

MINUTES
SEIU Local 1000 Council Meeting
Oakland Airport Hilton

September 16 - 19, 2011

CALL TO ORDER

The meeting was called to order by Yvonne Walker, President, at approximately 9:00 am Saturday, September 17, 2011.

ROLL CALL

The quorum of the Local 1000 was present as determined by the roll call by Cora Okumura, Vice President and Secretary-Treasurer.

AGENDA COMMITTEE REPORT (Agenda Item 1)

The Agenda Committee met at approximately 8:00 a.m. on Saturday, September 11, 2010. The following agenda items were added to the agenda:

- Agenda Item 5(M) - Funds for 2012 AFL-CIO Dr. Martin Luther King Jr. Holiday Observance.
- Agenda Item 5(N) - Notice to Fee-Payers Prior to Temporary Assessments

Approval of Agenda (Agenda Item 2)

11/11/2 MOTION: Okumura, automatic second that the SEIU Local 1000 Council approve the agenda.

Walker, President, tabled Agenda Item 5(J) until more research and discussions are done around the Compensation for Statewide Officers.

Agenda Item 5(B) was moved to Sunday.

APPROVED

OLD BUSINESS (Agenda Item 4)

There was no old business.

NEW BUSINESS (Agenda Item 5)

Welcome Remarks (Agenda Item 5(A))

Walker, President, welcomed the new and returning council members. She gave remarks

on the work that the council has done and what work we still need to do.

Field Report (Agenda Item 5(C))

Robinson, Vice President of Organizing and Representation, gave a report on the progress that the field has made. A report on a “Survey of the Effects of the Current Field Staff Structure” was passed out to all council members.

Board Training (Agenda Item 5(D))

A game was played to test the Council’s knowledge of the Contract.

Jodee Smith, Training Coordinator, introduced Joe Beachboard, expert on law and labor issues. He spoke to the council about ethics and gave examples of cases he was worked on.

Legal Report (Agenda Item 5(E))

Paul Harris, SEIU Local 1000 Chief Counsel, gave a report on matters in the legal department. He also gave an Arbitration Status Report. He highlighted a couple of cases. A handout was given for both reports.

Program Reports (Agenda Item 5(P))

Sarah Zimmerman, Deputy Chief of Staff, presented the council with a report on progress of Unions Goals.

Executive Session

DLC Reports (Agenda Item 5(B))

Each DLC President, BUNC Chairs and Statewide Officer gave a report of what is happening in their DLC, BU and statewide.

Financial Statements and Variance Report (Agenda Item 5(F))

Okumura, Vice President and Secretary – Treasurer, introduced Debbie Dimery, Audit Partner at Linquist LLP. Ms. Dimery gave the council the report of the 2010 audit.

Okumura, Vice President and Secretary – Treasurer gave a report on the June 2011 Financial Statement and Variance Report. Both reports were passed out to the council.

Field Overview (Agenda Item 5(G))

Lezlie Uko, Statewide Field Coordinator, addressed the council. She introduced herself and gave her background as a former state employee and how she worked her way up

through SEIU Local 1000.

Leadership Academy (Agenda Item 5(H))

Tracey Hightower, Training Coordinator, gave a presentation to the council about the Leadership Academy and let the council know that they are all eligible to create accounts and take courses online.

There were nine stewards and one staff that became certified in the representation track. She asked the council to help spread the word about the academy by passing out the brochures.

SEIU International Convention and General Council Election Report (Agenda Item 5(I))

Chris Bender, Assistant Administrator, and Melinda Woods, Election Committee Chair, gave the council a report on the SEIU International Convention and the General Council Election.

Statewide Officer Compensation (Agenda Item 5(J))

Tabled

Reorganization of DLC 761 (Agenda Item 5(K))

12/11/2 **MOTION:** Meza, second by Robinson that the SEIU Local 1000 Council approve the reorganization of DLC Locals as follows:

1. Create a new worksite Local E to encompass all of swing shifts for DLC 761 within the DMV HQ buildings.

2570 24th Street, Sacramento
2415 First Ave., Sacramento
2730 Broadway, Sacramento

CARRIED

Adding a Local E to DLC 792 (Agenda Item 5(L))

13/11/2 **MOTION:** Banzett, second by Maldonado that the SEIU Local 1000 Council approve the reorganization of DLC Locals as follows:

Create a new worksite local E that will service the following offices.

Alturas: CHP and DFA

Bieber: DFG
Dorris: DFA
Hornbrook: DFA and DFG
Montague: DFG
Mt. Shasta: DFG, DMV and DOT
Yreka: CDF, CHP, DMV and DOT

CARRIED

13/11/2 MOTION: Funds for 2012 AFL-CIO Dr. Martin Luther King Jr. Holiday Observance (Agenda Item 5(M))

Roskey, second by Alari that the SEIU Local 1000 Council approve \$4,800 to pay expenses for members of the African-American, Lavender and Women's Committee to attend the 2012 AFL-CIO Dr. Martin Luther King Jr. Holiday Observance and Conference "We Are One: Workers' Rights and Civil Rights," from January 12, 2012, to January 16, 2012, in Detroit.

DENIED

14/11/2 MOTION: Notice to Fee-Payers Prior to Temporary Assessments (Agenda Item 5(N))

Robinson, second Maldonado that the Council adopt the following changes to policy file:

Add a new Subsection (a)(4) to Section 10CSD0.04, stating as follows:

(4) Non-members (fair share fee payers) of Local 1000 shall not be charged for any assessment imposed after the issuance of Local 1000's annual fair share fee notice and before the issuance of the following year's notice unless and until they are given advance notice of the assessment and an opportunity of no less than thirty (30) days after receiving that notice within which to object to paying for the non-chargeable portion of the assessment and to challenge Local 1000's calculation of the chargeable portion of the assessment. The advance notice of the assessment shall include, but not be limited to, a breakdown of the major categories of expenditure, allocated between chargeable and non-chargeable classifications, that Local 1000 anticipates will be made from the funds raised by the assessment during the remainder of the fee payer year, and information regarding the rights of non-members to object to paying for the non-chargeable portion of the assessment and to challenge Local 1000's calculation of the chargeable portion of the assessment, as well as information regarding the procedures for exercising those rights. Non-members who submit timely objections to the notice of the assessment, or who submitted a timely objection to the previous annual fair share fee notice, shall have their contribution to the assessment reduced to cover only the anticipated chargeable portion of the

assessment, either through the advance reduction method or the advance rebate method. Any challenges submitted in response to the notice of the assessment shall be processed (including but not limited to with regard to reduction, escrow and arbitral resolution) in the same manner as challenges submitted in response to Local 1000's annual fair share fee notice. If the assessment is anticipated to continue into the following fee year, financial disclosure regarding the assessment shall also be incorporated into the annual fair share fee notice for the following fee year. This provision cannot be repealed within 180 days prior to a vote to approve the institution of an assessment.

Add a new Section 15CSD6.00 and renumber the existing section:

15CSD6.00 MID-YEAR ASSESSMENTS

Non-members (fair share fee payers) of Local 1000 shall not be charged for any assessment imposed after the issuance of Local 1000's annual fair share fee notice and before the issuance of the following year's notice unless and until they are given advance notice of the assessment and an opportunity of no less than thirty (30) days after receiving that notice within which to object to paying for the non-chargeable portion of the assessment and to challenge Local 1000's calculation of the chargeable portion of the assessment. The advance notice of the assessment shall include, but not be limited to, a breakdown of the major categories of expenditure, allocated between chargeable and non-chargeable classifications, that Local 1000 anticipates will be made from the funds raised by the assessment during the remainder of the fee payer year, and information regarding the rights of non-members to object to paying for the non-chargeable portion of the assessment and to challenge Local 1000's calculation of the chargeable portion of the assessment, as well as information regarding the procedures for exercising those rights. Non-members who submit timely objections to the notice of the assessment, or who submitted a timely objection to the previous annual fair share fee notice, shall have their contribution to the assessment reduced to cover only the anticipated chargeable portion of the assessment, either through the advance reduction method or the advance rebate method. Any challenges submitted in response to the notice of the assessment shall be processed (including but not limited to with regard to reduction, escrow and arbitral resolution) in the same manner as challenges submitted in response to Local 1000's annual fair share fee notice. If the assessment is anticipated to continue into the following fee year, financial disclosure regarding the assessment shall also be incorporated into the annual fair share fee notice for the following fee year. This provision cannot be repealed within 180 days prior to a vote to approve the institution of an assessment.

Renumber prior section 15CSD6.00 as Section 15CSD7.00, and correct a typographical error:

15CSD67.00 INTERPRETATION OF DIVISION ~~13~~15

These procedures are to be interpreted and applied in accordance with the decisions of the

United States Supreme Court and other controlling decisions of a court of law. (BD 71/86/2)

CARRIED

Board Training Workshops (Agenda Item 5(O))

The Council was divided into three different groups. They also received training on People Skill and COPE.

Program Report (Agenda Item 5(P))

Sarah Zimmerman, Deputy Chief of Staff, gave the council an update on SEIU Local 1000 goals and objectives. She went over how we measure our progress.

CSEA Presentation (Agenda Item 5(Q))

Dave Hart, CSEA President, gave an update to the council on the meeting that the CSEA Board of Directors have been having discussing the next General Council.

Member Database Update (Agenda Item 5(Q))

Dave Samuels, gave the council an update on the progress of the membership database.