



Committee on the Future
Review of Motions Recommended for
adoption by the Board of Directors

September 19, 2023

Recommended improvements to address member's concerns

- Make the Elected President the Principal Officer while retaining Board Chair for limited duties specific to the Board of Directors
- Establish 3-Person Executive Committee
- Establish 6 Regional Officers and Officers' Committee
- Remove the Positions of VP for Bargaining and VP for Organizing/Representation
- Give the Board the means to make new governance more durable
- “Clean Up” Policy File and Bylaws to make more consistent
- ✓ Establish Executive Director – adopted 7/23/23
- ✓ Electronic Voting – adopted 7/23/23
- ✓ Ranked Choice Voting for Statewide Officers – adopted 7/23/23

Plan for the Day

- 1. Quick review of the motions for each recommended improvement**
- 2. Three Breakout rooms, each covering a different set of motions. Board members will rotate through all three rooms**
- 3. Q & A in each group**

20 Motions in the Package

- Each motion covers part of Bylaws or Policy File
- Motions interrelated – need to be reviewed as a package



Room A (Monterey) will cover the following:

Topic	Motion(s)
“Clean up” inconsistencies in Policy File and Bylaws	CoF 2, 3
Make the Elected President the Principal Officer while retaining Board Chair for duties specific to the Board of Directors	CoF 1
Update process for filling vacancy of a statewide officer	CoF 8
Remove the positions of VP for Organizing/Representation and VP for Bargaining	CoF 8
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 8
Other changes related to new structures	CoF 8
Strengthen ability of Board of Directors to call emergency meeting	CoF 8



Room B (Balboa) will cover the following:

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20





Room C (Calaveras) will cover the following:

Topic	Motion(s)
Establish 6 Regional Officers to coordinate with other DLC Presidents in their Regions and represent them on the Officers' Committee	CoF 5
Establish Officers' Committee to strengthen implementation of union program set by Board of Directors	CoF 5
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 6, 7, 10, 13, 16, 19
Clarify policy for administering union leave now that Executive Director administering program set by Board of Directors	CoF 17



Group 1: A-Monterey (2nd Floor) then B-Balboa then C-Calaveras

Steven Alari	Ramona Cramer	Rose Gudiel
Benjamin Arriaga	Danilyn Creech	Joshua Guile
Maria Blaine	Lisa Davis	William Hall
Eileen Boughton	Mary De La Cruz	Kevin Healy
Marina Campillo	Cindy Doyel	Robert Holtz
Gina Congi	Christina Evitt	Ruth Ibarra
Tommy Cornelius	Irene Green	





Group 2: B-Balboa then C-Calaveras then A-Monterey (2nd Floor)

Dalia Jaramillo	Frankie Luallen	Joycelyn Odom
Karen Jefferies	Nancy Martinez	Sunday Olowosagba
David Jimenez	Angelique Moreno	Jonah Paul
DeLonne Johnson	Eric Murray	Tommy Rico
Heather Kessler	Naomi Musembi- Johnson	Tammy Rodriguez
Darrell Kirby	Cruz Naranjo	Monica Rodriguez
Cullen Kral	Ramon Navarrete	



Group 3: C-Calaveras then A-Monterey (2nd Floor) , then B-Balboa

Susan Rodriguez	Nicole Solovskoy	Robert Vega
Miché Roy	Daunette Sparkman	Cynthia Vo
Bobby Roy	Danielle Storey	Jaime Vogel
Vanessa Seastrong	Theresa Taylor	Anica Walls
Deleon Secrest	John Torok	Shrhonda Ward
Leonard Seitz	Amy Valdez	Jerome Washington
	Andrew Vasicek	



Revised Schedule

1st Breakout: 9:15AM-11:00AM

2nd Breakout: 11:15AM to 2:30PM (Take Lunch from Noon to 1:30 and return to your Breakout)

3rd Breakout 2:45PM to 4:30PM



Community Agreements

- **Focus on getting questions answered**
- **Listen to understand, not respond**
- **Timely starts, timely stops: honor timekeeper**
- **We share responsibility for the whole**



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Room A

September 19, 2023

Room A will cover the following:

Topic	Motion(s)
“Clean up” inconsistencies in Policy File and Bylaws	CoF 2, 3
Make the Elected President the Principal Officer while retaining Board Chair for duties specific to the Board of Directors	CoF 1
Update process for filling vacancy of a statewide officer	CoF 8
Remove the positions of VP for Organizing/Representation and VP for Bargaining	CoF 8
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 8
Other changes related to new structures	CoF 8
Strengthen ability of Board of Directors to call emergency meeting	CoF 8

Motions 2 & 3

Topic	Motion(s)
“Clean up” inconsistencies in Policy File and Bylaws	CoF 2, 3
Make the Elected President the Principal Officer while retaining Board Chair for duties specific to the Board of Directors	CoF 1
Update process for filling vacancy of a statewide officer	CoF 8
Remove the positions of VP for Organizing/Representation and VP for Bargaining	CoF 8
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 8
Other changes related to new structures	CoF 8
Strengthen ability of Board of Directors to call emergency meeting	CoF 8



Committee on the Future Motion 2

Pages 38-39 in Packet

- **Remove the phrase “subject to disaffirmation by the Board of Directors” from the section that says the Board makes appointments to committees.** -Policy File 3.0.04(2)
- **Remove current provision that the Board of Directors appoints the Chief Negotiator.** -Policy File 3.0.04(4)
- **Remove “administering the daily affairs of Local 1000.” From the list of duties assigned to the Board Chair.** -Policy File 3.0.05(1)
- **Remove presiding over the Agenda Committee from the list of duties of the Board Chair.** -Policy File 3.0.05(4)

Blue Text: Effective upon the installation of officers in 2024

Red Text: Effective immediately



Questions?



Committee on the Future Motion 3

Page 40 in Packet

- **Remove provision in the first sentence of Bylaws IV E which states that Chief Negotiator appointed by the Board of Directors and provide that Chief Negotiator chairs meetings of BUNC Chairs -Bylaws IV E**

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Questions?

Motion 1

Topic	Motion(s)
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Strengthen ability of Board of Directors to call emergency meeting	CoF 8



Committee on the Future Motion 1

Pages 33-37 in Packet

1. Bylaws Changes

- Chair no longer principal officer. (Decision-maker on interpreting policy between Board meetings) -Bylaws IV C **Packet Page 33**
- President has duties prescribed in Policy File (which make President the principal officer of Local 1000.) -Bylaws IV F.1. **Packet Page 33**
- President ex-officio member of all standing committees -Bylaws VII B **Packet Page 34**

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Committee on the Future Motion 1

- President appoints all standing committees subject to disaffirmation by the Board of Directors -Bylaws VII D **Packet Page 34**
- President appoints all ad hoc committees or task forces unless Board specifies otherwise. *[currently done by the Board Chair.]* Bylaws VII D **Packet Page 34**

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Committee on the Future Motion 1

2. Policy File Changes

- Replace “four statewide officers” with “President and Vice President/Secretary-Treasurer” Policy File 3.0.03 **Packet Page 34**
- President is responsible for carrying out policies and interpreting bylaws and policy between Board meetings Policy File 3.0.03(a)(1) **Packet Page 34**
- President represents Local 1000 on CSEA Board of Directors Policy File 3.0.03(a)(2) **Packet Page 35**
- President is main spokesperson of Local 1000 Policy File 3.0.03(a)(3) **Packet Page 35**
- President establishes accounts at banks with Vice President/Secretary-Treasurer Policy File 3.0.03(b)(v) **Packet Page 35**

Committee on the Future Motion 1

2. Additional Policy File Changes

- **Board Chair may not also be the President, Vice President/Secretary-Treasurer, Regional Officer, or one of the two BUNC Chairs serving on the Officers' Committee.** Policy File 3.0.04(1) **Packet Page 35**
- **The Board of Directors will no longer do the following:**
 - **Appoint Committee members** Policy File 3.0.04(2) **Packet Page 35-36**
 - **Elect a representative to the CSEA Board of Directors**
Policy File 3.0.04(3) **Packet Page 36**
 - **Designate the Chief Negotiator (This is covered in Motion 2)**
Policy File 3.0.04(4) **Packet Page 36**
 - **Designate the Chief Spokesperson for Local 1000**
Policy File 3.0.04(7) **Packet Page 36**



Committee on the Future Motion 1

2. Additional Policy File Changes

- The Board Chair will no longer do the following:
 - Be responsible for carrying out the policies of Local 1000 and interpreting the Bylaws and Policy File Between meetings of the Board. (Decision-maker on interpreting policy between Board meetings) –Policy File 3.0.05 (1) **Packet Page 36**

Questions?

Motion 8

Topic	Motion(s)
“Clean up” inconsistencies in Policy File and Bylaws	CoF 2, 3
Make the Elected President the Principal Officer while retaining Board Chair for duties specific to the Board of Directors	CoF 1
Update process for filling vacancy of a statewide officer	CoF 8
Remove the positions of VP for Organizing/Representation and VP for Bargaining	CoF 8
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 8
Other changes related to new structures	CoF 8
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Committee on the Future Motion 8

Pages 51-55

- **Update this Division of the Policy File to reflect that there would no longer be a VP for Bargaining and a VP for Organizing/Representation - Policy File 3.0.00, -Policy File 3.0.03(c), -Policy File 3.0.03(d)**

Packet Pages 51-52

- **Add statement that members may not run for or hold office as a DLC E-Board Member or CBUR and also run for or hold office as Local 1000 President or VP/Secretary-Treasurer. *[This is in Division 12; Putting it here increases transparency for membership.]* -Policy File 3.0.00**

Packet Page 51





Committee on the Future Motion 8

Pages 51-55

- **Provide that the Board of Directors fills DLC vacancies whenever procedures to fill vacancies do not exist or have been exhausted.**
[Currently the VP for Organizing/Representation has the authority to fill DLC vacancies.] -Policy File 3.0.04(9) **Packet Page 52**
- **Provide Full-time union leave for President, Vice President/Secretary-Treasurer. At least half-time union leave for Board Chair.**
-Policy File 3.1.00 **Packet Page 52**



Committee on the Future Motion 8

- If President or VP/Secretary-Treasurer position become vacant, Board will meet within 30 days to choose a replacement who will serve until next election. Board may call a special election to fill the position, but the position will be filled on an interim basis by the individual chosen by the Board. -Policy File 3.1.01 **Packet Page 53**
- If the majority of the Board of Directors petitions for a special meeting and the Board Chair does not issue a call for a meeting within 3 business days, the Executive Director will issue the call for the special meeting within 2 additional business days.
-Policy File 3.2.00 **Packet Page 54**

Committee on the Future Motion 8

- In the absence of the President, meetings of the SBACs and BUNCs require approval of the Chief Negotiator or Vice President/Secretary-Treasurer. *[Currently it is the VP for Bargaining who approves when President absent.]* -Policy File 3.2.08 **Packet Page 54**
- Add the Executive Committee and the Officers' Committee to the list of bodies that may meet in executive session. -Policy File 3.2.09 **Packet Page 54-55**

Questions?

Recommendations made to address what members want to see in their Union

- **Stop the in-fighting**
- **Focus program & staff on what members need (not internal union politics)**
- **Build an organization that functions well even if elected leaders don't get along or agree on everything**
- **Have greater stability**
- **Increase member participation**



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Room B

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Room B will cover the following:

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20

Motion 4

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20



Committee on the Future Motion 4

Pages 41-42 in Packet

- Provide for an Executive Committee in the Bylaws composed of the President, Vice President/Secretary-Treasurer and Board Chair. Meetings called by President but must take place at least twice a month. -Bylaws VI E.
- Remove references to Executive Committee in Policy File that are not consistent with each other as well as the recommended language in the Bylaws. -Policy File 1.0.06 and Policy File 3.0.01

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Questions?

Motions 9, 11, 12, 15, 18

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20

Committee on the Future Motion 9

Pages 56-59 in Packet

- Provide that in the exceptions to the reasons that a DLC President would forfeit their position, one of the reasons for an exception would be if the Board of Directors instituted a realignment of the DLC's.
-Policy File 4.0.04 E (2)(iv) **Packet Page 56**
- Provide that DLC Vice President/Chief Stewards make quarterly reports to their Regional Officer on the DLC's representation program.
-Policy File 4.0.05(b)(3) **Packet Page 56-57**
- Provide that copies of minutes of all DLC meetings are forwarded to the Local 1000 Vice President/Secretary-Treasurer.
-Policy File 4.0.05(c)(1) **Packet Page 57**

Committee on the Future Motion 9

Pages 56-59 in Packet

- Provide that in the event all DLC officer positions are vacant simultaneously, the Local 1000 President will call a special meeting of the DLC Executive Board to elect a temporary chair and elect a President.
-Policy File 4.0.07(c) **Packet Page 57**
- Provide when the DLC President appoints a steward to fill a vacant DLC officer position, the DLC President will notify the Local 1000 President.
-Policy File 4.0.07(d) **Packet Page 57**
- Provide when the DLC President appoints a steward to fill a vacant DBUR position, the DLC President will notify the Local 1000 President.
-Policy File 4.0.07(e) **Packet Page 58**



Committee on the Future Motion 9

Pages 56-59 in Packet

- Provide when the DLC Executive Board proposes the creation, modification, or dissolution of a worksite local, the proposal will be submitted to the Local 1000 President. -Policy File 4.1.01(b)

Packet Page 58-59

Questions?



Committee on the Future Motion 11

Pages 62-63 in Packet

- **Stewards required to provide appropriate staff person with information on grievances, meet and confers, steward activities, appeals etc.**
-Policy File 6.0.04
- **If a steward is decertified by the Chief Stewards Committee they may appeal in writing to the Local 1000 President and the Board Chair.**
-Policy File 6.3.00(3)

Questions?



Committee on the Future Motion 12

Pages 64-65 in Packet

- **Provide that the Chief Negotiator (as well as the DLC President) receives notice from the BUNC chair when SBAC member has 2 or more unexcused or 3 or more excused absences in 1 year. The Chief negotiator will declare the position vacant provided BUNC Chair concurs. -Policy File 7.0.06**
- **Provide that the Chief Negotiator will mail notice to all eligible members of the DLC informing them of the vacancy. -Policy File 7.0.06(a)**
- **Provide that the Chief Negotiator will provide the DLC President with the list of applicants. -Policy File 7.0.06(b)**





Committee on the Future Motion 12

Pages 64-66 in Packet

- **Provide that BUNC's inform the Chief Negotiator and the Local 1000 President of the outcome of meet and confer negotiations.**
-Policy File 7.1.01(b)
- **Provide that the Local 1000 President and the Chief Negotiator are informed of all changes in the members of the BUNC.**
-Policy File 7.1.02(e)



Questions?



Committee on the Future Motion 15

Pages 71-72 in Packet

- Provide that a DLC shall be placed under trusteeship whenever the Local 1000 President or the Local 1000 Vice President/Secretary-Treasurer have reason to determine that the risk to Local 1000 is such that a trusteeship is required. -Policy File 10.3.01(d)
- Removes the phrase “upon request of the Vice President/Secretary-Treasurer or the Vice President for Organizing/Representation” from the section, which requires that the President issue notice to all members of the time and place of a hearing with regards to the imposition of a trusteeship. -Policy File 10.3.02



Questions?



Committee on the Future Motion 18

Pages 76-78 in Packet

- **Local 1000 President will deal with appeals from BUNC elections.**
 - Policy File 12.2.01(a) and (b)
- **Make provisions for Recall of Officers consistent with changes in Officer Structure and Recommended process for Filling Vacancies (see 9 PF 3).**
 - Policy File 12.3.00 (i)



Questions?

Motion 14

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20



Committee on the Future Motion 14

Pages 69-70 in Packet

- **Vice President/Secretary-Treasurer, Board Chair, and Chief Negotiator can suspend president if they have good cause to believe action of President poses immediate threat to the welfare of Local 1000.**
-Policy File 9.0.04



Questions?

Motion 20

Topic	Motion(s)
Establish 3-Person Executive Committee	CoF 4
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 9, 11, 12, 15, 18
Revise process for suspending President	CoF 14
Provide Board of Directors with means to require 2/3 majority to amend sections designated by the Board of Directors	CoF 20



Committee on the Future Motion 20 Pages 81-82 in Packet

- **Require 15 days notice and 2/3 Vote to amend portions of the bylaws designated by the BoD for this status.** -Bylaws IX; Policy File 3.2.04(d)

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Questions?

Recommendations made to address what members want to see in their Union

- **Stop the in-fighting**
- **Focus program & staff on what members need (not internal union politics)**
- **Build an organization that functions well even if elected leaders don't get along or agree on everything**
- **Have greater stability**
- **Increase member participation**



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Room C

September 19, 2023

Room C will cover the following:

Topic	Motion(s)
Establish 6 Regional Officers to coordinate with other DLC Presidents in their Regions and represent them on the Officers' Committee	CoF 5
Establish Officers' Committee to strengthen implementation of union program set by Board of Directors	CoF 5
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 6, 7, 10, 13, 16, 19
Clarify policy for administering union leave now that Executive Director administering program set by Board of Directors	CoF 17

Motion 5

Topic	Motion(s)
Establish 6 Regional Officers to coordinate with other DLC Presidents in their Regions and represent them on the Officers' Committee	CoF 5
Establish Officers' Committee to strengthen implementation of union program set by Board of Directors	CoF 5
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 6, 7, 10, 13, 16, 19
Clarify policy for administering union leave now that Executive Director administering program set by Board of Directors	CoF 17



Committee on the Future Motion 5

Pages 43-46 in Packet

- Provide for creation of 6 Regions by the Board of Directors, from which the DLC Presidents in each region will elect one DLC President to be Regional Officer. Regional Officers will serve on Officers' Committee and act as liaisons with the DLC Presidents in their Regions and support them as they move the programs of the Union in their regions including Political, Bargaining, Organizing, and Representation. . -Policy File 4.0.08
[NEW] Packet Pages 43-45

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Committee on the Future Motion 5

Pages 43-46 in Packet

- The Regional Officers would be elected within 60 days after officers are seated following local wide elections and could be removed by petition from the majority of the DLC Presidents in their region. -Policy File 12.0.00[NEW] and Policy File 12.0.01[NEW] and Policy File 12.0.02[NEW]
Packet Page 45

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Committee on the Future Motion 5

Pages 43-46 in Packet

- Officers and 2 BUNC chairs which meets monthly with the Executive Director to review reports on Local 1000 programs (past, current, and upcoming) and make recommendations for improving execution of programs and policies adopted by the Board. -Policy File 1.0.06 [NEW]
Packet Page 43

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Motions 6, 7, 10, 13, 19

Topic	Motion(s)
Establish 6 Regional Officers to coordinate with other DLC Presidents in their Regions and represent them on the Officers' Committee	CoF 5
Establish Officers' Committee to strengthen implementation of union program set by Board of Directors	CoF 5
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 6, 7, 10, 13, 16, 19
Clarify policy for administering union leave now that Executive Director administering program set by Board of Directors	CoF 17

Questions?



Committee on the Future Motion 6

Pages 47-48 in Packet

- **Remove references to the Vice President for Organizing/Representation and Vice President for Bargaining from the Bylaws.** -Bylaws IV A, IV F(3), IV F(4), and VI A

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Questions?



Committee on the Future Motion 7

Pages 49-50 in Packet

- **Make the list of members of the Board of Directors in the Policy File reflect the removal of the positions of the Vice President for Organizing/Representation and Vice President for Bargaining.**
-Policy File 1.0.03
- **Make the name of the Bargaining Unit Negotiating Council (BUNC) consistent with the fact that the body is a council with authority to negotiate on behalf of Local 1000 and include CBURs in Bargaining Council** -Policy File 1.0.05

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Questions?



Committee on the Future Motion 10

Pages 60-61 in Packet

- Remove provision that the Vice President for Organizing/Representation chairs the Statewide Chief Steward Committee. -Policy File 5.0.00(b)(4)
Packet Page 60
- Provide that a Regional Officer who is appointed by the President, subject to disaffirmation by the Board of Directors, to be chair the Chief Steward Committee. -Policy File 5.1.14 **Packet Page 61**

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Committee on the Future Motion 10

Pages 60-61 in Packet

- **Provide that the Chief Negotiator will chair the Local 1000 Bargaining Council.** -Policy File 5.0.00(b)(4) **Packet Page 60**
- **Add the Chief Negotiator to the Local 1000 Bargaining Council and remove the reference to the Vice President for Bargaining.**
-Policy File 5.1.04 **Packet Page 60**
- **Remove the provision that the Vice President for Bargaining give direction to the Health and Safety Committee.**
-Policy File 5.1.09 **Packet Pages 60-61**



Questions?



Committee on the Future Motion 13

Pages 67-68 in Packet

- **Chief Negotiator and BUNC chairs responsible for preparing information on TA for contract ratification. Chief Negotiator, with assistance of BUNC chairs, sets procedures for ratification meetings. *[Currently done by VP for Bargaining]* -Policy File 8.1.00(b)(1) and Policy File 8.1.00(c)(2)**



Questions?



Committee on the Future Motion 16

Page 73 in Packet

- **Remove reference to VP for Bargaining and VP for Organizing/Representation from Policy File Section 11.0.01.**
-Policy File 11.0.01(c)



Committee on the Future Motion 19

Page 79-80 in Packet

- **Chief Negotiator, after consultation with BUNC chairs, makes decision whether to go to arbitration. -Policy File 13.1.02**



Motion17

Topic	Motion(s)
Establish 6 Regional Officers to coordinate with other DLC Presidents in their Regions and represent them on the Officers' Committee	CoF 5
Establish Officers' Committee to strengthen implementation of union program set by Board of Directors	CoF 5
Re-assign duties of VP for Organizing/Representation and VP for Bargaining	CoF 6, 7, 10, 13, 16, 19
Clarify policy for administering union leave now that Executive Director administering program set by Board of Directors	CoF 17

Questions?



Committee on the Future Motion 17

Page 74-75 in Packet

- **Union Leave for duties as an elected officer or appointed committee person approved by and under direction of Local 1000 President**
-Policy File 11.2.00(a)
- **Union Leave for other purposes (organizing etc.) approved by and under direction of Executive Director** -Policy File 11.2.01(a)
- **At each Board of Directors meeting, Board of Directors provided with a list of all members who have served on union leave since last Board meeting.** -Policy File 11.2.01(b)[NEW]



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Recommendations made to address what members want to see in their Union

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- **Have greater stability**
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