

SEIU LOCAL 925  
EXECUTIVE BOARD MEETING  
April 3, 2009  
Olympia, WA

Present: Alston, Cadwell, Carleton, Conrad, Cook, Eldridge, Gasataya, Gerber, Harris-Davis, Kling, Lagasse, Lakey Lawson, Layer, Lee, Mayorga, McPeek, Prado, Rabinashad, Small, Young

Excused: Brave, Breed, Edgerton, Fleck, Kelly, Lenzi, Ratty, Sommers, Watkins

Absent: Collett, Frost, Millard

Meeting called to order 4:00 PM—Kim Cook, President

1. Proposed bylaws changes—Cook

Review proposed changes

- Executive Vice President will succeed the President in case position vacated
  - ◆ Goal is to have stability and longevity
  - ◆ Paid position
  - ◆ Will be open for nomination this fall

**M/S/C to approve for presentation to the general membership at October 2009 meeting**

- Executive Board Committees
  - ◆ Add embRACE, retirees, and ad hoc committees to be chaired by Executive Board members

Friendly amendment: add “e.g.” before the word “embRACE”

**M/S/C to approve (with amendment) for presentation to the general membership at October 2009 meeting**

- Collective Bargaining (Article 12)
  - ◆ Timely notice must be given that a strike vote is occurring
  - ◆ Minimum 30% membership participate in vote
  - ◆ Chapter leadership may set higher threshold

**Table until next board meeting**

- Executive Board; Composition, Powers and Duties
  - ◆ Family Child Care has 10,000 members only 2000 of whom have signed to be union members
  - ◆ The 4000 licensed providers have board representation
  - ◆ The 6000 exempt providers have no board representation
  - ◆ Add to constitution and bylaws for exempt providers to have two representatives on the board.

**M/S/C to approve for presentation to the general membership at October 2009 meeting**

2. Executive Board Responsibilities and Expectations Policy

**Table until next board meeting**

### 3. New Building—Cook

- Discussion of building damage not visible until demolition of walls as part of renovation: structural damage to front wall as result of dry rot and mold.
- Reviewed letter from our real estate attorney.
- **Damage was revealed by the non-destructive inspection we required and was estimated to cost \$422,000 to repair.** The estimated cost of the repair reduced the cost of the building by \$211,000.
- **However,** the only way the full extent of damage **could be** assessed was by demolition which is not part of an inspection.
- **The costs to do the wall repair are potentially \$592,418.** We have \$1,265,000 for building expenses; that which does not need to be done right now is an additional \$384,988.
- Finance committee will meet to review budget and make recommendations as to where to cut.

Discussion: must stop water intrusion; best to do everything now while building being renovated; check into rebate from Seattle city Light for window replacement, potential for our members (as volunteers) to paint the walls to save money; possible to negotiate the contractors down (from their current cost figures) due to lack of work and/or low volume of work; importance of doing repairs well and thoroughly to protect investment and be competitive to new tenants.

**M/S/C to move Organizing 2008 carryover of \$238,137 back to general fund.**

**Meeting adjourned at 6:00 PM—Cook**

**Next meeting Monday, July 20, 2009 (all day)**

**Respectfully submitted,**

**Irene Eldridge  
Secretary-Treasurer**