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**Transcript of SEIU Local 1000 Board of  
Directors Meeting**

Saturday, October 16, 2021

*SEIU 1000 Meeting*

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SEIU LOCAL 1000  
BOARD OF DIRECTORS MEETING  
(Via Videoconference)

DATE: October 16, 2021  
TIME: 9:30 a.m.

REPORTED BY: KAYLA KNOWLES, CSR 14071  
Job Number: 109156

1 APPEARANCE (Via Videoconference):  
2  
3 Lorenzo Cuesta, The Parliamentarian  
4 Irene Green, VP of Bargaining  
5 Gertrude 'Neice' Davis, DLC 702  
6 Jayson Sandoval, DLC 703  
7 Latasha Brown, DLC 704  
8 Erika Chhatarpal, DLC 706  
9 Carolelynn Leonardo-Valdriz, DLC 707  
10 Robert Gilbert, DLC 721  
11 Maria Blaine, DLC 722  
12 Steven Alari, DLC 723  
13 DeLeonne Secrest, DLC 724  
14 Cynthia Vo, DLC 742  
15 Imani Dhahabu, DLC 743  
16 William Hall, DLC 744  
17 Joycelyn Odom, DLC 746  
18 Jerome Washington, DLC 749  
19 Kevin Healy, DLC 752  
20 Daunette Sparkman, DLC 762  
21 Leonard Seitz, DLC 765  
22 Richard Wake, DLC 767  
23 Tommy Rico, DLC 771  
24 Hoang-Van 'Van' Nguyen, DLC 781  
25 Theresa Taylor, DLC 786

1 APPEARANCE (Via Videoconference): (Continued)

2

3 Ruth Ibarra, DLC 787

4 Heather Kessler, DLC 788

5 David Smith, DLC 793

6 Francina M. Stevenson, DLC 794

7 Ruth Kiker, DLC 795

8 Kerri Riley, DLC 850

9 Susan Rodriguez, Unit 1

10 Brad Willis, Unit 11

11 Karen Franklin, Unit 20

12 Miguel Cordova, Unit 21

13 Terence Hibbard, Unit 3

14 Karen Jefferies, Unit 4

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1 please.

2 Okay. So Latasha, would you lower your hand?

3 There we go.

4 All right. By a show of hands, with that  
5 knowledge present from the letter from our president, who  
6 wants to continue with the meeting, call the meeting to  
7 order, and move the motions?

8 We have a -- we have a point of information from  
9 our vice president, Irene Johnson.

10 MS. GREEN: Green.

11 MR. HALL: Green. I'm sorry. I still know you  
12 as the old -- you know.

13 MS. GREEN: All right. So my information request  
14 is in the content of the letter that Richard has sent to  
15 us. Is that information factual, or is it not factual,  
16 which is going to lead us to make a decision as to whether  
17 or not we want to move forward.

18 MS. TAYLOR: Okay. So as far as I understand it,  
19 according to our counsel, his information -- first of all,  
20 there's a lot of accusations that we haven't called these  
21 meetings appropriately. We have. We served him three  
22 times. There is no -- the necessity for factual basis,  
23 what we put was a reason, which is part of the policy file  
24 why -- we list a bunch of reasons because, every time we  
25 filed, there were more reasons; and then, also, what --

1 why is it urgent enough to have a special board meeting?

2 So we listed that as well.

3 There isn't -- the other stuff is distraction.

4 Legally, however, corporate board as well as SEIU policy

5 file says that we can call this meeting. So he doesn't

6 have a leg to stand on; doesn't mean he's not going to try

7 to take action.

8 Now let's talk about the action. The action

9 is -- I think he got a little more defined in last night's

10 e-mail. He talked about an HR-One suspension, but he has

11 to bring it to a board vote; so even if the HR-One

12 officers --

13 (Reporter clarification.)

14 MS. TAYLOR: Even if he were to suspend us, the

15 entire board has to be together to consider the

16 suspension, and it has to pass by a two-thirds vote. Are

17 we all going to vote against ourselves? So that's -- that

18 is where we're not in realistic territory.

19 MR. ALARI: Theresa, a point of information.

20 Steven Alari.

21 MS. TAYLOR: Steven, just one second. We're

22 still on Irene's point of information.

23 MR. ALARI: Okay. Thank you.

24 MS. TAYLOR: Are you going to reference the

25 policy file, Steven?

1 MR. ALARI: No. I was going to ask a  
2 parliamentary question to the Parliamentarian regarding  
3 the vote at the board meeting, that he tries to take -- he  
4 tries to vote to remove us.

5 MS. TAYLOR: Okay. Hold on, you guys, because  
6 this is hard on the court reporter; so hold on one sec.

7 MS. GREEN: Okay. Irene Green, vice president of  
8 bargaining. For the new members that are on the board  
9 that may not have the information for the policy file, can  
10 we point to where in the policy file it states that the  
11 board can call a meeting absent of the president calling  
12 the meeting?

13 MS. TAYLOR: So this is Theresa Taylor, 786. We  
14 still have to move through the agenda after these points;  
15 so we still have to elect a chairperson of this meeting.

16 But, yes, 3.2.00 -- and I can't remember A, B,  
17 but if you read it, you'll find it. It's B. Thank you.  
18 And it says, if the board calls this meeting and gives all  
19 of the criteria for calling the special meeting, the  
20 president shall call the board meeting; so --

21 MS. IBARRA: Point of clarification. This is  
22 Ruth, DLC 787.

23 MS. TAYLOR: Go ahead.

24 MS. IBARRA: Regarding the vote, if somebody has  
25 left right after quorum has been reached, somebody left

1 the meeting, do we still have quorum if they don't return  
2 in time for a vote? My understanding is that, at the time  
3 of vote, if we do not have quorum, that we can't take the  
4 vote. So point of -- yeah. If you could clarify that for  
5 us, Lorenzo, please.

6 MR. HEALY: I think I heard it. This is Kevin  
7 Healy. I am going to restate to the Parliamentarian.  
8 Correct me if I'm wrong. You're asking that, if we have a  
9 quorum now that we are in a meeting and then we have a  
10 vote but we are short of that quorum, is that a valid  
11 vote? Did I state it correctly?

12 THE PARLIAMENTARIAN: Let me reply. We need the  
13 quorum when the vote is taken. If we take a vote and no  
14 one notices that we don't have quorum, then that vote is  
15 valid. If someone pointed out that we have no quorum,  
16 regardless what the vote is, the vote is not valid.

17 MS. IBARRA: So I'm pointing it out right now,  
18 and I am only doing this because I want nothing to come  
19 back and bite us in the ass. We don't have a quorum right  
20 now. Somebody left the meeting.

21 THE PARLIAMENTARIAN: We do have a quorum.

22 MS. IBARRA: Somebody left the meeting after role  
23 call was taken. They're not coming back.

24 THE PARLIAMENTARIAN: Remember that we have  
25 members in the hall that are not on Zoom.

1 MS. IBARRA: I understand. I'm not causing --

2 (Speaking simultaneously.)

3 MS. IBARRA: I'm not causing any trouble; I'm  
4 pointing something out. Somebody on Zoom has left the  
5 meeting; so pay attention to who is on Zoom too.

6 MS. TAYLOR: Ruth, are you talking about Heather?  
7 It looks like she dropped out.

8 MS. IBARRA: Yes.

9 MS. TAYLOR: Okay. And you -- did she tell you  
10 she's not coming back?

11 MS. IBARRA: Sorry. I'm at an event; so I'm  
12 trying to do both things.

13 I don't believe she's coming back.

14 MS. TAYLOR: All right. The Parliamentarian is  
15 saying we have a valid meeting; so we're going to continue  
16 moving the -- we haven't even gotten into the agenda yet;  
17 so let's move on.

18 I am going to hand it over to Bill.

19 MR. ALARI: Point of information, a point of  
20 parliamentary inquiry.

21 MR. HALL: Go ahead, Steven. You have the floor.

22 MR. ALARI: So I just want to make clear again --  
23 I know I heard the question about -- or someone talked  
24 about -- or I think Theresa did that -- if we were to be  
25 removed by the president from our office, it would come to

1 the board for a vote.

2 A question to the Parliamentarian: Could the  
3 president bring the motion -- according to Robert, the way  
4 I know it, I can't vote on something that affects me; so I  
5 would not be able to vote. Could the president at the  
6 meeting try to bring the motion to remove everybody at  
7 once so that, that way, everybody he removes will not be  
8 able to vote on the motion, or does he have to bring it up  
9 singularly, like, "Okay. I am going to have a vote on  
10 Steven Alari," and then everybody else in the board gets  
11 to vote?

12 (Reporter clarification.)

13 MS. TAYLOR: Hold on a second. We're having the  
14 Parliamentarian look.

15 MR. ALARI: Okay.

16 THE PARLIAMENTARIAN: Hello, please don't forget  
17 to identify yourself properly with the DLC and your name.  
18 I don't have a number.

19 But I was going to respond to the question about  
20 one individual having the power and the right to throw all  
21 the Board of Directors out. I don't know where that comes  
22 from. I've been looking over your policies and bylaws.  
23 That doesn't exist. In all my 30 clients that I have  
24 every month and all the years I've had that I've been  
25 working with, nowhere do we establish the power of tyranny

1 where one individual can throw out the entire group. Now,  
2 there may be something in the -- in the state law that  
3 nullifies an election for an individual, but that's very  
4 specific. Please, this idea of throwing everybody out,  
5 no, you will have to show it to us before we can continue  
6 allowing that to be common sense. Right now, it's an  
7 unfounded rumor. Thank you.

8 MR. ALARI: Steven Alari, DLC 723. Thank you  
9 very much.

10 MR. HALL: Okay. This is William Hall, DLC 744.  
11 Where we're at right now is, by a show of hands --

12 MS. IBARRA: There's a lot of -- there's a lot of  
13 feedback. There's a lot of feedback.

14 MR. HALL: All right. By a show of hands, please  
15 raise your hand to vote to continue this meeting and call  
16 it to an official meeting on Zoom. We will get Leonard on  
17 the site.

18 (Vote taken.)

19 MS. TAYLOR: This is Theresa Taylor, DLC 786.  
20 I'm showing all raised hands, but -- Leonard's hand is up.  
21 It's right under where you put "participants."

22 We have a majority.

23 MS. IBARRA: Again, I am challenging that there's  
24 no quorum. Like, somebody has left, and we don't have the  
25 33 people; so I'm not raising my hand. Ruth, DLC 787.

1 MR. HALL: Ruth, Ruth, you were out of order.  
2 Before you speak, please raise your hand and be  
3 recognized, and please state your name and DLC for the  
4 record so that the court reporter can record the meeting  
5 accurately. It would be a big help.

6 I'm going to turn it over to Lorenzo to report  
7 the vote.

8 THE PARLIAMENTARIAN: Folks, this is a valid  
9 meeting. We don't need to take a vote to find out whether  
10 we should meet or not. This particular vote we're taking  
11 is unnecessary. We are now a valid meeting. We have an  
12 obligation to either follow the agenda, modify, take on  
13 the agenda items, reject them, or whatever, but we are  
14 already standing. We don't need to get a second opinion  
15 on whether we should work today or not; so I recommend we  
16 dump this specific question and its vote. It is  
17 completely unnecessary. Thank you.

18 MS. TAYLOR: So our next -- do I have a motion to  
19 appoint a chairperson and who that is?

20 MS. GREEN: I move to appoint a chairperson, and  
21 I nominate Theresa Taylor.

22 MR. ALARI: Who are you?

23 MR. HEALY: I don't know if you heard. My mic  
24 was off. I second, Kevin Healy, DLC 752.

25 MS. BROWN: Point of order.

1 MS. TAYLOR: Point of order, recognizing Latasha  
2 Brown, DLC 704.

3 MS. BROWN: Isn't it appropriate, as far as rank  
4 is considered, that Irene chairs this meeting?

5 THE PARLIAMENTARIAN: Hello, this is Lorenzo  
6 again. You are right. We normally would go down the  
7 list. However, if that person is not wanting to do it,  
8 which in this case she actually nominated somebody else,  
9 that is perfectly legal because the board has the right to  
10 lead itself. The nomination is valid.

11 The second thing is unnecessary because you don't  
12 second nomination. We are now ready to either hear more  
13 nominations, or if we hear no nominations, the first name,  
14 the only name, will be declared the actual person to be in  
15 charge today. We don't even need a vote because this  
16 person would be running unopposed. Thank you.

17 MS. TAYLOR: Okay. So we are taking other  
18 nominations.

19 MS. BROWN: I nominate Irene Green.

20 MS. TAYLOR: Okay. Who said that?

21 MS. BROWN: Latasha Brown, DLC 704.

22 MS. TAYLOR: Latasha Brown has nominated Irene  
23 Green.

24 MR. HEALY: Point of order for the  
25 Parliamentarian. If somebody is nominated, do they have

1 to accept nomination? So I suggest, whenever someone is  
2 nominated, we say, "Do you accept that nomination?"

3 MS. TAYLOR: Okay. Do you accept the nomination,  
4 Ms. Green?

5 MS. GREEN: This is Irene Green, vice president  
6 of bargaining. I am, at this point, respectfully  
7 declining the nomination to chair this meeting.

8 MS. TAYLOR: Everybody lower their hands.

9 (Reporter clarification.)

10 MR. HEALY: While she's fixing that, Kevin Healy,  
11 752. She was asking that everyone lower their hands and  
12 re-raise it if they have something to say.

13 MS. TAYLOR: So I still have hands up. So I have  
14 Karen Jefferies. Did she walk out? Okay. You wanted to  
15 lower your hand? Okay.

16 Joycelyn Odom? I'm so sorry. Joycelyn Odom?

17 MS. ODOM: Yes? What? Okay.

18 MS. TAYLOR: Joycelyn, are you trying to talk?

19 MS. ODOM: No, I'm not.

20 MS. TAYLOR: Okay.

21 MS. ODOM: All right.

22 MS. TAYLOR: Joycelyn, do you know how to unraise  
23 your hand?

24 MR. HEALY: Kevin Healy, point of order for the  
25 Parliamentarian.

1           So hearing no other nominations, do we need  
2 further action, or is Ms. Taylor the chair of this  
3 meeting?

4           THE PARLIAMENTARIAN: If the chair, the person  
5 who is right now conducting the meeting, hears no other  
6 nominations, she can just say, "Since there are no further  
7 nominations, nominations are closed." We don't need to  
8 take a vote because there's nobody else objecting. And as  
9 soon as she says that, she will then declare the one  
10 individual who was nominated as the current chair.

11           MS. TAYLOR: Okay. Are there any more  
12 nominations? I think I've asked three times now. I want  
13 to make sure.

14           All right. Thank you. Since there are no more  
15 nominations --

16           MS. VO: Point of information.

17           MS. TAYLOR: Go ahead, Cynthia. DLC?

18           MS. VO: DLC 742, Cynthia Vo. Can someone  
19 nominate themselves? Okay. Do I have to raise my hand  
20 again?

21           I would like to nominate myself to be a chair for  
22 this meeting.

23           MS. TAYLOR: Okay. So we have nomination for  
24 Ms. Vo. There's not a necessity for a second; so that  
25 means that requires a vote.

1           Do we do it per person or -- you want to a show  
2 of hands, or should we do vocal?

3           THE PARLIAMENTARIAN: Show of hands.

4           MS. TAYLOR: Okay. So I am going to make, one  
5 more time, sure. Is there any other nominations?

6           All right. This is -- nominations are closed.

7 The two people that have been nominated are Cynthia Vo and  
8 Theresa Taylor for chairperson. I'm going to hand it over  
9 to Bill to run the vote for Theresa Taylor.

10           (Speaking inaudible.)

11           MS. TAYLOR: For the -- really? Okay. Well, you  
12 are watching me. Just making sure with all -- okay.

13           So right now, you're voting on if Theresa Taylor  
14 should run this particular meeting as chair. If so, raise  
15 your hands in the participants.

16           (Vote taken.)

17           MS. TAYLOR: There appears to be -- all right.  
18 I'm announcing we appear to have 23; correct? 23 voting  
19 for Theresa Taylor.

20           Now we're going to vote for Cynthia Vo.

21           (Vote taken.)

22           MS. TAYLOR: All right. So the chair of the  
23 meeting is Theresa Taylor, as long as I don't keep making  
24 mistakes and you kick me out. There you go.

25           Also, I think I see another person in the

1 meeting. I just wanted to -- Ed, are you here? I just  
2 saw you.

3 MR. PAGE: Yes. I don't have my video on.

4 MS. TAYLOR: I'm sorry. I couldn't understand  
5 you.

6 MR. PAGE: I'm driving; so I don't have my video.

7 MS. TAYLOR: Okay. So Ed Page is Bargaining Unit  
8 14.

9 Also, Mr. Page, if you need to speak, I need you  
10 to make sure you announce your bargaining unit and your  
11 name when you do so for the court reporter.

12 MR. PAGE: Sorry about that. Yes, I understand.

13 MS. TAYLOR: Again, we are moving on to Agenda  
14 Item 3, which is to ask for a motion to approve the agenda  
15 that's in front of everybody, and anybody is allowed to  
16 add to the agenda, take away from the agenda, but we need  
17 a board vote.

18 MR. ALARI: Steven Alari, DLC 723. I move to  
19 approve the agenda as presented.

20 UNIDENTIFIED SPEAKER: Second, 724.

21 MS. VO: Point of information. DLC 742, Cynthia  
22 Vo, point of information.

23 MS. TAYLOR: Point of information, DLC 742  
24 recognized. Go ahead.

25 MS. VO: So I have a question. To proceed with

1 voting, are we going to continue with raised hands, or are  
2 we going to do role call or voice vote?

3 THE PARLIAMENTARIAN: Voice vote would be  
4 impractical and unmanageable. Raise of hands would be  
5 faster, and role call is unthinkable because it would take  
6 too long. But, actually, the real question is why aren't  
7 we using, "If there's no objection, this agenda is now  
8 adopted"?

9 MS. NGUYEN: Hoang-Van Nguyen, DLC 781. So if  
10 there are -- as we go through the meeting, if we want to  
11 add additional items on the agenda, will there be the  
12 opportunity?

13 MS. TAYLOR: If there are -- as we move through  
14 the meeting -- if there are, as we move through the  
15 meeting, a request to add to the agenda, can we do so?

16 THE PARLIAMENTARIAN: Yes, you can. But we have  
17 so much material, you don't have enough sunlight to take  
18 care of everything. You need to get the most important  
19 things done. If you have something critical, yes, do so;  
20 if you have something not critical that wasn't mentioned,  
21 that's one thing.

22 Now, here's the other thing: This is a special  
23 meeting. You're only supposed to cover on discovery in  
24 the initial announcement; so unless it relates to one of  
25 those items in the announcement, we must not bring up

1 something different or out of the ordinary.

2 So this is a special meeting. We are limited by  
3 the announcement that was sent out with the initial  
4 agenda. Thank you.

5 MS. NGUYEN: Thank you, Parliamentarian. I do  
6 actually have an agenda item that is germane to this  
7 discussion, and it has to -- sorry. DLC President 781,  
8 Hoang-Van Nguyen. I do have an agenda item that is  
9 germane to this discussion, and it relates to discipline  
10 of Board of Directors.

11 In light of this situation with the legal cases  
12 that we have going on, I believe it is germane to discuss  
13 the possibility of disciplinary measures that can be taken  
14 against individual directors.

15 MS. TAYLOR: Okay. So I have a request from a  
16 DLC president to put another agenda item that pertains to  
17 disciplinary measures on the agenda to be considered for a  
18 vote. So do I have a second?

19 THE PARLIAMENTARIAN: Madam President -- Madam  
20 Chair, if it is a new item -- just because it's  
21 discipline, doesn't mean it relates. It has to relate to  
22 something that was on the initial announcement of the  
23 special meeting. We cannot introduce something else that  
24 is also discipline. Okay? Thank you.

25 MS. TAYLOR: Okay. No, it doesn't -- it isn't,

1 but it may work with our motion later. Okay.

2 So you are the one that suggested this. Steven,  
3 are you there?

4 MR. ALARI: Yes. I'm sorry. Are we moving on?  
5 Thank you.

6 MR. RODRIGUEZ: Susan Rodriguez, point of order.

7 MS. TAYLOR: Go ahead, Ms. Rodriguez.

8 MS. RODRIGUEZ: Did we adopt the agenda?

9 MS. TAYLOR: The agenda was adopted, and there  
10 was no --

11 (Speaking simultaneously.)

12 MS. TAYLOR: -- no objections.

13 MS. RODRIGUEZ: Okay. So we didn't have to take  
14 a vote? All right.

15 MS. TAYLOR: Okay. Mr. Alari, go ahead. We're  
16 speaking on Item Number 4 and whether or not to let the  
17 press in, and you said you wanted to talk on this.

18 MR. ALARI: Yes, Steven Alari, DLC 723. I move  
19 that we allow the press into this meeting during the open  
20 session.

21 MS. TAYLOR: And it's been moved by Mr. Alari.  
22 Do I have a second?

23 MR. HALL: I second.

24 MS. TAYLOR: It's been moved by Mr. Alari,  
25 seconded by Mr. Hall.

1 Mr. Alari, go ahead and speak on your motion.

2 MR. ALARI: Yes. I would urge a yes vote on  
3 this. I think it's important that we have -- we allow the  
4 press to be in on this meeting. There's been a lot of  
5 press coverage about it. I think it's important that, if  
6 they want to be here, they should be able to be here and  
7 report the actions of the Board of Directors of SEIU  
8 Local 1000. This would only be for the open session  
9 portion of this board meeting. And especially right now,  
10 since we're not live streaming -- I know I saw Bill's  
11 e-mail earlier, and I think it's important we do this, and  
12 I urge a yes vote. Thank you.

13 MR. HALL: This is Bill Hall as a second. I  
14 agree with Steve. I also think it will help bring a level  
15 of transparency that we are not doing something other than  
16 what we're charged to do as a board; so I would support a  
17 yes vote.

18 MS. TAYLOR: Thank you, Mr. Hall.

19 I have raised hands. Ms. Jefferies?

20 MS. JEFFERIES: Can you hear me now? Perfect.

21 I urge a no vote on the -- on the floor. Karen  
22 Jefferies, Bargaining Unit 4, Chair. I urge a no vote.  
23 Press should not be in our meetings; members should; so I  
24 urge a no vote.

25 MS. TAYLOR: All right. Thank you,

1 Ms. Jefferies.

2 Our next hand is Mr. Hibbard.

3 MR. HIBBARD: Terry Hibbard, chair of Bargaining  
4 Unit 3. Like Karen, I urge a no vote. One of the issues  
5 that I've talked to members about is the fact that the  
6 media has been allowed in certain meetings. I think that  
7 it would stifle conversation regarding some of the issues  
8 that we're going to be bringing up over the next two days;  
9 so I urge a no vote.

10 MS. TAYLOR: Thank you, Mr. Hibbard.

11 Ms. Vo, you have the floor.

12 MS. VO: DLC 742. I urge a no vote. The reason  
13 being that we are a board, and speaking to the media, I  
14 feel that we should have a designated person, possibly  
15 from the communications team or somebody who has already,  
16 like, compacted and can summarize the meeting to the  
17 reporter rather than having them sit in on the meeting.

18 Second of all, communication to our members  
19 should not be through the media; it should be through  
20 ourselves and our own union because we cannot control what  
21 a reporter says. The reporter does not necessarily have  
22 the context of decisions and whatnot. All right?

23 And thus I think that, in lieu of allowing the  
24 media to sit in on our board meeting, we should go ahead  
25 and designate someone to go ahead and do an interview with

1 the reporter rather than have them sit in. Thank you very  
2 much.

3 MS. TAYLOR: Thank you, Ms. Vo.

4 Our next request to speak is Ed Page, Bargaining  
5 Unit 14.

6 MR. PAGE: Edward Page, Unit 14, Chair. I also  
7 urge a no vote, especially in light of the recent events  
8 of the president for the larger SEIU folks. We've already  
9 got enough legs on this -- through media, through social  
10 media, through any kind of communications that I can  
11 possibly see or receive on my -- on my end, and I think  
12 it's time for the legs to stop running so we can get this  
13 thing to die down, and I do agree that, if anybody should  
14 be allowed in the meeting, it should be our members.

15 MS. TAYLOR: All right. Thank you.

16 Mr. Healy, I'm seeing one more.

17 MR. HEALY: Thank you very much. I appreciate  
18 the folks that are saying no vote. I would urge a yes  
19 vote, but they make really good points. DLC president,  
20 Kevin Healy, 752. Thank you very much. Oh, wow, it even  
21 changed my name on there.

22 I appreciate what the folks saying no are saying,  
23 and they make some really good points. The bigger problem  
24 that I see is there is one very loud person with a very  
25 loud microphone that, since we're here, we can probably

1 all agree that complete truth is not coming out of that  
2 megaphone; and I actually think it is good if a reporter  
3 sees that we have these discussions, even over whether or  
4 not the reporter is going to be in the room, that we're  
5 not all rubber-stamping things, that we're having a real  
6 dialogue and we're being a representative body. And I  
7 think it's important at this point because the only way  
8 our remote members are going to hear about this, other  
9 than in using the com shop and putting out press releases  
10 that aren't even vetted by the com shop is for us to have  
11 some kind of press reporting in the room.

12 We can say that it's only for this meeting, which  
13 I think is the motion, and this -- these are very unique  
14 times, and I think the -- if there is reporting on this,  
15 they need to know that we had a spirited discussion and we  
16 came to a collaborative decision on whatever it may be.  
17 Thank you.

18 Someone was asking -- our sergeant in arms was  
19 holding up minute signs to keep us on track, which I  
20 appreciate.

21 MS. TAYLOR: I have Irene, and I am going to --  
22 after this motion of vote, I am going to have us take a  
23 break, since we took so long. We are already almost at  
24 lunch, and I'm having requests for break.

25 So, Irene.

1 MS. GREEN: Thank you. This is Irene Green, vice  
2 president of bargaining, and I also urge a no vote on  
3 having the press in this meeting. This is a  
4 membership-only meeting. It is not to be advertised out  
5 in the press or be discussed in the press. If we have a  
6 need to communicate out to our members, it should be  
7 coming from this body, not from the reporters. And we all  
8 know that risk created is not sympathetic to what we are  
9 doing, and, therefore, it would skew or make his report  
10 based upon what it is he wants to convey to his readers.

11 So I think we need to control what the  
12 communication is, and we need to put out a summary and a  
13 statement to our media and take it from there; so I urge a  
14 no vote.

15 MR. ALARI: This is Steven Alari, DLC 723. In  
16 the spirit of reviewing it, I'd like to withdraw the  
17 motion.

18 MS. TAYLOR: Okay. Is the second willing to --  
19 do I have to do that?

20 THE PARLIAMENTARIAN: You cannot withdraw the  
21 motion. The maker of the motion cannot withdraw it. It's  
22 not his or hers anymore. He handed it to us. It's ours.  
23 However, the chair can say, "If there is no objection, the  
24 motion will be withdrawn without a vote."

25 MS. TAYLOR: Okay. So before I say that, I have

1 a couple of hands.

2 So Bill Hall? No, never mind.

3 Okay. And, Mr. Wake.

4 MR. WAKE: I was going to vote to call the  
5 question, but if the motion is going to be withdrawn,  
6 that's a moot point.

7 MS. TAYLOR: All right. So is there any  
8 objection to withdrawing the -- or dropping the motion?  
9 Do I have any objections? Please raise your hand if you  
10 object.

11 Very good. The motion has been withdrawn, and  
12 we're going to move on. We're going to call -- do we want  
13 to call lunch? Let's do a 30-minute lunch. Can we do --  
14 everybody has to go get lunch, huh? We're going to have  
15 to do an hour lunch; so let's do 1:00. Yeah, if no  
16 objection, we'd like to break for lunch until 1:00.

17 12:30? Because everybody has to go get lunch, is my issue  
18 and understanding. We're not real close to anything. So  
19 let's make it 12:40. Okay, everybody? No objections?

20 All right. Stay online because it's so hard to  
21 get back online. Just mute and turn off your video, guys.  
22 We will see you back at 12:40.

23 (Lunch break taken.)

24 MS. TAYLOR: All right, guys, we are all back. I  
25 would like to let the Parliamentarian make a statement.

1 Did you want to make a statement? Go ahead.

2 THE PARLIAMENTARIAN: After every major break,  
3 we're supposed to reestablish quorum; so please get ready  
4 to respond. Okay? Thank you.

5 (Reporter clarification.)

6 MS. TAYLOR: We are currently on the record and  
7 reestablishing quorum. All right, you guys. I'm going to  
8 start calling role again. I just need a clean sheet; so  
9 hold on.

10 Okay. President Richard Louis Brown.

11 Everybody can hear me; right?

12 Vice president of bargaining, Irene Green.

13 MS. GREEN: Irene Green, present.

14 MS. TAYLOR: Vice President, Secretary-Treasurer  
15 David Jimenez.

16 Vice President, Representation, Anica Walls.

17 701, Luke Serna.

18 702, Neice Davis.

19 MS. DAVIS: DLC 702, Neice Davis, present.

20 MS. TAYLOR: 703, Jayson Sandoval.

21 704, Latasha Brown.

22 MS. BROWN: Latasha Brown, present.

23 MS. TAYLOR: 705, Miche Roy.

24 706, Erika Chhatarpal.

25 MS. CHHATARPAL: 706, present, Erika Chhatarpal.

1 MS. TAYLOR: Thank you.

2 707, Carolelynn Leonardo-Valdriz.

3 LEONARDO-VALDRIZ: 707, Carol here.

4 MS. TAYLOR: 710, Naomi Musembi-Johnson.

5 721, Robert Gilbert. 721, Robert Gilbert. Is he

6 not able to unmute? He might not be back from lunch.

7 Okay. Okay. Hold on. We will come back to that one.

8 722, Maria Blaine.

9 MS. BLAINE: DLC 722, Maria Blaine, present.

10 MS. TAYLOR: Thank you.

11 723, Steven Alari.

12 MR. ALARI: Steven Alari, 723, present.

13 MS. TAYLOR: 724, DeLeonne Secrest.

14 MR. SECREST: 724 present.

15 MS. TAYLOR: 725, Maria Skelton.

16 726, Charity Regalado.

17 727 -- who is it? Nancy who? Linda? Linda

18 Martin? When did this happen, by the way?

19 729, Nancy Martinez.

20 741, Monica Rodriguez.

21 742, Cynthia Vo.

22 MS. VO: DLC 742, Cynthia Vo, present.

23 MS. TAYLOR: 743, Imani Dhahabu.

24 MS. DHAHABU: Imani Dhahabu, DLC 743.

25 MS. TAYLOR: Sorry. I said 742, didn't I?

1 744, William Hall.

2 MR. HALL: 744 William Hall, present.

3 MS. TAYLOR: 746, Joycelyn Odom.

4 MS. ODOM: Joycelyn Odom, 746, present.

5 MS. TAYLOR: 747, Ramon Navarrette.

6 749, Jerome Washington.

7 MR. WASHINGTON: Jerome Washington, 749, present.

8 MS. TAYLOR: Thank you, Jerome.

9 751, Christina Evitt.

10 752, Kevin Healy.

11 MR. HEALY: 752, Kevin Healy, present.

12 MS. TAYLOR: 761, Angelique Moreno.

13 762, Daunette Sparkman.

14 MS. SPARKMAN: Daunette Sparkman, 762, present.

15 MS. TAYLOR: Thank you.

16 764, Jennifer Cordova.

17 765, Leonard Seitz.

18 MR. SEITZ: 765, Leonard Seitz, here.

19 MS. TAYLOR: 766, Shrhonda Ward.

20 767, Richard Wake.

21 MR. WAKE: DLC present, 767, Richard Wake,

22 present.

23 MS. TAYLOR: 768, Cheryl Allen.

24 769, Darrell Kirby.

25 770, Nicole Solovskoy.

1 771, Tommy Rico.

2 MR. RICO: 771, Tommy Rico, present.

3 MS. TAYLOR: 772, Mary Del La Cruz.

4 781, Hoang-Van Nguyen.

5 MS. NGUYEN: 781 Hoang-Van Nguyen, present.

6 MS. TAYLOR: 782, David Johnson.

7 784, Cullen Kral.

8 784, Wanda Yanez.

9 786, Theresa Taylor, here.

10 787, Ruth Ibarra. I think she left. Is she  
11 still here? Okay.

12 788, Heather Kessler.

13 789, Eileen Boughton.

14 790, Cindy Doyle.

15 792, Jack Dean.

16 793, David Smith.

17 MR. SMITH: 783, David Smith, here.

18 MS. TAYLOR: 794, Francina Stevenson.

19 MS. STEVENSON: 794, Francina Stevenson.

20 MS. TAYLOR: 795, Ruth Kiker.

21 MS. KIKER: 795, Ruth Kiker, present.

22 MS. TAYLOR: 799, DeLeonne Johnson.

23 850, Kerri Riley.

24 MS. RILEY: 850, Kerri Riley, present.

25 MS. TAYLOR: Bargaining Unit 1, Susan Rodriguez.

1 MS. RODRIGUEZ: Bargaining Unit 1, Susan  
2 Rodriguez, present.

3 MS. TAYLOR: Bargaining Unit 11, Brad Willis.

4 MR. WILLIS: Unit 11, Brad Willis, I am present.

5 MS. TAYLOR: Unit 14, Ed Page.

6 MR. PAGE: Ed Page, Unit 14, is present.

7 MS. TAYLOR: Okay. Garth Underwood, Unit 15.

8 Unit 17, Kim Cowart.

9 Unit 20, Karen Franklin.

10 MR. HEALY: Kevin Healy. Point of information.

11 I received a text. She had a family emergency and had to  
12 step away briefly. Car crash with family; so she may  
13 popping back on.

14 MS. TAYLOR: Okay. Unit 20, Karen Franklin had  
15 to step away.

16 Unit 21, Miguel Cordova.

17 MR. CORDOVA: Miguel Cordova, Unit 21, present.

18 MS. TAYLOR: Unit 3, Terence Hibbard.

19 MR. HIBBARD: Terry Hibbard, Chair of Unit 3,  
20 present.

21 MS. TAYLOR: Unit 4, Karen Jefferies.

22 MS. JEFFERIES: Karen Jefferies, Chair of  
23 Bargaining Unit 4, present.

24 (Inaudible.)

25 MS. TAYLOR: Go ahead, Robert.

1 MR. HEALY: Point of information. I'm reading  
2 it. He says, "I am here" -- this is Kevin Healy, 752.  
3 "Tooth infection. Hard to talk," is in the notes. That's  
4 Mr. Robert Gilbert.

5 MS. TAYLOR: Oh, okay. Thank you.

6 (Inaudible.)

7 (Reporter clarification.)

8 MS. TAYLOR: That's one of our note-takers. And  
9 you're saying Heather Kessler did not answer. I don't  
10 believe she's on.

11 Okay. We're going to count this up, guys. Hold  
12 on.

13 Kevin Healy.

14 MR. HEALY: Point of information for the  
15 Parliamentarian. I hear some names that are supposedly  
16 installed on the Board. If they have not taken their oath  
17 of office yet, are they deemed part of the Board for the  
18 count, or is that a vacant seat?

19 THE PARLIAMENTARIAN: In order for them to take  
20 part, they have to take the oath; so then one can  
21 interpret that to mean that position is still vacant  
22 because they have not taken the oath. That's basically  
23 your rules.

24 (Reporter clarification.)

25 THE PARLIAMENTARIAN: According to your rules, a

1 person could not participate until they take the oath. So  
2 in that -- in that -- if you consider that, that means  
3 that position is still vacant until the oath is taken.  
4 This is unique in some organizations. Most organizations  
5 don't do that, but we don't care what they all do; we only  
6 no know what our rules say.

7 MR. HEALY: And as a follow-up,  
8 Mr. Parliamentarian, does that reduce our forum  
9 requirement?

10 THE PARLIAMENTARIAN: As a follow-up, let's say,  
11 for instance, two people have not taken the oath, and  
12 instead of having 65 filled positions, you only have 63.  
13 And since majority is based on how many filled positions  
14 we have, our requirement for a quorum drops; so we need to  
15 make sure how many people qualify or don't qualify because  
16 of the lack of an oath.

17 MR. HEALY: Thank you, sir.

18 MR. ALARI: Point of information, please.

19 MS. TAYLOR: Theresa Taylor, DLC 786 Chairperson.  
20 It's hard for us to make a determination without her here  
21 to know whether or not she took that oath. We don't know  
22 if that's right. So erring on the side of caution, Cheryl  
23 Allen and Linda Martin, who were installed recently, I am  
24 going to have to say they're showing up on the Web site  
25 for now, and we don't know whether or not they took the

1 oath of office. I hate to say this, guys.

2 MR. ALARI: Point of information. Steven Alari.

3 MS. TAYLOR: Go ahead, Mr. Alari.

4 MR. ALARI: Can we not administer the oath here  
5 with you as the Chair?

6 MS. TAYLOR: Yes, but they're not here.

7 MR. ALARI: Okay. But when they show up.

8 MS. TAYLOR: Yeah, we have the oath of office  
9 ready to go for anybody that has not been sworn in.

10 MR. ALARI: Thank you.

11 MS. TAYLOR: Okay. Thank you.

12 MR. ALARI: What was our count, please?

13 MS. TAYLOR: 31 present.

14 Has anyone arrived after I took role? Raise your  
15 hand if you have. Not seeing any hands.

16 So reestablishing a quorum after lunch, we do not  
17 have a quorum; so we're back to discussion mode only on  
18 the agenda items. We were on -- let's move -- where did  
19 the agenda items go? We were on Item 5, policy file and  
20 bylaw changes that have been provided to you prior to your  
21 vote. So if we're going to move these forward at the  
22 December meeting, we can open up conversation about it.

23 MR. HEALY: Point of information. Kevin Healy.

24 MS. TAYLOR: Point of information, Kevin Healy.

25 MR. HEALY: For the Parliamentarian, sir, a

1 question: As you noted previously, we have a valid  
2 meeting. We established it initially. People come in and  
3 out of meetings all the time, historically. It only  
4 became a question if we had a quorum at the time of the  
5 vote. Would that still apply if we have a valid meeting?  
6 We can proceed with this and then have the votes when  
7 there are enough people in the room virtually or  
8 physically.

9 THE PARLIAMENTARIAN: The answer is definitely.  
10 As soon as we have a quorum, everything is valid. We  
11 cannot claim, "Oh, we don't know if we had a quorum in the  
12 past ten minutes ago." That's not a good reason. If you  
13 want to establish it now, whatever happened before is --  
14 it's established. If we lose quorum and then we pick up  
15 one more person or two, whatever we need, then we can go  
16 right back to being a formal meeting, a legal meeting.  
17 I'm not sure if I covered every possibility you were  
18 mentioning.

19 MR. HEALY: So let me summarize again.

20 We can continue this discussion, and if there are  
21 people that have researched it, they know if they're going  
22 to vote yes or no on something, and we establish a quorum  
23 at the moment of the vote, would those be binding votes of  
24 this body?

25 THE PARLIAMENTARIAN: Yes. If we take the vote

1 when the -- we know we have a quorum, no doubt about it.

2 Here's what I think you might be referring to.

3 If we take a vote right now and we don't have quorum, that  
4 is still valid, but we will need ratification at the next  
5 Board of Directors. So we can take action now, but the  
6 next Board of Directors could decide, "No, we're not going  
7 to ratify that vote," or, "Yes, we will ratify it"; so it  
8 all depends on what happens next. If we lack a quorum at  
9 the point where we take a vote --

10 MR. HEALY: Sir, so I understand exactly what  
11 you're saying, we can go forward with this exact number  
12 and then make, basically as advisory, for ratification.  
13 We can take votes; we can ask things. Clearly, if we hit  
14 that quorum when we voted over this weekend, then it is  
15 completely binding of the board?

16 THE PARLIAMENTARIAN: Yes, but it is binding only  
17 for those votes that were taken once we have established a  
18 quorum. We can't vote between when we lost it and when we  
19 regained it. Then those votes are only recommendations,  
20 advisory. Those will go forward -- regardless whether the  
21 vote was in favor or against it, it will still have to be  
22 ratified. If it's not ratified at the December meeting,  
23 then all that information, all those votes will die.

24 MR. HEALY: Further follow-up: Would it have any  
25 effectiveness between the time that we vote on it and it's

1 ratified if it's one vote short of a quorum?

2 THE PARLIAMENTARIAN: Would it have any  
3 significance? Yes, it would because it gives you an  
4 opportunity to debate, discuss, and share information.  
5 That way, it's better than just -- just rumors and  
6 chattering about information. Instead, we're taking  
7 action, taking formal steps, and even though the final  
8 word will not be established until December, at least  
9 we've done all the work now.

10 MR. HEALY: Thank you, sir.

11 Thank you, Madam Chair.

12 MS. TAYLOR: Thank you, Mr. Healy.

13 So I'm moving on to Item 5, policy file and bylaw  
14 changes.

15 MR. RICO: DLC 771, Tommy Rico. Point of  
16 information.

17 MS. TAYLOR: Go ahead, Mr. Rico.

18 MR. RICO: So if we have to ratify both at the  
19 next Board of Directors meeting, is that a two-thirds  
20 majority or a simple majority?

21 MS. TAYLOR: Sorry. Simple majority.

22 MR. RICO: And that's just to ratify whatever  
23 votes we take here?

24 MS. TAYLOR: Right, if we don't have a quorum.

25 MR. RICO: Yeah.

1 MS. TAYLOR: If we're voting without a quorum,  
2 then, yeah, they're going to ratify those votes.

3 MR. RICO: Okay. Thank you.

4 MS. TAYLOR: Okay. So I had -- hold on a second.  
5 (Inaudible.) No, I'm sorry. The actual physical agenda  
6 items. The policy --

7 MR. ALARI: Somebody borrowed your papers?

8 MS. TAYLOR: I think somebody stole it, Steven.

9 There's one. Okay. This is Kevin's. This is  
10 your copy.

11 (Inaudible.)

12 MS. TAYLOR: Okay. Makers of the motion for  
13 Agenda Item 1?

14 Mr. Hall?

15 MR. HALL: Bill Hall, DLC 744. Agenda Item 1  
16 consists of bylaws and policy file changes in the form of  
17 several motion makers. The -- I will speak to the first  
18 one at the moment, and then we can go down through the  
19 rest.

20 The first one is bylaw amendments. The intent of  
21 this is to change the bylaws to match the new policy file  
22 changes. And the reason why this is a single agenda item  
23 package is because, whatever we do in this area, we have  
24 to change everything or -- or nothing. The change, in  
25 effect, removes the president and replaces the president

1 with a chair of the Board and moves the powers of our  
2 current president to the Board of Directors. The intent  
3 of this is to create accountability and oversight.

4 MS. TAYLOR: I am seconding the motion, and I --  
5 pardon me?

6 So I'm going to hand it over to Francina.

7 MS. STEVENSON: This is Francina. I'll second  
8 the motion.

9 (Reporter clarification.)

10 (Inaudible.)

11 MS. STEVENSON: Okay. So I'll start over.

12 Yes, the Board of Directors, as presidents, we  
13 come to you because we believe in the philosophy we have  
14 built at SEIU 1000, and this is worth fighting for. We  
15 are eager to retain our valued positions as DLC presidents  
16 as Board of Directors.

17 The lack of leadership has undermined what was,  
18 until recently, a very solid strong working relationship  
19 with keen leaders, and we had endorsement power. Today,  
20 we bring these concerns to you as Board members to open up  
21 a serious dialogue.

22 Number one, we have to recognize that we have a  
23 right to discuss, to make Board decisions, to bring our  
24 concerns to our Board as a group and cease trying to have  
25 one person controlling our existence as a union. So let's

1 do right by our requests by bringing back our rightful  
2 place as the Board. Policy changes are Board approval.  
3 We are a member-driven union. Members' participation in a  
4 democratic body. We, as the Board, are the real Union  
5 leaders.

6 So I urge you, I concur with Bill and Theresa and  
7 urge the passing of these bylaw changes. This is our  
8 Board, and these are -- these changes are in concert with  
9 the policy file changes we enabled to -- the Board to be  
10 accountable to its members. So I urge a yes vote on the  
11 amendments, and I concur with Theresa and Bill, and I  
12 concur with this Board, who have come and sacrificed your  
13 Saturdays to be with us to see what the changes are and  
14 then have some serious dialogue. And let's be open and  
15 honest. This is our Board. Okay. Thank you.

16 MS. TAYLOR: Thanks.

17 (Speaking simultaneously.)

18 MS. TAYLOR: Seriously. All right. I have a  
19 raised hand. Terry Hibbard.

20 MR. HIBBARD: Terry Hibbard, Chair Unit 3. I  
21 agree with what the Board is attempting to do; I don't  
22 necessarily agree with how it is being done. I firmly  
23 believe that the office of the president should have  
24 certain authority and certain powers with oversight of the  
25 Board.

1           Unfortunately, I see this as basically making the  
2 president a figurehead at this point. I know the intent  
3 is to maybe give some back. I just -- I agree with what  
4 needs to be done. I don't agree with how it's being done.  
5 Thank you. I announce myself, and I am speaking against  
6 the motion as it stands.

7           MS. TAYLOR: All right. Thank you.

8           All right. You have the floor, Ms. Blaine.  
9 Maria? You are still muted.

10          MS. BLAINE: Hello? Can you hear me?

11          MS. TAYLOR: Now we can hear you.

12          MS. BLAINE: Okay. I urge -- I support the  
13 motion --

14          MS. TAYLOR: Maria, can you identify yourself,  
15 please?

16          MS. BLAINE: Yes. DLC 722, Maria Blaine. And I  
17 support a yes motion because, in my observations from the  
18 last -- the comments and the division, many DLC presidents  
19 who claim that one person, a previous president, had too  
20 much power and other negativities, I believe that they  
21 themselves should be present because this is exactly what  
22 they were arguing and -- arguing and upset about, and this  
23 motion addresses our current situation, which is very,  
24 very dangerous and bad for our members. So I support a  
25 yes vote on the motion. Thank you.

1 MS. TAYLOR: Thank you, Ms. Blaine.

2 I recognize Ed Page, Unit 14.

3 MR. PAGE: Hi there. Unit 14 chair and DLC 784,  
4 Ed Page. I don't -- I don't support this -- this motion,  
5 and it's not because it's -- I don't know any details  
6 about what's going on with the agenda, personal things or  
7 whatever, but the reason I am saying I don't support this  
8 motion is because what's going to happen to our future --  
9 the presidents that come after the president we currently  
10 have?

11 You know, we've had a good president in the past  
12 and lots of good things going on, and I just -- I think  
13 that this idea and giving this power to the Board --  
14 which, you know, frankly, this morning a couple times --  
15 and I've been in Board meetings -- I don't see how we get  
16 through anything with all the different types of thinking  
17 and opinions, which is not a bad thing. But for us to be  
18 responsible for taking the duties of a president as a --  
19 as a -- you know, a body of many people, I think it's  
20 going to be difficult, for one.

21 But, mostly, I am concerned about what happens to  
22 our future and the presidents to come after out of state  
23 service or out of the union service; so that's what I'm  
24 concerned about. If we open this door now, it may never  
25 close, and I think that might be harmful to our Union.

1 That's how I feel.

2 MS. TAYLOR: All right. Thank you, Mr. Page.

3 MR. PAGE: You're welcome.

4 MS. TAYLOR: Go ahead, Mr. --

5 THE PARLIAMENTARIAN: This is Lorenzo. I want to  
6 make sure that you realize that the bylaw is a living  
7 document. What we have today is alive today. If we amend  
8 it, it's alive this year. It will remain alive in that  
9 fashion until the next year, if you want to change it back  
10 or change it even more or not change it at all. It is  
11 not -- it is not written in concrete. It is a living  
12 document, and you can allow it to evolve and adapt  
13 according to the individuals that are executing all the  
14 rules in it. It is not in concrete; so decide for today.  
15 Do not decide for 10 or 15 years in the future. Thank  
16 you.

17 MS. TAYLOR: Thank you.

18 Hoang-Van Nguyen.

19 MS. NGUYEN: Thank you, Madam Chair. This is  
20 Hoang-Van Nguyen, DLC 781 president. I've reviewed this  
21 agenda item carefully, and, I think, in order for us to  
22 really make a decision as a Board, we need to decide what  
23 the position of the president really should mean in this  
24 organization.

25 From where I sit, I believe that the position of

1 the president is the CEO of our organization, which means  
2 he would need to have some level of responsibility to be  
3 able to do the day-to-day operations of the organization.  
4 However, I do completely agree that the Board does need to  
5 have oversight over all of these activities, and that is  
6 what appears to be missing right now.

7 So as written, I do support a lot of the portions  
8 of the agenda item, but I don't support it all, and for  
9 that reason, if I had to vote on it as-is, I would vote  
10 no. Thank you very much.

11 MS. BROWN: Point of information.

12 MS. TAYLOR: Ms. Brown, point of information. Go  
13 ahead.

14 MS. BROWN: I would like to ask the maker of the  
15 bill a question. Is that appropriate now?

16 MS. TAYLOR: Is that -- okay. So go ahead,  
17 Latasha.

18 MS. BROWN: Is the intent of the proposal to grab  
19 power back to the Board right now temporarily with a new  
20 sort of agenda in the future with a new organization set  
21 up to where the president will resume some form of power?  
22 Is this an immediate emergency need that you're  
23 requesting?

24 MR. HALL: That is a possibility. That is not  
25 the current intent the way this is written. Oh, I'm

1 sorry. William Hall, DLC 744. Let me back up. I  
2 broke -- my bad.

3 It could be an emergency item for a limited term.  
4 That is not the current intent. The current intent is to  
5 restructure the organization to have accountability, both  
6 today and in the future.

7 MS. TAYLOR: Thank you.

8 So I will say, as also a maker of the motion, we  
9 could do that. We could discuss that.

10 But I will remind everyone that this also allows  
11 the Board to make the chairperson anybody on the Board,  
12 including all executive officers. So if we're saying that  
13 the -- there's a bunch, you know, of items that were taken  
14 away from the president right now but, three months down  
15 the road, six months down the road, things change, we give  
16 it back to him; right? That's our vote. That's our job  
17 to do that; right? It's holding him accountable.

18 Can it change? Like Mr. Cuesta said, it can  
19 change tomorrow. We can change it all back. It's a  
20 living document; so there's no reason why we can't change  
21 it back. I'm not saying this is the end-all, be-all. I'm  
22 saying, what we're trying to fix right now is the  
23 immediacy of what's in front of us.

24 If somebody sees -- like we talked before, if  
25 somebody sees a different way to do this, I understand. I

1 hear also the questioning of all the powers, taking all  
2 his duties away. I can't see that he has earned keeping  
3 those duties right now, guys. So, again, this is up to  
4 the Board. So say a president in the future gets elected.  
5 The Board hands it all over to that president as Chair,  
6 and committees of the Board. That is up to the Board.

7 But right now, we don't have any accountability,  
8 and we don't -- look at this meeting, for example. They  
9 lobbied so hard to try to make sure we didn't have a  
10 quorum. We had a quorum three times. But this last week,  
11 the threats, the lying, they made sure to try to break the  
12 quorum. So I think it's evident there's some fear here.  
13 If the behavior would change, I would say great. What I'm  
14 really afraid of is we walk out of here with nothing;  
15 things are going to get worse. And that will be our bad.

16 UNIDENTIFIED SPEAKER: Thank you.

17 MS. TAYLOR: I think Richard Wake is next.

18 MR. WAKE: Yeah, DLC 767, President Richard Wake.  
19 I agree with everything Theresa just said, and, you know,  
20 I'm not the type of person that likes to, you know -- and  
21 I don't think this is the -- you know, the way it is right  
22 now, like voting for the lesser of two evils.

23 I plan to support this package. Even though I  
24 may not 100 percent agree with everything, I agree with  
25 most of it. But unlike the one -- the previous -- one of

1 the previous presidents had spoke, I -- you know, we may  
2 not agree with everything, but I think Theresa Taylor is  
3 100 percent right. We have very, very, very urgent issues  
4 here. As far as I'm concerned, our Union is at risk here.  
5 You know, we don't want to end up -- you know, this may  
6 sound somewhat, maybe a little bit of a stretch, but we  
7 don't want to end up like, you know, the state of  
8 Wisconsin that don't have anything, and that's where  
9 Richard Louis Brown is taking us. He can say he's not  
10 part of any type of right-to-work movement or the Freedom  
11 Foundation, but the evidence clearly points to the -- to  
12 quite the opposite.

13 So, you know, we -- we really need to act with a  
14 sense of urgency here. You know, it's -- you know, I  
15 guess that's all I have to say. I'm going to vote yes if  
16 a vote is taken. I'm open to different suggestions as  
17 well, but, you know, in the end, whatever is put forward,  
18 I am going to vote yes just because this is so urgent.  
19 You know, when you have a fire in the house, you don't --  
20 a grease fire in the kitchen, you don't run out of the  
21 house and, you know, let the fire spread; you grab your  
22 fire extinguisher or a can of baking soda and put it out.

23 That's what we need to do here, and I just want  
24 to urge everybody, if we come to a compromise, great. If  
25 we don't, please consider the fact that we need to take

1 some type of action. If we walk out of here with nothing,  
2 we're not going to have a leg to stand on. Thank you.

3 MS. TAYLOR: Thank you. You're out of time.  
4 Thank you.

5 Kevin Healy, DLC 752. Go ahead.

6 MR. HEALY: Kevin Healy, DLC 752. Thank you very  
7 much. I'll be very frank with you.

8 When I saw this initially, I had problems with  
9 it. As we got closer and closer after one service, two  
10 service, talking to stuffed bears, spending money hand  
11 over fist, having very elder people on the stand, I  
12 realized we've got a problem with the current executive,  
13 and I really appreciate what the Parliamentarian pointed  
14 out. This is a living document, and we are the directors  
15 of this union.

16 And my biggest concern -- it was something I wish  
17 I could quote, but it was one of my members. He says, "If  
18 you know somebody's drunk and they're sitting behind the  
19 wheel, you take away their keys." That's kind of our job  
20 right now, and we could immediately change this back. And  
21 as I understand it, we could even vote to give some or all  
22 of these back to him and make him the chairman, as I  
23 believe the maker was pointing out, that any one of the  
24 directors could have these powers back.

25 But right now, it's scary. Could you imagine

1 if -- I'm not accusing anybody of anything specifically,  
2 but when you hear in sports -- sports teams are good.  
3 Abuse cases. If they say, "We're just going to leave that  
4 person in there with the same access" when there have been  
5 multiple cases of claims, that organization is going to  
6 have a lot more responsibility. And we saw that in  
7 Michigan, the Michigan gymnastics cases; we're seeing this  
8 in church cases and everything else.

9 I'm not saying he did something or didn't, but  
10 the mere fact that we are aware of two well-documented  
11 lawsuits, and if we don't do anything about it, I am  
12 really concerned that we as an organization and our  
13 members will be held accountable. This did not initially  
14 have any support; it does now. I urge a yes vote. Thank  
15 you.

16 MS. TAYLOR: Thank you, Mr. Healy.

17 Our next speaker is Ed Page. Go ahead, Ed.

18 MR. PAGE: Sorry about that. I was listening to  
19 Mr. Healy.

20 So the Parliamentarian -- I think when he was  
21 speaking about the things -- we can go back to making  
22 changes after a year or after a day, or whatever he  
23 decided to go with, do we really want to go down that  
24 road? I mean, because that's going to happen not just on  
25 this item; but it's going to be anything we want to have a

1 Board meeting about and go through this process. And it's  
2 not about weekends or giving time -- kind of, but not  
3 really, but what are we leaving behind us?

4 (Reporter clarification.)

5 MR. PAGE: I don't know anything about any  
6 particulars of what's been violated or whatever. I've  
7 been reading all these e-mails, but I can't make heads or  
8 tails on who -- but in this case, the thing that I'm  
9 concerned about is, if I want to run or Cynthia Vo wants  
10 to run or Kevin Healy wants to run for president, are we  
11 going to be just changing the rules right before they  
12 become the president, or is that what I heard? I don't  
13 know if that's right. I think it should be consistent  
14 from now until the future, and that's all I have to say.

15 MS. TAYLOR: Okay. That's great. Let me answer  
16 that question.

17 It is written into the amendment that the Chair  
18 is chosen from the Board of Directors. So if a new  
19 president gets elected, the Chair could determine whether  
20 or not they hand the powers over to the Board -- I'm  
21 sorry. The Board hands the powers over to the  
22 Chairperson.

23 Now, let's be clear. I know you haven't been  
24 possibly paying attention or whatever. Our bargaining is  
25 as risk. We are aware that our bargaining is at risk with

1 our new person. He has taken our chairs and taken away  
2 their Union leave. He just recently gave it back. It is  
3 backlogged in our bargaining unit chairs. He doesn't  
4 believe -- he says he believes in a member-led Union.

5 (Reporter clarification.)

6 MS. TAYLOR: He does not, because the very  
7 members that are leading our bargaining have been removed  
8 from their positions and sent back to their State jobs.

9 Secondly, he has pet projects, political  
10 projects, of which he said he wasn't going to spend any  
11 money. But he has spent \$51,000 on a rally that turned  
12 out to be a pro Larry Elder rally, not a CCC, Lassen, save  
13 our prison rally. Then he spent another \$55,000 on a  
14 CalPERS campaign that endorsed the antilabor candidates.

15 So I just want to be clear, we -- I know you  
16 don't know what's going on. I get it. I'm just trying to  
17 make sure that we get everybody on so that they understand  
18 what is at risk.

19 MR. HEALY: A respectful point of order, Madam  
20 Chair.

21 MS. TAYLOR: Sure.

22 MR. HEALY: I believe, because you are the maker  
23 of the motion or advancing it, I'm not sure it should have  
24 this kind of argument or if --

25 MS. TAYLOR: No, I understand.

1 MR. HEALY: I just want to make sure.

2 MR. PAGE: Okay. This is Ed again, and thanks,  
3 Theresa, for your explanation. I'm one of those Chairs.  
4 Never been on Union leave. Okay? And I'm not trying to  
5 back anybody up; I'm just trying to give the facts. I've  
6 never been on Union leave; so I don't know anything about  
7 being moved and whatever.

8 And as far as the money stuff goes, that's  
9 something we should have in a meeting with that guy as  
10 president, and he can explain that or not explain, because  
11 I don't know anything about that either. I mean, that's  
12 just -- and I'm not ignorant. Some of the stuff that I'm  
13 seeing and reading, it's personal attacks, to me, against  
14 one another, to us, and I'm not down with that. So let's  
15 get some concrete evidence or facts together so we can  
16 think about rationally calling him and make a good  
17 decision because, whether you're right or not, if you make  
18 a decision today, it's going to affect what happens after  
19 today, and --

20 MS. TAYLOR: Thank you.

21 MR. PAGE: All right. Then I'm done. Thank you.

22 MS. TAYLOR: Thank you.

23 Maria Blaine.

24 MS. BLAINE: Thank you.

25 Just going back to what the previous caller was

1 saying, this is, like --

2 MS. TAYLOR: Maria, can you announce your name  
3 and your DLC, please?

4 MS. BLAINE: Maria Blaine, DLC 722. I was  
5 getting a little irritated with the comments of the prior  
6 caller.

7 What we are dealing with right now since he took  
8 office is inappropriate behavior. You know, just the  
9 tone, the bullying. We as stewards are called in to  
10 represent members who are on a daily basis experiencing  
11 bullying from their supervisors. The -- so at this moment  
12 right now, the fact that the Board is not getting their  
13 respect, the acknowledgement, and the behavior that we  
14 have observed, that is -- everybody can see it. He is  
15 acting like a bully, and that is not okay.

16 I would like a point of information. If we could  
17 add, for example, emergency or temporary amendment to the  
18 bylaws, perhaps, and then move this amendment forward.  
19 Again, this is only -- you know, like the Parliamentarian  
20 explained, this can be modified in six months, in a year.  
21 Every decision that we -- when we are hired, we serve a  
22 probationary period. You know, when positions are  
23 awarded, they serve temporarily or limited term or what  
24 have you. They're evaluated for the quality of work.  
25 Now, this person is coming in, and within

1 30 days, he is, you know, destroying it basically,  
2 destroying our Union and our work; so can we put a  
3 probationary period on these positions when they come with  
4 such inexperience?

5 MS. TAYLOR: Maria, is that it? Thank you.

6 MS. BLAINE: Thank you.

7 MS. TAYLOR: Latasha Brown, DLC 704.

8 Was that -- well, I thought it was rhetorical.  
9 Was that rhetorical, Maria?

10 MS. BLAINE: Well, I wanted to see if we can add,  
11 you know, the words "emergency" or "temporary" amendment  
12 to the bylaws.

13 MS. TAYLOR: So can we?

14 THE PARLIAMENTARIAN: You have before you a list  
15 of primary amendments. Anyone who doesn't like  
16 something -- I say this because this could go into  
17 midnight, but you could make a formal motion, another  
18 amendment, a secondary amendment, to strike one of these  
19 items in the Section Division 4.

20 This young lady who has just spoken is  
21 recommending -- she hasn't made a formal motion, but she's  
22 recommending that we add a provision. Meaning all of  
23 these rules and new changes will be in existence until --  
24 and then we have to get a date. Say, for instance, the  
25 end of next fiscal year or until the next election.

1           But, again, that is a formal amendment. It must  
2 be presented, seconded, debated, voted upon. And we need  
3 to talk about it and say, "I think it's a good idea," or  
4 ask a rhetorical question, and we will say, "Thank you for  
5 your comments," and we will move on. So it is up to the  
6 young lady to decide what to do while we're moving on.  
7 Thank you.

8           MS. TAYLOR: Okay.

9           MS. BLAINE: Maria Blaine, DLC 722. I'm making a  
10 formal motion to amend the amendment as presented.

11          MS. TAYLOR: To include?

12          MS. BLAINE: To include the terms "emergency" or  
13 "temporary" or expiration date the end of the fiscal year  
14 2023.

15          MS. TAYLOR: That's 2023; so one year, basically.  
16 One year and three months?

17          MS. BLAINE: Yes.

18          MS. TAYLOR: Okay.

19          MR. ALARI: Point of order, Steven Alari.

20          MS. TAYLOR: Okay. Go ahead.

21          MR. ALARI: Yeah, we don't have a quorum right  
22 now; correct?

23          MS. TAYLOR: You can't hear us, Steven?

24          MR. ALARI: I'm sorry?

25          This is Steven Alari, DLC 723. I believe --

1 maybe I'm wrong -- we don't have a quorum; so if we try to  
2 make these amendments and things --

3 MS. TAYLOR: Well, actually, I'm going to let  
4 Lorenzo respond, but if I understood what he said before,  
5 we can go ahead and vote on these and then recommend them  
6 to the full Board in December for a --

7 MR. ALARI: I will not be participating in these  
8 votes without -- on this matter. Thank you.

9 MS. TAYLOR: All right. Thank you.

10 Latasha?

11 We didn't get -- I'm sorry. We did not get a  
12 second vote. Is there a second on that amendment,  
13 anybody? Okay. It's seconded by Cynthia Vo.

14 MS. VO: DLC 742. I second that amendment.

15 MS. TAYLOR: Go ahead. Speak on your second.

16 MR. HEALY: Could I have a point of information,  
17 please, to clarify the amendment? Did we select just a  
18 sunset date? I didn't quite understand the amendment.

19 MS. TAYLOR: So, yes, as I understand it --  
20 Maria, correct me if I'm wrong -- you are saying that you  
21 want to add to the bylaws and policy file changes at the  
22 end somewhere -- and we will figure that out -- that you  
23 want this to expire at the end of the fiscal year 2023.

24 MS. BLAINE: Hello. Maria Blaine, DLC 722. Yes,  
25 the subject would like to read emergency SEIU Local 1000

1 bylaw amendment for the duration or to be -- to expire the  
2 end of the fiscal year 2023.

3 MS. TAYLOR: Okay.

4 (Inaudible.)

5 MS. TAYLOR: Yeah, okay. Yeah, I don't need it  
6 as an emergency.

7 MS. BLAINE: Okay.

8 MS. TAYLOR: So, Cynthia, do you want to go ahead  
9 and speak on your second?

10 MS. VO: DLC 742, Cynthia Vo. I would like to  
11 speak to approve this amendment because, as the  
12 Parliamentarian stated, the bylaws are a living document,  
13 and while we don't necessarily need the amendment, it may  
14 make a lot of our newer Board members more comfortable  
15 adding that sunset date. Okay? And it also gives us a  
16 timeline to have the discussion with Board members and  
17 also gives a timeline for our leadership.

18 We are working in a new organization with a bunch  
19 of new leadership. All right? It gives us time to  
20 continue doing the work that we need to do as a Union, as  
21 well as discuss how our leadership can move forward, allow  
22 us time for our leadership to learn and grow into their  
23 position.

24 As someone else mentioned, it's similar to a  
25 probationary period. A lot of our new leadership doesn't

1 know very much about the back end of our organization.

2 But that doesn't mean that we should abandon our members

3 at this time. So that's all I wanted to add here.

4 MS. TAYLOR: Thank you, Cynthia.

5 The Chair recognizes William Hall.

6 MR. HALL: William Hall, DLC 744. I speak

7 against the amendment on the basis that, the way this

8 proposal is put forward, it leaves the power with the

9 Board. Why would we go through all the work on the Board

10 to bring about change and then automatically sunset that

11 change at a predetermined period of time and subject

12 ourselves, as a Board, to this discussion all over again?

13 It would be my hope that the Board would take a

14 stand, that the Board would take its authority and do the

15 work it needs to do as a Board, and that they would

16 realize as a collective group that these were designed to

17 be checks and balances, to bring accountability, and to

18 give authority to the Board. The Board can assign that

19 authority, the way this is written, to the chairperson

20 that the Board chooses. And if that's the president, then

21 that's the Board's decision.

22 But without accountability and without some type

23 of changes, we're subject to being held hostage and not

24 being able to do our duty as a Board.

25 MS. TAYLOR: Next is Steven Alari, DLC 723. Go

1 ahead. You have the floor.

2 MR. ALARI: Yeah, Steven Alari, DLC 723. As I  
3 mentioned, I won't be voting on this. But a suggestion:  
4 The concern about putting this deadline on here or this  
5 sunset clause is that, as we approach this -- and this is  
6 during the bargaining year '23 coming up; right? -- any  
7 president, including our current one, could not call a  
8 Board meeting, and then because the person knows, if we  
9 don't have a board meeting, it's going to sunset and the  
10 president's powers will all come back automatically to  
11 them. And so that's a concern that I would recommend that  
12 the Board member -- or the group -- the committee here  
13 consider. Thank you.

14 MS. TAYLOR: Thank you, Steven.

15 Hoang-Van Nguyen, please, you're next.

16 MS. NGUYEN: Thank you, Madam Chair. This is  
17 Hoang-Van Nguyen, DLC 781 president. In regards to this  
18 probationary period, I agree with Director Hall as far as  
19 putting a probationary period on this would be really  
20 difficult because we'd basically get in this fight all  
21 over again when we get to that new deadline.

22 Now, I do believe there are other amendments that  
23 might be able to soften the blow so it could be more --  
24 more appealing to the brother audience of  
25 presidents/directors, but I don't think a probationary

1 period is going to necessarily alleviate the fears that  
2 some of our presidents have shared so far. Thank you very  
3 much.

4 MS. TAYLOR: Thank you.

5 Our next speaker is Tommy Rico, DLC 771. You  
6 have the floor.

7 MR. RICO: Yes, this is Tommy Rico, DLC 771. I  
8 just kind of had a point of information. I might have  
9 missed something.

10 So are we voting on this as a package -- or not  
11 voting, but are we presenting this as a package, or is  
12 every single policy file amendment separate? I just had a  
13 question on that.

14 MS. TAYLOR: So we're voting -- it was presented  
15 as a package as a recommendation for the Parliamentarian  
16 because they're all like changes. So if they don't pass  
17 together, it doesn't make sense, and it won't work in the  
18 policy file.

19 MR. RICO: Okay. All right. Thank you.

20 MS. TAYLOR: Latasha Brown, DLC 704.

21 MS. BROWN: Latasha Brown, DLC 704. I agree that  
22 there should not be a term -- a timeline on here.

23 However, as a point of information, I would like  
24 to know, have we -- why did you not or have not yet  
25 brought forth possible consequences? What are the

1 negative outcomes that are potentially capable of  
2 happening to us if we should move the agenda item as  
3 presented?

4 MS. TAYLOR: Well, I am not sure I can answer  
5 that question.

6 What are the consequences of moving this agenda  
7 item and having it pass to get to the next Board meeting?  
8 Well, there's one consequence I know that could happen,  
9 that the Chair of the Board, the president, could not  
10 allow it to be on the agenda, and then we would have to  
11 try to move it to the floor and vote it in, I think, with  
12 a majority vote -- right? -- on the agenda, which is kind  
13 of hard to do. I've seen it tried before. Yeah, so  
14 that's one consequence.

15 Can anybody answer to that? I don't have any  
16 other answers to that right now. No?

17 (Speaking simultaneously.)

18 MS. TAYLOR: Go ahead.

19 MR. ALARI: Steven Alari, DLC 723. One of the  
20 negative consequences could be if we don't -- if you adopt  
21 this or it doesn't get adopted: One, President Brown  
22 won't be the spokesman at the bargaining table; two, well,  
23 if he -- the current president is still in office, we may  
24 not be able to help any candidates who are labor friendly  
25 to State employees in the upcoming elections; three, we're

1 not sure if he will allow us or will be participating in  
2 the One Voice with SEIU. There are lots of different  
3 things that could happen if this is not adopted. Thank  
4 you.

5 MS. BROWN: Thank you, Steven, for that.

6 I have -- what would be facing a potential  
7 lawsuit? Could we get sued for doing this?

8 MS. TAYLOR: Yes, absolutely. It's not a good  
9 lawsuit, but it's a lawsuit. Anybody can sue for any  
10 reason; so...

11 MS. BROWN: Thank you.

12 MS. TAYLOR: Thank you.

13 Next I'm going to grab Jerome Washington, since  
14 Steven -- I think you already talked; right, Steven?

15 MR. WASHINGTON: This is Jerome Washington,  
16 DLC 749. So I stand in opposition to the amendment.  
17 That's what we're discussing here. Frankly, I think we've  
18 already lost our power with the fact that we don't have a  
19 quorum to have this vote. I -- I full, whole-heartedly  
20 believe in this Board's ability and right to hold this  
21 meeting. You know, I'm waiting here. I felt that it was  
22 important to get on when I heard they were getting a  
23 quorum.

24 And so -- but the problem right now of us taking  
25 the vote at this moment is that we don't have a quorum,

1 and, you know, like it or not, I think that our members  
2 got the -- the leader they elected, whether they elected  
3 him or they -- I think that what we need to do now is  
4 we've got to do the hard work of talking to the membership  
5 and actually explaining to them what's going on so that we  
6 can actually get them moving and willing to act.  
7 That's -- that's where I see it. So thank you very much.

8 MS. TAYLOR: Thank you, Jerome.

9 Our next speaker is DeLeonne Secrest, and then it  
10 will be Kevin Healy.

11 DeLeonne, go ahead.

12 MS. SECREST: Thank you. My question is, like, a  
13 point of information for the Parliamentarian. Is it okay  
14 that we hold off to vote until tomorrow when we might have  
15 a quorum tomorrow?

16 THE PARLIAMENTARIAN: Whatever you do today, you  
17 can ratify tomorrow if we have a quorum. So let's do the  
18 work today as much as possible and either take care of it  
19 tomorrow, take care of it next meeting, but at least you  
20 take care of doing the work you intended to. Thank you.

21 MS. SECREST: Thank you.

22 MS. TAYLOR: Okay. So Kevin Healy, I'm going to  
23 recognize, DLC 752.

24 MR. HEALY: Thank you. Kevin Healy, DLC 752. As  
25 a follow-up to what you said, Mr. Parliamentarian, correct

1 me if I'm wrong: If we approve something today and we  
2 don't have a quorum, it's going to stay on -- someone  
3 asked about the pros and cons about why we should do it  
4 now. Doesn't that give us priority as a ratification vote  
5 when we are in regular sessions?

6 THE PARLIAMENTARIAN: In theory it carries a lot  
7 of weight when the Board has done some work and presented  
8 something more than just an opinion, it is part of the  
9 work. So it should be respected with more -- with more  
10 dignity than if it was just one person bringing it up on  
11 his own.

12 MR. HEALY: And then if we have some solid votes  
13 on whatever -- pro or con on any of these agenda items  
14 today, we don't have enough for it to be binding, but if  
15 we -- we can revisit these before the end of this meeting,  
16 potentially tomorrow when we have a quorum, and then would  
17 it have full force and effect?

18 THE PARLIAMENTARIAN: You're completely correct.  
19 Thank you.

20 MR. HEALY: All right. Thank you.

21 Then I will keep it short in my actual time on  
22 this one. Madam Chair, I rise against the amendment  
23 because I think that actually binds us a little bit more,  
24 and if anybody has been watching the news about what  
25 happened in Afghanistan, people watch for timelines, and

1 they act when timelines happen, and sometimes it can be  
2 very bad.

3 I like the carrot stick approach where I work  
4 with San Quinton. I like it where, hey, you act well, you  
5 get things ahead of time; you don't act well, you're in  
6 the penalty box for a while. We can do exactly that as  
7 directors. This takes back the control maybe even by  
8 December. Some of the control can go back to him. That's  
9 why I respect what's being said on that, and I agree with  
10 the philosophy and training, but I think there's value in  
11 taking the control back to the Board.

12 And I would have voted for this in a prior  
13 administration. You know, don't just think it's changing  
14 because of that. I had problems with that much power  
15 invested in anyone. The directors are supposed to run  
16 this corporation, and that's where we are, and that's what  
17 we're doing.

18 The other thing, very, very quickly, I think it's  
19 paramountly important, especially when it comes to hiring  
20 and firing, that you speak right now. Because there will  
21 be questions in court, and if we try to settle up cases  
22 saying, "We don't stand for reckless hiring as alleged,"  
23 then we have -- I think that we will be in a lot better  
24 place and not going to be dinged as much for our members'  
25 money. I see my time's going. I urge a no on the

1 amendment. Thank you.

2 MS. TAYLOR: Okay.

3 (Inaudible.)

4 (Reporter clarification.)

5 (Inaudible.)

6 MS. STEVENSON: Francina Stevenson, DLC 794.

7 Regarding the amendment portion, you know, Maria Blaine,  
8 Cindy, I respect you as my colleagues and as my presidents  
9 of the other DLCs; however, we give too much openness for  
10 this man who has created chaos in the last three months.

11 I urge a no on the amendment only because I want  
12 to see things done today. You know, Theresa explained  
13 earlier, we need to come back leaving with a momentum of  
14 having a quorum, of ratifying this information tomorrow.  
15 We are here today based on the same ideas as to why we're  
16 coming together. We care about the Union. It's  
17 member-led.

18 But Kevin -- Kevin, your remarks about having a  
19 member-led, this is true. But we are the Board of  
20 Directors who makes the decision upon to assist our  
21 members. Our members rely on our good judgment as to be  
22 holding our duties and oath of office as Board of  
23 Directors. This is not about a race issue; this is not  
24 him being a victim or newly leadership. It is about  
25 1,000 -- 100,000 members of represented people who we need

1 to look forward to. It's not a one-man show. This is a  
2 Board of Directors that needs to take a stand on what we  
3 all believe in.

4 You know, I urge you, and I speak on behalf --  
5 because of the great risk that we find ourselves in that  
6 not -- we lost a whole political office. Half of this  
7 staff at SEIU are gone. We are left with organizing, as  
8 presidents, our own DLCs, when we had the opportunity of  
9 having the best organizers this world -- this State of  
10 California had provided us. Now we've lost that. This  
11 man has run out -- I did a PRA request. We lost over  
12 4,000 members. And I thank you.

13 MS. TAYLOR: Thank you, Francina.

14 Hoang-Van Nguyen, 781.

15 MS. NGUYEN: Thank you, Madam President.

16 Hoang-Van Nguyen, president of DLC 781. I want to close  
17 debate. We have heard quite a bit from both sides, as far  
18 as their perspectives on the amendment to essentially put  
19 a probationary period, and that's the end of what I'm  
20 requesting.

21 (Speaking simultaneously.)

22 (Reporter clarification.)

23 MR. HEALY: Madam Reporter, this is Kevin Healy,  
24 782 --

25 (Speaking simultaneously.)

1 MS. NGUYEN: Thank you. Hoang-Van Nguyen, DLC  
2 president of 781. I am making a motion to close debate on  
3 the amendment specifically for probationary periods,  
4 basically the amendment to the original agenda item. And  
5 the rationale behind it is we've heard a lot of  
6 perspectives on both sides right now, and I believe the  
7 Board is in the position to --

8 (Speaking simultaneously.)

9 MR. PARLIAMENTARIAN: You cannot debate when  
10 you're making a motion. You're done.

11 MS. NGUYEN: Thank you.

12 MS. TAYLOR: So we need to have a second on the  
13 motion, please.

14 MR. HEALY: Kevin Healy, 752. I second to close  
15 debate on the motion.

16 (Speaking simultaneously.)

17 (Reporter clarification.)

18 MS. TAYLOR: Who else --

19 (Speaking simultaneously.)

20 MS. TAYLOR: Okay. We're closing -- we're going  
21 to vote on closing debate and just -- this is on closing  
22 debate. So everybody in favor of closing debate, raise  
23 your hand.

24 (Vote taken.)

25 MS. TAYLOR: All right. Looks like it has

1 carried.

2 All right. So now we move on to the --

3 (Speaking simultaneously.)

4 THE PARLIAMENTARIAN: Did we get two-thirds?

5 MS. TAYLOR: Now we got to do it over again.

6 (Vote taken.)

7 MS. TAYLOR: All right. You can put your hands  
8 down.

9 So we're moving on to the motion of the bylaws,  
10 and --

11 THE PARLIAMENTARIAN: You have to vote on the  
12 amendment. This was just to close the discussion. Now we  
13 have to vote it.

14 MS. TAYLOR: I'm sorry. We need to vote on the  
15 amendment. And, again, this is only a theoretical vote;  
16 so it could be presented again. Okay? Or it could be  
17 ratified tomorrow.

18 So all those in favor of adding the amendment to  
19 the original motion, raise your hands.

20 (Vote taken.)

21 MS. TAYLOR: Yeah, the amendment of an expiration  
22 date to the original amendment, raise your hands.

23 (Vote taken.)

24 MS. TAYLOR: So it looks like I've got five?

25 Four.

1 All right. All those -- yeah, I don't think I  
2 need to do it, but all those that don't want to, raise  
3 your hands.

4 (Vote taken.)

5 MS. TAYLOR: Opposed to the expiration date,  
6 raise your hands.

7 (Vote taken.)

8 MS. TAYLOR: That is certainly a two-thirds vote.  
9 All right. So that has carried. We are not -- the  
10 amendment has failed. I apologize.

11 We are moving on back to the original agenda  
12 item, and we were in the middle of talking on the original  
13 agenda item. Does anybody still want to talk in favor or  
14 against the agenda item? Please put your hands down and  
15 then raise them again.

16 Okay. So it looks like we're going to start with  
17 DeLeonne Secrest. DeLeonne? Okay.

18 MS. SECREST: Oh, I'm sorry. No, I don't have  
19 anything. I'm sorry.

20 MS. TAYLOR: Okay. Thank you.

21 Terry Hibbard?

22 MR. HIBBARD: I call the question. Terry  
23 Hibbard, Chair of Bargaining Unit 3. I call the question.

24 (Inaudible.)

25 (Reporter clarification.)

1 THE PARLIAMENTARIAN: When someone makes the  
2 motion we stop this debate, the Chair has the power to  
3 say -- to ask, "If there's no objection, we're going to go  
4 straight to the vote." But if somebody objects, just say  
5 you object, and we won't be able to vote without skipping.  
6 But if she says, "If there's no objection, we're going to  
7 vote," you say nothing, we will vote. But if you object,  
8 then we'll go through the vote and find out what's the  
9 wish of the Board. Thank you.

10 UNIDENTIFIED SPEAKER: I object.

11 UNIDENTIFIED SPEAKER: I object.

12 (Reporter clarification.)

13 MS. TAYLOR: Announce yourselves.

14 MS. BROWN: Latasha Brown, DLC 704. I object.

15 MS. TAYLOR: All right. So we're going to -- the  
16 question has been called to close debate. So what I'm  
17 going to do -- so what we're going to vote on is whether  
18 or not to close debate.

19 All those in favor of closing debate, please  
20 raise your hand.

21 (Vote taken.)

22 MS. TAYLOR: We don't have a two-thirds vote.

23 Okay. So the motion fails. Debate continues.

24 Okay. Please put your hands down. If you want  
25 to speak, since we are continuing debate, I need you to

1 put your hands down and then put them back up. It looks  
2 like -- yeah, I just saw it. I thought I had more people.  
3 There we go. There's some people.

4 All right. Nguyen, you're up first.

5 MS. NGUYEN: Thank you very much. Hoang-Van  
6 Nguyen, DLC 781. I would like to make a motion to amend  
7 the strikethroughs of the duties of the president. There  
8 are some duties that I think still should belong to the  
9 president, and that includes administering the daily  
10 affairs; also, other duties as assigned. I do believe it  
11 makes sense to continue the strikethroughs for being the  
12 spokesperson for UCSW and the bylaws F1A, also striking  
13 through F1B, F1D, F1E, F1F, and F1G.

14 (Inaudible.)

15 MS. NGUYEN: Okay. So all of them are struck  
16 through; so, I guess, maybe it will be easier to identify  
17 the ones that I would like to have kept with the duties of  
18 the president for clarification. Will that work for you?

19 (Inaudible.)

20 MS. NGUYEN: Okay. I am looking at the bylaws,  
21 yes.

22 (Inaudible.)

23 MS. NGUYEN: Yes. Thank you.

24 (Reporter clarification.)

25 (Inaudible.)

1 MS. TAYLOR: Hold on, please. The court reporter  
2 is having a hard time.

3 (Reporter clarification.)

4 MS. TAYLOR: Okay. So I think we were trying to  
5 clarify what she was talking about; so we're making her  
6 start over anyway.

7 MS. NGUYEN: All right. I will start from  
8 scratch. Hoang-Van Nguyen, DLC 781. I move to amend the  
9 agenda item on the floor right now, and I wish to amend  
10 the bylaws in Agenda 1, Section F1. I wish to remove the  
11 strikethroughs from B, like boy, D, like David, and H,  
12 like Henry. And it's on page 3 of 22.

13 (Inaudible.)

14 (Reporter clarification.)

15 THE PARLIAMENTARIAN: So you want to remove the  
16 two from H; right? Not the entire --

17 (Inaudible.)

18 THE PARLIAMENTARIAN: Thank you. That's good.

19 MS. TAYLOR: You're removing the cross-out on the  
20 bylaws, 1, "duties of the president shall include," and  
21 then you started with B.

22 MS. NGUYEN: Uh-huh. And the next one is D.

23 MS. TAYLOR: Uh-huh. And the last one was?

24 MS. NGUYEN: H.

25 MS. TAYLOR: Are you leaving in the underlying

1 part?

2 MS. NGUYEN: I'm comfortable with leaving the  
3 underlying portion.

4 MS. TAYLOR: Okay. So just leave out the  
5 cross-outs. Hold on.

6 All right. Point of order recognizing Kevin  
7 Healy.

8 MR. HEALY: Thank you. Kevin Healy, DLC 752, for  
9 the Parliamentarian. Pardon me if I'm not phrasing this  
10 correctly, but I understood that, if you modify something  
11 that's substantially towards the thrust of the amendment  
12 that is out of order -- I'm trying to understand -- and I  
13 say this with full respect, but the one for D takes away a  
14 lot of powers, and then, by putting it back, it gives  
15 day-to-day powers, which seems to be the thrust of this  
16 entire body of amendments.

17 Is that an appropriate amendment to then put it  
18 back in if it defeats the overall structure of the motion?  
19 I thought there was some kind of a process where you  
20 couldn't do that. If you could explain that.

21 THE PARLIAMENTARIAN: When you have an amendment,  
22 you cannot go back and move to undo it. All you have to  
23 do is vote against it. So you don't need to move to a new  
24 subject we haven't decided on. You just vote against it,  
25 if that's what you're referring to. There is a

1 parliamentary approach, but it's more direct than going  
2 through these loopholes.

3 MR. HEALY: Thank you, sir.

4 So I respectfully offer as a point of order that  
5 technically that is out of order. It would be a yes-or-no  
6 vote on this.

7 MS. TAYLOR: Are you saying we don't even need a  
8 vote because it's technically out of order?

9 MR. HEALY: I respectfully believe that this  
10 attempted amendment would be out of order to even process  
11 with it, based on what I'm hearing from the  
12 Parliamentarian. It would reject the entire thing.

13 (Inaudible.)

14 THE PARLIAMENTARIAN: If you agree with --

15 (Speaking simultaneously.)

16 MS. TAYLOR: Well, and I will agree that that  
17 is -- it reverses everything that we're talking about  
18 because D actually is everything he does. It's just --

19 (Inaudible.)

20 (Reporter clarification.)

21 MS. GREEN: Irene Green, vice president of  
22 bargaining. Are we -- for clarity, are we saying that, as  
23 we go through this, we cannot amend any of the package  
24 that is presenting to us? We either are voting total yes  
25 or we're voting total no?

1 THE PARLIAMENTARIAN: No. What I'm saying is, if  
2 somebody says we're going to do something, you do not need  
3 to say, "Oh, we're going to do the opposite," because, in  
4 that case --

5 MS. TAYLOR: You're not on. Start over.

6 THE PARLIAMENTARIAN: Hello. My name is Lorenzo.  
7 I am the Parliamentarian. What I'm saying is, if we have  
8 an amendment that says, "We're going to do  
9 blankety-blank," you cannot amend it to say, "We're not  
10 going to do blankety-blank," because, instead of amending,  
11 you should just vote against it. So you don't need to  
12 amend it and then vote for the change.

13 (Inaudible.)

14 (Reporter clarification.)

15 MS. GREEN: I turned my mic off.

16 So we are voting against the entire package, and  
17 we're not -- okay. That's what I wanted to understand.  
18 Thank you.

19 THE PARLIAMENTARIAN: But you can amend it to add  
20 more or to subtract something. That does not result in  
21 the same thing as voting against it. You can always  
22 perfect it.

23 MS. NGUYEN: May I clarify my amendment then,  
24 since we're still on that item? If I were to remove my  
25 feedback striking through Part D, would the other items

1 I'm requesting to strike through still be in order?

2 Question to the Parliamentarian.

3 THE PARLIAMENTARIAN: If this is a package -- can  
4 you hear me? I'm pressing.

5 If this is a package and we adopt something,  
6 later on, we have to keep in mind that we have only  
7 adopted something. If we want to do something that  
8 conflicts with it, we have to the -- now we're in  
9 conflict. That's not the issue. The issue is we're in --  
10 it's in conflict with something we don't need amending,  
11 and now we have a conflict with something that's already  
12 there; so we will have to go back and modify what we never  
13 intended to. This is referred to as conforming  
14 amendments. One has an effect to the other. You got to  
15 keep those in mind.

16 But I agree with you. If we agree on something  
17 now, we have to remember, how is that going to affect  
18 something else? We may have to change something or not be  
19 able to change.

20 MS. NGUYEN: Understood. Thank you for the  
21 clarification.

22 And I await the determination of the Chair.

23 MS. TAYLOR: Okay. I had one more question.

24 Okay. So I feel that the two that you are  
25 requesting to modify, which let me make clear, is B and H

1 at this point. And then similar ones in the policy file.

2 MS. NGUYEN: Yes, ma'am.

3 MS. TAYLOR: Okay. So B is the -- the UCSW  
4 representative on the Board of Directors of DFEA. And H  
5 we're not crossing out "such other" and putting "only";  
6 we're just saying, "such other duties as may be prescribed  
7 by the UCSW policy file not in conflict with these bylaws  
8 or as directed by the UCSW Board of Directors."

9 MS. NGUYEN: Correct.

10 (Inaudible.)

11 (Reporter clarification.)

12 MS. TAYLOR: That's not a speaker.

13 Okay. So I would call that in order. That  
14 doesn't dramatically change what we're doing. So I would  
15 call that in order.

16 So I have a friendly amendment to take those two  
17 items out of the policy file, which is B and H, of the  
18 bylaws -- hold on -- and the two things out of the policy  
19 file are --

20 THE PARLIAMENTARIAN: Madam Chair, forgive me for  
21 interrupting. We don't need to make an amendment now. If  
22 it's adopted, we will handle it, and we'll get to it. If  
23 it's not adopted, we don't need to worry about it. But  
24 let's not jump to another document. Thank you.

25 MS. TAYLOR: So does everybody have clear what it

1 is she's trying to do? I just wanted to get that out.

2 Okay. One more -- Kevin is shaking his head.

3 So, again, bylaws --

4 MR. HEALY: I have a point of information on the  
5 amendment, specifically with H. Now, pardon me. We're  
6 all tired.

7 I saw that you didn't want to do the  
8 strikethrough. My concern is it's also adding new  
9 language. Are you opposed to the new language being  
10 added?

11 MS. TAYLOR: No. She said she was okay with the  
12 new language. She already did.

13 MR. HEALY: Okay. So the second part, you're  
14 okay with being added? Got it. Now that makes sense. I  
15 wasn't sure if you were --

16 (Speaking simultaneously.)

17 MS. TAYLOR: Okay. Also, and the matching  
18 language in the policy file. Okay. So we could name that  
19 language if the amendment passes.

20 I need a second on the amendment. It dies for  
21 lack of a second, guys. I got a bunch of hands. Do we  
22 want a second? Anybody on this amendment?

23 MR. RICO: I have a point of clarification.

24 Tommy Rico, DLC 771.

25 MS. TAYLOR: Go ahead.

1 MR. RICO: So this amendment is to not strike  
2 through or to -- I'm trying to keep that in -- in line.

3 MS. TAYLOR: To not strike through B and H of the  
4 bylaws and the --

5 MR. RICO: Is that B, as in boy, or D, as in  
6 delta.

7 MS. TAYLOR: B, as in boy; H, as in Harry --

8 MR. RICO: Okay.

9 MS. TAYLOR: -- of the agenda item on the bylaws  
10 and matching language in the policy file. Okay?

11 Do I have a second on the amendment, to start?

12 All right. So it's going to die for lack of a second  
13 because no one is raising their hand for this to talk  
14 about it. Anybody? I got a lot of raised hands. Okay.

15 I am going to move on to the speakers on the  
16 amendment again. So Latasha Brown.

17 MS. BROWN: Latasha Brown, DLC 704. So as this  
18 amendment stands, I encourage a no vote. I think it's  
19 going to potentially do too much harm. I think, as a  
20 Board, we can come up with a better solution; so I urge a  
21 no vote as it stands. Thank you.

22 MS. VO: So I have a question about, I guess,  
23 this meeting; so it may have been a point of information.

24 Oh, sorry. 742, Cynthia Vo.

25 If we cannot necessarily take an action on this

1 item today and we are in the process of trying to make an  
2 amendment to an amendment that has not occurred in  
3 preparation for a vote, is this the proper way to do it?  
4 Are we able to, I guess, discuss it more like a committee,  
5 like, rather than going through, like, formal one  
6 amendment, another amendment? Can we just go through, I  
7 guess, the package and see where the issues are rather  
8 than --

9 (Speaking simultaneously.)

10 MS. TAYLOR: So are you asking for  
11 Parliamentarian, like, point of order?

12 MS. VO: I'm just not sure I'm used to -- I am  
13 not sure if I'm asking for a point of order or if there's  
14 a way to suspend the rules because --

15 MS. TAYLOR: So we're actually debating this as  
16 if we were a quorum because we had a quorum earlier.

17 MS. VO: Okay.

18 MS. TAYLOR: The only -- so, anyway, what that  
19 means is that, if we decide to vote on things, it's only  
20 recommendational; right? And if we meet quorum tomorrow,  
21 we can revote on it. Does that make sense? So we're  
22 going to do this as if we still have a quorum, yeah, and  
23 ratify. It's a ratification, not a motion carrier. You  
24 got it? Okay.

25 Imani Dhahabu.

1 MS. DHAHABU: Hello. Imani Dhahabu, DLC 743. I  
2 just want to say that, at the moment, because we don't  
3 have a quorum, I don't feel like voting at all. I mean --  
4 excuse me. I want to abstain from voting at this point,  
5 and so I'm just giving my reasons for the record, because  
6 of the lack of a quorum. And then -- yeah, so that's all  
7 I wanted to say.

8 MS. TAYLOR: Thank you. I appreciate it, Imani.

9 I have a raised hand from Mr. Rico again. Go  
10 ahead, Tommy.

11 MR. RICO: Tommy Rico, DLC 771. I think I might  
12 have missed something because I had to reconnect. I heard  
13 that there's -- so there's another amendment on the table  
14 right now? I apologize.

15 MS. TAYLOR: Yeah, you missed because we actually  
16 got rid of it. It's not on the table anymore.

17 MR. RICO: Okay. So right now is it the main  
18 motion?

19 MS. TAYLOR: We are back at the main motion.

20 MR. RICO: Okay. So with that, I kind of -- I --  
21 with everyone's, I guess, issues on different parts of it,  
22 I would feel more comfortable to put a motion to split the  
23 question because it is -- it is a lot of changes to happen  
24 all at once. I feel like we're going to have rounds and  
25 rounds of amendments basically debating every single

1 point.

2           And like Cynthia was saying, we need to find out  
3 where the issues lie, where people have problems with it,  
4 because, if it's all or nothing, I have a feeling it's  
5 going to be nothing; where, if we can find a compromise --  
6 and I get the amendment process can find that. I just  
7 feel that's a longer approach to it because we're going to  
8 be amendment heavy for a very foreseeable future, that I  
9 can see. I just -- that is how I feel, personally.

10           MS. TAYLOR: Okay. Thank you, Tommy. Appreciate  
11 that.

12           Karen Jefferies.

13           MS. JEFFERIES: Good afternoon. Karen Jefferies,  
14 Bargaining Unit 4 chair. Okay. Clarification: Was  
15 Cynthia Vo asking that, because of the amendments, that  
16 this should go to a committee to be looked at?

17           MS. TAYLOR: Hold on. I'm sorry. That is not  
18 how I took it, but I -- we're going to let Cynthia answer  
19 you.

20           So, Cynthia, announce yourself and answer.

21           MS. VO: Okay. DLC 742, Cynthia Vo. The  
22 Parliamentarian had mentioned earlier that we, I guess,  
23 can't necessarily make an amendment to this action, this  
24 motion, because it is an amendment, and we can't  
25 necessarily amend it because it hasn't been adopted.

1           And so that's why I'm wondering that, if we want  
2 to present this, possibly, later today, tomorrow,  
3 December, that we go ahead and discuss this more, I guess,  
4 like a committee meeting rather than like a vote. I --  
5 in, kind of, my experience with government stuff and  
6 passing bills, we could go ahead and say, "Send it back to  
7 committee," and that's kind of what I was thinking. I  
8 don't know if that is a procedure we have.

9           THE PARLIAMENTARIAN: May I respond to that?

10          MS. TAYLOR: Yes, go ahead.

11          THE PARLIAMENTARIAN: We don't have the power to  
12 create a committee. Remember, we cannot vote. So that --  
13 normally, we might have, if we had the luxury of time.

14          But, Madam Chair, please allow me to make a  
15 comment to Mr. Rico. Mr. Rico was saying, "Can we divide  
16 the question?" Yes, you can, as long as you divide it  
17 into parts that can stand alone, which means then we will  
18 debate a group of these six or seven items; but the  
19 difference is -- let's say we split it into two. So we  
20 will see three of them, debate them, amend them, vote on  
21 them, and then go to the next three. That way, you can  
22 delete all three in one or approve all three in one and  
23 not the other. That will take more time. If that's what  
24 you want, that is the power you have.

25          But you need to think it through. Which of these

1 can stand alone? Which of these don't need something else  
2 in order to -- to function? So if you want to divide the  
3 question, that is a motion, takes a second, takes a  
4 majority vote.

5 MS. TAYLOR: Okay. Go ahead, Kevin.

6 MR. HEALY: Point of information; Kevin Healy,  
7 DLC 752. I just wanted to let the Board know, I know that  
8 these two fellow directors have urgent emergencies, and  
9 that's why they were called away, and I got some texts,  
10 and I think there's a very good chance we're going to have  
11 a quorum tomorrow; so they may be able to join us.

12 So what we are doing, I believe, has consequence,  
13 and my point of information is to let you know, if we get  
14 this out and we vote it, we can then re-present it to the  
15 quorum -- correct me if I'm wrong, Mr. Parliamentarian --  
16 to go ahead and make that the full, proper action of this  
17 Board. But one was a car crash, and another was an  
18 emergency, and we might even have more than that,  
19 especially if people hear what we're doing today and they  
20 know that we stood up, and we took a stand, and we vetted  
21 it and thought it through. I have a feeling we're going  
22 to have a good quorum tomorrow. Thank you.

23 MS. BROWN: Point of information.

24 MS. TAYLOR: Go ahead, Latasha, and then I have  
25 one as well.

1 MS. BROWN: Are we going to address Tommy Rico's  
2 motion to split the question?

3 (Speaking simultaneously.)

4 MS. TAYLOR: I didn't hear a formal motion. I'm  
5 sorry.

6 MS. BROWN: Okay.

7 MS. TAYLOR: Okay. Tommy, did you want to make  
8 it a formal motion? But one thing real quick, Tommy.  
9 Hold on.

10 Lorenzo, if you hear somebody asking you a  
11 question that sounds Parliamentarian or they address you,  
12 go ahead, and we will recognize you. Just unmute  
13 yourself.

14 (Inaudible.)

15 MS. TAYLOR: Thank you. I just wanted to make  
16 sure the Parliamentarian felt like he could talk.

17 So, Tommy, could you go ahead? Did you want to  
18 make that a motion? I didn't catch that. I'm sorry.

19 MR. RICO: Tommy Rico, DLC 771. Yes, I want to  
20 make a motion to split the question. I just feel  
21 personally that it's going to alleviate more issues than  
22 cause them.

23 MS. TAYLOR: Okay. Split the question.

24 MR. RICO: Or divide the question. I don't know  
25 what the official term is called, but yes.

1 MS. TAYLOR: So we're currently looking over  
2 Agenda Item 1.

3 Parliamentarian, go ahead.

4 (Inaudible.)

5 (Reporter clarification.)

6 THE PARLIAMENTARIAN: I was just pointing out  
7 that we had just finished with F1; so while we were on F1,  
8 Mr. Rico could have made an amendment of the motion to  
9 divide the question, since we were there already. And the  
10 idea would be he has to tell us how to divide it, how many  
11 parts, which parts go together. He has to do that work  
12 for us before we do anything. Thank you, Mr. Rico.

13 Mr. Rico, you need to tell us what you mean by  
14 "divide the question." Look at all the Item 1, and tell  
15 us which you want to split. I assume you meant F1, A  
16 through H. If that's not true, you need to tell us,  
17 please, sir. Okay? Thank you.

18 MR. RICO: So I am in the process of lining out  
19 sections of it, but, yes, I definitely -- so when I can  
20 get those answers to you, I will line them out for you and  
21 get that together for you. This is Tommy Rico, DLC 771.

22 MR. ALARI: Steven Alari, DLC 723. Point of  
23 information.

24 MR. WAKE: DLC president, 767. I would like to  
25 point out that my hand was up long before other people

1 were called on to make their point of order or to divide  
2 the question.

3 (Inaudible.)

4 (Reporter clarification.)

5 MR. HEALY: We are off the record until 40 after  
6 the hour. Thank you.

7 (Off the record.)

8 MS. TAYLOR: We are back in session, and we're  
9 missing a couple of people. There was a proposal.

10 Leonard, would you like to make the proposal? I  
11 think Irene was trying to ask this question earlier  
12 informally; so go ahead.

13 (Inaudible.)

14 (Reporter clarification.)

15 (Speaking simultaneously.)

16 MS. TAYLOR: Okay. We have Leonard Seitz to be  
17 recognized.

18 So announce yourself, Leonard, when you make the  
19 recommendation.

20 MR. SEITZ: DLC 765, Leonard Seitz --

21 (Reporter clarification.)

22 MS. TAYLOR: He is not hooked in yet. Hold on.  
23 Can she hear you?

24 Can you hear Leonard Seitz?

25 (Reporter clarification.)

1 MS. TAYLOR: He's still muted. You unmute.

2 (Inaudible.)

3 (Reporter clarification.)

4 MS. TAYLOR: She can't hear you. Talk into the  
5 computer.

6 MR. HEALY: I'm unmuting me. Try to talk. Just  
7 talk loud.

8 MR. SEITZ: Okay. Once again, Leonard Seitz,  
9 DLC 765, S-e-i-t-z, and I was asking to have a discussion  
10 of the motivations behind the specific items in the  
11 amendments here that are proposed -- how can I phrase it  
12 here? That discussion from the preparers of the  
13 amendments we're here to discuss.

14 MS. TAYLOR: Okay. So let me get this clear.  
15 You're requesting an informal discussion. I checked this  
16 with the Parliamentarian; so I was advised to put  
17 parameters on it. So the speakers can have two to  
18 three minutes each, and I think we only have time for two  
19 minutes; correct?

20 (Inaudible.)

21 MS. TAYLOR: Okay. And then -- and time. So it  
22 is currently 2:48. We can have this discussion for  
23 52 minutes -- 42 minutes; so it makes it 3:30, and then we  
24 can have an informal discussion.

25 And I think he was asking for Bill and I to talk

1 about it; is that correct? Okay. I'm going to mute.

2 And do we need to make a motion on that?

3 THE PARLIAMENTARIAN: What we're doing is moving  
4 to an informal consideration of the motion. That means  
5 there is no limit except what is imposed on by us, and we  
6 can all speak about it and go through the whole thing  
7 exactly as the Chair defines it. But when we're done,  
8 because there's no structure, we don't take a vote. We  
9 come right back together the way we were before and  
10 continue with the voting.

11 MS. TAYLOR: It's a Q and A session. I have 2:49  
12 on my computer monitor. We are starting right now. We  
13 will end at 3:30.

14 Leonard, ask your question.

15 (Reporter clarification.)

16 MS. TAYLOR: Okay. He said he doesn't have  
17 questions. He's asking for information.

18 So I'm going to ask Bill to address it first.

19 MR. HALL: Bill Hall, president, DLC 744. So we  
20 have a little feedback in our room.

21 So we recognized that there was a problem in the  
22 direction of the organization as a result of the election  
23 and who we have as a president. It had to do with  
24 appointing stewards, which is not within the jurisdiction.  
25 It had to do with coming out in support of no -- I mean in

1 favor of the recall and supporting someone that the Board  
2 did not support. The Board had voted to -- to go against  
3 the recall instead of in favor of it.

4 So we looked at what was going on. We made an  
5 attempt to call a special Board meeting, and this wasn't  
6 going anywhere. There was no way to have a dialogue with  
7 him that was -- that was in any way productive. If you  
8 look at his Facebook Lives, they were pretty out of  
9 control. His -- his actions were causing us harm with  
10 unpaid international fees, with not paying the State  
11 council and going against the State council, not paying  
12 any of the COC fees.

13 So, basically, by not paying these dues, he was  
14 taking us out of our relationships with organized labor.  
15 We looked at the policy file, and it is so hard for the  
16 Board to call any kind of action, and this has been a past  
17 belief of mine, that we didn't have a system of  
18 accountability. We didn't have a system of accountability  
19 when Obama was in office. There are people who know that  
20 I've talked about this in the past. This is not something  
21 new.

22 Theresa and I and others got together. I've had  
23 discussions for years with our Parliamentarian, with other  
24 attorneys, with pretty much anybody I could have an open  
25 discussion with about ways to change the organization and

1 bring accountability. This particular situation is so  
2 extreme and the Board has so little power that the real  
3 motivation here and the real guiding thought behind what  
4 we're trying to do is to bring accountability to the  
5 organization.

6 With a strong presidency over the years, a union  
7 after union after union has been in the news and has had  
8 problems and issues and wrongdoings by people who are not  
9 held accountable. Because of our structure and because of  
10 the strength of the presidency, stripping just one or two  
11 powers wasn't adequate. For the Board to be able to call  
12 its own meetings and really get control of the  
13 organization, we had to go really far.

14 Now, what I tried to do was structure this in a  
15 way that the Board has the power and the Board can choose  
16 its chairperson, and that chairperson can be anyone from  
17 the Board of Directors. So it could be the current  
18 president or a future president; it could be a vice  
19 president; it could be a bargaining unit chair. That's  
20 the Board's decision, and that person serves at the  
21 pleasure of the Board, which then brings in the  
22 accountability because, if they don't, if they don't  
23 operate within the parameters of the Board, they don't  
24 work with the Board, then they're just simply removed.

25 So the driving force behind this really was to

1 bring accountability and to be able to bring the authority  
2 back to the Board, which is the structure of most  
3 corporations. Most corporations that function, the CEO or  
4 the president answers to the Board.

5 The other thing I'll add to this before I turn it  
6 over to Theresa is that everything we've done, everything  
7 we've tried to put together has been run by  
8 parliamentarians, has been run by legal counsel. We've  
9 asked questions. When we've reached out to Board members,  
10 we've asked if they had any other ideas. People say they  
11 don't support all of this, which I can understand;  
12 however, nobody has offered me a different solution.

13 So in my belief of having to take some kind of  
14 action, this is what Theresa and I, working with a few  
15 other people -- legal counsel, parliamentarians -- this is  
16 what we put together. So I think that's the background on  
17 how we got here in a rough event selection, and stuff just  
18 keeps on coming.

19 Kevin Healy mentioned earlier the lawsuits.  
20 Local 1000 can't do a defense without the Board taking  
21 action, and the president won't bring the litigation to  
22 the Board. So right now, Local 1000 doesn't have a  
23 defense. I think that's a problem. And that sits in the  
24 Board's area of responsibility, yet we can't act on it  
25 because we can't call our own meeting.

1           This is pretty challenging. So at that, I am  
2 going to turn it over to Theresa and let her put her  
3 thoughts out.

4           MS. TAYLOR: Thanks, Bill.

5           So everything Bill said was in -- okay.  
6 Something's wrong. Can you hear me? Okay. I can't hear  
7 you.

8           All right. So everything Bill said is a lot of  
9 what we consider -- my name is Theresa Taylor, DLC 786.  
10 And I just want to bring into -- having been on the  
11 CalPERS Board, which is a working Board, and then  
12 understanding the difference is one of the reasons I also  
13 agree with this structure because we -- we should have --  
14 we are fiduciarily responsible. We are Board members.

15           But we don't work like a normal Board. We're  
16 very dysfunctional. The president tells us all what to  
17 do, and we do it. We can't call our own meetings. We  
18 have no control over anything. We don't have any report  
19 backs. When we do have report backs, it's -- one, two,  
20 three -- three times a year, and it's on finances. We get  
21 report backs on finance. But a working Board actually has  
22 a finance committee and a budget committee. And we do  
23 have a budget committee, but that's once every three  
24 months or three -- yeah, once every three months -- four  
25 months, whatever.

1           But, in addition, I think, as we were moving and  
2 looking at this, it was the bullying; it was the PR; it's  
3 the reputational risk; it's hurting our ability at the  
4 bargaining table; it is the negativity to the governor  
5 when we're -- couldn't be at the bargaining table. It's  
6 everything. It's his -- it's him using Union resources to  
7 attack people; so it got to a point where we just felt we  
8 didn't have a choice.

9           And as we looked through each duty he has and we  
10 kept asking ourselves, "Well, if we leave it, what  
11 happens?" And we came to the conclusion we couldn't leave  
12 these duties. They were just -- he was misusing and  
13 mishandling the office of the presidency to such a great  
14 degree it poses a great threat to the organization. And  
15 by the end of his term, we may not have an organization.  
16 Whether that's through malfeasance -- I don't know whether  
17 that would be the case.

18           What I do believe probably would be the case is  
19 that no one will want to have anything to do with  
20 Local 1000. We are bleeding membership. We don't have a  
21 plan -- I don't see a plan coming from our organization  
22 right now to gain membership. We just felt it was very  
23 important.

24           So every duty that he -- I just couldn't see him  
25 keeping being the main spokesperson for SEIU when he puts

1 things out on our updates and he puts things out in the  
2 news that are just embarrassing. I couldn't see him  
3 keeping the communication and stuff when he does these  
4 Facebook Lives and rants himself up into anger and starts  
5 bullying people online while he's on. He has -- he has  
6 taken all the power away from bargaining unit chairs. So  
7 part of taking that from him is so that we -- I'm not  
8 saying "power" power, but I am saying you guys had your --  
9 your wings clipped a bit; right? So it makes it busier  
10 for you when you go back.

11 And there's a lot of, you know, "Do we really  
12 want him as a chief negotiator, guys?" That's what we  
13 were thinking; right? So as I am going through this -- we  
14 were looking at it. We were like, "Well, can we" -- "no,  
15 we can't. We can't keep that one." "Oh, no, we can't  
16 keep" -- so this is how we came up with this. I'm being  
17 honest. I couldn't think of any other way, and every time  
18 somebody came to us -- and we had recent conversations, as  
19 recently as last night, with folks asking for help. If  
20 you guys could think of a better way, let's figure that  
21 out, but I don't see a better way without clipping his  
22 wings right now.

23 And is it about him? Sure, right now. Could we  
24 end up with another Donald Trump in office? Sure, we  
25 could. So if we take responsibility as the Board and

1 delegate it ourselves and choose to delegate it as a  
2 governing body through the majority vote, then we are  
3 taking the responsibility.

4 And, you know, like we said earlier, Richard  
5 suddenly turns into a different person, we give it back to  
6 him, because this is how it's written. And it's not  
7 written that he can't be the chairperson of the Board. It  
8 is written that he can be -- yeah, that we -- yeah, the  
9 Board is in control and that we can assign the duties back  
10 to the chairperson. They have the day-to-day running.

11 I am going to let -- I'm going to stop here  
12 because we were having an informal discussion; so I want  
13 to see how you feel about how we came up with this.

14 Court Reporter, can you hear Leonard Seitz?

15 (Reporter clarification.)

16 MR. SEITZ: I'll speak here. I'm not saying very  
17 much.

18 MS. TAYLOR: Introduce yourself.

19 MR. SEITZ: Leonard Seitz, DLC 765, and I asked  
20 for this discussion, and it came out exactly like you  
21 propose it. So thank you folks very much.

22 One thing I'll add, though, is there was earlier  
23 a mention of Freedom Foundation notes that Richard had  
24 made that sounded kind of foreboding. I would like to  
25 hear more about that.

1 MS. TAYLOR: I would like to hear more about that  
2 because I didn't know about it either. Thank you,  
3 Leonard. I do know that he did an interview with the  
4 Freedom Foundation Group.

5 So let me forward -- Kevin, did you -- okay.

6 So everybody turn their mics off so we're not --  
7 because I can hear myself. Okay.

8 All right. I want to go -- does anybody else  
9 want to have this discussion? Because I know, Irene, you  
10 brought up this as well, that you wanted to have an  
11 informal discussion about the agenda item.

12 And, Cynthia, you are up.

13 MS. VO: DLC 742, Cynthia Vo. So Bill brought up  
14 the point of having accountability to the Board, and when  
15 I read through the bylaw changes, I put it in Section 6.E.  
16 where -- how does the Board get report backs from the  
17 Chair? Because the previous language says that there will  
18 be a report back at each Board meeting, but I don't know  
19 if we want something more -- more often or if we're  
20 keeping that language -- or if we should keep that  
21 language. Sorry.

22 MS. TAYLOR: I'm going to let Richard Wake ask  
23 his question, and then I will answer your question.

24 Go ahead, Richard.

25 MR. WAKE: Well, before I move on to my quick

1 point here, Mr. Seitz wanted -- I think he said a little  
2 bit more about the Freedom Foundation. All you have to do  
3 is Google the Freedom Foundation, Richard Louis Brown, and  
4 you'll see the interview that he did.

5 The main two points that he said was that -- you  
6 know, what he essentially lied about was he said that he  
7 was never opposed to the recall. He clearly states in the  
8 recall -- well, pretty much I'm paraphrasing, to some  
9 extent, but mostly I have it accurate -- that we were  
10 going to get Gavin Newsom out of office. That means he's  
11 in favor of the recall. Okay?

12 So, you know, he also -- you know, the Freedom  
13 Foundation person -- I don't remember their name that  
14 wrote the piece -- also stated that they -- I mean, they  
15 praised this guy, and they said, because of his  
16 election -- it was because of their involvement in trying  
17 to get rid of the Union and taking members out, that  
18 they're going to be making more progress with Richard  
19 Louis Brown.

20 So when he's saying he's not involved in the  
21 Freedom Foundation, he's a liar, plain and simple. He's  
22 lying. And he also says these things in the interview  
23 that he did with Nickolas Wildstar -- who, by the way, is  
24 a convicted criminal if you look online. Okay?

25 So, you know, having said that, I'm going to move

1 to close debate for the following reason.

2 MS. TAYLOR: Richard, we're not debating. We're  
3 in informal discussion.

4 MR. WAKE: Okay. Could I just make one more  
5 point, though? You know, I fully respect that everyone  
6 wants to fully debate this. I'm just speaking for myself  
7 here, but I am sure others have made sacrifices to change  
8 their -- their weekends and everything to do this, and I  
9 do respect Mr. Rico's opinion about dividing the  
10 questions.

11 But, you know, speaking for myself, my time is  
12 limited. I think he should have been prepared to do that  
13 prior to this meeting, if he was inclined. You know, can  
14 we please move on with the business here as quickly as  
15 possible? You know, I'll be here tomorrow, but --

16 (Speaking simultaneously.)

17 MS. TAYLOR: Thank you, Richard.

18 MR. WAKE: Thank you.

19 THE PARLIAMENTARIAN: Madam Chair, he does have  
20 the right to make a motion to return to regular rules of  
21 debate out of informal consideration. He has that right  
22 to --

23 (Inaudible.)

24 MR. WAKE: So moved.

25 MS. TAYLOR: All right. So it has been moved to

1 move us out of the informal session into regular debate on  
2 the -- I'll get there. Is there a second? Back into our  
3 regular debate, is there a second? Yeah, it has died for  
4 lack of a second.

5 I am going to move on to Latasha Brown, DLC 704.

6 MS. BROWN: Latasha Brown, DLC 704. Theresa and  
7 Bill and Francina, I really do admire the work you guys  
8 have done to put this together, to grab our attentions, to  
9 let us know that something needs to be done.

10 So with that said, some of us have gotten  
11 together and started putting things together, which, at  
12 some point, I would like to know how we can make it a part  
13 of what you guys have put together, and you've already had  
14 it submitted, and I think Van is going to speak more on  
15 it, which I think is, for me, a better alternative. It  
16 speaks to the accountability. It speaks to the Board of  
17 Directors taking control again. I think it addresses a  
18 lot of things that you guys are worried about. So at some  
19 point, can you let me know when we can open that up?

20 MS. TAYLOR: Sure. I think -- I think Van tried  
21 to do that earlier. You tried to add it to the agenda?  
22 So I think the Board actually has to make a motion itself  
23 to add it to the end of the agenda. So -- yeah, so I'm  
24 thinking we would do that tomorrow at the end of the  
25 agenda because -- let me explain, you guys.

1           We met with Latasha and Van to talk about it.  
2    Their processes are big, huge processes. It's really  
3    cool. I think it would be great for a project going  
4    forward, but it does nothing for right now. It does not  
5    do anything -- well, except for your two things that --  
6    the one -- the sanction committee; right? But it doesn't  
7    take any of his powers away.

8           Okay. So we'll -- let's see if we can put it on  
9    at the end tomorrow. Okay? Because that would add to  
10   ours, actually. That committee would add to ours. It  
11   would be a positive addition. So it's kind of -- she had,  
12   like -- they had worked really hard and put together,  
13   like, ten committees that would help run SEIU, and each  
14   committee would have an executive officer in charge of it;  
15   right? We had a judicial committee and a sanctions  
16   committee. We had a budget committee, didn't we?

17           Yeah, go ahead real quick. So we're still --  
18   we're still in discussions; so...

19           (Reporter clarification.)

20           MS. TAYLOR: She hasn't started yet. Hold on.

21           So you need to unmute and introduce yourself.

22           MS. NGUYEN: Double muted. Hoang-Van Nguyen,  
23   DLC 781 president. And thank you, Madam Chair, for giving  
24   me the opportunity to introduce the framework that I'm  
25   hoping the Board can consider at the appropriate time.

1           At the heart of my proposal is to reconsider the  
2 Board of Directors more as a -- an overall body that has  
3 checks and balances. And the first one, which is the most  
4 obvious, is the executive, which would be the statewide  
5 president. But there would be two additional checks:  
6 There would be judicial checks and also legislative  
7 checks. And in -- within the legislative body and the  
8 judicial body, there would be subcommittees to address  
9 specific things.

10           One specific committee that I think could really  
11 address the accountability and the moment we're in right  
12 now is a sanctions committee. As officers of Local 1000,  
13 all of us directors have a fiduciary responsibility to the  
14 organization, and, as such, there should be higher  
15 expectations for our behavior. The sanctions committee  
16 would identify specific types of behaviors that could have  
17 penalties and identify the appropriate penalties for the  
18 Local 1000 officers, for all the directors, up to the  
19 president.

20           And, again, I understand that this is a late  
21 addition, but this is something I am hoping that the --  
22 the body can consider because I do think it does address  
23 the immediate issues without taking the abilities of the  
24 president away. If there is cause, the sanctions  
25 committee could -- would be able to progressively

1 discipline the president, and -- and depending on what the  
2 issue is, it could -- the determination of the sanctions  
3 body would be good to go straight to HR-One, if  
4 appropriate.

5 For right now in this world, we only have the  
6 HR-One process for discipline, which leaves a lot of  
7 vagueness, especially since there's not a differentiation  
8 between job stewards' numbers and the president. All the  
9 things are just kind of mushed together. So what I want  
10 to do is carve out our responsibilities as officers in the  
11 sanctions committee so that we can be able to deal with us  
12 officers who could cause more damage to our organization,  
13 and be able to have steps determined by said committee so  
14 that we can address the seriousness.

15 And, again, it doesn't take away the HR-One  
16 process. It's in addition to the HR-One process, but  
17 there has to be steps in between, and that's what I am  
18 hoping that we can consider as a group.

19 MS. TAYLOR: All right. So that was Latasha and  
20 Hoang; so put your hands down, guys.

21 We're going to move on to Karen Jefferies. We're  
22 all looking at you.

23 MS. JEFFERIES: Thank you. Karen Jefferies,  
24 Bargaining Unit 4. I believe -- because my question  
25 was -- we see that your amendment is taking action now.

1 Is there a plan? And I'm hearing that there is a plan for  
2 something to be added on for us to have this to work with,  
3 because right now we don't have a plan as an organization.  
4 We don't have a plan.

5 MS. TAYLOR: Absolutely.

6 MS. JEFFERIES: And we need a plan to go hand in  
7 hand with this. As soon as this is passed, we need  
8 something to work with.

9 MS. TAYLOR: So --

10 MS. JEFFERIES: The question is: Do we have an  
11 actual plan and program that is going to be executed once  
12 this is done?

13 MS. TAYLOR: No. But we have to get together and  
14 have a vision and plan, don't we? But this is the  
15 immediate issue at hand. So if we can get this at hand  
16 and then meet as a Board, which we're not allowed to do  
17 right now, and put the plan in action, but --

18 MS. JEFFERIES: But there are things happening  
19 now that's going to affect us, like the initiative about  
20 shutting down the --

21 (Inaudible.)

22 MS. JEFFERIES: What did you say? The break room  
23 initiative? Yes. That -- okay. That initiative will  
24 close down the Union, and that should be talked about now  
25 and how we're going to be reacting to it. The -- I see

1 your hand waving, Bill.

2 MS. TAYLOR: There's a couple of things. Go  
3 ahead.

4 MS. JEFFERIES: Go ahead, Bill. Sorry.

5 MS. TAYLOR: A bunch of women talking, and we  
6 forget the guys.

7 MR. HALL: So I have to remember to unmute.  
8 William Hall, president of DLC 744.

9 We are facing absolutely gigantic hurdles in  
10 front of us. The Draper is just one of them. And my  
11 question to the Board is: Do we have any confidence that  
12 our current president, Richard Louis Brown, is going to do  
13 anything to move this organization forward to fight that  
14 initiative? I don't -- I personally do not have  
15 confidence in that. Okay? So right now, he's in control.  
16 He's in the driver's seat, and we can't really do  
17 anything.

18 So unless we -- unless we, as a body, figure out  
19 how to set the direction of the organization, how to have  
20 the debates, how to make a plan, how to have a vision and  
21 goals, get control of our finances, we can't make progress  
22 on that. And I find that just incredibly frustrating  
23 where I sit.

24 I've heard numbers -- and I'm not an expert in  
25 this, okay? I've heard numbers that the Board should set

1     aside approximately \$1 million to defend against the  
2     current lawsuits. I would much rather City Local 1000  
3     spend \$1 million to fight the Draper initiative. If we've  
4     made enemies of the State council, if we've made enemies  
5     of all of our friends -- those are the people we're going  
6     to need to do this fight. We can't do -- we're not going  
7     to win this by ourselves. We're not an island.

8             So these are things that I didn't talk about  
9     earlier because they're in the future, and I was trying to  
10    stay in the present. But, yeah, absolutely. We are  
11    facing immediate and future threats to our existence,  
12    which will absolutely harm everyone that we have a  
13    responsibility to represent. And that's not just the  
14    people who voted in the election.

15            We're contractually responsible for over 90,000  
16    State employees. The decisions we make in this room  
17    affect those 90,000 directly, affect the supervisors,  
18    affect politics in the State of California, affects their  
19    families, affects every business that State employees do  
20    business with. I mean, we, very easily, by the decisions  
21    we make as a Board, easily impact 3 million people.

22            (Speaking simultaneously.)

23            (Reporter clarification.)

24            MS. TAYLOR: Richard Wake, please mute yourself.

25            MR. HALL: So personally, I find this terrifying,

1 and I am concerned enough that I took on an extreme  
2 burden. I partnered with Theresa, who took on that  
3 burden, and we've reached out to others to help us. We  
4 have taken on financial burden. We have taken on long  
5 discussions with people, hours-long discussions on the  
6 phone with people to try to make a difference.

7 So, yeah, I -- I agree with you when you talk  
8 about these -- these items on the horizon that impact  
9 State employees and the rest of California; however,  
10 today, sitting in this room, we are powerless to do  
11 anything about that. And if we don't change something, we  
12 will be powerless tomorrow, and we will still be powerless  
13 on Monday.

14 And I have reached out and asked time and time  
15 again, as I've talked to people, "If you have a better  
16 idea, share it with me." Kevin is shaking his head. I  
17 think Susan can shake her head. Okay? I have had these  
18 discussions with people over time. Nobody has offered a  
19 better plan or a better idea for the SEIU Local 1000 Board  
20 to act and gain the authority it needs over the operation  
21 of the Union so that we can do our job as a Board and do  
22 things that many Board members believe need to be done to  
23 protect Local 1000.

24 And I just want to take a moment and say thanks  
25 for letting me talk. Thanks for listening. These are my

1 heartfelt feelings. This is -- this is what I live by.  
2 Theresa is shaking her head next to me. And, you know, I  
3 had to try. If I didn't try, I couldn't live with myself.  
4 I try and I fail, okay. I tried. So I'm trying to make a  
5 difference for Local 1000 and the lives of the people we  
6 impact. And every single person on the Board has that  
7 responsibility, and the decisions they make will impact  
8 the entire State of California, the future State  
9 employees, and a whole lot of other people that we impact  
10 in the State.

11 If we lose our collective bargaining rights as  
12 government employees in the State of California, what do  
13 you think is going to happen to any other Union person in  
14 the State of California? The State of California will  
15 essentially be a right-to-work state. And if you want to  
16 be a right-to-work state, go look at how they live in  
17 Alabama. That's not -- I'm really not -- I don't want to  
18 go there. Okay? I mean, really -- I don't want to live  
19 in Alabama. You know? Anyway, thank you very much.

20 MS. TAYLOR: So Theresa Taylor, Chair. Karen and  
21 Cynthia both are asking kind of the same question; so I'm  
22 going to give that to Cynthia.

23 So I just want to make sure that everybody knows,  
24 if we pass this and we take this responsibility on, we are  
25 by far not done because now we are a working Board, where

1 before the president set the direction. We don't have a  
2 direction right now; right? It's going to be our  
3 responsibility to set the direction and determine what our  
4 vision going forward is, what our mission is, and how we  
5 accomplish that around the obstacles we currently have in  
6 front of us; right?

7 So I don't know if that helps everybody. I know  
8 there's a couple more people who want to talk, but, yeah,  
9 I mean, we spent a lot of time trying to figure out what  
10 else to do, and I know we've had these long conversations  
11 with a ton of people. What else can we do? How do we  
12 stop the bleeding? Whether it's members, whether it's our  
13 reputation, whether it's our bargaining stuff at the --  
14 with the State, you know. So that's -- I'm going to leave  
15 it at that. I am going to move on.

16 Karen, you -- she left. Okay.

17 Tommy, you're up next.

18 MR. RICO: DLC 771, Tommy Rico. So I -- you  
19 know, I am a new DLC president. You know, obviously I had  
20 to get caught up to speed on everything that we can and  
21 cannot do. I was under the impression that agenda items  
22 were final; right?

23 So with that being said, you know, I -- I have  
24 gone through. I told -- to be fully honest, I had every  
25 intention, if it was going to be an all-or-nothing, I was

1 going to vote no because I could not stand it as a  
2 package; right? And that's why I wanted to split the  
3 question. And I had the time to split it into  
4 complementary parts, like the Parliamentarian said,  
5 because I want to have my due diligence to make sure that  
6 I do everything I can to pass it where I am comfortable  
7 with it.

8           It is a lot of changes. It is a big change. And  
9 I do agree that the bleeding needs to stop. I am  
10 completely on board. I am 100 percent with everyone that  
11 has spoken up over where the -- should say lack of  
12 direction of our Union right now. I completely agree.  
13 Like I said, I just -- if it's all or nothing, you know,  
14 I'm sorry. I -- I can't, and so that's why, like I said,  
15 I -- as a new DLC president, I didn't know if I could  
16 propose changes like that; so that's on me for not knowing  
17 that. But not knowing that, like I said, I have -- in  
18 this time since I've raised that question, I have looked  
19 into it, and I'm ready to proceed when we want to proceed  
20 and hopefully try to pass something that I think everyone  
21 can be in agreement with and have their voices heard.

22           MS. TAYLOR: Tommy, thank you very much. And I  
23 want to -- part of the reason you don't know how this  
24 works is because we haven't had any board meetings.

25           MR. RICO: Very true.

1 MS. TAYLOR: So that's a problem. So I just want  
2 to remind you of that, as you look at the main changes,  
3 which are the stripping of his powers.

4 MR. RICO: And I agree. I completely agree with  
5 a lot of it. I just -- like I said, there's just some  
6 parts that, like I said, if it's all or nothing, it's hard  
7 to -- to swallow, you know?

8 MS. TAYLOR: Okay. Since we're still in  
9 discussion mode, can I ask you what it is that you're  
10 having a hard time with?

11 MR. RICO: So, I mean, kind of -- one of the  
12 things -- right? -- is he -- he is the elected president;  
13 right? We cannot take that away from him. He is the  
14 president, as well as all the VPs that were voted in by  
15 our members. That is something that we cannot -- we  
16 cannot change.

17 So I agree with him being stripped of a lot of  
18 his powers but still being in -- I don't know how to say  
19 this correctly, but him still having a voice over the --  
20 over the direction of -- of the Local. Not the final  
21 voice, which he is right now, but a voice.

22 MS. TAYLOR: He's on the Board; so he's got a  
23 voice just like everybody else.

24 MR. RICO: But I believe he should be -- he  
25 should have a stronger voice than -- than me as a DLC

1 president; right?

2 MS. TAYLOR: Should he have a stronger voice than  
3 Irene Green, our vice president of bargaining that showed  
4 up today?

5 MR. RICO: And Irene showed up. I agree. Irene  
6 showed up. She is here. I completely agree. But,  
7 ultimately, when we go by president, vice president, you  
8 know, I do agree he should have a little bit more. So  
9 where that line is, I don't know. That's why I wanted to  
10 discuss where that is.

11 Obviously I do not want him to be our lead  
12 negotiator. My personal feeling is that should be Irene.  
13 That's why we voted on a VP of bargaining. Why isn't the  
14 VP of bargaining our voice at the table? That's been my  
15 question since I've been a part of this Union.

16 MS. TAYLOR: Well, that hasn't -- yeah, I get it.  
17 So let's talk about this. You know, most boards,  
18 presidents of the boards all have one vote. They don't  
19 have an extra vote. That's called democracy. Right now  
20 we have an authoritarian government at SEIU. So he runs  
21 everything, and he gets to choose everything, and all we  
22 can do is be along for the ride because we haven't really  
23 even had Board meetings. He's made all the decisions, and  
24 we haven't had Board meetings. Anything else?

25 MR. RICO: And so my thing -- and I agree. I

1 completely agree with that, but I believe we're just  
2 creating another avenue for that by giving the Chair that  
3 much power; right? I have never been on the -- wanted  
4 anybody to have that much power in general for any  
5 position. All right? I do agree there needs to be a  
6 Chair to have a voice at -- for the Board at -- you know,  
7 at the higher level. I think the executive committee is  
8 what it's called. But -- so that's just how I feel.

9 Like I said, I completely agree with he needs a  
10 lot of it taken away. I just don't think that we should  
11 have one person that wasn't elected by the members have  
12 more of a voice than our president and three VPs.

13 MR. HALL: So, Tommy, this is Bill Hall,  
14 president of DLC 744. First of all, all the powers of the  
15 president don't go to the chairperson. There are a lot of  
16 powers that the president currently holds that stay with  
17 the Board.

18 The second way that we create accountability in  
19 this package is that the chairperson, whoever it is -- and  
20 it can be anyone out of the Board -- serves at the  
21 pleasure of the Board. So if that person -- I don't  
22 know -- does something outrageous, like goes on vacation  
23 for six weeks to a place that I would really like to go  
24 when there's important Union business to be done and blows  
25 the Union business off, the Board can replace the

1 chairperson. The chairperson serves at the will of the  
2 Board.

3           The other point that I understand a little bit  
4 but I also want to point out, every president, every Board  
5 member, every bump person is elected by the membership,  
6 and I am much closer to the members in Oakland than the  
7 president of Local 1000 is, and so is every other  
8 president, and so is every other bargaining Chair. I  
9 mean, there's nobody closer to Unit 1 members or Unit 3  
10 members or Unit 4 members or the Unit 15 members and so on  
11 and so on than the person who represents them at the table  
12 because our bargaining unit chairs historically have  
13 reached out to get members' opinions directly about what  
14 the members want at the table.

15           So to say that we're putting somebody in charge  
16 of the organization who hasn't been elected by members is  
17 actually inaccurate. We've all been elected.

18           The other thing that I tried to do --

19           MS. TAYLOR: I'm going to stop you for just a  
20 second. I've got three more people who want to speak, and  
21 I've got Bill to finish; so we are at time. Do you want  
22 to extend this for ten minutes, this discussion for ten  
23 more minutes?

24           (Speaking simultaneously.)

25           (Reporter clarification.)

1 MS. TAYLOR: Okay. So I have a motion by  
2 Francina Stevenson to extend our discussion for ten  
3 minutes, seconded by Kevin Healy -- was it?

4 MR. HEALY: Sure. You can say --

5 (Speaking simultaneously.)

6 MS. TAYLOR: Okay. If no one has an objection,  
7 we are going to extend the meeting, the informal  
8 discussion. So here we go.

9 Go ahead, Bill.

10 MR. HALL: And I want to be respectful. I've  
11 spoken a lot, and I need to turn this over to some other  
12 people.

13 But the last point I want to make is the point  
14 that just went out of my head, of course. It's funny how  
15 that happens, isn't it?

16 So this is -- this is the way to create actual  
17 accountability, and at the end of the day, that's the  
18 goal. The president is a member of the Board. The  
19 president can serve as a chairperson of the Board, if  
20 that's what the Board decides. Nothing has to be changed  
21 in the future. There's an election. Anything else goes  
22 on, the Board has a vote, and the Board says, "This person  
23 is going to be the chairperson."

24 And as most corporations are set up, the  
25 president or the chairperson answers to the Board, not

1 vice versa. And with that, I am going to close my yap and  
2 let other people speak.

3 MS. TAYLOR: All right.

4 (Reporter clarification.)

5 MS. STEVENSON: DLC 794, Francina Stevenson.

6 Thank you. My name was added to the agenda item because I  
7 feel very strongly about what Theresa and Bill were doing  
8 because, you know -- let's go back in history. July 1st,  
9 he locked out the entire bunk crew. He destroyed all  
10 their e-mails. He did not have any access, and he made it  
11 very clear on his 100 -- 100 videos and YouTube and  
12 Facebooks that he was creating. He let you know that he  
13 was in power, not us. On his YouTubes, he attacked us.  
14 He said, "I am going to war with the Board."

15 Where is that dignity? Where is our voice? And  
16 I'm going to run on Karen Jefferies' issue. I have and I  
17 carry that measure ballot with me, that measure ballot  
18 that destroys the Union. The big proposal on this measure  
19 ballot indicates, "prohibits public employees in  
20 California from bargaining with employees' organizations."  
21 Bill is right. This is going to impact 3 million people.

22 Remember, we're a small organization, and we have  
23 a power of 60,000 members compared to 26 million voters of  
24 the State of California. 26 million, and we make up  
25 .2 percent. Think about that. And Van had told us that

1 repeatedly. We might be small, but we carry a lot of  
2 endorsement powers. We endorse governors, assemblymen,  
3 senators. We no longer have that power. We no longer  
4 carry the largest endorsement of a very strong union.

5 He's taken that power away from us. We barely  
6 have 12 months of defeating this measure that's going on  
7 the November 2022 ballot. You will no longer have a  
8 voice, no longer have the benefits of a union. The  
9 benefits that you enjoy for retirement, for CalPERS --  
10 sorry, Theresa. I had had to go there -- for sick leave,  
11 that will be stripped of you.

12 This Freedom Foundation came in with the  
13 knowledge that Richard was combatting the Board of  
14 Directors, and he's making that work. Like Karen was  
15 saying, he stripped us of our organizers. He made our  
16 representatives organizers and representatives. What he  
17 did was he combined their responsibilities and told  
18 persons, "You do our own organizing." He told you, the  
19 Board of Directors, "You will do our own organizing," and  
20 you will not have time.

21 And let's talk about the PRA requests that  
22 Theresa Taylor and I had found. We are seeing bleeding in  
23 membership. He spent close to 25,000 in a rally. Let's  
24 go back in history --

25 MS. TAYLOR: No, no, no. It's 51,000.

1 MS. STEVENSON: 51,000. Corrected.

2 But let's go back in history. July 1st, he  
3 removed the bumps. He destroyed their e-mails. He  
4 deliberately locked them out. On July the 2nd, the 3rd,  
5 three, he held us hostage on an emergency Board meeting  
6 for one hour and 45 minutes, one hour and 45 minutes, and  
7 then he said, "I'm going to call role." By then, he lost  
8 half the -- he's threatening you to attend our meetings.  
9 He's threatening intimidation. He asked these two people  
10 with the litigation, with their complaints to actually  
11 read to him a ten-point program that he wants. He's  
12 dividing and conquering us. When he called me to meet on  
13 my one-on-one, I asked him, "Are you on board with me?"  
14 He refused.

15 So let's talk what this is about. Let's --  
16 President Rico, I hear you. There's a lot to take in.  
17 But if you review the packet, all we did was did some  
18 underlining; those are the add-ons. There's some  
19 scratch-offs; those are the takeaways. And change  
20 president to chair. That's all they did was add it on and  
21 remove. If you look at the packet -- take a look at the  
22 packet. It's not as hard to gauge and understand. The  
23 strikeouts are removing. The lining -- underlining items  
24 are additions. The chairs is -- the president, it's  
25 removed to a chair.

1 MS. TAYLOR: I've got one more person.

2 MS. STEVENSON: Okay. Sorry, because you know I  
3 could talk; right?

4 (Speaking simultaneously.)

5 MS. STEVENSON: If you want a copy of the  
6 measurement, I have it here.

7 MS. TAYLOR: Irene Green, go ahead.

8 MS. GREEN: This is Irene Green, vice president  
9 of bargaining. And I've heard everybody's stance on these  
10 proposals, and I understand the emotions. I understand  
11 the preparation and the work that has gone on behind the  
12 scenes to get these proposals together. I stand with  
13 everybody and their feelings and the direction you want to  
14 go, but I have to tell you, I don't know that this is the  
15 right direction to take.

16 Our members took part in a democratic process.  
17 They voted. As a result of that vote, unfortunately,  
18 Richard Louis Brown has won that presidency. I can't  
19 stand it. I am going to be honest and tell you that I do  
20 not believe this man should be in presidency right now.  
21 The things that he is doing is against everything that I  
22 believe as a vice president of bargaining, as a Union  
23 steward, and as a member of the State of California.

24 But is this the way that we need to do this? I'm  
25 not entirely sure, which is why I asked for the

1 conversation, why I asked for the explanation, why I asked  
2 to have this information on discussion so that we can get  
3 to a point of understanding how, at this point, to achieve  
4 what we need to achieve. We don't have a plan to back  
5 this up. We don't have the majority of the member buy-in  
6 for what the Board wants to do. I don't see that this is  
7 going to create a way of uniting our Union by way of  
8 putting this in operation. In my opinion, it's going to  
9 divide us even more, although that's not my primary  
10 concern, because I know that, at some point, we will get  
11 back to unity.

12 I want to continue this conversation. I am not  
13 saying that I'm a yes vote or a no vote at this time, but  
14 what I am saying is I have some concerns about what this  
15 Board is doing and how we're doing it, and I think we  
16 probably could come up with a better way to make sure that  
17 our members' votes count, not just for the DLC presidents  
18 and for the Board itself but for the officers. This is  
19 why we have an election, and we need to make sure that we  
20 take that under consideration as we move forward as a  
21 Board, trying to make sure that we resolve this issue that  
22 is coming up with the current president that sits in  
23 office right now.

24 MS. TAYLOR: Okay. Thank you. And I think  
25 next -- we are running out of time again. So I've got --

1 (Speaking simultaneously.)

2 MS. TAYLOR: Hold on, Tommy.

3 I've got Susan and Tommy. How about two minutes  
4 each, and then we'll move on.

5 MS. RODRIGUEZ: Hi. Susan Rodriguez, Bargaining  
6 Unit 1. I just want to acknowledge the discussion and say  
7 thank you for having this discussion, and I want to  
8 appreciate and thank everybody for defending the chairs  
9 and all of their discussions. Much appreciated.

10 You know, I think this discussion has been good  
11 because it helps kind of mull the conversation and have  
12 everybody have an understanding of why this was brought  
13 forward, what some of the concerns have been, some of the  
14 aggressions that have happened. You know, I do understand  
15 the emergency nature of all of this, you know, being the  
16 bargaining unit chair of one of the largest units in  
17 California is -- there's a lot to consider.

18 I am going to be honest with everybody. I'm  
19 still on the fence, to be honest, and I was honest with  
20 folks I've had conversations with before. I think  
21 something needs to be done because the -- I think the  
22 irreparable harm that is going to happen is going to  
23 severely hurt us in a year and a half, and it's hurting us  
24 at the table right now. I'm going to tell you that right  
25 now. There are some discussions going on where we have

1 meet-and-confers, and we've seen how the State is treating  
2 us at this point, and it's not a good feeling, and it's  
3 because of one person.

4 So I just need folks to understand the -- I want  
5 to appreciate that, and I think having this discussion  
6 we -- and I can end here. I appreciate everybody is  
7 taking this serious, and that is a good thing, and I  
8 really do appreciate it. I just want to put that on the  
9 record. Thank you.

10 MS. TAYLOR: Thank you, Susan. I agree. Oh, my  
11 goodness.

12 Our next -- go ahead, Tommy. You are up.

13 MR. RICO: Tommy Rico, DLC 771. Just really  
14 quickly, like I said, I -- because, you know, being  
15 someone responded to me; so I kind of want to have a  
16 response back.

17 I have read it, and if it's the package as a  
18 whole, I'll be honest. It's a no. And that's why I  
19 wanted to have different things to talk to -- to discuss  
20 and talk about, and I want to make -- I want to do  
21 something. I agree. But, like I said, if it's all or  
22 nothing, I'm sorry. It's nothing. I -- you know, that's  
23 the whole thing why we have these discussions, so we can  
24 find a common ground and make something that's going to  
25 work for everyone --

1 MS. TAYLOR: So, Tommy, as we move into -- thank  
2 you. As we move into regular session again for the next  
3 hour and 45 minutes or so -- hour and 15. I'm sorry --  
4 hour and 15 minutes, how about we ask people who have made  
5 decisions on how they want the packet to look to start  
6 making amendments if they can; right? Or break -- like  
7 you were talking about, breaking them apart, however we  
8 want to do that.

9 And I have Leonard. Just one more informational  
10 question here, and then we're going to move into the  
11 regular session again and start talking about Agenda  
12 Item 1.

13 (Reporter clarification.)

14 MS. TAYLOR: Okay. Thank you, Court Reporter.  
15 Can someone give him -- there you go.

16 MR. SEITZ: Leonard Seitz, DLC 765. Just want to  
17 make note that the election was not a terribly informative  
18 election. My memory is there's less than 10 percent of  
19 the voters who actually voted in it. Maybe someone knows  
20 it's a much smaller number than that.

21 MS. TAYLOR: Yeah, 7,880 or something like that.

22 MR. SEITZ: Yeah, that's it.

23 UNIDENTIFIED SPEAKER: And we lost 4,000 members.

24 (Reporter clarification.)

25 MS. TAYLOR: Okay. Let's go ahead and take a

1 15-minute break. And so it is -- it will take us to 49 --  
2 04. Everybody is back at 04.

3 (Off the record.)

4 MS. TAYLOR: We have stopped -- we have stopped  
5 where we were, which is going back into session to discuss  
6 the agenda item. I think it was open -- oh, yeah, we're  
7 still on the bylaws part; so I am -- can you -- can you do  
8 this? Raise your hand.

9 (Inaudible.)

10 MS. TAYLOR: No, I knew that part. Just what  
11 part of --

12 (Reporter clarification.)

13 MS. TAYLOR: Okay. We are on Agenda Item 1, the  
14 bylaws. And I believe we already had a motion and a  
15 second; correct? So what we are on now is discussion for  
16 the motion because we have an amendment, turned it back;  
17 so it's either take an informal vote right now -- and we  
18 are down to 29 people, which means we have 27.

19 (Inaudible.)

20 MS. TAYLOR: Yeah, it's up to tomorrow.

21 (Reporter clarification.)

22 MS. TAYLOR: I still don't have anybody speaking,  
23 though; so it has been moved and seconded.

24 (Inaudible.)

25 MS. TAYLOR: Is there any --

1 MR. RICO: This is Tommy Rico. What has been  
2 moved?

3 MS. TAYLOR: Agenda Item 1 with the SEIU bylaw  
4 amendments and policy file amendments.

5 So hearing no further discussion, all in favor,  
6 raise your hands of moving this forward for consideration  
7 on the next Board meeting or tomorrow, whichever has a  
8 quorum.

9 (Inaudible.)

10 MS. TAYLOR: Yeah, to move this forward. We only  
11 need a majority vote; correct?

12 We're not passing it because we don't have a  
13 quorum.

14 MS. JEFFERIES: Can you hear me now?

15 MS. TAYLOR: I can hear you.

16 MS. JEFFERIES: Karen Jefferies, Chair of  
17 Bargaining Unit 4. Point of information, question: Is  
18 this with the amendments that Latasha and Van Nguyen --

19 MS. TAYLOR: Not yet. That will be later  
20 tomorrow.

21 MS. JEFFERIES: Okay.

22 MS. TAYLOR: If we advance this and this passes,  
23 then that's the plan moving forward, is what it is.

24 Okay. So I am going to say one more time. The  
25 motion to carry is the Agenda Item 1, moving it forward to

1 tomorrow if we have a quorum or to the next Board meeting  
2 for consideration.

3 (Vote taken.)

4 MS. TAYLOR: I have 13 yeses. We have 16? Okay.  
5 If we have a quorum --

6 (Inaudible.)

7 MS. TAYLOR: We just gained two more votes, it  
8 looks like; right?

9 MR. ALARI: Theresa, can you please repeat what  
10 is said in the room and you're responding to? Thank you.

11 MS. TAYLOR: Sure. Steve, we are going to move  
12 this forward to tomorrow for a quorum vote or to the next  
13 Board of Directors meeting for a vote of the whole Board  
14 of Directors, and that is what -- I'm sorry. That is what  
15 Irene asked.

16 MR. ALARI: Thank you.

17 Theresa, I can't hear you.

18 (Reporter clarification.)

19 MS. TAYLOR: Can you hear me?

20 (Reporter clarification.)

21 MS. TAYLOR: That's okay. I only got a few words  
22 out before I got interrupted anyway.

23 So here's our options for today. We can take up  
24 Item 2 --

25 MR. ALARI: Madam Chair, this is Steven Alari.

1 What was the vote count? We didn't hear it. And I wanted  
2 to abstain; so I wanted to go on the record abstaining.  
3 So I want to get the count, please.

4 MS. TAYLOR: We're not in formal session. Do we  
5 need to report the abstentions and everything?

6 (Inaudible.)

7 (Reporter clarification.)

8 MS. TAYLOR: So go answer that online so they can  
9 hear you.

10 Hold on, Steven.

11 MR. ALARI: Thank you.

12 THE PARLIAMENTARIAN: Hello. This is Lorenzo.

13 Let me remind you that you are a union. You represent  
14 people. You don't do anybody any service by representing  
15 them with silence or abstaining. That is not your role.  
16 You are supposed to vote one way or the other. Whether  
17 you like it or not, you hate it, you have to speak up for  
18 your constituency. So this idea of abstention is  
19 completely against anything related to unions; so no  
20 abstentions. Anyway, the vote was 20 out of 27.

21 Any comments, please? Thank you.

22 MR. ALARI: Well, Steve Alari, DLC 723. I've had  
23 many years of experience. It's my opinion that I want to  
24 go on the record abstaining at this time until we have a  
25 quorum. Thank you.

1 MS. TAYLOR: All right. Thank you, Steven. You  
2 are on the record.

3 So I'm going to try this again. We are now  
4 talking about Item 2. We have less than an hour. We have  
5 45 minutes; so I am suggesting that we go ahead and end  
6 early and try to take everything up tomorrow. I want  
7 everyone to make sure they read everything on Item --  
8 Agenda Item 2 and 3, and then we have a couple of  
9 additional motions. Did we send them out? They are being  
10 e-mailed to you.

11 And then, Hoang, can you e-mail to the whole  
12 Board your plan that we would adopt? If we pass this  
13 moving forward -- right? So say we have a quorum  
14 tomorrow, then I think the Board would like to see what  
15 your plan is. I'm not saying we're going to move it; I'm  
16 just saying they want to see it.

17 And I have a bunch of questions here. Sorry,  
18 guys. Has everybody put their hands down?

19 Okay. Go ahead, Kevin.

20 MR. HEALY: Just a point of clarification. When  
21 we're going to be circulating these, is it only going to  
22 those that RSVP'd or --

23 MS. TAYLOR: It has to go to the whole Board. We  
24 got legal's opinion on this. It has to go to the whole  
25 Board.

1 MR. HEALY: Maybe we'll get some new people that  
2 actually see that we're doing our work.

3 (Inaudible.)

4 MS. TAYLOR: So, everyone, a new Zoom link has to  
5 go out tomorrow because of the way Bill's Zoom is set up.  
6 So we can't be on the same Zoom. Look for a Zoom link  
7 from Bill this evening.

8 And with that, I am going to go ahead and --  
9 we're not really adjourning; right? 9:30. So we are --

10 MR. ALARI: This is Steve Alari. Can we thank  
11 the court reporter for her hard efforts? Thank you.

12 MS. TAYLOR: Absolutely. Thank you very much.  
13 Thank you, Steven. Thank you, the court reporter, and the  
14 Parliamentarian.

15 We are recessing until 9:30 tomorrow morning.  
16 Thank you for your hard work and great questions. I know  
17 we're not all in agreement here. Thank you, though, for  
18 being here.

19 (Off the record at 4:14 p.m.)

20

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