the Right-to-Work for less movement against the unionization of American workers, and helped pass the first anti-union laws in Texas. In direct conflict to the philosophies of the great Martin Luther King, Muse is quoted as saying, “From now on white women and white men will be forced into organizations with black African apes whom they will have to call brother or lose their jobs.”

PLANNING AND LEADING IN PARTNERSHIP WITH STAFF INCLUDING UPDATE FROM STAFF MEETING: Matt Nathanson and Mullissa Willette
Matt said he had attended the All Staff Meeting in Fresno the Thursday and Friday before the Executive Board Meeting. There were 66 line staff plus admins. The vibe in the room was excited. Staff sees challenge ahead and wants to work with members. Staff and member leaders must see themselves as partners in this project/as change agents and use resources to build the union as strong as possible. The key to victory is engaging member leaders.

WRITTEN REPORTS & CORRESPONDENCE REQUIRING NO ACTION BY THE EBd: They may be pulled for discussion if necessary
1. Officers’ Reports
   - Region 2 VP Report
   - Region 3&4 VP Report
   - Region 5 VP Report
2. PAC/PACE Totals Report
3. Trustee Report – (none)
4. Industry, Caucus and Committee Reports
   - Retirement Security Committee Report – (none)
   - SEJ Committee Reports
     1. Fresno AFRAM Caucus Activity Report – April – June 2017 – in packet
     2. Fresno APALA Caucus Activity Report – April – June 2017 – in packet
3. Santa Clara Latino Caucus Report – Rachel Subega – The Latino Caucus members attended a Rapid Response class put on by PACT which was very helpful for our community. Five people will be sent to Immigration raids conducted by ICE to make sure the undocumented are not being mistreated.

4. PWD Caucus Activity Report – April – June 2017 – in packet

5. Woman’s Caucus Activity Report – April – June 2017 – in packet

5. Correspondence – Thank you from Jalynn Williams for continued award of the Clarence Dodge Scholarship

Other Oral Reports: Other Officers, Caucus Chairs, Committee Chairs, or Staff are invited to offer an Oral Report of no more than 5 minutes at this time – none.

The book by John Steinbeck, In Dubious Battle, was suggested for interesting reading.

ADJOURNMENT: Moved; seconded; passed for adjournment of the Executive Board Meeting of June 24, 2017, at 5:02pm.
THIS SHEET IS INTENTIONALLY LEFT BLANK
Motion Title:  Political Consent Agenda

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull the item from the CONSENT AGENDA – NO Motion is required to remove an item from the Consent Agenda.

Political Motions:

- **B/1** – $10,000 for Cathy Glasson Campaign for Iowa Governor from the Candidate PAC – *(pages 37-38)*
- **B/2** – Contribute to Working Partnership’s “Champions for Change” Fundraiser - $2,250 from the Issues PAC - (Region 1) – *(pages 39-40)*
- **B/3** – BAYMEC Contribution - $500 from the Candidate PAC - (Region 1) – *(pages 41-42)*
- **B/4** – Rob Bonta – for Assembly 2018 - $2,500 from the Candidate PAC - (Region 1) – *(pages 43-44)*
- **B/5** – Stanislaus County Library Sales Tax Extension – $1,000 Issues PAC contribution and member to member support - (Region 3) – *(pages 45-46)*
- **B/6** – Rick Bonilla and Joe Goethals City Council San Mateo - (Region 1) - Candidate PAC $500 each – *(pages 47-48)*
- **B/7** – Charlie Drechsler for San Mateo City Council - $1000 from the Candidate PAC - (Region 1) – *(pages 49-50)*
- **B/8** – Support San Mateo as a “Safe City” - (Region 1) - *(pages 51-50)*
- **B/9** – Join Working Families Collaborative of San Mateo and Endorse their Charter - (Region 1) – *(pages 61-64)*
- **B/10** – Charlie Drechsler for San Mateo City Council – $2,500 IE PAC - (Region 1) – *(pages 65-66)*
- **B/11** – Endorsements of Riley Talford and John Adams for positions on the Fresno County Employees’ Retirement Association and up to $2,000 IE PAC - (Region 4) – *(pages 67-68)*
- **B/12** – BAYMEC Contribution - $750 from the Retiree Political Account - (Region 1) – *(pages 69-70)*
*Motion B*: To approve as presented *ALL MOTIONS* on the Political Consent Agenda EXCEPT those pulled and listed below which will be held for discussion and approval or denial:

**Follow Up:**

Moved by: ____________________________  Second: ____________________________

Pulled: ______________________________

Votes in Favor: __________  Votes Opposed: __________  Abstentions: __________

   Motion: Carries ☐  Fails: ☐  Tabled Until: ☐  Date: __________

Signatures

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SEIU Local 521 Officers’ Email Motion

Motion Letter: B/1             Date: September 23, 2017

Motion Title: $10,000 contribution to Cathy Glasson, Candidate for Iowa Governor, from the SEIU Local 521 Candidate PAC

Recommended By: The South Bay COPE Committee via Email Poll

Background: Cathy Glasson is an SEIU President of the Iowa Local. She is running for Iowa Governor. It is important that we support our own. The Santa Clara County COPE Committee has approved this expenditure from the Candidate PAC for $10,000. The Officers are now asked to agree with their decision.

Motion: To approve a contribution of $10,000 from the SEIU Local 521 Candidate OR Independent Expenditure PAC to the Campaign of Cathy Glasson for Iowa Governor.

Follow Up:

Moved by:___________________________ Second :___________________________

Amendment:______________________________________________________________
Amended By:______________________________________________________________

Votes in Favor:_______ Votes Opposed:_______ Abstentions:_______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date:_________

Signatures

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SEIU Local 521 Officers’ Email Motion

Motion Letter: B/2  
Date: September 23, 2017

Motion Title: Contribute to Working Partnership’s “Champions for Change” Fundraiser

Recommended By: The Santa Clara and San Benito COPE Committee

Background: We have been invited to Working Partnership, USA, fundraiser. The theme is Unite.Resist.Rise. The fundraiser is on September 27th and is an evening that will celebrate the recent, historic accomplishments, but also sharing Working Partnerships continued vision to unite.resist.rise as working families. The fundraiser will honor bold, visionary leaders protecting workers’ rights to a voice at work, to fair pay and strong benefits, and to workplace health and safety. The keynote speaker is Elena Durazo, Unite Here General Vice President for Immigration, Civil Rights, and Diversity.

Other groups will be recognized such as Rashad Robinson, Executive Director of Color of Change who will be receiving the 2017 Racial Justice Champion Awardee. Silicon Valley Rising Leaders from SEIU USWW, Joint Council 7 and International Brotherhood of Teamsters Local 853 and Unite-Here Local 19 will be receiving the 2017 Labor Justice Champion Award. Lastly, The Silicon Valley Renters Rights Coalition will received the 2017 Movement Champion Award.

Motion: To contribute $2,250 (a table of 10) from the Issues Account to Working Partnerships, USA Champions for Change 2017.

South Bay Labor Council  
FPPC# 744711
2102 Almaden Rd., Ste 114  
San Jose, CA 95125

Follow Up:

Moved by: __________________________ Second: __________________________

Amendment: __________________________________________________________

Amended By: __________________________________________________________

Votes in Favor:__________ Votes Opposed:_______ Abstentions:_______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date:______

Signatures
Motion Title: BAYMEC Contribution - $500 from the Candidate PAC

Recommended By: South Bay COPE Committee

Background: The Bay Area Municipal Elections Committee (BAYMEC) is a Four-County lesbian, gay, bisexual, and transgendered (LGBT) political action group. It has been advocating for the civil rights of LGBT people since 1984. It is the only political action committee (PAC) dedicated to this purpose in the Central Coast Counties of San Mateo, Santa Clara, Santa Cruz, and Monterey. BAYMEC is governed by a Board of Directors and is supported solely through private contributions.

Contributions from this fundraiser on October 1st are used to support candidates who are either from the LGBT community within the four counties or candidates that support their issues. Recently, BAYMEC endorsed Cindy Chavez for Santa Clara County Supervisor, a candidate endorsed by our members and Santa Clara/San Benito COPE committee. The current President of the Santa Clara County Supervisors Board is Ken Yeager, who was one of the founders of BAYMEC and endorsed by our members when he first ran for supervisor. Many candidates who eventually are candidates for City, County and State elected positions are very active in BAYMEC. Evan Low, California State Assembly, is a past Board member of BAYMEC.

Motion: To approve $500 from the SEIU Local 521 Candidates PAC to purchase 3 seats for the BAYMEC Brunch fundraiser at The GlassHouse, 2 South Market St, San Jose, CA 95113 from 11-2 PM

BAYMEC; FPPC#:841499
Paul Escobar
VP@baymec.org; 951-514-7556

Follow Up:
Moved by: ____________________________ Second: ____________________________
Amendment: ____________________________
Amended By: ____________________________
Votes in Favor: _______ Votes Opposed: _______ Abstentions: _______
Motion: Carries ☐  Fails: ☐  Tabled Until: ☐  Date:_________

Signatures

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SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/4  Date: September 23, 2017

Motion Title: Rob Bonta (AD 18) – for Assembly 2018

Recommended By: South Bay COPE Committee

Background:
We have contributed to Rob Bonta over the years because of his support for SEIU statewide and particularly supporting issues that are important to SEIU 521. Ron's district covers Alameda County, where many of our members live. In addition, Rob sponsored and supported AB 42; the bail reform bill that did not pass but was overwhelming supported by our members in SEIU 521. Rob was instrumental in making sure the parallel bail reform bill gained steam in the Assembly, SB 10.

Motion: To contribute from the Candidates Account - $2,500 to Rob Bonta for Assembly 2018.

Rob Bonta for State Assembly 2018; FPPC#:1392389
1005 12th St. Suite H
Sacramento, CA 95814

Follow Up:

Moved by:___________________________ Second :___________________________

Amendment:____________________________________________________________

Amended By:____________________________________________________________

Votes in Favor:__________ Votes Opposed:_______ Abstentions:_______

Motion: Carries □ Fails: □ Tabled Until: □ Date:_________

Signatures

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RM:kns SEIU 521 CTW/CLC
SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/5

Date: September 23, 2017

Motion Title: Financial Contribution to support Stanislaus County Library Sales Tax Extension Measure “S” for 2017

Recommended By: Stanislaus County Chapter Meeting

Background:
On August 8th, the Stanislaus County Chapter hosted a joint Town Hall and Chapter Meeting. At the Town Hall, members motioned and voted to endorse Measure “S”, which was recently approved by the Officers. As a follow-up, the Stanislaus County Chapter made a motion at their last Chapter meeting on September 12th for a direct campaign contribution of $1000 and a member to member outreach campaign spending up to $1500 on robo calls, mailers, phone banks, and other Measure S related campaign materials and activities.

SEIU 521 is focusing on member engagement on political activities in Region 3 and specifically with the Stanislaus County Chapter. The Stanislaus County Library system’s major funding comes from the general public through a 1/8 cent sales tax that was instituted in 1995 and renewed a few times since then. Last year, 88% of the library system funding was through this sales tax and it will be expiring this year. In order for this stream of funding to be continued, the sales tax needs to be renewed this year during the November elections.

More Background on measure “S”:
- The 2017 library ballot measure is not a new tax. It merely renews the current one-eighth of a penny sales tax approved overwhelmingly by Stanislaus County voters in years past.
- The library sales tax funds over 80% of the cost of operating the county’s 13 branches.
- By law, library sales tax revenues can only be used for library services. They can’t be taken by the state or diverted for other uses. With our state budget controlled largely by big city interests in Southern California and the Bay Area, local measures are the only way to ensure our tax dollars are being used to satisfy our priorities.
- There are currently over 400,000 Stanislaus County library card holders.

STANISLAUS COUNTY LIBRARIES PROVIDE:
- Reading programs for children, and safe places for teens to read and study;
- Senior services, like computer training, access to large print books, and delivery to the homebound;
- Access to job applications, employment services, business and economic information for local businesses, and job training resources for local workers;
- Literacy training for adults and families;
-Access to nearly 700,000 book and publications, DVD's and CD's and an expansive collection of online databases to over 100,000 downloadable, streamed movies, TV shows, music albums, audio books, ebooks, and magazines; Free access to computers and Wi-Fi.

http://www.savestanislauslibraries.org/about

**Motion:** To approve the Stanislaus County Chapter endorsement to support Measure S with a direct campaign contribution of $1000 from the Issues PAC and a member to member outreach campaign spending up to $1500 on robo calls, mailers, phone banks, and other Measure S related campaign materials and activities also from the Issues PAC.

SAVE STANISLAUS LIBRARIES, A COMMITTEE TO SUPPORT STANISLAUS COUNTY MEASURE S
PO BOX 4204, MODESTO, CA 95352
ID 1323157

**Follow Up:**

Moved by:___________________________ Second : ___________________________

Amendment:____________________________________________________________

Amended By:____________________________________________________________

Votes in Favor:__________ Votes Opposed: _______ Abstentions:_______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date:_________

Signatures

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SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/6               Date: September 23, 2017

Motion Title: To Endorse and Contribute to San Mateo City Candidates Rick Bonilla and Joe Goethals

Recommended By: the Peninsula (San Mateo County) COPE Committee

Background:
Rick and Joe are incumbents of San Mateo City Council. They have both been endorsed by SEIU 521 and the San Mateo County Labor Council. Both Rick and Joe were instrumental and getting San Mateo City minimum wage raised to $15 by 2018. We do represent Blue Collar, Librarians and temporary workers at the City of San Mateo. Both Rick and Joe voted to make sure the workers at the city were paid the minimum wage of $15. They have been supportive of SEIU 521 during contract negotiations and meet with members during negotiations.

Motion: To endorse and contribute from the Candidates Account $500 each to Rick Bonilla for City Council and to the Committee to Re-Elect Joe Goethals for San Mateo City Council 2017

Rick Bonilla for City Council   FPPC #: 1376226
204 E. 2nd Ave. #206, San Mateo CA 94401

Committee to Re-Elect Joe Goethals for San Mateo City Council 2017
56 Tilton Terrace, San Mateo CA 94401
FPPC #: 1395252

Follow Up:

Moved by:___________________________  Second:___________________________

Amendment:______________________________________________________________

Amended By:______________________________________________________________

Votes in Favor:__________  Votes Opposed:_______  Abstentions:_______

Motion: Carries ☐  Fails: ☐  Tabled Until: ☐ Date:_________

Signatures

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RM:kns SEIU 521 CTW/CLC
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SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/7             Date:  September 23, 2017

Motion Title: To Endorse and Contribute to Charlie Drechsler candidate for San Mateo City Council

Recommended By: the Peninsula (San Mateo County) COPE Committee

Background:
Charlie is a member of SEIU 521 and Chapter Chair for Redwood City. He is a candidate for San Mateo City Council. San Mateo has an at-large election. There are seven candidates for three seats. Charlie received the sole endorsement from SEIU 521 Peninsula (San Mateo County) COPE Committee. Charlie was also endorsed by the San Mateo County Labor Council along with three other candidates. There are two incumbents and one open seat. Charlie is a Blue-Collar worker for Redwood City. He has been on the planning commission for 5 years and chair. He has been active in the community: Block Captain to serve on the Citywide Neighborhood Watch Board and continued to serve on this board for 11 years and has served on the Community Improvement Commission (6yrs) and Public Works Commission (each commission he was elected as a chair).

Motion: To endorse and contribute from the Candidates Account $1,000 to Charlie Drechsler for City Council

Charlie Drechsler for City Council
203 Ottawa St, San Mateo CA 94401
FPPC#: 1396776

Follow Up:

Moved by:___________________________ Second :___________________________
Amendment:____________________________________________________________
Amended By:____________________________________________________________
Votes in Favor:__________ Votes Opposed:_______ Abstentions:_______
Motion: Carries □ Fails: □ Tabled Until: □ Date:_________
Signatures

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Motion Letter: B/8  Date: September 23, 2017

Motion Title: To Support San Mateo City “Safe City” Ordinance along with the Northern California ACLU and other San Mateo City community groups

Recommended By: the Peninsula (San Mateo County) COPE Committee

Background:
This ordinance was developed and written by ACLU of Northern California. They plan to advocate for a new law in the City of San Mateo that would officially prohibit City of San Mateo officials from using City resources to assist ICE with immigration enforcement or asking anyone about immigration status (among other limitations). ACLU has heard of reports that San Mateo police have been asking people for their immigration status during routine traffic stops and other interactions. In addition, there has been a rumor that a San Mateo police officer reported someone to ICE (when CA law didn't require it).

ACLU aims to get an ordinance "with teeth" passed, like the one in Menlo Park. In April, the Menlo Park City Council passed an ordinance which, unlike the "welcoming city" resolutions passed by many towns in the county, has actual legal consequences. Unlike San Mateo’s existing "welcoming city" resolution, if this law is broken, there are actual legal consequences. Both Mayor Lim and Councilmember Bonilla have expressed their general support for such an ordinance.

ACLU is launching their campaign soon. They are planning to do research and gather allies to get a majority vote to pass a strong ordinance in November. Attached is the ordinance and key components.

Motion: SEIU 521 Executive Board to approve and actively support San Mateo City “Safe City” Ordinance developed by the Northern California ACLU

Follow Up:

Moved by: ___________________________ Second: ___________________________
Amendment: __________________________________________________________
Amended By: _________________________________________________________
Votes in Favor: _______ Votes Opposed: _______ Abstentions: _______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: __________
Signatures

RM:kns SEIU 521 CTW/CLC
Ordinance

Ordinance of the City Council of the City of San Mateo adding [...] to [...] of the San Mateo Municipal Code

The City Council of the City of San Mateo does hereby ordain as follows:

I. Introduction

A. It is the policy of the city of San Mateo to welcome, accept, respect, and recognize as an integral to the fabric of the community all peaceful people, regardless of disability, economic status, ethnicity, gender, gender identity, immigration status, language, national origin, religion, political orientation, race, sex, or sexual orientation.
B. The City of San Mateo actively denounces any attempt to intimidate, threaten, or otherwise marginalize members of our community; it communicates and practices a policy of zero tolerance for prejudice, racism, bigotry, hatred, bullying, and violence. The residents and visitors of San Mateo should all have the opportunity to thrive, contribute, and pursue the common good without the fear of discrimination.
C. The City of San Mateo actively pursues policies that promote trust, goodwill, and cooperation between residents, visitors, law enforcement, and City staff and officials. The City of San Mateo protects, defends, and enforces the right of privacy for all its residents and visitors, including their personal data, information, and immigration status.
D. The City of San Mateo has limited resources, and those resources should be expended to provide local public services, not aiding in the enforcement of federal immigration laws.
E. On April 3, 2017, the City Council of the City of San Mateo adopted a resolution affirming San Mateo’s “commitment to support and include all community members, regardless of ethnic or national origin, gender, race, religion, sexual orientation, or immigration status.”
F. The City now wishes to enact an ordinance to designate the City as a “safe city.” With this ordinance, the City of San Mateo endeavors to foster a community free from fear. The City enacts this ordinance to ensure that all members of our community have full and equal access to all our City has to offer, including the protection of law enforcement and other vital city services, without fear that city resources will be offered to help Federal immigration authorities carry out deportations.

II. Safe City

A. The City of San Mateo is an ethnically, racially and religiously diverse city. The City has long derived its strength and prosperity from its diverse community. Cooperation with all members of the City’s diverse community is essential to advancing the City’s mission, vision and guiding principles, including community safety, support for youth and education, economic development and financial stability.
B. The City of San Mateo is a safe city for all, regardless of immigration status, religion, race, nationality, ethnicity, sex, sexual orientation, gender or gender identity.
C. The City and its employees will serve all residents. City services will be accessible to all residents, regardless of immigration status or country of origin. No department, agency, commission, officer, or employee of the City of San Mateo can withhold services based on several identities, including ancestry, race, ethnicity, national origin, color, age, sex, sexual orientation, gender violence, marital status, physical or mental disability, or religion.

B. All City agencies that provide direct public services shall ensure meaningful access to such services by taking reasonable steps to develop and implement agency-specific language assistance plans regarding limited English proficient persons.

C. City of San Mateo officials, including its law enforcement officers, shall not administer federal immigration law, which is the exclusive authority of the federal government. Officers shall not take any direct action against an individual because of their immigration status, unless legally required to do so pursuant to a valid federal judicial warrant.

III. Federal Judicial Warrants and Responses to Detainer Requests or ICE Administrative Warrants

A. The City of San Mateo is legally required to cooperate with federal judicial warrants. Federal judicial warrants are different from civil immigration detainer requests. A civil detainer request issued by the Department of Homeland Security (DHS) is an administrative document asking a local law enforcement agency to detain an individual beyond the individual’s release date, usually to facilitate the deportation process. Unlike a judicial warrant, a civil detainer request is not issued by a judge or a neutral magistrate and is not based on a finding of probable cause. Similarly, administrative warrants issued by DHS are not judicial warrants.

B. The City of San Mateo shall not honor any ICE detainer requests or administrative warrants, even if listed in the National Crime Information Center Database (NCIC). City officials shall not arrest, detain, or transport, or prolong the detention of an individual solely on the basis of an administrative document issued by DHS, ICE or (Customs and Border Protection) CBP, without a judicial warrant.

C. City officials shall not conduct sweeps intended solely to locate and detain undocumented immigrants. City officials will not participate in ICE organized sweeps to locate and detain undocumented immigrants.

D. In addition, no City agency, department, officer, commissioner, or employee shall use any City funds, and/or resources, facilities, property, equipment, or personnel to do any of the following:

1. Identify, investigate, arrest, relocate, intern, detain or continue to detain a person in the absence of a valid judicial warrant based solely on information or belief that the person is not present legally in the United States or that the person has committed a violation of immigration law;

2. Assist or participate in any immigration enforcement operation or joint operation or patrol that is focused on the enforcement of federal immigration laws;

3. Arrest, detain or continue to detain a person in the absence of a valid judicial warrant based on any civil immigration detainer request;
4. Notify federal authorities about the release or pending release of any person for immigration purposes;
5. Provide federal authorities with non-public information about any person for immigration purposes;
6. Assist any government agency with any investigation or with the gathering and dissemination of information regarding the immigration or citizenship status of any individual or group that resides in or visits the City of San Mateo.

E. No City agency, department, officer or employee shall use City funds, resources, facilities, property, equipment or personnel for the activities listed in (V)(A)(1-6) unless such assistance is required by a valid and enforceable federal or state law or is contractually obligated. Nothing shall prevent the City, including any agency, department, officer or employee from lawfully discharging his/her duties in compliance with a lawfully issued judicial warrant, subpoena or court decision.

IV. Interaction with Federal Immigration Officers

A. Unless acting pursuant to a court order or legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law, no City official shall permit ICE or CBP agents access to City facilities or any person in City custody for investigative interviews or other investigative purposes.
B. To the extent ICE or CBP has been granted access to City facilities, individuals with whom ICE or CBP engages will be notified that they are speaking with ICE or CBP, and ICE or CBP agents shall be required to wear duty jackets and make their badges visible at all times while in City facilities.

V. Privacy Protections

A. No employee of the City of San Mateo shall inquire about the immigration status of an individual, including but not limited to a crime victim, witness or person who calls or approaches law enforcement personnel seeking assistance.
B. City officials shall only inquire into the immigration or citizenship status of an individual in the following cases:
   1. Where the inquiry relates to a legitimate law enforcement purpose that is unrelated to the enforcement of a civil immigration law
   2. Where immigration or citizenship status is an element of the crime being reported (such as reporting a hate crime related to immigration status)
   3. Where required by state or federal law to verify eligibility for a benefit, service, or license conditioned on verification of certain immigration or citizenship status.
C. No City agency or official shall authorize or engage in the human or technological surveillance of a person or group based solely or primarily upon a person or group’s actual or perceived protected status.
D. No City official shall voluntarily release personally identifiable data or information to ICE or CBP regarding an inmate’s custody status, release date, or home address, or information that may be used to ascertain an individual’s membership in a protected class (such as religion, ethnicity, race, etc.), unless for a legitimate law enforcement purpose unrelated to the enforcement of a civil immigration law.

VI. The City of San Mateo’s Commitment to Law Enforcement

A. City commissions and employees will assist ICE and CBP in their requests when relevant, credible information from a reliable source links a resident of San Mateo to a particular criminal event and/or activity.

VII. Compliance

A. Any individual who alleges a violation of the above policies may file a written complaint for investigation with the City Council of the City of San Mateo.
B. The Clerk of the City of San Mateo shall send copies of this ordinance, including any future amendments, to every department of the City of San Mateo. Any employee who willfully and intentionally violates the above prohibitions may face department discipline up to and including termination.
C. In undertaking the adoption and enforcement of this Chapter, the City is assuming an undertaking only to promote the general welfare. This chapter does not create or form the basis of liability on the part of the City, its agents, departments, officers or employees. It is not intended to create any new rights for breach of which the City or any of its employees are liable for money or any other damages to any person who claims that such breach proximately caused injury. The exclusive remedy for violation of this Chapter shall be through the City’s disciplinary procedures for employees.

VIII. Severability

If any section of this ordinance, or part hereof, is held by a court of competent jurisdiction in a final judicial action to be void, voidable or unenforceable, such section, or part hereof, shall be deemed severable from the remaining sections of this ordinance and shall in no way affect the validity of the remaining sections hereof.

VII. California Environmental Quality Act Determination

The City Council hereby finds that this ordinance is not subject to the provisions of the California Environmental Quality Act (“CEQA”) because the activity is not a project as defined by Section
15378 of the CEQA Guidelines. The ordinance has no potential for resulting in physical change to the environment either directly or indirectly.

VIII. Effective Date and Publishing

This ordinance shall take effect 30 days after adoption. The City Clerk shall cause publication of the ordinance within 15 days after passage in a newspaper of general circulation published and circulated in the city or, if none, the posted in at least three public places in the city. Within 15 days after the adoption of the ordinance amendment, a summary of the amendment shall be published with the names of the council members voting for and against the amendment.
THIS SHEET IS INTENTIONALLY LEFT BLANK
Why San Mateo Needs a Safe City Ordinance

- Safety for San Mateo:
  - Ensures local resources are building and strengthening our community, not tearing it apart by demonizing certain community members
  - Helps the City of San Mateo support all members of the community equally
  - Honors the rights of all community members to be free from fear and to participate fully in the community

- Reinforces the safety net for everyone
  - People who need food assistance feel safe going to a foodbank and applying for assistance.
  - Crime victims and witnesses feel safe and more comfortable calling the police

- Local Resources:
  - Want local resources dedicated to local needs, not wasted by misguided Federal agency goals
  - Don’t want a Federal agency deciding how to spend our community’s resources

- Respects Local Law enforcement:
  - Law enforcement can fight actual crime reported by all community members
  - As a result, ordinance would strengthen the relationship between the community, City officials, and law enforcement.
  - The Major Cities Chiefs Association states that commingling the work of local police with federal immigration enforcement efforts makes communities less safe.¹
    - We will be seeking input from Chief Manheimer, who works hard to make sure San Mateo’s immigrants feel safe collaborating with City of San Mateo police.

- Why we need a Safe City Ordinance:
  - The Welcoming City Resolution was a good start, but our city needs more.
  - Unlike a resolution, an ordinance is binding, which gives our community and City officials more certainty.
  - This ordinance gives specific instructions to City staff and resources, and clear rules for what to do when ordinance isn’t followed

Key Components

- San Mateo welcomes, respects, and recognizes that all peaceful people are an integral part of our community fabric, regardless of disability, economic status, ethnicity, gender, gender identity, immigration status, language, national origin, religion, political orientation, race, sex, or sexual orientation.
- Denounces all attempts to intimidate, threaten, or marginalize members of our community. Our city has zero tolerance for prejudice, racism, bigotry, hatred, bullying, and violence.
- Designates San Mateo as a “Safe City.” Instructs that no city funds should be used to violate the Safe City ordinance requirements, such as asking an individual their immigration status, offering information to ICE about an individual’s immigration status, or carrying out surveillance because of an individual or group’s religion.
- Fosters a community free from fear. All residents and visitors should have full access to the protection of law enforcement without fear that city resources will be used to help Federal immigration authorities to carry out deportations.
- Explains that San Mateo officials would still need to honor criminal warrants and any warrants signed by a judge. Clarifies that San Mateo will not spend City resources holding any individuals for ICE with anything less.

¹ “Without assurances that contact with the police would not result in purely civil immigration enforcement action, the hard won trust, communication and cooperation from the immigrant community would disappear. Such a divide between the local police and immigrant groups would result in increased crime against immigrants and in the broader community, create a class of silent victims and eliminate the potential for assistance from immigrants in solving crimes or preventing future terrorist acts.” Craig E. Ferrell, Jr. and others, “M.C.C. Immigration Committee Recommendations For Enforcement of Immigration Laws by Local Policy Agencies” (Charlotte, NC: Major Cities Chiefs Association, 2006), available at

Printed 9/9/17
Dear,

I am reaching out on behalf of the ACLU-North Peninsula Chapter to ask for your collaboration on a campaign to pass a strong Safe City ordinance for the City of San Mateo.

We plan to advocate for a new law in the City of San Mateo that would officially prohibit City of San Mateo officials from using City resources to assist ICE with immigration enforcement or asking anyone about immigration status (among other limitations). We have heard reports that San Mateo police have been asking people for their immigration status during routine traffic stops and other interactions. We also heard a rumor that a San Mateo police officer reported someone to ICE (when CA law didn't require it). We recognize that some of the most crucial policy changes are at the federal, state, and county level, but we also see room for change at the City of San Mateo level.

We aim to get an ordinance "with teeth" passed, like the one in Menlo Park. In April, the Menlo Park City Council passed an ordinance which, unlike the "welcoming city" resolutions passed by many towns in the county, has actual legal consequences. We aim to get a similar ordinance passed in the City of San Mateo. Unlike the existing "welcoming city" resolution, if this law is broken, there are actual legal consequences. Both Mayor Lim and Councilmember Bonilla have expressed their general support for such an ordinance.

We are launching our campaign this week. We plan to do research and gather allies to get a majority vote to pass a strong ordinance in November. Along the way, we plan to meet with allies, opponents, and "unknowns." We know you are already working hard on many projects, so we don't want to ask too much of you, but we would greatly appreciate your collaboration.

We would be happy to meet with you or chat with you by phone to discuss our plans and requests, but we would also be fine with working by e-mail only, if that works best for you.

Here are some ideas of how you might collaborate with us:

1) Please review the attached proposed ordinance and, if you agree, sign on in support. (Simply reply to this e-mail or send an email to npenaclu@gmail.com.) If you have suggestions for improvements, please do let us know, as we would really appreciate your input.

2) We would appreciate your help brainstorming potential allies/collaborators. We plan to reach out to faith community leaders, immigrant rights and human rights organizations, and other San Mateo-based organizations. We would welcome your ideas for sympathetic/effective collaborators.

3) At a few crucial meetings with policymakers, we would be grateful if anyone from your team could join us. Eventually, when it comes time for the City Council to read and vote on the ordinance, we would be grateful for one or more of your team could make supportive public comments.

4) We would be happy to accept any additional collaboration from you. For instance, if you would like to join us in strategizing and carrying out this campaign, we would welcome that! If you have other ideas of how we might join forces and push such an ordinance forward, we're all ears!

Please feel free to reach out to us at npenaclu@gmail.com. A few of us may also be free in the evenings or on the weekend to meet with you and share more details.

Thank you very much in advance your thoughts, your input, your collaboration, and your solidarity!

In peace and resistance,

Printed 9/9/17
SEIU Local 521 Executive Board Meeting Motion

Motion Letter:  B/9             Date:  September 23, 2017

Motion Title:  To Join Working Families Collaborative of San Mateo and Endorsed their attached Charter

Recommended By:  the Peninsula (San Mateo County) COPE Committee

Background:
SMC Union Community Alliance(SMUCA), a nonprofit extension of the San Mateo Labor Council, convene a County-wide coalition of community organizations, labor unions, congregations and policy advocates to develop a multi-issue Working Families Platform for the County. The purpose of the Collaborative is to address the root causes of health disparity in the County—poverty, access to good jobs, lack of affordable workforce housing, lack of efficient and affordable public transportation. While community organizations have worked on these issues for many years, this is the first comprehensive coalition to weave together a multi-issue vision for the County. This organizing became known as Working Families Collaborative.

The WF Platform will address three issues that are affecting working families in the County:
1. Economic insecurity,
2. Lack of affordable housing and renters’ protections, and
3. Lack of access to affordable and reliable public transportation.

SEIU 521 has been asked to support and join Working Families Collaborative. There is no monetary requirement or request to join Working Families Collaborative. In addition, we are asked to sign on to their charter. The charter is attached to the motion. Several members have attended the meetings since its inception.

Motion:  SEIU 521 Executive Board to approve and actively support San Mateo City “Safe City” Ordinance developed by the Northern California ACLU

Follow Up:

Moved by:___________________________  Second :___________________________

Amendment:______________________________________________________________

Amended By:______________________________________________________________

Votes in Favor:__________ Votes Opposed:_______  Abstentions:_______

Motion:  Carries ☐  Fails: ☐  Tabled Until: ☐ Date:_________

Signatures

RM:kns SEIU 521 CTW/CLC
WORKING FAMILIES ALLIANCE CHARTER

Draft - August 2017

We, the members of the Working Families Alliance, declare that:

Our community belongs to all who live in it, regardless of race, gender, economic status, sexual orientation, ability, and immigration status.

Too many people in our communities are jeopardized by stagnant wages, job insecurity, mounting debt, homelessness, gentrification, schools in crisis, unaffordable health care, incarceration, deportation, isolation, and inadequate public transportation;

Progress is measured by the fair distribution of power and the uplifting of the most vulnerable;

We support policies rooted in fairness, justice and equity and will stand with elected representatives who demonstrate a commitment to these values; furthermore, we reject the corrupting influence of big money in our local democracy;

We stand together, in alliance, to end these injustices and advance the civil rights of all. To this end, we believe:

Housing: Safe, dignified and genuinely affordable housing is a basic human right and the cornerstone of strong communities. Housing policies must increase affordability and prevent displacement, including regulation of rent increases and evictions. Long-term efforts must dedicate sufficient land and resources to produce, protect, and preserve affordable housing for all.

Access to good jobs: All workers should have access to jobs with full-time hours, living wages, and a secure retirement. Workers should be treated with dignity and respect and have the right to form unions, free from intimidation or coercion. All workers contribute to the creation of wealth and the benefits thereof should be distributed fairly.

Immigration: No human being is illegal. This is dehumanizing language that places people who are undocumented in harm’s way and is used to discriminate against all immigrants. Everyone in our community should be able to live, work, and attend school free from fear. Full inclusion of all immigrants, documented and undocumented, makes our communities stronger.

Public education: All young people have the right to a quality education in a safe, culturally relevant, and empowering environment. To achieve this, properly resourced public schools with well-compensated and prepared teachers are essential. Schools must be safe havens with
restorative justice practices that dismantle the school to prison pipeline. Adults motivated to further their own learning should also have access to quality affordable education.

**Health care:** Comprehensive and affordable health care should be available to all. Illness should not lead to debt and poverty. Public health systems that support individual and community health, value preventative care, and address existing biases and disparities should be strengthened.

**Public transportation:** Safe, reliable, and affordable public transportation is vital to the environment and a healthy community. Public transit is a necessity for many in the community and funding priorities must be based on the input and needs of all community members, with particular attention to those who disproportionately rely upon it.

**Climate and environment:** All people have the right to a healthy environment. The burdens of environmental degradation and climate change are not shared equally and are currently borne by low-income communities and communities of color most of all. Economic development must be guided by principles of sustainability, and public policy must promote local, regional, and planetary health for future generations.
SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/10

Motion Title: To spend $5,000 for an Independent Expenditure for Charlie Drechsler for San Mateo City Council

Recommended By: the Peninsula (San Mateo County) COPE Committee

Background: Charlie is a chapter chair of the Redwood City Chapter and a contributor to COPE. SEIU 521 also represents the Blue-Collar workers, Librarians and temporary workers in the City of San Mateo. San Mateo is having an off-year election for city council. There are three seats open in this election, but there are two incumbents running and five candidates in contention for the open seat. Charlie is one of the candidates. SEIU 521 and the San Mateo County Labor Council has endorsed the incumbents (Joe Goethals and Rick Bonilla) and Charlie. In addition, the Labor council endorsed Eric Rodriguez (SEIU 521 did not endorse Eric Rodriguez). San Mateo Labor Council endorsed four candidates for the three seats. The Labor Council will do a door hanger listing all four candidates as being endorsed.

The Independent Expenditure will be used for either for internal phone banking, mailing, or social media ads. We will be looking to partnering with the other unions to provide more funding.

Charlie has been involved in the neighborhood as far as being a coach for soccer and being involved in various commissions. He does have an extensive community involvement. He has been on the planning commission for 5 years and chair. He has been active in the community: Block Captain to serve on the Citywide Neighborhood Watch Board and continued to serve on this board for 11 years and has served on the Community Improvement Commission (6yrs) and Public Works Commission (each commission he was elected as a chair).

Motion: To spend $5,000 from the Independent Expenditure Account to elect Charlie Drechsler for San Mateo City Council.

Follow Up:

Moved by: ______________________ Second: _____________________

Amendment: __________________________

Amended By: ______________________

Votes in Favor: _______ Votes Opposed: _______ Abstentions: _______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: _______

Signatures

RM:kns SEIU 521 CTW/CLC
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SEIU Local 521 Executive Board Meeting Motion

Motion Letter: B/11                     Date: September 23, 2017

Motion Title: Confirm Sole Endorsement of Riley Talford for the Fresno County Employees’ Retirement Association General Member Full Term Election 2017 and Sole Endorsement of John Adams for the Fresno County Employees’ Retirement Association (FCERA) General Member Special Election 2017 and up to $2000 toward the campaigns.

Recommended By: SEIU 521 Town Hall Endorsement Forum on September 20th, 2017 hosted by Fresno COPE.

Background: Only two candidates turned in the Candidate Questionnaire and signed the Candidate Pledge, Riley Talford and John Adams, and were invited to be interviewed at the SEIU 521 Town Hall Endorsement Forum on September 20th, 2017. Both Riley Talford and John Adams are SEIU 521 member leaders and are actively involved in the Fresno County Chapter. There are two separate FCERA seats A) Full Term for 3 years B) Special Election for a partial term of 1 and a half year. Riley chose to run for the Full Term seat while John chose to run for the Special Election seat. The members caucused and decided to make a sole endorsement for each seat and to recommend spending up to $2000 dollars from the IE account to contact FCERA voters in support of both campaigns, pending the eligibility approval of FCERA, since nominations for candidacy does not close until September 27th, 2017.

Laura Basua made the motion
Joy Hallvillareal second
Vote:
13 Yes
0 No
3 Abstentions

The Fresno County Employees’ Retirement Association (FCERA) is an independent association established by the County Employees Retirement Law of 1937 and is subject to the laws governing fiduciaries. FCERA provides retirement benefits for eligible employees of the County of Fresno, Superior Courts of California Fresno and for participating agencies including the Fresno-Madera Area Agency on Aging, Clovis Veterans Memorial District, and Fresno Mosquito and Vector Control District.

Motion: To confirm a Sole Endorsement of Riley Talford for the Fresno County Employees’ Retirement Association General Member Full Term Election 2017 and a Sole Endorsement of John Adams for the Fresno County Employees’ Retirement Association General Member Special Election 2017 and up to $2000 from the IE account toward the campaigns, pending Riley’s and John’s official eligibility for candidacy through the FCERA office.

Follow Up:
Moved by: __________________________ Second: __________________________

Amendment: ____________________________________________________________

Amended By: ____________________________________________________________

Votes in Favor: ________ Votes Opposed: _______ Abstentions: ______

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: ______

Signatures

____________________________________________
SEIU Local 521 Executive Board Motion

Motion Letter: B/12          Date: September 23, 2017

Motion Title: BAYMEC Contribution - $750 from Retirees Political Account

Recommended By: Santa Clara Retirees Caucus

Background: The Bay Area Municipal Elections Committee (BAYMEC) is a Four-County lesbian, gay, bisexual, and transgendered (LGBT) political action group. It has been advocating for the civil rights of LGBT people since 1984. It is the only political action committee (PAC) dedicated to this purpose in the Central Coast Counties of San Mateo, Santa Clara, Santa Cruz, and Monterey. BAYMEC is governed by a Board of Directors and is supported solely through private contributions.

Contributions from this fundraiser on October 1st are used to support candidates who are either from the LGBT community within the four counties or candidates that support their issues. Recently, BAYMEC endorsed Cindy Chavez for Santa Clara County Supervisor, a candidate endorsed by our members and Santa Clara/San Benito COPE committee. The current President of the Santa Clara County Supervisors Board is Ken Yeager, who was one of the founders of BAYMEC and endorsed by our members when he first ran for supervisor. Many candidates who eventually are candidates for City, County and State elected positions are very active in BAYMEC. Evan Low, California State Assembly, is a past Board member of BAYMEC.

Motion: To approve $750 from the Retirees Political Account to purchase seats for the BAYMEC Brunch fundraiser at The GlassHouse, 2 South Market St, San Jose, CA 95113.

BAYMEC FPPC#: 841499
Paul Escobar VP@baymec.org; 951-514-7556

Follow Up:

Moved by: ___________________________ Second: ___________________________
Amendment: __________________________________________________________
Amended By: __________________________________________________________
Votes in Favor: ________ Votes Opposed: ________ Abstentions: ________
    Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: ________

Signatures

____________________________________
Motion Letter: C                          Date:  September 23, 2017

Motion Title: Accept the Independent Audit Report for the Year 2016

Recommended By: SEIU Local Officers; SEIU Local Treasurer, RoseAnn Dominguez and the Budget and Finance Committee

Background: The independent auditor presented the findings for 2016 including the Chargeable/Non-Chargeable Report to the Budget and Finance Committee at its August Meeting. They voted to accept the auditor’s report of financials for 2016 as did the Officers at their August Meeting. The Officers recommended that the Executive Board also accept the reports and findings of the independent auditor including the Chargeable/Non-Chargeable Report and 401(k) Report.

Motion: Accept the independent auditor’s report of financials for 2016 including the Chargeable/Non-Chargeable expenses report and the 401(k) report.

Follow Up:

 Moved by:__________________________ Second :____________________________  
Amendment:______________________________________________________________
Amended By:______________________________________________________________
Votes in Favor:____________ Votes Opposed:__________ Abstentions:_____________

 Motion: Carries ☐  Fails: ☐   Tabled Until: ☐ Date:_________

Signatures

____________________________________________
SEIU Local 521 Executive Board Motion

Motion Letter: D Date: September 23, 2017

**Motion Title:** Approval of 2 MacBooks Pros for the Communications Department

**Recommended By:** The 521 IT Committee Chair, Sonja Bennett; Don Brown, IT Director; and Cheryl Brown, Communications and Political Director

**Background:** The Budget & Finance Committee Tabled this Motion until the Executive Board Meeting pending further information and recommendation from the IT Committee Chair.

The Communications Department has requested about $8,500 of new equipment. IT has purchased the cameras and accessories requested from the remainder of the 2017 IT Budget. The 2 computers requested remain to be purchased.

In order for communications staff to collaborate on communications projects it is crucial that they work on the same computer platform. Currently, communications staff use different platforms to do their work. To purchase the 2 MacBook Pros, the money must be taken from the Capital Fund Savings line item 8 on document 1.

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**Motion:** To approve up to $5,600 from the Capital Fund Savings line item 8 on document 1 for 2 MacBook Pro Computers for the Communications Department through Amazon Prime.

**Follow Up:**

Moved by: __________________________ Second: __________________________

Amendment: __________________________

Amended By: __________________________

Votes in Favor: _________ Votes Opposed: _________ Abstentions: _________

Motion: Carries □ Fails: □ Tabled Until: □ Date: __________

Signatures
Sorry I haven’t been unable to get back with you sooner as I have been in meetings all day.

Per my our conversation with Don, recommend the purchase of (2) 15-inch MacBook Pro, 2.8GHz Processor w/ Intel Core i7 processor, 256GB Storage, 16GB 2133 MHz LPDDR3 memory with 3 yr. support. Don - I looked at Amazon and the pricing is approximately $300 less per unit and includes 1 yr. Apple limited warranty and we can purchase 4 yr. accident coverage for less than $200.

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<th>Apple WebSite</th>
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<th>Amazon Prime</th>
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<tbody>
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</table>

I recommend to purchase the (2) MacBook Pros in an amount not to exceed $5,600 through Amazon Prime. I included an additional $100 in case we were off on the sales tax or shipping is more although from what I understand shipping is normally free on high dollar amounts.

Don - Please let me know if you do not concur with the recommendation.

Thanks,

Sonja Bennett

On Thu, Sep 21, 2017 at 9:43 AM, Don Brown <Don.Brown@seiu521.org> wrote:

Greetings IT committee;

Our communications department has requested some equipment for our Local 521 media needs. They have requested the Apple Mac book pro. I have attached a couple of quoted for them. The main specs are 15inch with a i7 processor, and 16 gbs ram… The main difference in price at this point is the hard drive. The pricing for the hard drives size 256 gb hd is around $1867.00 and a 512 gb hd is $2599.00 or on the Apple’s web page is $2799.00…

The Apples come with a 3yr mfg warranty however we can purchase the 4 yr accidental insurance for an additional $756.00 per Laptop

Please review the attached quotes and let me know what you think for the Sept 23rd EB approval

Thank you in advance,

Don Brown , Director of IT services

Service Employees International Union, Local 521

2302 Zanker Road, San Jose, CA 95131-1115

phone: 408.678.3346
Motion Title: Review and Approve Changes to the Lost Time Policy.

Recommended By: The Local-Wide Personnel Committee; RoseAnn Dominguez, SEIU Local 521 Treasurer, and the Budget and Finance Committee

Background: Ming recently attended the SEIU International Annual Financial Conference. At the Conference the International presented a different way of looking at Lost Time workers: as employees from day one. Our CPA firm agrees with this accounting process. In order to make this change in accounting processes, the Lost Time Policy as approved September 24, 2016, required revision.

The Budget and Finance Committee and the Personnel Committee reviewed and revised the attached Lost Time Policy on September 20, 2017. They now ask that the Executive Board approve the revised Lost Time Policy attached.

Motion: Approve the Lost Time Policy attached which eliminating two different ways of handling Lost Time compensation based on length of service to handling compensation as an employee no matter the length of time served.

Follow Up:

Moved by: __________________________ Second: __________________________

Amendment: __________________________________________________________

Amended By: __________________________________________________________

Votes in Favor: __________ Votes Opposed: __________ Abstentions: __________

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: ________

Signatures
Member Lost Timers may choose compensation in the form of payment for their actual expenses including child care provided this total is equal to or less than their normal lost time wage.

**Member Lost Timer Policy - Less than 2 Days**

If a lost time period is less than 2 days – private sector chapters – negotiation only:

1. Copy of letter to employer and response from the employer authorizing the lost time request for a specific period of time.
2. Fill out W-9 and inform lost timer income tax won’t be withheld by SEIU 521; will receive form 1099 by January of next year. If lost timer chooses to have income tax withheld up front on each check, then please refer to the guidelines below – Lost Timer Policy Greater than 2 Days.
3. Provide most recent pay stub to Finance Dept.
4. Local 521 dues / COPE deductions will be withheld on each lost time check.
5. Lost timer checks are distributed on the 15th and 30th of each month by mail.

**Regular Member Lost Timer Policy – Greater than 2 Days**

If a regular member lost timer helps on a campaign, with organizing, a blitz, in a worksite, etc. for a specific length of time greater than two days:

1. Copy of letter to employer and response from the employer authorizing the lost time request for a specific period of time.
2. You must pass a background check including a clean DMV record.
3. If you drive your own vehicle for the Local you must carry 100/300,000 auto insurance.

4. Your seniority and pension with your current employer may be affected by your lost time work because you will be on leave without pay with your current employer.

5. Fill out W-4; inform lost timer income tax will be withheld from every pay check; inform lost timer they will receive a W-2 by January of the next year.

6. Fill out I-9 for legal status purpose and provide proper IDs for verification purposes.

7. Complete Payroll Direct Deposit Bank Authorization form w/ VOID check

8. Accounts payable - prorate cell phone reimbursement & mileage reimbursement – complete Direct Deposit Bank Reimbursement Authorization form w/ VOID check

9. Provide most recent pay stub to Finance Dept. Should the lost timer be a retiree; the pay will be based on Step A of the CWA wage chart for an Internal/External Organizer.

10. Mileage claim form – to avoid delays, please submit with director’s approval and campaign name.

11. Timesheet forms – please submit with director’s approval and total hours to be paid, submit on time to meet deadlines for bi-weekly pay dates. Lost timer employees will be considered exempt for the purpose of hours and wages and be paid as such – a maximum of 8 hours a day, 40 hours a week.

12. Pension – match to current employer or lost timer can join L521 401(k) plan with 3% matching if you wish.

13. Health care – match to current employer or L521 plan

14. Flex Plan – see L521 employee policy

15. Per Diem – see L521 employee policy

16. Cell phone – see L521 employee policy

17. Local 521 dues and COPE deductions will be withheld on each lost time check as shown on their pay stub.

18. Lost time checks are distributed according to SEIU Local 521 payroll schedule, bi-weekly frequency.
LIST OF ITEMS TO TURN IN TO THE FINANCE DEPARTMENT

As a currently employed SEIU Local 521 Member

1. Letters to and from your employer authorizing unpaid leave.
2. Completed I-9 form – you will need your CA Driver’s License and your Social Security Card
3. Completed W-4 form
4. Payroll Direct Deposit Authorization form
5. Reimbursement Direct Deposit Authorization form
6. 2 – voided checks/deposit slips for the account you wish payments to be made
7. Most recent employer pay stub
8. Contact information for your employer’s payroll clerk
9. If desired completed 401k information
10. Authorization for a DMV check
11. If you are driving your personal vehicle documentation of 100/300K auto coverage
12. Emergency contact information form
13. Confidential information form
14. Workers Compensation form
15. Please confirm contact information – see address section of letter above. Is this your preferred contact information? If your address, email or cell is missing or incorrect, please provide the correct information.
16. Timesheet – complete and return with Director’s signature for lost time pay

LIST OF ITEMS TO TURN IN TO THE FINANCE DEPARTMENT

As a Retired SEIU Local 521 Member

1. Completed I-9– you will need your CA Driver’s License and your Social Security Card
2. Completed W-4 form
3. Payroll Direct Deposit Authorization form
4. Reimbursement Direct Deposit Authorization form
5. 2 – voided checks/deposit slips for the account you wish payments to be made
6. Retirees will be paid a set Retiree wage.
7. Please provide proof of health insurance and its cost.
8. Authorization for a DMV check
9. If you are driving your personal vehicle documentation of 100/300K auto coverage
10. Emergency contact information form
11. Confidential information form
12. Workers Compensation form
13. Please confirm contact information – see address section of letter above. Is this your preferred contact information? If your address, email or cell is missing or incorrect, please provide the correct information.
14. Timesheet – complete and return with Director’s signature for lost time pay
THIS SHEET IS INTENTIONALLY LEFT BLANK
Motion Letter: F  Date: September 23, 2017

Motion Title: Effort to get Support to SEIU member affected by Hurricanes Harvey and Irma: $10,000 from the Community First line item to the SEIU’s Disaster Relief Fund.

Recommended By: Riko Mendez, SEIU Local 521 Chief Elected Officer

Background: This is a follow up to the urgent plea to get immediate and direct support to SEIU members in the devastated parts of Texas. We are also monitoring the impact of Hurricane Irma and hoping that the hurricanes there and the aftermath, particularly to Puerto Rico's power grid, will not be as devastating.

In Texas, the hardest city hit was Houston, where SEIU Texas represents more than 4,000 members, Workers United has another 250 members, and the National Conference of Firemen and Oilers/32BJ and Local 1000 also represent workers. We know that some members have been flooded out and others have had severe wind damage to their homes. The International Union is working with the affected SEIU locals and other local partner organizations to provide immediate relief and assistance to members impacted by the storm – with a special focus on undocumented immigrants who might not access support being offered by the Red Cross and FEMA due to fears about their legal status.

Thank you to Local 73 for their early and generous donation. We hope other Division locals will also contribute ASAP. I've pasted in below the ways in which Locals can extend support:

1. Contribute to SEU’s Disaster Relief Fund, which will focus on providing relief to our members and to working people in the affected areas. (Note that SEIU members as well as staff members who may not be SEIU members may contribute to the SEIU Disaster Relief Fund. Contributions to the Fund are not tax deductible.)

2. Let our members in Texas know that your local is thinking about and supporting them. Post notes of support and encouragement on the Facebook walls of SEIU Texas at https://www.facebook.com/SEIUTX/

The International and Locals in Texas, Florida and Puerto Rico will continue to keep us updated.

Motion: To approve a donation of $10,000 to the SEIU International Disaster Relief Fund from the Community First line item to provide relief to our members and to working people in the areas affected by Hurricanes Harvey and Irma.
Follow Up:

Moved by: __________________________ Second: __________________________

Amendment: __________________________________________________________

Amended By: __________________________________________________________

Votes in Favor: ________ Votes Opposed: ________ Abstentions: ________

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date: ________

Signatures

_________________________________________________________
SEIU Local 521 Executive Board Meeting Motion

Motion Letter: G                                      Date: September 23, 2017

Motion Title: SEIU Nurse Alliance 2017 Biennial National Conference in Maryland – approval for four – Up to 15 SEIU Local 521 RNs to attend

Recommended By: Marilyn Mara, Public Health Nurse, Santa Clara County and SEIU Local 521 representative on the Nurse Alliance Leadership Council; Carmen Morales, Nurse Practitioner and former representative on the Nurse Alliance Leadership Council.

Background:
This is the Biennial National Nurse Alliance Conference, Voices for Change: Nurses Leading in Our Union, Communities, & Capitals, will be held in Maryland, Wed - Fri October 25-27 2017. Our nurses would need to leave California October 24 to arrive on time for the Conference.

Over 300 RNs from around the nation attend this conference every two years. All Locals with RN members are encouraged to participate. RNs will receive CEU's for attending. This is an opportunity for SEIU RNs to develop ideas and strategies to improve the healthcare workplace, promote union growth, and use their skills to implement change. Implementation of best practices and improving patient care are continuing focus issues for our SEIU RNs. Kathy Hughes, Executive Director of SEIU Nurse Alliance of California, will be in attendance at the conference.

This Conference provides unique opportunities for SEIU's RNs to network and develop their leadership skills. Being amongst fellow SEIU RNs will embolden SEIU Local 521 RNs to improve and advocate for healthcare in our country, improve the profession of nursing through empowerment, education and action. We propose that the Conference will identify more of key SEIU RN leaders, hone their leadership skills and unify them with the power of union and nursing. Nursing is the most trusted profession. We need to develop more SEIU RN leaders, especially with the Millennials as one of the objectives of the Nurse Alliance Leadership Council. With interested RNs to be considered, we propose that they meet the following criteria to be able to attend.

Criteria:
1. SEIU RN members in good standing with an active RN License who are worksite leaders, shop stewards or potential leaders willing to use their own personal time off to attend the conference, including travel time of three days.
2. The delegation of RNs be willing to submit a report back to the 521 Executive Board the following month (November 2017) of what was learned and how it will help them to build the union at their worksite.

Motion: To authorize up to 15 RNs (distributed as evenly as possible among the 5 regions) to attend the 2017 SEIU Nurse Alliance Biennial Conference in Maryland, Wed
- Fri October 25-27 2017, These expenses would come from the appropriate line items covering – Industries & Members Conferences.

Follow Up:

Moved by: ____________________________ Second: ____________________________

Amendment: ______________________________________________________________

Amended By: ______________________________________________________________

Votes in Favor: _______ Votes Opposed: _______ Abstentions: _______

Motion: Carries ☐  Fails: ☐  Tabled Until: ☐  Date: _______

Signatures

____________________________________________
**Common Costs:**

Hotel 3 nights - $264.40 per night double occupancy. Per room for 3 nights = $793.20

Round trip to/from Washington DC Airport to Gaylord hotel – approximately $60 per 2 people

**MEALS**

The following meals will be provided:

Wednesday, October 25 - Lunch and Dinner – **pay for breakfast - $10**

Thursday, October 26 - Breakfast, Lunch and Dinner – **no per diem**

Friday, October 27 - Breakfast and Lunch – **pay for dinner - $25**

Tuesday, October 24 – **pay full per diem - $50**

**TOTAL per person - $85**

**Costs for Kern Delegates (2 delegates):**

Airfare Round Trip - $600 per person = $1200 for Kern Delegates; plus $25 check bag fee each way.

Trip to/from Bakersfield to LAX – $42 per person round trip = approximately $84

**APPROXIMATE TOTAL COST for 2 Kern Delegates:** $1200 airfare + 1 bag check each way $50 + $793.20 hotel 3 nights 2 people + $60 taxi + per diem 2 people = $170 + air Porter to from LAX 2 people $84 = **approximately $2,357.20**

**Costs for San Jose Delegates (? delegates):**

Airfare Round Trip - $659.00 per person; plus $25 check bag fee each way

They will park at San Jose Office; take cab to and from airport about @ $20 each way per 1-maybe 3 people

**APPROXIMATE TOTAL COST for 2 San Jose Delegates:** $1318 airfare + 2 bag check each way $100 + $793.20 hotel 3 nights 2 people + $60 taxi + per diem 2 people = $170 + taxi to/from San Jose airport 2 people $40 = **approximately $2,481.20**

**Costs for Santa Cruz/Monterey Delegates (0 delegates):**

Airfare Round Trip - $659.00 per person; plus $25 check bag fee each way

Trip to/from home to airport – gas

They will park at San Jose Office; take cab to and from airport about @ $20 each way
Staffing report  

September 2017

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<td>Christopher Cox</td>
<td>CESA</td>
<td>Santa Cruz</td>
<td>9-9-17 to 9-18-17 (lite duty)</td>
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GRIEVANCES:  NONE FILED

NEXT LABOR MGMT MEETING:

1. CWA – 9-20-17 (cancelled)
2. OPEIU: 9-12-17 (see notes)
Joint Statement
September 12, 2017

We met on September 12, 2017. We discussed Safety, Memberlink, Job Descriptions and Suggestion Box Ideas.

Safety Survey: A safety survey was sent out to all staff due September 15. Senior Team will be reviewing the results of the survey at next week’s Senior Team meeting. Results will be reported back during next month’s LMC meeting on October 17. A Joint Safety Committee will be formed to address staff’s safety concerns. We are looking for local-wide volunteers to be on the committee. Please notify Crystal, John or Liane if you are interested in being part of the committee.

Memberlink: Memberlink will continue to remain on the agenda as we complete the roll-out. We will review the impact on OPEIU staff, if necessary.

Job Descriptions: Please continue to work on your job descriptions and submit them to Crystal, John or Liane. Editable versions of the job descriptions are available on the clerical drive: N:\Clerical\OPEIU Job Descriptions. Please use these documents to strikeout (remove) and underline (new) changes. Revised job descriptions should be saved with your name and title.

Suggestion Box: There were three new suggestions in the Suggestion Box: 1) New San Jose patio furniture, 2) Wellness training (exercise), 3) Masseuse sessions. We will report back the results of these suggestions at the next LMC. The OPEIU LMC Suggestion Box is located on the second floor in Database in the San Jose office. If you would like to submit to the suggestion box from another office, please submit your suggestion in an envelope marked “Suggestion Box” through pony mail and it will be placed in the box. Suggestions can also be communicated directly to Crystal, John or Liane.

OPEIU monthly lunch-time unit meetings are held the 3rd Tuesday from 12:30 p.m. to 1:30 p.m. The meeting is two half-hour sessions, for members to attend during their lunch break.

OPEIU MEMBERSHIP MEETING
Tuesday, Sept. 19
12:30—1 p.m. OR
1—1:30 p.m.
(Via video conference to all offices)
Future Meetings: Oct. 17, Nov. 21, Dec. 19
Let's Say Proud & Loud That We Need UNIONS!

Labor Day is meant to be more than a picnic in the park. This year, we're teaming up with social justice activists across the country to remind America that **WE NEED UNIONS**. On Monday, Sept. 4, we will march in Bakersfield, Fresno, San Jose, and Watsonville to unite our communities in the fight against a rigged economy.

We will march in solidarity with the Fight For $15 movement, early child care educators, public sector workers, and working families nationwide.

**RSVP now and join us at an action near you:**

[www.seiu521.org/laborday](http://www.seiu521.org/laborday)
Taking Back Labor Day

Community activists, union members, and workers across the country came together on Labor Day 2017 for a national day of action to say "No" to a rigged economy and "Yes" to workers' rights.

Workers took a stand on Sept. 4 to defend our right to unionize and fight for a better future. From Watsonville to Bakersfield, and from Fresno to San Jose, members of SEIU Local 521 and allies called on elected leaders and corporations to stand with working people, to champion our fight to raise wages, and support our right to join unions so that everyday Americans have a fighting chance of getting ahead in our economy.

See the day in action: www.seiu521.org/laborday2017
Labor Day 2017: America Needs Unions

See the day in action!

This email was sent to: Karen.Summera@seiu521.org
To unsubscribe, go to: http://521.seiu.org/unsubscribe/seiu521actions
SEIU Local 521 Executive Board Meeting Motion

Motion Letter: H  Date: September 23, 2017

Motion Title: Authorization to Commit to Purchasing a Building in San Jose with Officers’ Authorization

Recommended By: RoseAnn Dominguez, SEIU Local Treasurer, and the Budget & Finance Committee; and Riko Mendez, Chief Elected Officer

Background: Our current lease for the San Jose Office expires on 8/31/18. When we committed to the San Jose lease SEIU 521 represented 20,000 Home Care workers in Santa Clara County. Since these workers do not have a worksite, we needed to host meetings and workshops for as many as 300 people. At the time we needed much more space to accommodate such a program. Our current building is nearly 40,000 square feet with a rental cost of 460,000 dollars per year not including building maintenance, utilities, and systems upgrades. We now have too much space and as a result we have had to sublease to groups and individuals. This creates additional work for our finance, admin, and IT staff. Since our lease is up soon, it is important for us to look at other options including purchasing a permanent building. This will allow our members to reap the benefit of owning a building and will put us in line with the rest of our regions each of which already own a building.

With the Federal Supreme court poised to make a decision outlawing our union’s ability to collect agency fees from non-members we will need to drastically reduce our on going costs. Purchasing a building as outlined in this motion would provide an opportunity to downsize our on going costs, decrease our monthly building payments, and provide the ability to own valuable property in San Jose that will increase in value into the future.

The SEIU Local 521 officers have previously passed a Motion giving “Approval to research whether to rent or buy a new location for Local 521 when the lease [for the San Jose office] is up in 2018”.

Our Administrative and Finance directors consulted with a professional realtor to research potential buildings in the San Jose area. One of the buildings is owned by the San Jose Fire Fighters Association. They have chosen to put the building up for sale providing an opportunity for a union to union purchase.

The building is located near many of the Santa Clara County offices and other of our Chapters’ offices. In the future, public transportation is scheduled to have a major stop very close to the building. The asking price for this building is likely between 2.5 to 3.5 million dollars; the square footage is 9,848.

The building would need to be renovated which would allow us to remodel as we would like to maximize function and space. We will have an estimate for remodeling costs prior
to offering a bid on the property, but we roughly think that we should be able to renovate for about 800,000 dollars. Parking is an issue as the building has only 26 spaces on site. We will need to find additional parking nearby estimated at $33 dollars per additional space. As part of the process we will research parking options and costs. There are several private parking lots nearby. Meeting space could be an occasional issue. Currently the largest regular meetings we have are for Santa Clara County Chapter bargaining and general membership meetings. These meetings could be held on County property rather than SEIU property, or we can rent a room as needed at the San Jose Carpenters Hall or nearby hotel conference room. Since these meetings generally happen no more than once per month the costs will be minimal. A similar approach will apply to any occasional large member leadership meetings.

Potential Partnership: The South Bay Labor Council would like to partner with us on the purchase of a building at a 70/30 split [70% SEIU 521 and 30% SBLC]. This would do several things for us: we would have a second party sharing the building expenses, it would provide an investment for Local money (we would no longer pay a substantial part of the million dollars we currently pay for building related expenses per year), it would consolidate Political Power in one building (SEIU Local 521 and the South Bay Labor Council/Working Partnerships), we would be able to downsize creating more efficiencies with our current staff and save money each month that can be reinvested into the membership.

**Motion:** The Executive Board approve the following: To allow the SEIU 521 Chief Elected Officer and his designees to determine if the building located at 425 E Santa Clara Street, San Jose CA will work well and meet the needs of SEIU Local 521, not to exceed an estimated cost of 4.5 million dollars including purchase and renovation. To also authorize a partnership between SEIU Local 521 and the South Bay Labor Council on a 70% SEIU and 30% SBLC rate to purchase and renovate an office building in the San Jose area and pay all building costs initially and ongoing until the partnership is terminated.

**Follow Up:**

Moved by:__________________________ Second :____________________________

Amendment:______________________________________________________________

Amended By:______________________________________________________________

Votes in Favor:____________ Votes Opposed:_________ Abstentions:_________

Motion: Carries ☐ Fails: ☐ Tabled Until: ☐ Date:________

Signatures

____________________________________________
Serving the last six months as your Chief Elected Officer (CEO) has been a privilege and a humbling experience. After dozens of meetings and conversations with SEIU members across our local, I believe that we have what it takes to build a union that thrives into the future. We face many challenges at our worksites: bosses that are always trying to find a way around our hard-fought contracts; the threat of massive federal budget cuts; attacks on our healthcare; and attacks to our right to have a collective voice. But if we unite behind our common goal and vision for a more just society, we will overcome these challenges. Our membership is vibrant and ready to lead and we will build a union based on member leadership.

This report is part of my effort to build a more transparent union and ensure that members are informed of the activities of the CEO. Representing 40,000 hard-working members and their families drives my day-to-day work.

**Union Leadership and Governance**

It has been an immense pleasure working with the Executive Board and Officers and with the Budget & Finance Committee and Personnel. Our members are lucky to have such a professional and strong group of leaders. Our recent meetings have been critical in helping us move forward, fill important staff vacancies, and direct resources to priority areas.

As CEO it has been one of my top priorities to find and recruit the most talented union activist out there to join our 521 staff team. We have successfully filled the positions of Director for Santa Clara County, Region 5 Director (Kern, Kings and Tulare Counties), and Political and Community Organizing Director. Additionally, we have filled an Internal Organizing position in the Fresno office and a Political Community Organizer position in the Kern County office.
Member Representation
Over the past six months, I have taken several steps to improve our member representation capabilities by meeting with workers across the local and assigning projects to staff teams.

1. Revamping our Steward Training and Development: We are working to make steward trainings accessible online and at the worksites.
2. Working with our Contract Enforcement Department (CED), we have added a cost-neutral position to increase representation capacity. This position will bridge the gap between CED and the Internal Organizing functions of our union.

Winning Strong Contracts
Santa Clara County workers say NO THANKS to a medical re-opener. Workers attended a Board of Supervisors meeting to share their concerns about a potential medical re-opener when we should be focusing on preserving quality public services in our communities. Santa Clara county members are continuing to fight for realignment of several classifications across the County in order to ensure we have competitive salaries and retain qualified employees.

Members in Monterey and Santa Cruz Counties have been uniting to fight in contract negotiations in several chapters: Monarch Community Services, City of Salinas, San Benito County Water District, City of Soledad and City of Scotts Valley - all of whom have collectively won for workers by reaching agreements that resulted in wage increases and language improvements that protect members’ rights. Currently, our San Benito County workers (right) are in negotiations and are gearing up for a fight as workers take a stand to rise up together and win wage increases. Our City of Watsonville and Encompass members are still in negotiations and may be entering mediation after not reaching an agreement.

Tulare County workers ratified a tentative agreement in late June that resulted in a 5% wage increase over 2 years. This is a victory for members in Tulare who have seen revenues in the County go up while wages remain stagnant.

Kern County kicked off bargaining in late June by winning a very contested Employee Retirement Association election. By successfully electing one of their own - Juan Gonzalez- Kern workers sent a clear message that they are ready to fight for their contract and their communities. Since May, Kern county member leaders have been building power through member to member conversations and recruitment. With over 100 new members joining up and over 700 workers engaged at worksite events, Kern workers are building power collectively.
Protecting Affordable Health Coverage

We know that the ACA brought life-saving health coverage to millions of Californians and thousands of our members, but also meant more quality union jobs. As part of protecting this hard-fought win, we worked with other SEIU locals and community advocacy groups. Defending the ACA protected our jobs and our communities.

"For years, I could not afford health insurance for myself until the Affordable Care Act made this possible. Any repeal bill would have put the health of 1.5 million self-employed workers and small business owners at risk in California."

- Nancy Harvey, SEIU 521 Child Care Provider

Legislative Action

AB119: New Public Employee Orientation

The best time to talk to a worker about joining the union is during their first days on the job before management gets the opportunity to distort the employees’ view of what it means to join the union. Many employers know this and make it very difficult for our union stewards to introduce the union to new hires. This is why our local prioritized the New Public Employee Orientation Law. This bill was signed into law by Governor Brown and, as of July 1, requires most public sector employers to allow union stewards and leaders access to new employee orientations.

AB 1250: Protect Jobs and Quality Services

By Holding Counties to the Same Standards as Schools, Colleges, and the State of California SEIU 521’s public sector workers have been fighting for AB1250 to stop blank checks for contractors and put into place commonsense outsourcing standards. This bill will protect workers and taxpayers by ensuring that if contracting out does happen, it benefits taxpayers, protects public workers, and discourages a race to the bottom. These are the same standards that are in place for the state, schools, and community colleges. The lobbyists representing counties (CSAC) have launched an aggressive campaign to scare non-profits who get any kind of county contract and AB 1250 is facing strong opposition because of this misinformation. Local 521 members have stepped up to write letters to the editor, meet with County Supervisors, and going to Sacramento to encourage legislators to vote in favor of accountability and transparency in county contracts.
SB10: Criminal Justice Reform (Bail Reform)
SEIU 521 is committed to a progressive and pragmatic vision for criminal justice reform that embodies our union’s commitment to racial and economic justice. We focus on prevention, community health and safety, intervention, rehabilitation, and good jobs rather than incarceration. That's why our members are working to pass The California Bail Reform Act, SB 10 (Hertzberg), which reforms California’s current money bail system for non-violent offenses and will improve public safety, reduce costs, and deliver justice in California.

"When my son’s father was arrested, I knew we wouldn't be able to afford bail. But Santa Clara County's Pretrial Services Division recognized that Peter, who is homeless and living with PTSD and schizophrenia, needed mental health services, not jail time. They helped ensure that Peter made his court date, and he is now healthy, working, and helping to care for our son."

Mullissa Willette is an Exemption Investigator for Santa Clara County Assessor’s Office and serves as SEIU 521 Secretary

AB 676: Child Care Stability and Health Safety Act
After SEIU Local 521 Family Child Care Providers shared their struggles and hopes with California Assembly Members, we’re now one step closer to winning the Child Care Stability and Health Safety Act (AB676 Limón). Our bill passed out of the Assembly, and is now on to the California Senate and the Governors’ Desk. If passed, this legislation would ensure that child care workers receive training on occupational safety and health by learning from child care peers about how to stay safe and healthy on the job. Under current law, Family Child Care Providers do not have collective bargaining rights. This bill would help our SEIU Local 521 Family Child Care providers in their fight to improve their working conditions, and to provide high quality learning environment for the children they care for.

Save the Date! SEIU 521 Convention
Oct. 13-15 in San Jose

The convention will be an opportunity to unite, reenergize, and strengthen our union to face together the challenges ahead of us. For additional information go to: www.seiu521.org/convention
Dear Fellow E Board Members:

I am sorry I will not be able to attend the September 2017 Executive Board Meeting. I am traveling out of town (in Canada in fact), and so do not have a complete report to submit. However, I did want to write to encourage you to support two candidates from Region 2 who are seeking your appointment as trustees for Local 521. William Ragland from the Monterey County Superior Court has served in the past as a regional trustee for our Local, and is now offering to step up to serve as an At-Large Trustee. Those of us who have worked with Bill in the past know that he is tireless in his support of the union and always strives to be both fair and practical in enforcing our by-laws in the role of trustee. Denise Quintana from San Benito County has been an active leader in that chapter, and has now offered to step up to fill the vacant Region 2 trustee position. I am thrilled that such a smart and hard working member has offered to take on this role. Since I cannot be there in person to do so, I am using this report to ask you to strongly consider supporting both of these nominees. Thank you for listening.

Also, I want to report that we had an excellent Labor Day march and Rally in Region 2 this month. With an informal theme of “Labor Day Ain't No Picnic” we convinced the members of our Central Labor Council to move the traditional labor day picnic out of a secluded park in Santa Cruz and into downtown Watsonville. Over 200 people turned out for a march through downtown, with stops at McDonald's to emphasize the ongoing “Fight For $15, And A Union”, and at Wells Fargo to emphasize the important role unions play in pushing back against an economic system rigged by banks and corporations. The rain that fell as people gathered before the march only seemed to make union members more determined. Elected officials who turned out signed a pledge to support unions and oppose so-called “Right To Work” legislation, and we had city, county, state, and federal elected officials attend. And after all the marching and politics, there was carne asada and live music, and the sun came out.

I look forward to seeing you all in December.

Together We Rise,

Matt Nathanson
Region 2 VP, SEIU Local 521
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<td>8.22.17-B5</td>
</tr>
<tr>
<td><strong>Available Funds - PACE</strong></td>
<td>452.06</td>
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<tr>
<td><strong>Available Funds - PAC</strong></td>
<td>173,560.61</td>
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</tbody>
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## Candidates

<table>
<thead>
<tr>
<th>Bank Balance as of 7/31/17</th>
<th>$ 137,494.67</th>
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<tbody>
<tr>
<td><strong>Outstanding Deposits:</strong> Jul, Aug</td>
<td>8,203.25</td>
</tr>
<tr>
<td><strong>Outstanding Motions:</strong></td>
<td></td>
</tr>
<tr>
<td>Rob Bonta</td>
<td>3.22.16-B10</td>
</tr>
<tr>
<td>Anthony Rendon</td>
<td>3.22.16-B10</td>
</tr>
<tr>
<td>Bob Wieskoski</td>
<td>3.22.16-B10</td>
</tr>
<tr>
<td>Betty Yee for Controller of CA</td>
<td>3.22.16-B9</td>
</tr>
<tr>
<td>Alex Padilla for Secretary of State</td>
<td>3.22.16-B9</td>
</tr>
<tr>
<td>Ash Kalra for CA Assembly 2016</td>
<td>2.23.16-B4</td>
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<tr>
<td>Kevin De Leon</td>
<td>3.22.16-B10</td>
</tr>
<tr>
<td>John Chang for Treasurer of CA</td>
<td>3.22.16-B9</td>
</tr>
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<td>Regional Specific Slate Mailers</td>
<td>7.26.16-B3</td>
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<tr>
<td>DAWN Event</td>
<td>8.23.16-B1</td>
</tr>
<tr>
<td>Lucas Ramirez</td>
<td>10.7.16-Email</td>
</tr>
<tr>
<td>Gary Fanett</td>
<td>10.7.16-Email</td>
</tr>
<tr>
<td>Susanne Gundy</td>
<td>10.7.16-Email</td>
</tr>
<tr>
<td>Suzanne Aguilera-Marrero</td>
<td>10.7.16-Email</td>
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<td>Cindy Chavez for Supervisor 2013</td>
<td>1.24.17-B3</td>
</tr>
<tr>
<td>South Bay Labor Council Honda Dinner</td>
<td>2.28.17-B6</td>
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<tr>
<td>Kevin Mullin for San Mateo County Rep</td>
<td>6.24.17-B2</td>
</tr>
<tr>
<td>Jerry Hill for San Mateo County Rep</td>
<td>6.24.17-B2</td>
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<tr>
<td>D10 Democratic Club</td>
<td>7.25.17-B1</td>
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<tr>
<td>South County Democratic Club</td>
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<td>Monterey Bay CLC</td>
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<td>DAWN Event</td>
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<td>Kern Inyo Labor Day Breakfast</td>
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<td><strong>Available Funds - PAC</strong></td>
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<td><strong>Available Funds - RETIREE</strong></td>
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THIS SHEET IS INTENTIONALLY LEFT BLANK
The committee met on Wednesday August 30 by videoconference. The main focus of our agenda was the upcoming PERS Board of Trustees elections. The two SEIU endorsed candidates (Michael Bilbrey and David Miller) both attended by telephone to tell our committee why they were running and to answer questions from union members. Current PERS Board member Ron Lind (who represents the public on the board) also attended and spoke.

Their comments focused on several issues including:
- efforts to keep the cost of health insurance premium rate increases down
- the importance of having a realistic rate of return projection, but over a long time horizon, so that short term costs to employers and employees don't rise too much or too fast
- efforts to use PERS dollars to invest in California
- the importance of maintaining a strong public sector pension system, and its positive effects on the overall economy.

We will be running phone banks out of our offices to encourage members to vote in the election for David Miller and Michael Bilbrey. I have already received a robocall from our President, Gwyn Harshaw, reminding me to vote. If you have not yet voted, and you are a PERS member, please do so now. Ballots are due October 2, 2017. You can vote by mail, by phone, or on-line. Here is the link to the PERS website for the election: https://www.calpersboardelections.com/interface/#/auth.

The next meeting of the Pension Action Committee will be Wednesday, November 8 at 6 pm by videoconference in the various Local 521 offices.

Respectfully submitted,
Matthew Nathanson
Nurse Alliance Notes for Sept 5, 2017 meeting  
Local 721 – 1541 Wilshire Blvd-LA, 90017  
10 am – 3pm

Meeting called to order at 10:05 am-

Locals present: 121RN, 521, 721, 1000 via telephone, and 1021. Absent: 221

Present for Local 521: Ernest Harris, Director; Semira Houssein, LVN-Kern Medical, Carmen Morales-Board, RN-Kern Medical.

Executive Director’s Update: Audit and legal entity – difficulty in reconciling some accounting practices and resolving tax exempt status for previous three years.

Nurse Alliance tax status under the International was overlooked somehow, placing that status in question; to be reconciled with assistance from the State Council which will take additional time. Inservice as to proper data entry, line item assignment, and end of month reconciliation has been recommended by the auditor. Therefore, a motion, properly seconded was made to allocate up to $2,500.00 for a one day inservice at the new office, was passed.

Legislative Update:

AB 1102 (Rodriguez)-RN Whistleblower Protection Bill is going to Gov. Brown for signature. This was a totally bipartisan bill which was heavily lobbied for by Nurse Alliance RN’s at this years Leg Conference. This bill raises the fines to health care facilities for retaliating and discriminating against health care workers when they report violations.

121RN is mobilizing nurses to encourage the Governor to sign it-they are calling his office and voicing support/telling their stories—we all need to make a call and tell our story - focus on how you were disciplined/reprimanded for speaking up for your patient—see the 121RN Facebook page.

Kathy Hughes recommended that we encourage our Staff Reps to develop relationships with their respective CDPH personnel to help our nurses get their complaints addressed.

SB 799 (Hill) – Extends the BRN for another four years. The bill was swiftly moved by the Assembly. This bill originally had Mandatory Reporting of errant RN’s-instead it was taken out and a study by the California Research
Bureau to evaluate the need for Mandatory Reporting was mandated, study to be completed by January 2019. Nurse Alliance will look into how we can be part of this – Mandatory Reports unnecessary places nurse licenses at risk and harms patients.

We will also try to work closely with State Council to partner more closely with the BRN.

Social Media/Spreading the Word:

Workplace Violence – Crafted statement on Nurse Alliance website on RN’s standing up to protect patients – it’s our duty.

Conferences:


8 CEU’s will be offered on topics to include: LGBTQ, Opioid & Quality Campaign, Nurse Staffing, ‘Jane Doe’ presentation – San Francisco General Hospital RN who was instrumental in getting the Needle Safety law passed.

Hotel reservations now available - $228/night double occ. – rate expires 9-29-17;

The registration button is operational on the Nurse Alliance Website.

2018 Legislative Conference Planning

2018 – May 20, 21, 22

2019 – April 29, 30, May 1

Review of Hotel Contract Quotes for 2018 – Motion carried to lock in hotel rooms and comparable venue, authorize deposit to venue.

Discussion of Conference Topics/Presentations – We possess qualified individuals within our own locals to give classes on Cannibis, BRN 101, Nursing Documentation. Because Nurse Alliance has two former BRN Members (Carmen Morales-Board and Grace Corse, we will be able to offer the BRN class economically).

Health and Safety:
LOHP-UC Berkely – Workplace Violence Regulation Implementation class to be offered in both the Northern and Southern Regions. Southern region class will be in November, either at 721 or 121RN.

Background: The WPV Standard (Section 3342 of Title 8) was passed 10-21-16.

The class will cover the WPV Regulation, How to Use/Implement it, How to Share It, and Building an effective OSHA case successful resolution.

As an aside, Steering Committee Members were reminded that the Regulation is currently in effect for the reporting, record keeping, and post incident log. WPV Plan Implementation must be in place by April 2018; therefore, facilities should be conducting Hazard Assessments now in order to meet the deadline. This is a good time to inform/remind management that they need to begin working with the union since the regulation mandates front line staff and joint union participation.

It is also recommended that the locals involve their staff organizer that represent health care workers by having them attend the WPV Implementation class as it will assist them in representing members when they are confronted with a WPV issue.

BRN Update:

People to contact for BRN issues/questions –

Susan Engle – Licensing
Joseph Pacheco – Intervention
Shannon Silberlin – Probation
Jeanette Wackerly – Nursing Practice
Kay Weinkham – Legislation

Financial Update:

Historically, per caps are posted late due to the fact that locals collect their dues, then they pay the Nurse Alliance, resulting in a two month lag.

Review of per caps – 521 has 635 RN’s that they pay per caps for.
Local Updates:

121RN – Promoting AB 1102 at Governor’s Desk

221 – Chronic understaffing, high caseloads, prompted audit and a state investigation of the Public Health Services. PHN’s issued an Intent to Strike, which will take place next week.

521 – Kern Chapter conducting strike assessment, our new KM Chapter is gearing up for first contract bargaining – current MOU is in place until June 2018.

1021 – Their Jane Doe will be a Keynote speaker at the National Nurse Alliance Conference in October.

Other:

Motion made, seconded, and unanimously passed to donate $5,000 to the existing SEIU fund to assist SEIU affected members affected by Hurricane Harvey.
AFRAM Fresno took a hiatus from our June-August meetings and resumed our September monthly meeting. AFRAM Fresno kept up with our SEJ meetings, Budget & Finance and Executive board meetings for July 2017 – Sept 2017.

AFRAM Fresno has been displaying their new banner in the Unity Hall in Fresno’s Local 521 office with a sign out/in when taken from the Hall.

AFRAM Fresno also attended the Labor Day Breakfast on Sept 4, 2017. We were able to send 7 people.

AFRAM Fresno attended one the Leadership Trainings in August 19, 2017 on how to reengage our members during this recession: Leadership Summit for Regions 3 & 4.

AFRAM Fresno is working on building relationships with other California Caucuses and other AFRAMs to be developed in California so that we can support one another.

AFRAM Fresno is working with a new school Sankofa School Central California and Freedom School of West Fresno that are both using our African Centered approach to bring our old and new awareness to brighten our youth’s perspective in entrepreneurship and sponsor a positive Community-oriented reputation. To be a volunteer with both of these schools will increase our opportunities to work within our Community.

AFRAM Fresno will be working on attending the WRAAC AFRAM meetings so that we can continue on building a strong relationship among our brothers and sisters in the Western Region. To also develop our Leadership skills by working with our International/National AFRAM for membership, Immigration Reform and a fair budget with great health coverage.

AFRAM Fresno is working on doing road trips to further our awareness, sponsor a positive Community-oriented reputation and also to working on a few fundraisers to increase our opportunities to work and support within our Community.

AFRAM Fresno will be purchasing SEIU and purple materials to use in meetings and events as gifts and to raffle off.
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Latino Caucus Fresno Chapter

Latino Caucus held regular meetings baring any scheduling of office staff and holidays.

On July 16th & Sept 17th: The Latino & Women's Caucus partnered and in what we are now calling SEIU Challenge: Feeding The Homeless. For over an hour food, drinks and cookies were a distributed to those on the streets and in a need of some nourishment. Clothes were distributed to the attendees.

Aug 5th: The Latino & Women's Caucus partnered with Mi Familia Vota who hosted the Central Valley Unity Run Education Fund & Bi-National Health Week for Fresno County.

Latino Caucus members also attended the Leadership Training Saturday for Region 3 & 4, on August 12, 2017.

Latino Caucus also participated in Lobby Day with our SEIU 521 team on Sacramento, Ca on Monday, August 21, 2017.


Latino members attended the opening of the Dream Resource Center in Fresno on Wednesday, Sept 13. It’s the 1st Resource in U.S. funded by National Grant.

Members attended DACA meetings in conjunction of Citizenship Workshops throughout the greater area.

Latino Caucus would also like to acknowledge the new three honoree members who have joined the caucus: Maria Luisa Gutierrez, Raquel Garcia and Daniel Galindo.
THIS SHEET IS INTENTIONALLY LEFT BLANK
We held our regular meetings baring any scheduling of office staff and holidays and some extra planning meetings.

Members also attended the Leadership Training Saturday for Region 3 & 4, on August 12, 2017. We participated in Lobby Day with our SEIU 521 team on Sacramento, Ca on Monday, August 21, 2017.

Members attended the Annual Central Labor Council Labor Day Breakfast on Sept 4, 2017. Native American Indian Day is on September 22, 2017. It is the 4th Friday of September so the date will always be different.

Native American Indian Caucus is planning Native American Indian Heritage event on Nov 18, 2017 for Native American Indian Heritage Month – the whole month of November.

Native American Indian Caucus of Fresno would also like to acknowledge the new three honoree members who have joined the caucus: Maria Luisa Gutierrez, Raquel Garcia and Daniel Galindo.
Retirees of Fresno
Quarterly July – Sept 2017

Retirees has been very busy this the last quarter. We held our regular meetings. We meet the 1st Wednesday from 11 am – 1 pm

Retirees is working on building membership.
Retirees participated in Lobby Day with our SEIU 521 team on Sacramento, Ca on Monday, August 21, 2017.
Retirees are sending two people to ARA Convention Sept 25- 27.

Retirees would also like to acknowledge the new three honoree members who have joined the caucus: Maria Luisa Gutierrez, Raquel Garcia and Daniel Galindo.
THIS SHEET IS INTENTIONALLY LEFT BLANK
The Women's Caucus has been very busy this the last quarter. We held our regular meetings and some planning extra meetings.

Queen For A Day (July 15 & Sept 16th) at the Holy Cross for the homeless women. Women's Equality Day Event (August 26, 2017).

On July 16th & Sept 17th: The Women's Caucus and Latino Caucus partnered and in what we are now calling SEIU Challenge: Feeding The Homeless. For over an hour food, drinks, cookies were a distributed to those on the streets and in a need of some nourishment. Clothes were distributed to the attendees.

Aug 5th: The Women’s and Latino Caucus partnered with Mi Familia Vota who hosted the Central Valley Unity Run Education Fund & Bi-National Health Week for Fresno County.

Women’s Caucus members also attended the Leadership Training Saturday for Region 3 & 4, on August 12, 2017. Women’s Caucus also participated in Lobby Day with our SEIU 521 team on Sacramento, Ca on Monday, August 21, 2017.

Women’s Caucus members attended the Annual Central Labor Council Labor Day Breakfast on Sept 4, 2017. Women’s Caucus will be sending some members to the Annual Central California Women’s Conference on Tuesday, September 19, 2017.

The Women's Caucus would also like to acknowledge the new three honoree members who have joined the caucus: Maria Luisa Gutierrez, Raquel Garcia and Daniel Galindo.
Seiu Local 521  
Red Cross Supporter  
2302 Zanker Rd  
San Jose, CA 95131-1115

Dear Red Cross Supporter,

Thank you. The American Red Cross is very grateful for your generous gift of $1,000.00 on August 11, 2017 to California Wildfires.

A copy of your tax receipt information is below.

The humanitarian efforts of the Red Cross provide comfort and hope to so many during their times of need. Thank you for your commitment to this critically important work. Our mission depends on the support and compassion of donors like you.

Your questions and feedback are very important to us. Please feel free to contact us at redcross.org or call 1-800-RED CROSS (1-800-733-2767).

On behalf of those we serve, thank you for standing with us.

Sincerely,

[Signature]
Gail McGovern  
President and CEO, American Red Cross

P.S. Did you know that many employers match gifts from their employees? You can visit redcross.org/matching to view a list of participating companies.

TAX RECEIPT IS AT THE BOTTOM OF THE PAGE.

Please keep this page for tax purposes

As required by IRS regulations, we provide the following information: The American Red Cross is a 501(c)(3) not for profit organization. Our federal tax identification number is 53-0196605. As no goods or services have been provided in connection with this gift, the full amount is deductible to the fullest extent provided by law.

Donation Total: $1,000.00
Donation Date: August 11, 2017
Designation: California Wildfires
Member ID: 50627731
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“I, (name) ___________________, accept my responsibility as an elected officer of the Service Employees International Union, and I pledge that I will faithfully observe the Constitution and Bylaws of the Service Employees International Union.

“I pledge that I will provide ethical, responsible leadership, representing our members, and organizing new workers to build power to win for all.

“I pledge to make the growing gap between the rich and everyone else the problem of our time, to inspire and support workers everywhere who are ready to take collective action to lift wages and create family-sustaining jobs, to elect political leaders on the side of the 99% and to hold them accountable when they support politics that benefit the 1%.

“I agree to defend the principles of trade unionism.

“I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it.

“I pledge to exercise leadership based on the SEIU standards of:
  • Shared unity of purpose;
  • Openness to questions and willingness to learn;
  • Acting with the courage of our convictions;
  • Working together with accountability; and
  • Commitment to inclusion.

“I believe in and will fight for the SEIU vision of a just society where all workers are valued and people respected, where all families and communities thrive, and where we leave a better and more equal world for generations to come.”
Officers’ Installation Obligation

“I, (name) ___________________, accept my responsibility as an elected officer of the Service Employees International Union, and I pledge that I will faithfully observe the Constitution and Bylaws of the Service Employees International Union.

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