



**SEIU LOCAL 1000  
BOARD OF DIRECTORS MEETING**

March 20, 2021

**The platform for this meeting will be a Zoom Call**

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The notice for the March 20, 2021  
SEIU Local 1000 Board of Directors Meeting  
Was sent to you on February 19, 2021.  
Attached is the agenda for this meeting.

**PLEASE NOTE THE FOLLOWING:**

**You will need to use audio & video functions on your zoom. You are recommended to test your system prior to the Board meeting. If you are not visible on the screen you will be removed from the meeting. We will not wait for those that dial in late, the meeting will start on time. General Session may begin earlier or later depending on Executive Session end time.**

**REGISTRATION:**

*The link for registration was sent February 19, 2021.*

**REGISTRATION DEADLINE:**

Your registration must have been received by March 1, 2021.  
The link for this meeting will be sent March 19, 2021.

***If you have any questions contact [board@seiu1000.org](mailto:board@seiu1000.org)***

**Thank you!**

LOCAL 1000



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**BOARD OF DIRECTORS**

*March 20, 2021*

SEIU

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# BOARD OF DIRECTORS

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LOCAL 1000  
Saturday  
March 20, 2021

TIME

EVENT

ROOM

8:00 a.m. – 8:30 a.m.      Agenda Committee

9:00 a.m. – 10:00 a.m.      Executive Session

10:00 a.m. - 5:00 p.m.      General Session

*LOCAL 1000*



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***BOARD OF DIRECTORS***

*March 20, 2021*

ROLL CALL

Union Position Type	DLC	BU	First Name	Nick Name	Last Name	Present/Absent/Excused
SEIU Local 1000 President	794	4	Yvonne		Walker	
SEIU Local 1000 Vice President and Secretary-Treasurer	786	1	Kevin		Menager	
SEIU Local 1000 Vice President for Organizing/ Representation	781	1	Anica		Walls	
SEIU Local 1000 Vice President for Bargaining	781	1	Lonnie	Tony	Owens	
President	701	15	Ronald		Decastro	
President	702	4	Kevin		Lennon	
President	703	1	Ahjamu		Makalani	
President	704	4	Latasha		Brown	
President	705	4	Syble		Tompkins	
President	706	1	David		Jimenez	
President	707	4	Carolelynn	Carole	Leonardo-Valdriz	
President	710	1	Gwendolyn	Gwen	Crawford	
President	721	1	Dalia		Jaramillo	
President	722	1	Jose		Medina	
President	723	1	Steven		Alari	
President	724	4	Deleon	Lebron	Secrest	
President	725	1	Melissa	Misty	Del Rosario	
President	726	15	Charity		Regalado	
President	727	1	Kathy		Evans	
President	729	4	Manuel	Manny	Rodriguez	
President	741	4	Richard	David	Turner	
President	742	1	Cynthia		Vo	
President	743	1	Lydia		Embry	
President	744	1	William	Bill	Hall	
President	746	17	Ronald		Rosson	
President	747	3	Ramon		Navarrete	
President	749	1	Jerome		Washington	
President	751	1	Michael		Lopez	
President	752	1	Kevin		Healy	
President	761	4	Dana		Meza	
President	762	1	Robert		Bayze	
President	764	1	Jennifer		Cordova	
President	765	1	Leonard		Seitz	
President	766	4	Shrhonda		Ward	
President	767	1	Richard		Wake	

ROLL CALL

Union Position Type	DLC	BU	First Name	Nick Name	Last Name	Present/Absent/Excused
President	768	1	Beth		Bartel	
President	769	20	Tara		Rooks	
President	770	17	Randall	Randy	Stan	
President	771	20	Nicholas	Nick	Mannion	
President	772	17	Mary		De La Cruz	
President	781	1	Latrece		Smith	
President	782	4	David		Johnson	
President	784	1	Jared		Reece	
President	785	1	Wanda		Yanez	
President	786	1	Eve		Dickson	
President	787	1	Renay		Levingston	
President	788	4	Heather		Kessler	
President	789	1	Nicholas		Bloise	
President	790	1	Cindy		Doyel	
President	792	4	Angelica	Angie	Miller	
President	793	1	Juvoni		Sterling	
President	794	4	Francina		Stevenson	
President	795	1	Noreen		Nelson	
President	799	1	Delonne		Johnson	
President	850	SB	Vacant			
BUNC Chair	707	11	James	Brad	Willis	
BUNC Chair	746	1	Susan		Rodriguez	
BUNC Chair	751	17	Kimberly		Cowart	
BUNC Chair	764	21	Miguel		Cordova	
BUNC Chair	766	4	Karen		Jefferies	
BUNC Chair	769	15	Maria		Patterson	
BUNC Chair	771	3	Terence	Terry	Hibbard	
BUNC Chair	771	20	Luisa		Leuma	
BUNC Chair	784	14	Edward		Page	
BUNC Chair	850	SB	Vacant			

*LOCAL 1000*



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**BOARD OF DIRECTORS**

*March 20, 2021*



**SEIU LOCAL 1000  
BOARD OF DIRECTORS MEETING**

March 20, 2021

**GENERAL SESSION AGENDA**

- 1. Report of Agenda Committee**
- 2. Approval of Agenda**
- 3. Approval of Minutes**
- 4. Reports**
- 5. Old Business**
- 6. New Business**
  - (A) Policy file amendment(s) division 3.0.03**
  - (B) Policy file amendment(s) division 3.1.00**
  - (C) DLC Policy file amendment(s) division 4.0.02**
  - (D) COPE – Policy file amendment 5.1.06 (2)**
  - (E) Policy file amendment(s) division 6.1.01 (a)**
  - (F) Steward definitions- Policy file amendment 6.0.02 (a)**
  - (G) SBAC & BUNC Rules –Policy file amendment 7.0.07**
  - (H) Policy file amendment(s) division 10.1.01**
  - (I) Policy file amendment(s) division 11.2.00**
  - (J) Union Leave Authorization – Policy file amendment 11.2.01**
  - (K) Administrative Authorization - Policy file amendment 11.2.01**
  - (L) Elections /Training –Policy file 12.1.02**
  - (M) Policy file amendment(s) division 12.1.04**
  - (N) RFI – Board of Directors**
  - (O) LAPS Reinstatement**
  - (P) Health & Safety Committee**
  - (Q) Anti-Asian and API hate crimes**



LOCAL 1000



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**BOARD OF DIRECTORS**

*March 20, 2021*

**MINUTES**  
**SEIU Local 1000 Board of Directors Meeting**  
**Zoom Meeting**

**December 12, 2020**

**CALL TO ORDER**

The meeting was called to order by President Yvonne Walker at approximately 9:00 a.m. on December 12, 2020.

**SWEARING IN OF NEW OFFICERS**

President Walker swore in the following officers:

LaTasha Brown – DLC 704  
Michael Lopez – DLC 751  
Richard Wake – DLC 767  
Juvoni Sterling – DLC 793

**MOMENT OF SILENCE**

President Walker gave a moment of silence for the passing of State Bar DLC President Rachel Hines.

**ROLL CALL**

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

<b>Position</b>	<b>DLC</b>	<b>BU</b>	<b>First Name</b>	<b>Last Name</b>	<b>PRESENT/ABSENT/EXCUSED</b>
<b>SEIU Local 1000 President</b>	<b>794</b>	<b>4</b>	<b>Yvonne</b>	<b>Walker</b>	<b>PRESENT</b>
<b>SEIU Local 1000 Vice President and Secretary-Treasurer</b>	<b>786</b>	<b>1</b>	<b>Kevin</b>	<b>Menager</b>	<b>PRESENT</b>
<b>SEIU Local 1000 Vice President for</b>	<b>781</b>	<b>1</b>	<b>Anica</b>	<b>Walls</b>	<b>PRESENT</b>

Position	DLC	BU	First Name	Last Name	PRESENT/ABSENT/EXCUSED
<b>Organizing / Representation</b>					
<b>SEIU Local 1000 Vice President for Bargaining</b>	<b>781</b>	<b>1</b>	<b>Tony</b>	<b>Owens</b>	PRESENT
President	701	15	Ronald	DeCastro	PRESENT
President	702	4	Kevin	Lennon	PRESENT
President	703	1	Ahjamu	Makalani	PRESENT
President	704	1	LaTasha	Brown	PRESENT
President	705	4	Syble	Tompkins	EXCUSED
President	706	1	David	Jimenez	PRESENT
President	707	4	Carolelynn	Leonardo-Valdriz	PRESENT
President	710	1	Gwendolyn	Crawford	PRESENT
President	721	1	Dalia	Jaramillo	PRESENT
President	722	1	Jose	Medina	PRESENT
President	723	1	Steven	Alari	PRESENT
President	724	4	Deleon	Secrest	PRESENT
President	725	1	Misty	Del Rosario	EXCUSED
President	726	15	Charity	Regalado	PRESENT
President	727	1	Kathy	Evans	PRESENT

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President	741	4	Richard	Turner	PRESENT
President	742	1	Cynthia	Vo	PRESENT
President	743	4	Lydia	Embry	ABSENT
President	744	1	William	Hall	PRESENT
President	746	17	Ronald	Rosson	PRESENT
President	747	4	Ramon	Navarrete	PRESENT
President	749	1	Jerome	Washington	PRESENT
President	751	1	Michael	Lopez	PRESENT
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President	761	4	Dana	Meza	PRESENT
President	762	1	Robert	Bayze	PRESENT
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President	769	20	Tara	Rooks	PRESENT
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Position	DLC	BU	First Name	Last Name	PRESENT/ABSENT/EXCUSED
President	799	1	DeLonne	Johnson	PRESENT
President	850	SB			
BUNC Chair	746	1	Susan	Rodriguez	PRESENT
BUNC Chair	771	3	Terence	Hibbard	PRESENT
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BUNC Chair	771	20	Luisa	Leuma	PRESENT
BUNC Chair	764	21	Miguel	Cordova	PRESENT
BUNC Chair	850	SB			

**AGENDA COMMITTEE REPORT (Agenda Item 1)**

Vice President and Secretary-Treasurer, Kevin Menager, gave a report of the Agenda Committee.

The Agenda Committee met at approximately 8:00 a.m. on Saturday, December 12, 2020, and there weren't any items added.

**APPROVAL OF THE AGENDA** (Agenda Item 2)

5/2/20      **MOTION:** Patterson, second automatic that the agenda is approved as revised removing Agenda Items 6A, 6C, 6D, 6G, 6I.

**PASSED**

**MOTION:** Menager, second automatic that the agenda items are put back on the agenda.

**FAILED**

**APPROVAL OF THE MINUTES** (Agenda Item 3)

6/2/20      **MOTION:** Alari, second Bartel that the SEIU Local 1000 Board of Directors approve the July 11, 2020 Board of Directors Minutes.

**PASSED**

**REPORTS** (Agenda Item 4)

**Financial Report**

Vice President and Secretary-Treasurer, Kevin Menager, gave the Board a report on the December 31, 2019 Financial Statement.

Steve Schmidt, Controller, also gave a report on the budget status as of May 31, 2020 and the annual projections for the remainder of 2020.

7/2/20      **MOTION:** Budget Committee, automatic second that the SEIU Local 1000 Board of Directors approve the 2021 Budget.

**PASSED**

**COPE Report**

Nikki Linnerman, COPE Chair, gave the Board a report from the COPE Committee on the election.

## **Community Power Team Report**

Steve Hill, Community Power Team Director, gave the Board a report on the work SEIU Local 1000 has been doing in the community.

## **Economic Outlook**

Kenny Sims, Research Director, gave the Board a report on the California and National economic outlook. He went over the disruptions in the economy, the impact of job losses in California, the historical pace of recovery, the state of the 2020-21 fiscal year California Budget and closing the budget gap.

## **President Remarks**

President Walker gave the board her remarks for the last meeting of 2020 and addressed the local's response to the pandemic;

- We increased our communication to members
- We made member to member communication a priority
- We assessed member's experiences and attitudes
- We continued real representation virtually
- We continued to fight for real justice
- We continued to make progress with our new bargaining team
- We protected our member's rights during the contract tracing program
- We made our contract accessible to members
- We continued our apprentice program
- We created a new program that helps offset healthcare costs

## **OLD BUSINESS** (Agenda Item 5)

There was no old business to report.

## **NEW BUSINESS** (Agenda Item 6)

### **Extend 2021 Nomination period due to COVID-19** (Agenda Item 6(B))



**MOTION:** Kessler, second by automatic that:

*Amend Policy File Division 12 as follows:*

12.0.02

(c) All candidates for DLC office, District Bargaining Unit Representative, and Classification Bargaining Unit Representative must be certified stewards prior to the first day of the nomination period.

(1) For the election of 2021 only, the deadline for steward certification is July 1, 2021.

(2) The union shall provide at least two LAPS sessions that would complete before July 1, 2021.

(3) Any member nominee for an office listed in (c) above who is not a steward shall not be denied entry into any of the LAPS sessions ending before July 1, 2021.

**FAILED**

**Local 1000 Executive Committee – Policy File Amendment** Agenda Item 6(E)

**MOTION:** Owens, seconded sufficiently that:

Amend Policy File Division 3.0.01 Local 1000 Executive Committee as follows:

**Proposal #1 – Policy File Amendment (Local 1000 Executive Committee)**

The four Local 1000 statewide officers shall serve as an Executive Committee. The Local 1000 Board of Directors delegates to the Executive Committee all the necessary authority to carry out the policies, programs and plans of the Local between meetings of the Local 1000 Board of Directors, including but not limited to financial and staff resources; member, leader and staff training and development, political and charitable contributions and assistance to allied organizations. All actions taken by the Executive Committee shall be reported to the Local 1000 Board of Directors at the next regularly scheduled meeting.

- a) **The Executive Committee shall meet after each statewide election and shall establish regular meetings, with a minimum of at least one (1) meeting per month.**

- b) A special meeting of the Executive Committee shall be called by the president at the written request of the three statewide officers, (vice-presidents).

**FAILED**

**Local 1000 Health and Safety Committee** (Agenda Item 6(F))

**MOTION:** Owens, seconded sufficiently that:

Immediately activate Policy File Division 5.1.09 Local 1000 Health and Safety Committee with the following revisions:

**Proposal #2 – Activate Policy File Division 5.1.09 (Local 1000 Health and Safety Committee)**

Policy File Division 5.1.09 Local 1000 Health and Safety Committees

The Local 1000 Health and Safety Committee, with the direction from the ~~Vice President for Bargaining~~, **Local 1000 Executive Committee** shall oversee the implementation of a coordinated health and safety program consistent with Local 1000 policy and all applicable provisions of the contracts in force.

**FAILED**

**Statewide Officer Election Voting Modification – Policy File Amendment 12.1.05** (Agenda Item 6 (H))

**MOTION:** Kessler, seconded sufficiently that the SEIU Local 1000 Board of Directors Amend Policy File Division 12.1.05 as follows:

12.1.05 Election Procedures

(h) Newly elected Local 1000 statewide officers, DLC and local officers, as well as, DBURs and CBURs shall be installed (i.e., take office) no later than June 30, unless there is an unresolved election protest.

(j) Except for the Local 1000 statewide offices, a plurality of votes cast shall determine the winner for each office. In case of a tie, the winner shall be determined by lot.

(k) Each of the Local 1000 statewide executive offices will be determined by ranked-choice voting and, when necessary, an instant run-off as follows:

(1) The ballot for each office shall allow for a "first choice", "second choice", "third choice" and so on so that all candidates can be ranked by the voter.

(i) Members cannot vote for the same candidate under different choices; one ranked choice per candidate. A ballot with votes for the same candidate in more than one choice shall be considered spoiled.

(2) A candidate receiving a majority of at least 50% plus 1 of the votes cast as "first choice", shall be designated as the winner.

(3) If no candidate receives a majority of "first choice" votes, the candidate with the least amount of "first choice" votes shall be considered removed from the process and those ballots shall then have their next choice vote added to that candidate's total.

This process shall then continue until one of the candidates achieves a clear 50% plus 1 majority.

Position	DLC	BU	First Name	Last Name	Yes/No/Abstain
SEIU Local 1000 President	794	4	Yvonne	Walker	NO
SEIU Local 1000 Vice President and Secretary-Treasurer	786	1	Kevin	Menager	YES

<b>Position</b>	<b>DLC</b>	<b>BU</b>	<b>First Name</b>	<b>Last Name</b>	<b>Yes/No/Abstain</b>
<b>SEIU Local 1000 Vice President for Organizing / Representation</b>	<b>781</b>	<b>1</b>	<b>Anica</b>	<b>Walls</b>	<b>YES</b>
<b>SEIU Local 1000 Vice President for Bargaining</b>	<b>781</b>	<b>1</b>	<b>Tony</b>	<b>Owens</b>	<b>YES</b>
President	701	15	Ronald	DeCastro	NO
President	702	4	Kevin	Lennon	NO
President	703	1	Ahjamu	Makalani	NO
President	704	1	LaTasha	Brown	NO
President	705	4	Syble	Tompkins	EXCUSED
President	706	1	David	Jimenez	YES
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President	752	4	Kevin	Healy	NO
President	761	4	Dana	Meza	YES
President	762	1	Robert	Bayze	YES
President	764	1	Jennifer	Cordova	NO
President	765	1	Leonard	Seitz	YES
President	766	1	Shrhonda	Ward	NO
President	767	1	Richard	Wake	YES
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President	792	4	Angelica	Miller	NO
President	793	1	Juvoni	Sterling	ABSTAIN
President	794	4	Francina	Stevenson	NO

<b>Position</b>	<b>DLC</b>	<b>BU</b>	<b>First Name</b>	<b>Last Name</b>	<b>Yes/No/Abstain</b>
President	795	1	Noreen	Nelson	NO
President	799	1	DeLonne	Johnson	NO
President	850	SB			
BUNC Chair	746	1	Susan	Rodriguez	NO
BUNC Chair	771	3	Terence	Hibbard	YES
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BUNC Chair	751	17	Kimberly	Cowart	NO
BUNC Chair	771	20	Luisa	Leuma	EXCUSED
BUNC Chair	764	21	Miguel	Cordova	NO
BUNC Chair	850	SB			

**FAILED**  
**NO – 37**  
**YES – 14**  
**ABSTAIN - 3**

Meeting adjourned at approximately 6:30 p.m.

*LOCAL 1000*



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (A)**

**SUBJECT: Policy File Amendment(s) to Division 3: Local 1000 Statewide Governance**

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 3 as follows:*

**3.0.03 Duties of the statewide officers**

In addition to those duties set forth in the Bylaws or elsewhere in this Policy File, the duties of the four statewide officers shall include: ...

(d) Vice President for Bargaining:

(1) Presiding over all meetings of the BUNC chairs.

(2) Serving as liaison to the Executive Committee for the BUNC chairs.

(3) Acting as a spokesperson for the BUNCs.

(4) ~~Performing all other duties as assigned by the President.~~ Assisting the President in administering the affairs of Local 1000.

(5) Serving as chair of the Local 1000 Bargaining Committee.

**BACKGROUND:** Updating the language to be consistent with the wording of the other two Vice Presidents.

**ESTIMATED COST/SAVINGS:** N/A

**FUNDING SOURCE:** None needed

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to add consistency to our policy file language



*LOCAL 1000*



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***BOARD OF DIRECTORS***

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (B)**

**SUBJECT: Policy File Amendment(s) to Division 3: Local 1000 Statewide Governance**

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 3 as follows:*

**3.1.00 LOCAL 1000 STATEWIDE OFFICERS LEAVE AND COMPENSATION**

(a) Union Leave for the Local 1000 statewide officers:

Local 1000 shall secure union leave for the Local 1000 statewide officers as follows:

~~The President All statewide officers shall have full time leave., and the other three statewide officers may have a period of leave as determined by the Board.~~

(b) Should union leave not be available...

**BACKGROUND:** The members elect these positions with the expectation that the people filling these roles will be working full time on behalf of us. It is not appropriate for the board to determine the period of leave for the officers, as the voters have already done that by election. If an officer's actions are deemed to not warrant full time leave, the board is not the proper remedy as that's why we have the discipline & recall processes.

**ESTIMATED COST/SAVINGS:** N/A members come on and off Union Leave all of the time, this is no different. This is not a change to the budget for the Union Leave Program, just a change in way it's allocated.

**FUNDING SOURCE:** Already exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes

*LOCAL 1000*



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (C)**

**SUBJECT:** Policy File Amendment(s) to Division 4: District Labor Councils

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 4 as follows:*

4.0.02 Responsibilities of the DLCs

(a) The DLC shall:...

(6) Recruit and help train stewards. Each DLC, that has an eligible candidate apply, shall be entitled to have a minimum of one LAPS candidate accepted into the LAPS program each Calendar year.

(7) Hear complaints and appeals against the Worksite Locals by their members.

**BACKGROUND:** We need strength in all DLC's which is why this section exists. Help our DLC's fulfill its responsibilities by providing vital access to our steward training & certification program. This policy will ensure that every DLC has the opportunity to have at least 1 candidate per year be guaranteed acceptance into LAPS. This is vital to build & maintain power in the workplace. It will also ensure we have a balance of power statewide, and inspire people in underserved DLC's.

**ESTIMATED COST/SAVINGS:** There is no increased cost because the amendment does not increase the number of total LAPS candidates but rather, potentially, redistributes the available slots.

**FUNDING SOURCE:** None Needed / Already Exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes to ensure equity to all DLC LAPS candidates

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

**Agenda Item: 6 (D)**

**SUBJECT:** Policy File Amendments to 5.1.06 (2)  
Committee on Political Education (COPE)

**SUBMITTED BY:** Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor

**RECOMMENDED ACTION:**

Amend Policy File Division 5.1.06 (2) as follows:

**Proposal - Policy File Wording (COPE - New Language)**

(2) Make recommendations to the Local 1000 Board of Directors on legislative priorities, endorsements of ballot measures, candidates, and a political action budget for each election cycle.  
**Provide Local 1000 Board of Directors Financials on the COPE funds at every Board Meeting.**

**BACKGROUND:**

This policy amendment provides information to the Board of Directors on the financials for the COPE funds for all incoming and outgoing costs for the various campaigns or political backing of candidates. Currently the COPE Fund is not reported in a Financial Report to the Board of Directors. Only a summary is provided during the COPE Committee Meeting. This is only provided to those that might attend that Committee. As the Board of Directors is expected to vote on the results from the COPE Committee to back various candidates and campaigns, it is the responsibility of the Board to know where the funds are going.

This can also help the Board of Directors know about efforts so all Board Members can be supportive and share information with their local Job Stewards.

**ESTIMATED COST/SAVINGS:** Not having this information makes it impossible to identify what savings can be made to exercise our fiduciary responsibilities as Board of Directors of SEIU Local 1000. Currently there are multiple campaigns that were not shared with the Board of Directors. The President stated the funds information can be found on the Secretary of States Website, but someone must have an account created to view financial data or request it from each named organization. The Board of Directors should see this at each Board Meeting to be able to ask questions to adequately fulfill their fiduciary responsibilities.

**FUNDING SOURCE:** The President stated COPE.

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to provide copies of COPE Financials and the list of proposed Political Backing so the Board of Directors can make an informed decision prior to voting.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

**March 20, 2021**

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (E)**

**SUBJECT:** Policy File Amendment(s) to Division 6: STEWARDS

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 6 as follows:*

6.1.01 Steward Certification Training

(a) Eligibility:

Only active members in good standing in Local 1000 are eligible for certification as stewards.

Members who wish to be certified must complete the Leadership Apprentice Program for Stewards (LAPS). Members who wish to be certified shall not be denied acceptance into the program for longer than one calendar year from first application date, unless the BOD has voted to permanently disqualify that person.

(b) Course Content: ...

**BACKGROUND:** We need as many stewards as we can get to build and maintain the strength of our union. There is little reason to not accept as many interested persons into our steward program as possible. As always, we have checks & balances in place to avoid any bad actors gaining admission.

**ESTIMATED COST/SAVINGS:** There is no increased cost because the amendment does not increase the number of total LAPS candidates but rather, potentially, redistributes the available slots.

**FUNDING SOURCE:** None Needed / Already Exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes to ensure anyone that wants to fight the good fight with us can join us as fellow job stewards.





**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

Agenda Item: 6 (F)

**SUBJECT:** Policy File Amendments to 6.0.02 (a)  
Steward Definitions

**SUBMITTED BY:** Cindy Doyel, President DLC 790, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor

**RECOMMENDED ACTION:**

Amend Policy File Division 6.0.02 (a) Steward Definitions as follows:

**Proposal - Policy File Wording (Job Steward Definitions)**

This level of steward has been trained and certified by Local 1000 to provide effective representation to employees within a designated area or as a **subject matter expert appointed by the Vice President of Organizing and Representation.**

**BACKGROUND:**

In this current environment (Covid-19 Lockdown and remote work taking place) we have various classifications and representation that needs to take place to help members in various areas. This can help members get the assistance they need by those who may be a subject matter expert in their classifications or various areas.

**ESTIMATED COST/SAVINGS:**

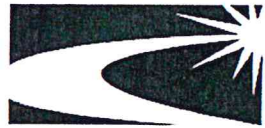
Once a member contacts the MRC (Member Resource Center) staff or stewards in their DLC (District Labor Council) may not have the subject matter expertise for that classification. This proposal will allow the union to appoint a steward from a different DLC to assist in the case. This will improve the chances of a positive outcome for the member.

**FUNDING SOURCE:** None

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to help our members be represented.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

**Agenda Item: 6 (G)**

**SUBJECT:** Policy File Amendments to 7.0.07  
SBAC and BUNC Rules

**SUBMITTED BY:** Heather Kessler, President DLC 788, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor

**RECOMMENDED ACTION:**

Amend Policy File Division 7.0.07 SBAC and BUNC Rules as follows:

**Proposal - Policy File Wording (SBAC and BUNC Rules)**

Each SBAC shall develop rules of operation for the BUNC, provided such rules are not in conflict with the Local 1000 Bylaws or Policy File. Such rules shall be reviewed **and approved** at least semi-annually by the Local 1000 Board of Directors.

**BACKGROUND:**

This policy amendment provides information to the Board of Directors for when and if the SBAC and BUNC change their rules and policies. These should be provided to the Board of Directors for approval **PRIOR** to implementation.

This can also help the Board of Directors know about changes, updates and issues for SBAC positions. This can also help the Board of Directors support those Job Stewards who are interested in positions in SBAC and/or BUNC.

**ESTIMATED COST/SAVINGS:**

The Board of Directors should have this information prior to Bargaining taking place and regularly, so that if rules are proposed, the Board of Directors can see them prior to implementation. Not having this information makes it impossible to identify the changes, inclusions, exclusions and selective rules being imposed upon officers or any roles of the SBAC or BUNC. The Board of Directors should see this regularly to be able to ask questions.

**FUNDING SOURCE:** None

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to provide copies of SBAC and BUNC Policies and Rules so the Board of Directors can make an informed decision prior to implementation.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (H)**

**SUBJECT:** Policy File Amendment(s) to DIVISION 10: LOCAL 1000 FINANCES

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 10 as follows:*

10.1.01 General

Local 1000 provides funds to DLCs for representation of its workers. Each DLC shall receive \$220.00 per month plus \$0.85 per member. Ten percent of the estimated yearly DLC funds, based on prior year revenues, shall be readily available for spending by the DLC President via a liquid form of currency (such as a debit or credit card) that is reloaded/rebalanced on a monthly basis, so long as funds are available.

10.1.02 Use of Local Representational Funds

**BACKGROUND:** We would never expect our members to give interest free loans to the state of CA, we should not expect our DLC leadership to give interest free loans to our local. Far too often DLC leadership has to come out of pocket for union expenses and wait far too long for reimbursement. Nothing about this motion would change the claiming process, or justification needed to spend DLC funds.

**ESTIMATED COST/SAVINGS:** N/A

**FUNDING SOURCE:** None Needed / Already Exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes to ensure we hold ourselves to the same standard we hold our state agencies.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

Agenda Item: 6 (I)

**SUBJECT:** POLICY FILE AMENDMENTS TO DIVISION 11: DIVISION EXPENSES,  
MANAGEMENT STAFF AND CONTRACTORS

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 11 as follows:*

11.2.00 UNION LEAVE

- (a) Union Leave is a member's reimbursed absence, at the rate negotiated with the State/Employer, from his or her workplace (with reimbursement through the State/Employer) for representation, organizing, governance, committee duties, bargaining, required attendance at meetings, etc. Members on union leave shall work at the direction of and report to the Local 1000 President **statewide officer that approved the leave** or his or her designee.
- (b) Union leave may also be used for a member's reimbursed absence for the purpose of filling a temporary staff vacancy (normally less than six months) and performing the normal range of duties for that position. Members in such positions report to the appropriate Local 1000 staff.

11.2.01 Administration/Authorization

Union Leave shall be administered ~~and authorized~~ by the President or his or her designee. **Union Leave shall be authorized by any of the four statewide officers.**

11.2.02 Salary Reimbursement ...

**BACKGROUND:** This policy amendment provides the necessary authority for our statewide officers to fulfill their obligations to the board in respect to the programs they run. As a member led union it is important we use our members, and the member leave program, as efficiently as possible. There is no doubt that distribution of responsibility will lead to more effective & impactful programs for our union.

**ESTIMATED COST/SAVINGS:** Allowing each officer to manage union leave for their own respective programs **should** result in cost savings due to efficiencies that **can/should** be created in personnel management.

**FUNDING SOURCE:** Already Exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes to support this action to give the proper authority to our elected officers to fulfill the obligations of their respective roles.





**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

Agenda Item: 6 ( J )

**SUBJECT:** Policy File Amendments to 11.2.01  
Union Leave Authorization

**SUBMITTED BY:** Ron Rosson, President DLC 746, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor

**RECOMMENDED ACTION:**

*Amend Policy File Division 11.2.01 as follows:*

**Proposal - Policy File Wording (Union Leave Authorization - New Language)**

11.2.01 Administration/Authorization

Union Leave shall be authorized by the President or his or her designee **with prior approval by the Executive Committee by majority vote.**

**BACKGROUND:**

This policy amendment provides checks and balances on the use of union leave. Currently the President administered and authorized union leave. However the Board of Directors almost never get the information on who is on union leave, for how long, the cost, or the projects they are working on. This amendment to add the Executive Committee, made up of the four statewide officers, would approve union leave will provide the needed checks and balances on union leave. The Executive Committee is required by the Policy File to report on their actions between Board meetings to the Board. This will also assist the Board to fulfill their fiduciary responsibility.

**ESTIMATED COST/SAVINGS:**

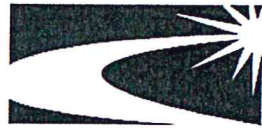
The cost savings could be from \$300,000 to millions each year. The cost savings could be even higher because we don't have a breakdown of the expenses and per diem as well. Not having this information makes it impossible to identify what savings can be made to exercise our fiduciary responsibilities as Board of Directors of SEIU Local 1000. Currently we have multiple campaigns and various ad hoc committees that were not shared with the Board of Directors until after Union Leave was granted and campaigns and committees were established.

**FUNDING SOURCE:** None

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to have all Union Leave approved by the Executive Committee.

*LOCAL 1000*



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

Agenda Item: 6 (K)

**SUBJECT:** Policy File Amendments to Division  
11.2.01 Administration / Authorization

**SUBMITTED BY:** Cindy Doyel, President DLC 790, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor

**RECOMMENDED ACTION:**

*Amend Policy File Division 11.2.01 as follows:*

**11.2.01 Administration / Authorization**

**Proposal - Policy File Wording (Union leave notifications)**

Union Leave shall be administered and authorized by the President or his or her designee **and notification by the union will be provided to those affected DLC Presidents prior to the start of the Union Leave.**

**BACKGROUND:**

This policy amendment provides information to the DLC (District Labor Council) Presidents of when job stewards/officers and members are taken out on union leave. This should be common organizational practice to communicate.

This will allow the DLC President and Vice-President/Chief Steward to plan for the absence of the steward and inform members of who to contact with their questions, problems, and grievances. Also to hand over his/her cases and transfer their active projects. It may limit future programing in the DLC where the steward on union leave have the expertise to lead it.

**ESTIMATED COST/SAVINGS:** There is very little cost in informing the DLC President of a steward/officer or member is going out on union leave.

**FUNDING SOURCE:** None needed

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to support this action to have the union inform DLC Presidents of their job steward going on union leave.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

Agenda Item: 6 (L)

**SUBJECT:** 12.1.02 Election of Local 1000 statewide officers, District Labor Council Officers, District Bargaining Unit Representatives, Classification Bargaining Unit Representatives, DLC Local Officers and General Council Delegates (a) Board of Directors and DLC Board Member Training

**SUBMITTED BY:** Ron Rosson, President DLC 746, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor

**RECOMMENDED ACTION:**

*Amend Policy File Division 12.1.02 (a) as follows:*

**Proposal - Policy File Wording (Board of Director and DLC Board Member Training - New Language)**

(a) Upon assuming office, current and newly elected officers (Statewide, DLC Board Member or SBAC Member) receive training on how to perform their duties within 60 days.

**BACKGROUND:**

This policy amendment provides vital training to all officers within SEIU Local 1000 to not only get Robert's Rules of Order training to conduct Board of Director meetings, but to have each DLC Officer know how to perform their duties, including forms, reports and approval requirements for each office. This can help SEIU 1000 be more effective and efficient as well as DLC's to be able to manage funds, hold meetings and conduct Union business in their areas.

**ESTIMATED COST/SAVINGS:**

The cost savings could range from \$500 to \$100,000 or more in expenses, per diem, union leave and more. It can save SEIU Local 1000 thousands of dollars in having the Board of Directors know how to perform their duties that can gain membership, COPE and thrive in their areas to further Union endeavors.

**FUNDING SOURCE:** None needed

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes so that all officers, no matter what role they take, will receive the proper training after accepting the position.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (M)**

**SUBJECT:** Policy File Amendment(s) to DIVISION 12: ELECTION PROCEDURES

**SUBMITTED BY:** Robert Bayze, President DLC 762

**RECOMMENDED ACTION:** *Amend Policy File Division 12 as follows:*

12.1.04 Candidate Statement

(a) Each candidate may submit a statement of no more than ~~100~~200 words.

(b) Statements must be received by the Local 1000 Election Committee by 5:00 p.m. of the second Monday in February of the election year. The statement shall accompany the ballots and shall be typed and printed exactly as submitted by the candidate. Words beyond the ~~100~~200-word limit shall be deleted.

12.1.05 Election Procedures

**BACKGROUND:** It's time we increase the word limit and bring more equity to the voting process. 100 words is too few to get a comprehensive message out. Candidates are often left to direct potential voters to websites, obscuring the message and leaving voters with less information about the candidates. Upping the word limit will not only help the voters but reduce the marginalization of those candidates that can't afford a website, or mailers!

**ESTIMATED COST/SAVINGS:** Should not be much, if any, cost difference

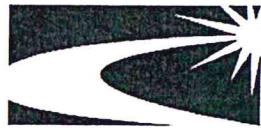
**FUNDING SOURCE:** None Needed / Already Exists

**COUNCIL ACTION:** Roll Call Vote

**RECOMMENDED ACTION:** Vote yes



**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

Agenda Item: 6 (N)

**SUBJECT:** Request for Information to be presented to the SEIU Local 1000 Board of Directors

**SUBMITTED BY:** Dana Meza, President DLC 761, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Heather Kessler, President DLC 788, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor

**RECOMMENDED ACTION:**

**Proposal – Present to the Board of Directors semi-annually the following items:**

1. SEIU Local 1000 Staff Organization Chart
2. SEIU Local 1000 Union Representative Listing by each Union Office
3. SEIU Local 1000 Staff Salaries
4. SEIU Local 1000 By Laws (website update)
5. SEIU Local 1000 Policies and Procedures (website update)

**BACKGROUND:**

These reports should be generated on a semi-annual basis so the Board of Directors can understand who is employed by SEIU Local 1000 and how many people there are. This policy amendment provides the Board of Directors with updated information on Organizational changes that may be taking place that have a direct effect on their local DLC's. This can include Union Organizers, Union Representatives and organizational efforts in each community as well. This can help to make sure we have people available to help our Members when and if needed on a regular basis.

**ESTIMATED COST/SAVINGS:** Unknown at this time.

**FUNDING SOURCE:** None needed

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes so that each SEIU Leader and Member can support its Union whenever it is needed.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20<sup>th</sup>, 2021

**Agenda Item: 6 (O)**

**SUBJECT: LAP Reinstatement, (Remote Representation & Training)**

**SUBMITTED BY: Heather Kessler, President DLC 788, Co-Sponsor  
Robert Bayz, President DLC 762, Co-Sponsor  
Jared Reese, President DLC 784, Co-Sponsor  
Cindy Doyel, President DLC 790, Co-Sponsor  
Dana Meza, President DLC 761, Co-Sponsor  
Ron Rosson, President DLC 746, Co-Sponsor**

**RECOMMENDED ACTION:**

**Proposal – Reinstatement of the LAPS Program via Remote Representation and Training**

Reinstate the LAPS Program (Leadership Apprenticeship Program for Stewards) so current Members who have applied and have been accepted into the LAPS program can work remotely (be it over conference call, Zoom or online training) so they complete the LAPS Program.

**BACKGROUND:**

In this current environment (Covid-19 Lockdown and remote work taking place) we have many Members who have applied and have been accepted into the LAPS Program. Due to the Covid-19 lockdown, this program has been disabled until further notice. If we can have Board of Director Meetings, Statewide Bargaining Committee Meetings and Union Representation done in remote ways why not provide the opportunity for our Members to complete the LAPS Program.

**ESTIMATED COST/SAVINGS:**

This could save \$100K or more per year in training efforts to get more Members through the LAPS Program.

**FUNDING SOURCE:** None

**COUNCIL ACTION:** Vote

**RECOMMENDED ACTION:** Vote yes to help our Members become Job Stewards.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (P)**

**SUBJECT: Board Action Directing the President to Appoint Members to the Local 1000 Health and Safety Committee**

**SUBMITTED BY: Kevin Menager, Vice President/Secretary-Treasurer  
Anica Walls, Vice President for Organizing & Representation**

**BACKGROUND**

The health and safety of employees is one of the primary functions of a union.

Various offices in the CDPH, DHCS, CHP, EDD, DMV, and FTB, to name a few, have reported repeated outbreaks and inconsistent protective measures to combat the spread of COVID-19.

CalPERS has had at least two water samples that tested positive for the bacteria that causes Legionaire's Disease since last summer.

Bullying and bad managers are epidemic in state government workplace causing mental, emotional, and physical health problems for state workers.

Clearly, our members are subject to dangerous working environments.

Appointing members to activate The Local 1000 Health and Safety Committee could provide a central point of monitoring, communication, and organized actions to improve the working conditions of state workers.

As defined in Policy File section 5.1.09: "The Local 1000 Health and Safety Committee, with the direction of the Vice President for Bargaining, shall oversee the implementation of a coordinated health and safety program..." This is just the sort of clearing house of information and coordination we need to help protect and inform our members.

Policy File sections 3.0.03(a)(3) and 5.0.00(b)(1) specify that the President appoints all committee members, subject to disaffirmation of the Board.

**RECOMMENDED ACTION:**

The following motion:

That the Board of Directors directs the President to appoint no fewer than four and no more than eight members to form The Local 1000 Health and Safety Committee within the next ten days.

**ESTIMATED COST/SAVINGS:**

None initially -20but could potentially incur some union leave expenses depending upon who is appointed.

**LOCAL 1000**



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**BOARD OF DIRECTORS**

*March 20, 2021*

Local 1000 Board of Directors Meeting  
March 20, 2021

**Agenda Item: 6 (Q)**

**SUBJECT: Board Resolution Condemning Anti-Asian American and Pacific Islander Hate Crimes**

**SUBMITTED BY: Kevin Menager, Vice President/Secretary-Treasurer  
Anica Walls, Vice President for Organizing & Representation**

Whereas following the spread of COVID-19 in 2020, there has been a dramatic increase in hate crimes and violence against Asian-American and Pacific Islanders;

Whereas between March 19, 2020, and December 31, 2020, there have been 2,808 firsthand accounts of anti-Asian and Pacific Islander hate crimes from 47 States and the District of Columbia;

Whereas during this timeframe, race has been cited as the primary reason for discrimination, making up over 90 percent of incidents;

Whereas roughly 38 percent of Asian-American and Pacific Islander businesses have been the top targets of discrimination incidents during this time period;

Whereas during this time, Asian-American and Pacific Islander youth under 20 years old make up roughly 14 percent of hate crime victims;

Whereas during this time, Asian-American and Pacific Islander elderly over 60 years old make up around 8 percent of hate crime victims;

and Whereas Asian-American and Pacific Islanders have made significant contributions to American culture, own over 2,000,000 businesses in the United States, and are an essential thread in the diverse fabric of American life:

Now, therefore, be it Resolved, That SEIU Local 1000 (1) affirms that the union stands united in condemning and denouncing any and all anti-Asian American and Pacific Islander sentiment in any form; (2) condemns all manifestations of expressions of racism, and anti-Asian American and Pacific Islander or ethnic intolerance; (3) to hold the perpetrators of those crimes, incidents, or threats accountable and bring the perpetrators to justice.

**RECOMMENDED ACTION:**

The following motion:

That the Board of Directors consider and vote on this resolution.

**ESTIMATED COST/SAVINGS: None.**