

SEIU LOCAL 925
EXECUTIVE BOARD MEETING
July 20, 2009
Local 925 Office, Seattle, WA

Present: Breed, Cadwell, Carleton, Collett, Conrad, Cook, Edgerton, Eldridge, Fleck, Gasataya, Gerber, Harris-Davis, Kelly, Kling, Lagasse, Lawson, Lee, Lenzi, Mayorga, McPeck, Millard, Rabinashad, Watkins, Young

Excused: Alston, Brave, Lakey, Prado, Small

Absent: Frost, Ratty

Guests: Dornie McKenzie, Adair Damman, Tricia Schroeder, Tyler Bass, Tymmony Keegan, Karen Hart, Rena Mackenzie, Rachel Berkson, Will Pitts, Ashling Karins

Board members were taken on tours of the new Local 925 building throughout the day!

Meeting called to order at 10:00 AM —Kim Cook, President

1. Welcome, Introductions—Kim Cook
2. Minutes of February, April and May 2009—Cook
 - Approved with corrections: Collett and Watkins excused not absent from 4/3/09 meeting
 - Reminder that Board members need to contact Secretary-Treasurer if not attending meeting
3. New organizing—Gurine Fleck, SWWA Vice President
 - At the Kalama school District 23 of 26 employees signed cards to be represented by SEIU Local 925 (no election needed as more than 70% signed cards.)
 - Kalama bus drivers represented in the KWRL Cooperative of bus drivers from 4 districts
4. National Health Care Reform Campaign—Will Pitts, Exec. Dir., WA CAN, Rachel Berkson, SEIU State Council, and Adair Damman, Local 925 Political Strategist
 - Health care crisis is driving SEIU's politics
 - Definition of high quality affordable health care
 - (a) Public health insurance option that allows individuals to keep their private insurance and provides insurance for those who cannot afford it. Will cause private companies to compete with the public plan
 - (b) Affordable
 - (c) Employer responsibility—the employers will either have to provide insurance for employees or pay a fine —graduated cost depending on size of employer, i.e., the larger the employer the greater the percentage it must pay OR provide insurance with employer contribution.
 - (d) Eliminate health care disparities—goal is for equal access for all
 - (e) No tax on health benefits—means needing to find a way to fund the insurance other than on the backs of working people.
 - Cook points out SEIU members should be very proud about the fact that SEIU is leading the way in acquiring health insurance for all. Our members are part of this monumental change.

- SEIU actions: lobbyists in WA, DC, all locals contributing staff to Colorado organizing communities to urge their senator to support health care reform. SEIU is working in coalition with many other groups.
- 800 organizations around the county are driving progressive voice around health care; SEIU on steering committee; this coalition would not be where it is today without SEIU; Obama's leadership in this area is crucial to its success
- Important goal is to get the health care reform bill out of House and Senate before their August recess; delay is the enemy to the successful movement of this bill though both houses of Congress; subcommittees will work on the plan in August and bring ideas to Congress in September; House: Energy and commerce Committee on which Jay Inslee sits and Ways and Means Committee on which Dave Richert sits; Senate: Health, Education, Labor and Pension Committee on which Patty Murray sits (came up with public option); Finance Committee on which Maria Cantwell sits (committee still debating and is hung up; Cantwell has seriously changed her position due to grassroots efforts –phone calls to her office.
- "Individual mandate" is part of current thinking and means every person required to buy insurance thus making it imperative that there is a public option; coalition pushing for subsidies up to 500% of poverty line.
- As far as bargaining is concerned, employees can keep their current insurance, and have a public option as well.

5. No on Initiative 1033 Campaign—Ashling Karins, Campaign Director

- Limits revenue coming in to a government and also limits spending
 - (a) The formula to determine revenue available for public services is based on population growth and the Consumer Price Index, which does not take into account the cost of providing public services as it is a tool to determine what the cost is to individuals.
 - (b) Locks in this year's budget as the baseline for future spending (a huge problem given the worst fiscal picture in WA in many years).
 - (c) Anything raised over the limit goes to reduce property taxes
- Tax payer Bill of Rights (TABOR) is the true name of the initiative; Time Eyman calling it "Lower Property Taxes".
- Colorado voted a similar plan in 1992, a strong economic period; in 2005 voters voted to put TABOR on hold for 5 years to help government recover somewhat from the disastrous effects of TABOR since its inception. (video of Colorado experience)
- Cook—I-1033 is on November ballot; need to work very hard in September/October to educate our members. What must we do?
 - a. Talk with coworkers/friends/family about what we have lost already as a result of the fiscal crisis
 - b. Show Colorado video at member meetings
 - c. Provide YouTube link to the video
 - d. Tell others that only 1 state voted for this type of bill when it was put before the voters; 4 states voted it down; 5 states kept it off the ballot and 28 states failed to move the idea off of their legislative floors (not a good track record).
 - e. Tell others that the Initiative signing done mainly by paid signature gatherers, i.e, not a grassroots effort by Washingtonians

Endorse the No on I-1033 campaign
M/S/C

6. Local Races, King County and Seattle—Anne Lawson, Co-Chair, State-wide MPO Committee

- County Executive—Larry Phillips and Dow Constantine are best candidates in opinion of Local 925 member interviewers; good showing of Local 925 members employed by the County; Local 925 is surveying members to determine which candidate to endorse.
- County Council—endorsed incumbents Bob Ferguson and Julia Patterson; took no action on Peter Von Reichbauer, Reagan Dunn or Kathy Lambert, each of whom is running unopposed.
- Seattle City Council —endorsed incumbents Nick Licata and Richard Conlon; interviewed open seat candidates and will wait until after primary to endorse.
- Seattle mayor—no action regarding this race.
- Primary is August 18, 2009, with an all mail ballot.
- Cook—Member Political Organizing (MPO) Committee meets to make endorsement decisions; 8 person committee representing 8 regions state- wide; open positions on the Olympic Peninsula, Spokane and East King County.
- Cook—Local 925 is having a 1 day conference with PSE SEIU Local 1948 on politics; PSE is recruiting 25 potential MPIOs and introducing COPE; Local 925 may bring 25 of its top MPOs

7. 2009 Local 925 PAC Budget-- Adair Damman, Political Strategist

- PAC funds on hand are \$72,274 ; want to carry over \$48,974 to 2010
- Plan for spending: WA Democrats, State House and Senate Democratic Caucuses; no contribution to Republicans this year, contribute to Republicans based on their percentage of effort on our issues; will look again in 2010. This past legislative session the Republicans were very much in opposition to Local 925 issues (they have been more supportive in the past); notable exception was Senator Joe Zarelli who was the only Republican senator to vote against the striking amendment introduced on the floor of the Senate that completely gutted our child care center organizing bill (17 Democrats also voted against, with 14 voting for.)
- There is no rush to deliver the contributions, but need Board authority to deliver them.
- King County Appellate Court—good incumbent, Ann Ellington who has an opponent who is felt to be a good candidate in the future for the WA State Supreme Court

Adopt the 2009 PAC budget as presented

M/S/C

8. Family Child Care COPE Blitz—Karen Hart, ELD Director

- ELD staff and FCC providers have been collecting COPE and raising between \$6000-7000 per year.
- Now, the State of WA can deduct union dues and COPE from providers checks
- Many members had already signed \$3.00 cards and convention requires that each member contribute \$7.00/month on average; FCC steering committee voted to require \$7.00/member.
- Action: to achieve this, a blitz was conducted for 4 weeks in July; results: 71% of all new FCC providers signed up for the \$7.00/month COPE; 79% resigned to increase their contribution from \$3.00 to \$7.00; 839 FCC providers signed up for the \$7.00; initial goal was for a total of 900 and there is still 1 week of Blitz to do; 747 new union members.

9. Health Care March—Kathy Yasi and Beth Sanders video

- Calls by Board members to Senators Murray and Cantwell on health care reform now.

10. Dedication of main conference room—Cook

- Suggestion to name it for Larry Sommers, who died in April 2009 and was a new board member and long time union activist employed at the UW. Use the space to showcase some of Larry's art work. That his family gave to Local 925.

Name conference room for Larry Sommers and display his artwork.

M/S/C

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11. State Budget cuts Impact on members—Division Directors

- K-12, Tyler Bass—Contracts that were not due to be bargained were opened to negotiate about the lack of funding for school districts; cuts not as bad as first feared, although there are some layoffs, some redesign to bus routes, fewer hours; our interest was in saving jobs and to do so were willing to forego a wage increase.
 - Higher Education, Dornie MacKenzie—Gave up raises to save jobs and yet 200 jobs lost anyway and more coming; hours cut; cost of health benefits will be going way up due to State's underfunding health benefits; Local 925 told other groups would not get raises if Local 925 agreed to no increases; however, nurse got increases since their contract does not need to be submitted to the State for approval; but, other groups got increases, too—UAW that represents research and teaching assistants; Local 925 filed an Unfair Labor Practice complaint due to wage increases being withheld.
 - Local government/Non-profit, Irene Eldridge—members who work for King County are experiencing furlough days during 2009, i.e., days without pay, to help mediate the County's financial difficulties, they maintained their cost of living adjustment, however; discussion with the County now about a potential 20 furlough days in 2010 and retaining COLA (no decision has been made as yet); our Wastewater Treatment Division bargaining unit is arbitrating the right of the County to impose furlough days on them given their contract's language; City of Edmonds has furloughs as well; The defender Association—no layoffs at this time; Northwest Defender association—several layoffs.
 - EPIC, Kim Cook—bargaining since January 2009; There is federal money available for child care and the bargaining is over how to spend it, among other issues; the employer is refusing to agree to binding arbitration for unresolved grievances.
12. embRACE—Carol Harris-Davis, 1st Vice President and Chair, embRACE Committee
- Committee focus for 9 is the Leadership academy scheduled for November 7, 2009.
 - The mission of the SEIU 925 emb**RACE** Committee: **Race And Cultural Ethnicities** is to:
 - I. Maximize effective engagement of union members of color of diverse cultures, languages and ethnicities.
 - II. Cultivate relationships through group meetings and activities to develop union leadership, mentorship and education opportunities for members of color of diverse cultures, languages and ethnicities.
 - III. Support the mission of SEIU 925 in a nurturing, stable and culturally diverse environment.
 - Committee members are eager to meet with newly hired members of color to introduce them to embRACE
 - Board members encouraged to approach members of color regarding attending the Leadership Academy.
13. Public Division Conference on Quality and Innovation—Matt Edgerton, Board member
- Focus of conference is how to address the issue of quality and innovation
 - Shared Boston Globe article about loss of union membership.
 - Ideas—co-chair (with Chris Lakey, Board member) a sub- committee of the Board that addresses quality and innovation:
 - (a) Develop system to empower members to think of developing and promoting an ideas at the workplace and turn it into reality
 - (b) Training that helps members train management about ideas re—efficiencies, quality and innovation
 - (c) Pilot in K-12.
 - Cook formed the committee and will appoint members; suggested Matt be chair.
14. Membership Participation and Leadership Development—Karen Hart, Director, ELD
- Resolution passed at 2008 SEIU convention to increase member participation to 50% active in the union in some way (12,000 in Local 925) 10% active leaders in the union 2400 in Local 925). Note: the International believes only about 3% members are active in their union.

- Discussion “If we build it, they will come:” How board members can participate in increasing member involvement (small groups to discuss possible activities) Results:

- (a) Lunch time social with speaker on benefits of union membership
- (b) Curriculum about union history at K-12 schools
- (c) Form committees connected with members' involvement in other groups, e.g., military, hiking, classic cars, etc.
- (d) Face Books at chapter level (Local 925 has a Face book)
- (e) Increase email use to convey information to members
- (f) Tell personal story about own involvement with SEIU and why satisfying and worthwhile
- (g) Increase number of tasks available for interested members to do
- (h) Increase personal contact with members
- (i) More involvement with already existing community groups, e.g., places of worship, environmental
- (j) Sports league
- (k) Quality services contest
- (l) Wear purple more!

15. Bylaws changes—Kim Cook

- Effective 1/1/10, every board member will be on one of the local union's committees with time at the Executive board meeting to get together and discuss issues related to their committee.
- Strike issue—language changed to add to the first paragraph, “members...who participate in the vote under the following conditions:”
- Timeline for elections:
- July 2009—Cook appoints elections committee (Nevin Al Shatti, UWP, Ramel Fuentes (UW), and Pat Henderson (FCC); committee will be staffed by Martha Taylor; E. board finalizes bylaws proposals at 7/20/09 meeting
August 2009—Elections committee meets to prepare rules and mailing
September 14, 2009—Mail to all members with election announcement, bylaws proposed changes, office and board nominations
October 17, 2009—Executive Board, Leadership Assembly and general membership meetings (50 is quorum for general meeting); vote on bylaws changes and conduct Executive Board and officer nominations.
October 17 –November 16, 2009—Prepare campaign literature/web site/ mailing and ballots
November 16, 2009—mail ballots
December 12, 2009—Executive Board meeting; Elections Committee counts ballots and announces results; potential guest speaker, Bill Gates, sr.
End of 2009—mailing to members on election results, legislative sessions and general report to members
- Officer positions that will continue: President and Secretary-Treasurer are current elected, salaried positions; 1st Vice President and 2nd Vice President rank and file members, not paid; SWWA Vice President rank and file, not paid.
- Officer position new: Executive Vice President, elected, salaried.

Adopt recommended changes and present to general membership in October 2009

M/S/C (one abstention)

16. Finance Report and Budget --Irene Eldridge, Secretary-Treasurer

- Independent audit report
- SEIU Local 925 Trustees report
- Investments

Accept finance and budget reports

M/S/C

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17. New building Report—Martha Taylor, Administrative Supervisor

- Spread sheet of expenses and project cost summary (attached)

- More work to be done and will be shown in an end of project report
- South wall to be completed 8/12/09; all remaining invoices 8/31/09.

Meeting adjourned 4:00 PM—Kim Cook

Next meeting October 17, 2009

Respectfully submitted,

Irene Eldridge
Secretary-Treasurer