

**SEIU Local 1000 Strategic Plan**

Quarterly Report  
June 27, 2009



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## **Purpose Statement**

Today's economic and political landscape presents us with historic challenges and unprecedented opportunity. We must seize this moment and come together as leaders of Local 1000 to re-imagine the union. We will develop new strategies and tactics that enable us to better represent our members and to effect social and economic improvements for all.

Together, we will build a plan for a stronger union that emphasizes positive change and a culture of success by inspiring the engagement and execution necessary to achieve the goals we develop.

## **Strategic Focus Areas**

### **I. Engage Our Membership**

- A. Increase membership
- B. 25% of members engaged in some union activity by June 2010
- C. 5% of members in leadership role by June 2010
- D. Develop interactive communication that will create engagement

### **II. Do Real Representation**

- A. Explore ways to broaden and deepen representation at all levels of the union beginning March 2009
- B. Create vehicles for resolving grievances at the lowest level possible at the worksite
- C. Ensure timely and effective responses to members' grievances

### **III. Be Relevant In All Areas of Our Members' Lives & Totally Relevant to the Public We Serve**

- A. Position ourselves as advocates for innovation and quality in public service
- B. Open up new vehicles for member engagement
- C. Establish *Local 1000 Volunteers* program

### **IV. Step Up Politically**

- A. Develop 2 year political strategic plan by June 2009
- B. Create new roles and responsibilities for member leaders in politics, integrated into DLC structure
- C. Create a process to prepare members to run in local and state elections

### **V. Cultivate a Culture of Performance and Recognition**

- A. Define expectations and scope of responsibilities for member leaders and staff
- B. Create effective mechanism for recognizing superior achievement
- C. Align roles and responsibilities with the vision and emerging strategies of Local 1000 by June 2009

### **VI. Provide Training for Everyone With Responsibilities (Staff & Member Leaders)**

- A. Conduct an assessment of the aspirations, current capabilities and future development needs of staff and member leaders by June 2009
- B. Develop a program that maximizes the skills of member leaders and staff

## Introduction

Dear Council Members:

We are in the midst of the toughest fight our union has ever been engaged in. We continue to push the Legislature to approve our ratified contract. The governor has already forced a 9.23 percent pay cut on state employees and is threatening even further cuts to state workers' pay.

Despite these growing pressures, our members are rising to the occasion. More than 35,000 Local 1000 members signed petitions saying Enough! Actions continue at worksites throughout the state, including rallies, lobbying and a massive rally at the Capitol on July 1.

During these tumultuous times, we cannot lose focus on our goal to make SEIU Local 1000 the strongest union of state workers in the nation. We must continue working on the goals and commitments we forged together at our Real Time Strategic Change event last December.

This is the second quarterly report on the six goals we agreed upon. I congratulate the DLCs who are actively working the plans in their worksites. And for those of you who aren't, I just want to tell you to get busy. I hope you view this report as a useful tool to help us maintain our long term focus. Together, we will maintain our commitment to build a strong union that will change the face of California.

## Strategic Focus Area I: Engage Our Membership

### Goal A: Increase membership

#### *Red Flag...*

- ↪ Thirty DLCs have not yet submitted strategic plans for their DLC. (Appendix A)
- ↪ Twenty-three DLCs have not yet submitted their new member orientation plans with the names of the member leaders at each worksite with 25 or more represented employees who will be responsible for conducting new employee orientations at each worksite. Only three reports were received from the Sacramento areas. (Appendix B)
- ↪ Fourteen DLCs saw a decrease in their membership rates between January and June of this year. DLC 799 had the largest percentage decrease (1.8%), with their membership decreasing from 68.2% to 66.5%. (Appendix C)

#### *Accomplished...*

- ☑ DLC 786 is piloting an updated program for new employee orientation and recruitment developed by our Communications Department with input from DLC staff and member leaders.
- ☑ Thirty-six DLCs increased their membership rates between January and June. DLC 766 had the largest percentage increase (5.4%) of any DLC, increasing their membership from 63.7% to 69.1%. The Central Area had the largest percentage increase of any Area (3.3%), increasing their membership from 73.4% to 76.7%. (Appendix C)
- ☑ Overall, we increased our membership rate from 64.4% in January to 66.3% in June, a 1.9% increase. (Appendix C)

*Up Next...*

- Immediately, DLCs that have not yet submitted a strategic plan (Appendix A), will submit a plan to Tamekia Robinson and John Simmons at [trobinson@seiu1000.org](mailto:trobinson@seiu1000.org) and [jsimmons@seiu1000.org](mailto:jsimmons@seiu1000.org).
- Immediately, DLCs that have not yet submitted a new employee orientation plan (Appendix B), will submit the names of the member leaders at each worksite with 25 or more represented employees who will be responsible for conducting new employee orientations at each worksite to Tamekia Robinson and John Simmons at [trobinson@seiu1000.org](mailto:trobinson@seiu1000.org) and [jsimmons@seiu1000.org](mailto:jsimmons@seiu1000.org).
- Between July 1 and July 31, 2009 (and each month thereafter), each DLC will have trained member leaders conduct new employee orientations at every worksite with 25 or more represented employees, and at the end of each month will submit a report on new employee orientations conducting at each worksite, including the name of the member leader who conducted the orientation, the number of represented employees in attendance and the number of new members to Tamekia Robinson and John Simmons at [trobinson@seiu1000.org](mailto:trobinson@seiu1000.org) and [jsimmons@seiu1000.org](mailto:jsimmons@seiu1000.org).
- Between July 1 and September 30, 2009, our Communications Department will continue to roll out the new pilot program for new employee orientation and recruitment.
- Between July 1 and September 30, 2009 (and each quarter thereafter), each DLC will conduct a one-week member recruitment blitz, in which all of the leaders participate in a campaign to educate and sign-up non-members.

**Goal B: 25% of members engaged in some union activity by June 2010**

*Accomplished...*

- ☑ During February and March, more than 25,000 state workers attended 555 informational meetings to discuss our tentative agreement, and more than 37,000 members voted in the ratification election.
- ☑ In early June, more than 35,000 members signed our petition to the governor saying enough!
- ☑ During the past few weeks, thousands of members have lobbied their legislators in person, by phone, letter and email, and hundreds of members have rallied at the Capitol on our MOU bill fighting contracting out, opposing the governor's scheme to sell SCIF, preserving rehabilitation in prisons and stopping additional pay cuts.
- ☑ In May, Local 1000 members picketed car dealerships of Assembly member Roger Niello to hold him accountable for leading opposition to AB 964 – our MOU bill.
- ☑ Local 1000 members joined other labor activists in all-night vigils all over California in early May in support of the federal Employee Free Choice Act.
- ☑ In April, thousands of DMV workers filed grievances in offices throughout the state to fight the state's directive that all leaves be excluded from overtime calculations.
- ☑ Maintaining the momentum gained from a congressional hearing sponsored by Local 1000 and Congressman Bob Filner (D-San Diego), Disability Determination Service Division (DDSD) workers held job actions at worksites throughout the state.
- ☑ By a 63 percent margin, the Educational Consultants and Librarians of Unit 21 voted to stay united with the other eight bargaining units and 95,000 other workers represented by Local 1000.



*Up Next...*

- July 1, 2009, actions to stop the cuts continue, culminating with a massive rally and lobbying event at the Capitol.
- July 2009, CSEA's computer services will begin working with a small group of our Organizers to test and give feedback on an upgraded membership tracking application.
- August 2009, depending on the testing in July, CSEA's computer services will be rolling out the membership tracking application to increasing numbers of field staff. At this time, the full tracking capabilities of the new system will start to be realized, as reporting will be more accurate and areas that need improvement will be clear.

**Goal C: 5% of members in leadership role by June 2010**

*Accomplished...*

- In June, Unit 1 Classification Bargaining Unit Representatives (CBURs) met to prioritize issues impacting Unit 1 members, and developed a plan for engaging members around classification issues, training and career mobility.
- Leaders in the Southwest Area were openly accountable to each other during our recent petition effort in June, where they kept detailed records tracking the efforts of DLC officers, DBURs, CAT Leaders, member activists and staff.

*Up Next...*

- August 2009, as the full capabilities of the new membership tracking application are realized, we will be able replicate the detailed level of accountability currently being exhibited in the Southwest Area by accurately tracking and reporting on the activities of our member leaders throughout the state.

**Goal D:            Develop interactive communication that will create engagement**

*Under construction...*

## Strategic Focus Area II: Do Real Representation

*Accomplished...*

- We have hired a coordinator and posted for five positions in our Local 1000 Service Center.

*Up Next...*

- The process of screening, hiring and training staff for the Local 1000 Service Center is about to begin, with a pilot program and full roll out to follow.

### Goal A: Explore ways to broaden and deepen representation at all levels of the union beginning March 2009

*Red Flag...*

- Since January 2009, the communication between DLCs and the Union Resource Center (URC) has continually improved--until this month. June is the first month in which fewer meetings have taken place between the URC staff and DLC officers than the previous month. (Appendix D)

*Accomplished...*

- In June, Local 1000 filed two lawsuits: one to protect employees in 68 special and federally-funded departments from the governor's unlawful furlough order; the other seeks to exempt SCIF employees from the governor's furloughs.
- Two other lawsuits, affecting furloughs for all members, continued through the courts. One challenges the governor's authority to unilaterally impose furloughs on state workers—this case is on appeal. The other argues that DPA's implementation of the furloughs was wrong and violates state administrative requirements. A court hearing, held in June, allows this second suit to proceed to trial.

*Up Next...*

- By July 31, 2009 (and by the end of each month thereafter), each DLC will continue monthly meetings with their assigned URC Rep regarding URC activities in their DLC.

**Goal B: Create vehicles for resolving grievances at the lowest level possible at the worksite**

*Accomplished...*

- The URC has initiated a work group to create templates for routinely filed grievances, appeals and letters to the employer.
- The URC is tracking overtime issues based on the types of leaves involved, and has filed a numerous grievances.

*Up Next...*

- The URC work group will continue to work on creating templates for routine grievances, appeals and letters.
- Our URC and Legal Department will be submitting test cases involving overtime grievances for arbitration.

**Goal C: Ensure timely and effective responses to members' grievances**

*Accomplished...*

- The URC has improved their grievance tracking by creating an electronic tickler system. The database now automatically displays upcoming due dates for grievances and appeals.

**Strategic Focus Area III: Be Relevant In All Areas of Our Members' Lives & Totally Relevant to the Public We Serve**

**Goal A: Position ourselves as advocates for innovation and quality in public service**

*Accomplished...*

- ☑ In response to our legislation passed by the Assembly to expand government accountability and transparency on contracts, the governor's executive order included provisions to save money by cutting contracts and the CIO agreed to improve tracking of IT contracts.
- ☑ At our request, a Congressional informational hearing was held on improving services for people with disabilities, attended by clients, state politicians and veterans' advocacy organizations. Members around the state held watch parties to view the video of the hearing.
- ☑ During the first six months of 2009, Local 1000 or our members have been quoted or mentioned in news media stories 200-250 times each month. Coverage ranges from the front page of the New York Times to the Daily Triplicate in Crescent City, and from MSNBC and NPR to a Swiss TV station and college student radio stations at Berkeley and Davis.
- ☑ Local 1000's in-depth research has garnered legislative and media coverage with reports on improving the transparency and quality of public services, including...
  - "The Hidden Branch of Government" report.
  - CDCR research identifying strengths and weaknesses of education in the prisons.
  - BOE task force project identifying ways to improve collections.
  - DDSD campaign bringing attention to workload problems and its impact on claimants.
  - Lottery research with members identifying ways to increase revenues.
  - EDD research with members identifying impacts of workload problems on the general public.

**Goal B: Open up new vehicles for member engagement**

*Accomplished...*

- ☑ Our union has entered the world of electronic social networking...
  - Channel 1000, our SEIU Local 1000 Change That Works Campaign and some DLCs now have Facebook pages.
  - The work of our Communications Department can be found on You Tube, Flickr, iTunes and Twitter.

**Goal C: Establish *Local 1000 Volunteers* program**

*Accomplished...*

- ☑ In April, more than 50 Local 1000 volunteers in Sacramento participated in Creek Week by spending a day cleaning up the American River Parkway.
- ☑ In the East Bay, members volunteered to build homes in the Habitat for Humanity program.

**Strategic Focus Area IV: Step Up Politically**

**Goal A: Develop 2 year political strategic plan by June 2009**

*Up Next...*

- An overview of our draft Two-Year Political Program Plan will be discussed with our COPE committee this weekend.

**Goal B: Create new roles and responsibilities for member leaders in politics, integrated into DLC structure**

*Under construction...*

**Goal C: Create a process to prepare members to run in local and state elections**

*Under construction...*

**Strategic Focus Area V: Cultivate a Culture of Performance and Recognition**

**Goal A: Define expectations and scope of responsibilities for member leaders and staff**

*Accomplished...*

- In recent campaign efforts, managers of our field and political staff have clearly established and communicated specific, measurable and time-targeted objectives, aimed at ensuring that our staff were clearly aware of what is expected from them if the overall objectives of our campaigns (and ultimately, the goals of our strategic plan) are to be achieved.

*Up Next...*

- Our campaign efforts will continue setting specific, realistic and time targeted goals so we will continue to meet and exceed the expectations developed at our Real Time Strategic Change event.

**Goal B: Create effective mechanism for recognizing superior achievement**

*Under construction...*

**Goal C: Align roles and responsibilities with the vision and emerging strategies of Local 1000 by June 2009**

*Accomplished...*

- This document represents our second quarterly report on our progress towards implementing the collective vision we developed this past December in San Diego.



*Up Next...*

- At every quarterly Council meeting, a progress report will continue to be provided (and distributed to all staff and posted on our union's website), as we continue to develop and refine our strategies for building our union.

**Strategic Focus Area VI: Provide Training for Everyone With Responsibilities (Staff & Member Leaders)**

**Goal A: Conduct an assessment of the aspirations, current capabilities and future development needs of staff and member leaders by June 2009**

*Accomplished...*

- Each of Local 1000's management staff have undergone a 360 degree evaluation of their competencies and the expectations of our union.
- Dedicated staff has been assigned to our Talent Management Department to focus exclusively on our training and development needs.

*Up Next...*

- Our Talent Management Department is working with all managers to create individual development plans, aimed at maximizing their competencies in order to more effectively achieve the goals of our union.
- A uniform appraisal system for all staff is being developed.

**Goal B: Develop a program that maximizes the skills of member leaders and staff**

*Under construction...*

**DLCs Providing Strategic Plans**

| <b>Central</b> |          |
|----------------|----------|
| 707            | Provided |
| 726            | Provided |
| 729            |          |
| 770            |          |
| 771            | Provided |
| 772            | Provided |

| <b>Sac Midtown</b> |          |
|--------------------|----------|
| 761                |          |
| 765                |          |
| 766                | Provided |
| 784                |          |
| 786                | Provided |
| 789                |          |

| <b>Coastal</b> |          |
|----------------|----------|
| 741            | Provided |
| 742            | Provided |
| 743            |          |
| 744            | Provided |
| 746            |          |
| 747            |          |
| 749            | Provided |
| 749S           | Provided |
| 750            |          |
| 751            | Provided |

| <b>Sac Outlying</b> |          |
|---------------------|----------|
| 767                 |          |
| 769                 |          |
| 787                 |          |
| 790                 |          |
| 792                 | Provided |
| 793                 |          |

| <b>Sac Downtown</b> |          |
|---------------------|----------|
| 762                 |          |
| 764                 | Provided |
| 768                 |          |
| 781                 | Provided |
| 782                 |          |
| 785                 |          |
| 788                 |          |
| 794                 |          |
| 799                 |          |

| <b>Southeast</b> |          |
|------------------|----------|
| 701              | Provided |
| 702              |          |
| 703              |          |
| 704              | Provided |
| 705              | Provided |
| 709              | Provided |
| 710              | Provided |

| <b>Southwest</b> |          |
|------------------|----------|
| 706              | Provided |
| 721              |          |
| 722              |          |
| 723              |          |
| 724              |          |
| 725              |          |
| 727              |          |

**DLCs Providing New Employee Orientation Plans**

| <b>Central</b> |          |
|----------------|----------|
| 707            | Provided |
| 726            | Provided |
| 729            | Provided |
| 770            | Provided |
| 771            | Provided |
| 772            | Provided |

| <b>Sac Midtown</b> |  |
|--------------------|--|
| 761                |  |
| 765                |  |
| 766                |  |
| 784                |  |
| 786                |  |
| 789                |  |

| <b>Coastal</b> |          |
|----------------|----------|
| 741            | Provided |
| 742            | Provided |
| 743            | Provided |
| 744            |          |
| 746            | Provided |
| 747            | Provided |
| 749            |          |
| 749S           | Provided |
| 750            | Provided |
| 751            | Provided |

| <b>Sac Outlying</b> |  |
|---------------------|--|
| 767                 |  |
| 769                 |  |
| 787                 |  |
| 790                 |  |
| 792                 |  |
| 793                 |  |

| <b>Southeast</b> |          |
|------------------|----------|
| 701              | Provided |
| 702              | Provided |
| 703              | Provided |
| 704              | Provided |
| 705              | Provided |
| 709              | Provided |
| 710              | Provided |

| <b>Sac Downtown</b> |          |
|---------------------|----------|
| 762                 |          |
| 764                 | Provided |
| 768                 |          |
| 781                 |          |
| 782                 |          |
| 785                 |          |
| 788                 |          |
| 794                 |          |
| 799                 |          |

| <b>Southwest</b> |          |
|------------------|----------|
| 706              | Provided |
| 721              | Provided |
| 722              | Provided |
| 723              | Provided |
| 724              |          |
| 725              | Provided |
| 727              | Provided |

|                                  | Central |       |       |       |       |       |        |
|----------------------------------|---------|-------|-------|-------|-------|-------|--------|
|                                  | 707     | 726   | 729   | 770   | 771   | 772   | Totals |
| January 2009 Membership Baseline | 72.2%   | 73.1% | 82.1% | 72.1% | 75.1% | 65.8% | 73.4%  |
| June 2009 Membership Rates       | 76.8%   | 73.0% | 86.4% | 76.7% | 79.4% | 67.0% | 76.7%  |
| Difference                       | 4.6%    | -0.1% | 4.3%  | 4.6%  | 4.3%  | 1.1%  | 3.3%   |

|                                  | Coastal |       |       |       |       |       |       |       |       |        |
|----------------------------------|---------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                                  | 741     | 742   | 743   | 744   | 746   | 747   | 749   | 750   | 751   | Totals |
| January 2009 Membership Baseline | 78.6%   | 68.8% | 70.9% | 73.6% | 80.8% | 70.8% | 68.8% | 67.3% | 71.9% | 72.0%  |
| June 2009 Membership Rates       | 81.2%   | 68.5% | 70.4% | 73.7% | 79.9% | 76.0% | 69.2% | 67.7% | 75.2% | 73.4%  |
| Difference                       | 2.6%    | -0.4% | -0.4% | 0.1%  | -0.9% | 5.2%  | 0.4%  | 0.4%  | 3.4%  | 1.4%   |

|                                  | Southeast |       |       |       |       |       |       |        |
|----------------------------------|-----------|-------|-------|-------|-------|-------|-------|--------|
|                                  | 701       | 702   | 703   | 704   | 705   | 709   | 710   | Totals |
| January 2009 Membership Baseline | 72.3%     | 63.8% | 71.3% | 72.9% | 71.4% | 66.9% | 82.7% | 71.4%  |
| June 2009 Membership Rates       | 74.5%     | 66.0% | 73.1% | 74.9% | 75.8% | 65.7% | 85.6% | 73.6%  |
| Difference                       | 2.1%      | 2.1%  | 1.8%  | 2.0%  | 4.4%  | -1.2% | 2.9%  | 2.2%   |

|                                  | Southwest |       |       |       |       |       |       |        |
|----------------------------------|-----------|-------|-------|-------|-------|-------|-------|--------|
|                                  | 706       | 721   | 722   | 723   | 724   | 725   | 727   | Totals |
| January 2009 Membership Baseline | 72.8%     | 71.1% | 74.3% | 72.2% | 68.6% | 73.0% | 69.9% | 71.7%  |
| June 2009 Membership Rates       | 72.3%     | 71.3% | 73.0% | 73.9% | 67.8% | 72.4% | 72.7% | 72.0%  |
| Difference                       | -0.5%     | 0.2%  | -1.3% | 1.8%  | -0.8% | -0.6% | 2.8%  | 0.3%   |

|                                  | Sac Downtown |       |       |       |       |       |       |       |       |        |
|----------------------------------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                                  | 762          | 764   | 768   | 781   | 782   | 785   | 788   | 794   | 799   | Totals |
| January 2009 Membership Baseline | 56.3%        | 56.2% | 53.9% | 54.5% | 51.1% | 50.7% | 52.2% | 51.9% | 68.2% | 53.7%  |
| June 2009 Membership Rates       | 59.8%        | 57.8% | 56.7% | 54.3% | 52.0% | 51.2% | 55.0% | 54.9% | 66.5% | 55.5%  |
| Difference                       | 3.5%         | 1.5%  | 2.7%  | -0.2% | 0.9%  | 0.5%  | 2.8%  | 3.0%  | -1.8% | 1.8%   |

|                                  | Sac Midtown |       |       |       |       |       |        |
|----------------------------------|-------------|-------|-------|-------|-------|-------|--------|
|                                  | 761         | 765   | 766   | 784   | 786   | 789   | Totals |
| January 2009 Membership Baseline | 72.4%       | 51.7% | 63.7% | 57.5% | 46.5% | 53.2% | 56.1%  |
| June 2009 Membership Rates       | 72.3%       | 52.8% | 69.1% | 60.2% | 47.8% | 56.8% | 58.1%  |
| Difference                       | -0.1%       | 1.1%  | 5.4%  | 2.7%  | 1.3%  | 3.6%  | 2.0%   |

|                                  | Sac Outlying |       |       |       |       |       |        | TOTALS |
|----------------------------------|--------------|-------|-------|-------|-------|-------|--------|--------|
|                                  | 767          | 769   | 787   | 790   | 792   | 793   | Totals |        |
| January 2009 Membership Baseline | 52.3%        | 68.0% | 56.3% | 54.7% | 64.9% | 59.3% | 59.3%  | 64.4%  |
| June 2009 Membership Rates       | 53.8%        | 73.2% | 56.0% | 54.2% | 68.4% | 62.6% | 61.4%  | 66.3%  |
| Difference                       | 1.4%         | 5.2%  | -0.3% | -0.6% | 3.5%  | 3.3%  | 2.0%   | 1.9%   |

URC/DLC Meetings

| DLC | January |    | February |    | March |    | April |    | May |    | June |                    | July      |    | August    |    |
|-----|---------|----|----------|----|-------|----|-------|----|-----|----|------|--------------------|-----------|----|-----------|----|
|     | Yes     | No | Yes      | No | Yes   | No | Yes   | No | Yes | No | Yes  | No                 | Yes       | No | Yes       | No |
| 701 |         | X  |          | X  | X     |    | X     |    | X   |    |      | scheduled for 6/25 |           |    |           |    |
| 702 | X       |    | X        |    |       | X  | X     |    | X   |    | X    |                    | scheduled |    | scheduled |    |
| 703 |         | X  |          | X  |       | X  |       | X  | X   |    |      | X                  |           |    |           |    |
| 704 |         | X  |          | X  |       | X  |       | X  | X   |    |      | scheduled          |           |    |           |    |
| 705 |         | X  | X        |    | X     |    | X     |    | X   |    |      | X                  |           |    |           |    |
| 706 |         | X  |          | X  | X     |    |       | X  |     | X  |      | X                  |           |    |           |    |
| 707 |         | X  |          | X  | X     |    | X     |    | X   |    |      | X                  |           |    |           |    |
| 709 |         | X  | X        |    | X     |    | X     |    | X   |    | X    |                    | scheduled |    | scheduled |    |
| 710 |         | X  |          | X  |       | X  | X     |    |     | X  |      | X                  |           |    |           |    |
| 721 |         | X  |          | X  | X     |    | X     |    | X   |    |      | scheduled for 6/24 |           |    |           |    |
| 722 |         | X  | X        |    |       | X  |       | X  |     | X  | X    |                    |           |    |           |    |
| 723 |         | X  | X        |    |       | X  |       | X  |     | X  |      | scheduled          |           |    |           |    |
| 724 |         | X  |          | X  | X     |    |       | X  | X   |    |      | X                  |           |    |           |    |
| 725 |         | X  |          | X  |       | X  |       | X  |     | X  |      | X                  |           |    |           |    |
| 726 |         | X  |          | X  |       | X  |       | X  | X   |    | X    |                    |           |    |           |    |
| 727 |         | X  |          | X  |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 729 |         | X  |          | X  | X     |    | X     |    | X   |    | X    |                    |           |    |           |    |
| 741 |         | X  |          | X  | X     |    | X     |    | X   |    | X    |                    |           |    |           |    |
| 742 |         | X  |          | X  | X     |    | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 743 |         | X  |          | X  |       | X  | X     |    |     | X  |      | X                  |           |    |           |    |
| 744 | X       |    |          | X  | X     |    | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 746 |         | X  |          | X  | X     |    | X     |    |     | X  | X    |                    |           |    |           |    |
| 747 |         | X  |          | X  |       | X  | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 749 |         | X  |          | X  |       | X  | X     |    |     | X  |      | X                  |           |    |           |    |
| 750 |         | X  |          | X  |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 751 |         | X  |          | X  | X     |    | X     |    |     | X  |      | X                  |           |    |           |    |
| 761 | X       |    |          | X  | X     |    |       | X  | X   |    | X    |                    | scheduled |    |           |    |
| 762 |         | X  |          | X  | X     |    |       | X  | X   |    |      | scheduled          |           |    |           |    |
| 764 | X       |    | X        |    |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 765 | X       |    |          | X  |       | X  | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 766 | X       |    | X        |    | X     |    | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 767 |         | X  |          | X  | X     |    |       | X  | X   |    | X    |                    |           |    |           |    |
| 768 | X       |    |          | X  | X     |    | X     |    | X   |    | X    |                    |           |    |           |    |
| 769 | X       |    | X        |    |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 770 |         | X  |          | X  |       | X  |       | X  | X   |    | X    |                    |           |    |           |    |
| 771 |         | X  |          | X  |       | X  |       | X  | X   |    | X    |                    |           |    |           |    |
| 772 |         | X  | X        |    |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 781 |         | X  |          | X  | X     |    | X     |    | X   |    | X    |                    |           |    |           |    |
| 782 |         | X  | X        |    | X     |    | X     |    | X   |    |      | X                  |           |    |           |    |
| 784 | X       |    |          | X  |       | X  |       | X  | X   |    |      | X                  |           |    |           |    |
| 785 |         | X  |          | X  | X     |    |       | X  |     | X  |      | X                  |           |    |           |    |
| 786 |         | X  | X        |    | X     |    | X     |    | X   |    |      | scheduled          |           |    |           |    |
| 787 |         | X  |          | X  | X     |    | X     | X  | X   |    | X    |                    |           |    |           |    |
| 788 |         | X  |          | X  |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |
| 789 | X       |    |          | X  | X     |    |       | X  | X   |    |      | X                  |           |    |           |    |
| 790 |         | X  | X        |    |       | X  | X     |    | X   |    |      |                    |           |    |           |    |
| 792 |         | X  |          | X  |       | X  | X     |    | X   |    |      | X                  |           |    |           |    |
| 793 | X       |    | X        |    |       | X  | X     |    |     |    |      | X                  |           |    |           |    |
| 794 |         | X  |          | X  |       | X  |       | X  |     |    |      | X                  |           |    |           |    |
| 799 |         | X  |          | X  |       | X  | X     |    | X   |    | X    |                    |           |    |           |    |