

# Report and Recommendations of the Local 1000 Committee on the Future

Made to the Local 1000 Board of Directors August 25, 2023



Report and Recommendations of the Local 1000 Committee on the Future 8-25-23  
(Corrected 8-28-23)

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Introduction

The Committee on the Future makes this report and recommendations to the Board of Directors based on hundreds of hours of work as a committee over the last seven months and hundreds of years of lived experience as rank-and-file member leaders of SEIU Local 1000 over the last twenty years. Members of the committee constantly asked: “What do the members want their union to be and to do?” and “What changes can we recommend that will move us closer to being the union that our members want it to be?”

When we shared our experiences and what we had heard from our co-workers, we found that we all shared a desire to make our union better – specifically to do the following things:

- **Stop the in-fighting.**
- **Focus program & staff on what members need (not internal union politics).**
- **Build an organization that functions well even if elected leaders don’t get along or agree on everything.**
- **Have greater stability.**
- **Increase member participation.**

We dug deep into the history of Local 1000, going back to the original fight to be free from a California State Employees Association (CSEA) structure that was dominated by managers and supervisors, and realized that some of the governance structures our union adopted out of necessity in that crisis no longer serve the best interests of our members – and in fact created “built-in” conflict that results in serious dysfunction today – dysfunction that looks like “personal” infighting but which is actually created – or made worse – by our existing governance structures. We have recommended changes that will move us away from that dysfunction and towards an organization that is better able to do what the

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*members want* – which is instead to focus our energy on building the power we need to win better contracts, stronger representation for state workers, and a better California for all working people.

During the course of the Committee’s work, we also gained insights on important issues that were beyond the scope of what could be fully addressed in time for the September Board meeting, but which we believe are worthy of further discussion. These can be found in the “Parking Lot” section of this report.

## Process

The Committee on the Future was created pursuant to a Resolution adopted by the Board of Directors on September 25, 2022. (Appendix 1). The members of the Committee are:

### Committee on the Future Members

Ruth	Anderson	President DLC 795
Maria	Blaine	President DLC 722
Jennifer	Cantore	Representing State Bar Association Unit
Lisa	Davis	President DLC 701
Irene	Green	Vice President for Bargaining
Bill	Hall	Board Chair; Chair of the Committee on the Future
Kevin	Healy	President DLC 752
Robert	Holtz	BUNC Chair Unit 3
Karen	Jefferies	BUNC Chair Unit 4
David	Jimenez	Vice President/Secretary-Treasurer; Vice Chair of the Committee on the Future
Delonne	Johnson	President DLC 799
Heather	Markovich	BUNC Chair Unit 20
Nancy	Martinez	President DLC 729
Eric	Murray	BUNC Chair Unit 15
Jonah	Paul	President DLC 785
Tommy	Rico	President DLC 771
Susan	Rodriguez	BUNC Chair Unit 1
Bobby	Roy	BUNC Chair Unit 21
Miche	Roy	President DLC 705
Vanessa	Seastrong	BUNC Chair Unit 17
Robert	Vega	BUNC Chair Unit 14
Anica	Walls	Vice President for Organizing/Representation
Brad	Willis	BUNC Chair Unit 11

In addition to the current members of the committee, Ed Page, Garth Underwood, and Mary Naidoo participated in the initial interviews and/or first meeting of the committee.

The Committee met for eight full-day sessions and five half-day sessions over the period from March 16, 2023, through August 19, 2023, with support from Facilitators Adrienne Nyamsi and Susan Colson, Consultant Kurt Edelman, Chief Counsel Anne Giese, Assistant Chief Counsel Yuri Kvicho and Parliamentarian Scott Burns. In addition, Committee members participated in in-depth one-on-one conversations where they shared their experiences and insights gained as working member leaders of

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SEIU Local 1000. Local 1000 staffer Stephanie Medrano did a great deal of support work on behalf of this project.

The Committee’s process was first to dig into the Committee members’ collective experience as working members and leaders of Local 1000 – and surface everything – “the good, the bad, and the ugly” as one of the members put it. This resulted in identifying the key things that *members* wanted to see improved in the way their union functioned. These are listed above.

Then the Committee looked at the history of Local 1000, the experience of other unions, their own experience in other governmental and non-profit organizations, and some shared observations about how all human organizations function to identify what might be causing the problems that members complained about and what might be done to have a better functioning union in the future. A key principle was to look at structures and policies rather than individuals and their personalities. The committee’s goal was to identify changes that would make Local 1000 a more successful, powerful, and sustainable union regardless of who was elected and whether or not the officers got along or agreed on everything.

The Committee then developed specific concepts for recommendations and finally turned those concepts into formal recommendations for changes to the Policy File and Bylaws.

Step by Step Approach

**Step 1: Identify what *members* want to see improved – generally the way leadership culture impacts member participation and what members come to expect from their union day in and day out.**

**Step 2: Develop concepts for governance changes that would help Local 1000 meet member expectations.**

**Step 3: Make specific Recommendations for amendments to the Bylaws and Policy File required to implement those governance changes.**



Over the course of these discussions the Committee identified many challenges, opportunities, and potential solutions that the Committee did not have the bandwidth to fully develop for the September Board meeting but which we believe would merit further study. These can be found in the “Parking Lot” section at the end of this Report.

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## Findings

### What members want and need in their union

In its early meetings the Committee spent time comparing their experiences as members and leaders over the last 20 years or so.

Some key themes emerged that are reflected in the following quotes.

**“Our strength is at the grassroots. We had the majority of the workers participating in a no confidence vote and we forced a bad manager out.”**

**“After the most recent election, members lost faith in the union. They said, “This a total circus, is it worth belonging if this is what they do?””**

**“The factionalism in our union hurts us. As a leader I felt I was being forced to pledge allegiance to one side or the other – it was very alienating for me and for other leaders who just wanted to represent our coworkers where we worked and didn’t want to pick one side or the other.”**

**“Union leave should be based on objective performance criteria – actually representing and organizing – not based on who you supported in union elections.”**

**“I’ve seen staff assigned to some things and moved away from other things based on the president’s internal political agenda – not necessarily what was best for building the union.”**

**“We need to get a stable structure with a clear idea of what our bylaws and polices are. We need something firm that can’t be changed all the time.”**

**“We need a union that works even if our leaders don’t get along or agree on everything.”**

There was general agreement that members want a *member-driven union with the power to win.*

Committee members recognized that going back for a number of years, Local 1000 had a structure which gave the President the power to assign and re-assign union resources (staff as well as members on union leave) in ways that allowed internal union politics to influence decisions which should have been based solely on what would build the power of the union as a whole and carry out the policies that had been adopted by the Board of Directors. Parliamentarian Scott Burns, (who serves as parliamentarian for many other major unions in California - and is in his 51<sup>st</sup> year of association with CSEA/Local 1000), observed:

**“Of all the unions I have worked with, Local 1000 has long been an outlier when it comes to the amount of power that was concentrated in the hands of the President and the politicization of all aspects of the union’s operations....You will always have politics in a democratic organization, but the other unions I deal with have been able to keep those discussions at the level of the Board of Directors and prevent them from impacting the day-to-day work of the union in terms of representation, bargaining, organizing, and political action.”**

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## Infighting: A long-standing issue at Local 1000

Stopping the infighting – or at least reducing its impact on the way the union functions - was identified as a major concern by the Committee. Not only does it alienate thousands of members and potential members when it looks like union leaders are more concerned with internal political battles than building power for members, it also undermines staff morale and causes the best staff to consider leaving when they feel their job security hangs on the results of the next officer election.

The Committee observed that in the past, the fact that the Chief of Staff (and all non-represented staff) served at the pleasure of the President alone meant that if the staff had to choose between the policies adopted by the Board – or even basic fairness – and the desires of the President, there was an understandable tendency for the President to get the staff to do what they wanted, regardless of whether it was in keeping with union policy or union priorities. That the desires of the President may have been based upon sound judgement and laudable goals does not diminish the negative impact on union democracy, staff morale, and on member perceptions.

Committee members also observed that going back for many years, the unique officer structure of Local 1000 with Vice Presidents that have programmatic “turf” (Vice President for Bargaining and Vice President for Organizing/Representation) has generated tension among the officers when multiple individuals can legitimately claim to be in charge of a particular decision. This is in contrast to most unions where all program is decided by the Board of Directors and then carried out by staff – with all officers committed to overseeing and supporting the total program of the union – bargaining, representation, organizing, political action, and community engagement without governing officers having particular programmatic “turf” that is “theirs.” The committee learned that the unique structure of Local 1000’s programmatic vice presidents was set up at a time when Local 1000 had NO STAFF under the local’s direct control. Instead, all staff reported to a manager who was appointed by CSEA – at a time when CSEA was controlled by managers, supervisors, and retirees and made decisions that were sometimes counter to the best interests of Local 1000 and its members. At that time, when Local 1000 was in an all-out battle with CSEA, the Vice President for Bargaining and the Vice President for Organizing/Representation were set up to function as pseudo-staff positions – along with the President and Vice-President/Secretary-Treasurer – the ONLY staff that Local 1000 members could truly count on for support. With all officers elected from the same slate, there were fewer coordination of turf issues at that time as well.

## Experience of other Public Sector Union Members with Executive Director Structure

Parliamentarian Scott Burns shared:

**“The way other locals have reduced the politicization of their organizations is by separating the governance of the union which is done by the elected leaders from the union’s day-to-day operations which they assign largely to staff whose work is overseen by an Executive Director that reports to their Board of Directors.”**

Parliamentarian Burns explained that when the Executive Director serves at the pleasure of the Board of Directors – not the President or other individual officers - and oversees the staff – including members on temporary union leave assignments- the result is far less politicization of decisions around staffing and union leave. In this structure, the Board sets the policies, programs, and priorities, and it is the Executive Director’s job to supervise the staff in order to achieve the goals set by the Board for membership,

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representation, bargaining, political action, etc. Members of the Committee on the Future who had experience with Executive Directors in other organizations generally concurred in this view.

## Looking at Local 1000's Officers' Structure

The Committee spent a lot of time looking closely at the current functional structure of Local 1000 with a Board Chair who is serving as the Principal Officer of the local (instead of the President as is typically the case.)

**Principal Officer: Every local union must have an elected officer who serves as the principal officer of the local. The Principal Officer makes decisions of interpreting Board policy that need to be made between meetings of the Board and giving this guidance to the Executive Director. Typically, the Principal Officer and the Executive Director are in daily communication.**

The committee felt that there was value in continuing to have a Board Chair elected by the Board of Directors who called Board meetings and presided over the Board of Directors. The committee also felt that it would be important that members directly elect a President who will serve as the local's Principal Officer and have other duties typically associated with a local union president including appointing committees, subject to disaffirmation by the Board, and serving as chief spokesperson for the local with the media.

All local unions need to have a Treasurer or a Secretary-Treasurer. The Committee reviewed the current duties of the Vice President/Secretary-Treasurer and concluded that they were appropriate for the needs of the future.

Parliamentarian Burns also reported that the other unions he works for do not have statewide officers with particular programmatic "turf." Instead, they have vice presidents or other officers without specific duties that are elected either local wide or from specific regions or constituencies. Consultant Kurt Edelman, shared that in other large SEIU locals with diverse groups of government employees, the Regional Officer or regional officer model has been successful in bringing those closer to the "front lines" more deeply into the process of designing and implementing program while avoiding the problems of tension between local wide officers each with their own programmatic "turf."

## Officers' Elections

The Committee also looked at the history of Local 1000 officer elections going back for over a decade. The Committee recognized in the past three sets of statewide officer elections, (4 races in 2015, 4 races 2018, and 4 races in 2021), out of 12 elections in that period, in only one election (the election for president in 2015) did the candidate elected have the support of the majority of the members who voted. That's because there were many candidates dividing the vote. In the other 11 elections, the majority of voters cast their ballot for someone *other than* the candidate who eventually won, and it would be a possibility that the majority of voters would have preferred *any* of the other candidates to the one who was elected. By the same token, the committee observed that it was just as possible that the candidate elected *would* have had majority support if there were a way to determine the 2<sup>nd</sup> choice of voters who picked someone else – but under the current system those elected from a field of many candidates have had to serve without a mandate of majority support. (See Appendix 2 for a list of recent election results.)



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The Committee also found that election participation (ranging from about 9% to 15% of total membership and 5% to 8% of represented workers) was lower than what they would want to see. Possible reasons for this that were discussed included the fact that many members may not see the connection between their decisions in elections and what happens in their workplace every day. Other reasons included the inconvenience of voting by mail when so many things can now be done online.

## Stability of Governance Structures

The Committee shared concerns about the need to build greater stability into the governance structures so that all rules would not be subject to change by a simple majority of the Board at any meeting. Parliamentarian Burns shared that best practice in this regard would be to move all governance sections of the Policy File to the Bylaws and then make amending the Bylaws require a 2/3 vote. This process would require more work than the Committee is able to do at the present time. The Committee worked on an interim approach that could provide more stability with respect to changes which the Board of Directors wants to make harder to change in the future.

## Recommendations

The Committee on the Future has made recommendations on key governance matters that will put Local 1000 in a better position to address the issues that members from across the union have said they want to see addressed:

- **Stop the in-fighting.**
- **Focus program & staff on what members need (not internal union politics).**
- **Build an organization that functions well even if elected leaders don't get along or agree on everything.**
- **Have greater stability.**
- **Increase member participation.**

Each of the following recommendations directly addresses one or more of the goals listed above. It takes more than improved governance to move a labor union forward – organizational culture, technical capacity, and sound strategies all play a vital role. Nevertheless, improved governance is vital to achieving progress in all the other critical areas. We believe that by making these changes we can make Local 1000 a more democratic and effective organization that is better equipped to build the power that our members want and need.

## Establish Executive Director

This recommendation was adopted by the Board of Directors on July 23, 2023. Establishing the position of an Executive Director who is responsible for leading the staff – including members doing programmatic work on union leave or lost time - and making this person accountable to the Board of Directors as a whole (rather than the President or Board Chair) Local 1000 is taking an important step in assuring that resources are deployed in accordance with the Policies, Programs, and Priorities set by the Board. Other large unions have found that this approach leads to less politicization and greater accountability of the staff.

The Committee on the Future is recommending structures that will provide strong oversight of the Executive Director: An elected president who will be responsible to make sure the Board's policies are

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being effectuated on a daily basis (this will be done by the Board Chair until a president is elected in 2024) as well as an Executive Committee and a new Officers' Council that will all get information on how programs are going and have the opportunity to give feedback and guidance between meetings of the Board of Directors.

## Adopt Electronic Voting

This recommendation was adopted by the Board of Directors on July 23, 2023. Committee on the Future members reported that they believed electronic voting would be something many members would really like to see. The Committee did extensive research and determined that electronic voting could be offered as an option in a way that was fully compliant with applicable law and the highest standards of security and transparency. The primary reason the Committee pursued electronic voting was to increase member participation in union elections. While it was not the primary consideration, electronic voting will also save money because the cost of mailing and processing a traditional mail ballot is approximately \$4.00 per member while the cost of online voting is less than one tenth that amount. The law requires that members "opt-in" to online voting...similar to the way members currently opt-in to receiving text messages from the union. The "opt-in for electronic voting" campaign can be started at any time.

## Adopt Ranked Choice Voting for Statewide Officers

This recommendation was adopted by the Board of Directors on July 23, 2023. There was strong agreement among members of the Committee that the union would be stronger if officers were elected with the support of the *majority* of those who voted...even if there were more than two candidates nominated as has usually been the case in Local 1000. Ranked Choice Voting allows members to do this. For example, in a four-candidate race, members can indicate their 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> choices. If their first choice candidate comes in last, the member's vote automatically goes to their 2<sup>nd</sup> choice. This system has been used successfully in places like San Francisco and Oakland. The technology needed for Ranked Choice Voting is fully supported by the vendor (Election Buddy) which presented to the Committee on the Future and which Local 1000 has now chosen to implement electronic voting.

## Make the Elected President the Principal Officer while retaining Board Chair for limited duties specific to the Board of Directors

The Committee is recommending that Local 1000 make the elected President the Principal Officer of the Local once they are elected in 2024. This means it would be the president who has the responsibility to make decisions of interpreting Board policy that need to be made between meetings of the Board and giving this guidance to the Executive Director rather than the Board Chair as is the case currently. The Committee is recommending that the President have additional duties that will allow them to provide effective leadership to the organization including serving as chief spokesperson, appointing members to committees (except BUNC) subject to disaffirmation by the Board and serving ex officio on all committees.

At the same time, the Committee saw value in continuing to have a Board Chair, chosen by the Board of Directors from among its members who would call and preside over meetings of the Board of Directors and review agenda items.

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## Establish 3-Person Executive Committee

The Committee is recommending that there be an Executive Committee composed of the President, the Vice President/Secretary-Treasurer and the Board Chair that would meet at least once every two weeks to review issues that may arise and give guidance to the Executive Director – all consistent with carrying out the policies set by the board.

## Establish 6 Regional Officers and Officers' Committee

The Committee is recommending that in order to provide more input from the DLC's around the way program is implemented in the field and to provide more support to DLC leaders, a new position of Regional Officer be created. The recommendation is that the DLC's be assigned to 6 regions and that the DLC Presidents in each region elect one of the DLC presidents to also serve as a Regional Officer. Since these positions will not be filled until after the installation of officers on or about June 30, 2024, there is time for the Board of Directors to decide how best to assign DLC's to regions and the Committee is recommending that the actual assignment of DLC's to regions be done by the Board after there has been an opportunity for further study and discussion. (As an example of how DLC's might be allocated, please see the Hypothetical Example for assigning DLC's to Regions in Appendix 8a.)

These Regional Officers would join a monthly Officers' Committee meeting along with the President, Vice President/Secretary-Treasurer, Board Chair and 2 BUNC chairs chosen by the BUNC chairs. This committee would review reports on upcoming programs and past results with the goal of giving timely feedback and facilitating coordination among all the union's programs (bargaining, organizing, representation, political, etc.) The Regional Officers would also be expected to provide real-time feedback to the Executive Director and appropriate senior staff with respect to staff accountability issues. It is not expected that these positions would require full-time union leave, but that the Board of Directors would need to make some provision for additional union leave for the DLC presidents elected to serve in this capacity. The recommendation is that the amount of union leave allocated to the Regional Officers be evaluated periodically by an ad hoc committee of the Board of Directors. (See "Parking Lot" section on Board Committees.)

## Remove the Positions of VP for Bargaining and VP for Organizing/Representation

As noted in its findings, the Committee found that the positions of Vice President for Bargaining and Vice President for Organizing/Representation which were established under very different circumstances many years ago, are no longer optimal for meeting the needs of Local 1000 members. The local needs to have one unified, coordinated program across bargaining, organizing, representation, political action, and community engagement. Assigning particular leaders programmatic "turf" has had the unintended consequence of tension when there is overlap and different elected leaders each have a legitimate claim to be the final "decider" on an issue. Removing these positions makes it clear that it is the Board which determines the policy and programs of the union, with the President as the individual who provides day-to-day guidance to the Executive Director as to the interpretation of the Board's policies. At the same time, the Committee's recommendation for 6 Regional Officers will provide a more accessible link between the DLC's and the Executive Committee and the Executive Director and more "hands on" support for the DLC presidents. It should also be noted that the Committee's recommendations include provisions to assign the duties currently assigned to these two positions to other officers, the Chief Negotiator, etc. The Committee notes that it will be important to provide the necessary staff resources to support Local 1000's bargaining, representation, and organizing programs. For example, the Local is

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already in the process of filling the position of Education Director which would be the individual responsible to further optimize a robust steward training program.

## Give the Board of Directors the means to make new governance policies more durable.

The Committee recognizes that it will be optimal to eventually implement the recommendation of Parliamentarian Scott Burns that all governance provisions be removed from the Policy File and moved to the Bylaws. Then if the Bylaws are made harder to amend (for example by requiring a 2/3 majority) the Local will be able to give members greater assurance that rules of governance will not be subject to change by a majority of one vote at every Board meeting. This would require careful study to make sure everything that is being “locked in” is something that has had careful study by the Board. As an interim step, the Committee is recommending that the Amendments sections of the Policy File and Bylaws be changed so that the Board has the option of requiring a 2/3 vote for future changes to sections of the Policy File and Bylaws that the Board is presently adopting -without locking in things that have not been reviewed or which the Board is not ready to place in that category.

## About the formal amendments needed to implement these recommendations

**The recommendations for amendments to the Policy File and Bylaws can be found in the Appendices at the end of this report. Some (including some “clean-up” items that the Committee became aware of) are recommended for adoption effective immediately. Most would become effective upon the installation of officers on or about June 30, 2024. Of course, some of these will have direct bearing on the statewide election process and the election process will need to reflect that upon their adoption by the Board. The Committee on the Future will be presenting information about all the proposed amendments with full opportunity for Board members to ask questions on Monday September 18 and Tuesday September 19, prior to any formal action on the proposed amendments.**

**NOTE: The proposed amendments in the Appendices are subject to ongoing review for typographical errors or inconsistencies that may need to be addressed. If any are found, these will be reflected in the formal documents that the Board considers at its September meeting.**

## Observations and Recommendations for further study (“Parking Lot”)

The Committee on the Future had broad and deep discussions about what members wanted from Local 1000. There was general agreement that members want a powerful member-led union that can make the changes that members want to see in their workplaces – and fight back effectively when management ignores members’ concerns. The Committee identified a number of ideas that we believe deserve further study and action.

### Board of Directors

- The large size of the current Board of Directors makes it difficult for the Board to function as a truly deliberative body. A smaller Board would be able to meet more frequently and have more productive conversations about the issues before it. Reducing the size of the Board should not necessarily mean reducing the number of DLC’s. The regional structure included in these recommendations might offer an approach to grouping DLC’s and giving each group of DLC’s a seat on the Board.
- The Board of Directors should make greater use of Board Committees to study issues and develop recommendations. This is an effective way to make sure elected member leaders are

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actively involved in formulating policies and programs. Senior staff would need to be involved to supply information and expertise to these committees, but the recommendations would be formulated by member leaders and the Board would vote on them.

- Members of the Board of Directors need the opportunity to learn more about parliamentary procedures and other skills needed to be effective board members.
- The Committee observed that the Board of Directors functions better when it meets in person.

## Further Work on Bylaws and Policy File

- Over the years, the Policy File and Bylaws have become less organized and systematic than they should be with some issues addressed in more than one place etc. etc. There has never been a complete review of these documents since Local 1000 was originally established.
- The Committee on the Future has addressed some of these issues in its recommendations, but a comprehensive review is still needed.
- Parliamentarian Scott Burns has recommended that this process include moving all governance issues out of the Policy File and into the Bylaws so that there is no confusion as to where to look for guidance. Once this is done Scott recommends increasing the requirements for amending the Bylaws (for example by requiring a 2/3 vote to amend.)

## Worksite, Agency-Based, and Classification Structures

- Members of the Committee shared that members are more likely to get involved – and non-members are more likely to join – when the issues we are talking about and working on affect them and their co-workers *personally in their workplace and in their agency*.
- There was a lot of interest in exploring departmental and agency-based structures where workers can come together and have a voice – through active labor-management committees, issue-based campaigns, and departmental or agency councils. Many expressed the fact that when members bring their departmental issues to DLC meetings it can lead to frustration since it often the case that the issues aren't of interest to others at those meetings. Councils and/or chapters built around shared issues in an agency – at the worksite level, regionally, and statewide would provide a place for workers to come together. And non-members would want to join so that they could have a voice in choosing or being a departmental representative.
- There was also interest in building more classification-based structures in the local.

## Leadership Development

- There was general agreement that elected leaders including DLC officers, DBURs, and CBURs would all benefit from more training and support to equip them for the duties of their positions.

## Building an Engaged Membership

- Committee members agreed that in order for Local 1000 to become a more powerful union, it will be essential to increase both the level of participation among current members and the number of non-members and new hires who join Local 1000.
- There was general agreement that personal contact (both “in-person” and online conversations) will be key. One member said, “*Members who get an email from Local 1000 every week still say they “never hear from the union.” We need to be talking with them face to face. Emails have no personality, no feel, no emotion.*”

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- One important area to focus on is finding more ways to engage teleworkers – not just through “blast” communications but through one-on-one virtual contacts and more online meetings and actions.
- There was interest in developing more “members only” benefits that would give non-members greater incentive to join the union.

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## Appendices

### Appendix 1 Original Description of the Committee on the Future

#### **SEIU Local 1000**

#### **Committee on the Future (COF)**

**Dated: 10/26/2022**

On September 25, 2022, the Local 1000 Board of Directors adopted a resolution to create a committee to work on the future governance structure of Local 1000, with its final recommendations to be taken up by the Board at its September 2023 Board of Directors meeting. This memo outlines the proposed process for accomplishing this goal.

The foundation for this effort rests on the Local 1000 Purpose Statement that provides:

*“Local1000 is a strong member led union. The purpose of Local 1000 is to have the power necessary to give our members – and all Californians – the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic, and environmental justice.*

*We will achieve this by engaging and developing our members and by creating strategic alliances with key leaders and organizations who share our purpose and values.”*

**COF Mission:** Review Bylaws and Policy File to consider what changes, if any, are necessary to ensure that the Local is prepared to successfully meet the challenges of the future. This review will cover, among other matters, the local’s leadership structure at all levels; the executive officers’ duties, authority, titles, and responsibilities; the Board of Directors’ roles and responsibilities; how the local can best structure itself to empower its membership, including its organizing and representation programs; the administration of finances; and the Local’s election rules and procedures. As part of this effort, the review should aim for clarity, consistency and uniformity within its overall governance framework and governing documents.

**COF Process:** The COF may organize its work as necessary to accomplish its mission, including establishing appropriate subcommittees. The subcommittees shall submit their reports and recommendations to the full COF for consideration and adoption.

The COF’s work shall be driven by the local’s values and vision for its membership and by what is needed to accomplish that vision. The committee will discuss and decide how to seek membership input into the committee work. Early on in the process, the COF shall review the local’s governance history and explore other governance models, including those of other comparable local unions. The COF shall retain an organization consultant to assist it in the organization of its work. The consultant shall facilitate the discussions of the COF to ensure that the agenda stays on track and that everyone has an opportunity to participate in an inclusive meeting environment.

Local 1000’s Chief Counsel will identify problem areas in the current design of the Bylaws and Policy File and provide ongoing legal counsel to ensure that future provisions reflect the clarity, consistency and uniformity required for effective decision-making and governance.

# Report and Recommendations of the Local 1000 Committee on the Future 8-25-23 (Corrected 8-28-23)

**COF Composition:** The COF shall be composed of the following: The Chair of the BOD, who shall serve as its Chair; the Local 1000 VP/ST, who shall serve as its Vice Chair; the VP for Organizing/Representation; the VP for Bargaining; the ten BUNC chairs or their designees, from within their respective bargaining units SBAC and nine DLC presidents representing the various geographic regions of Local 1000. The Local's Bargaining Department Director and Research Department Director shall serve as resource staff to the COF and assist the COF in carrying out its mission. Local 1000's Chief Counsel shall serve as counsel to the COF.

The nine DLC presidents shall be selected according to the following formula: two DLC presidents by the VP/ST; two DLC presidents by the VP for Bargaining; two DLC presidents by the VP for Organizing/Representation; and three DLC presidents by the Board Chair. (See attached)

## **Timeline**

October 29, 2022: BOD zoom meeting to consider and approve the proposed memo on the COF mission, composition, and timeline.

December 2022: COF appointments made by the Chair of the Board and Vice Presidents of the BOD according to the above formula, subject to affirmation by the Local 1000 Board of Directors.

January 2023: COF consultant retained by the Local and begins to prepare materials and timeline for Committee work. The Consultant shall work under the direction of the Chair and Vice chair of the COF.

February 2023: The COF shall hold its initial organizational meeting to discuss its work plan, process, and timeline.

March to June 2023: COF process underway.

July 2023: COF shall adopt its report and recommendations, forwarding the report, to the Local 1000 Board Chair, for transmittal to the Local 1000 Board of Directors for its consideration.

August 2023: The COF Report and Recommendations will be made available to the full Board of Directors at least 30 days prior to the September 2023 Board meeting.

September 2023: Local 1000 Board of Directors conducts its meeting to review and consider the COF Report and Recommendations.



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Appendix 2 Recent Local wide Election Results

**2015**

President		
Yvonne Walker	2393	52%
Ruth Ibarra	1082	24%
Richard Lewis Brown	600	13%
Mech Block-Sherles	410	9%
Blank	112	2%
Overvoted	1	0%
Total	4598	100%

**2018**

President		
Yvonne Walker	2760	38%
Sophia Perkins	2326	32%
Richard Lewis Brown	2144	29%
Blank	118	2%
Overvoted	0	0%
Total	7348	100%

**2021**

President		
Richard Lewis Brown	2637	33%
Yvonne Walker	2133	27%
Miguel Cordova	1164	15%
Tony Owens	1082	14%
Sophia Perkins	750	10%
Blank	108	1%
Overvoted	6	0%
Total	7880	100%

**VP-Secretary Treasurer**

Theresa Taylor	2103	46%
Crystal Casey	1119	24%
Kevin Curtis	644	14%
Jayson Sandoval	501	11%
Blank	227	5%
Overvoted	4	0%
Total	4598	100%

**VP-Secretary Treasurer**

Kevin Menager	2408	33%
Miguel Cordova	2224	30%
David Hamrs	1331	18%
Cindy Powers	1172	16%
Blank	211	3%
Overvoted	3	0%
Total	7349	100%

**VP-Secretary Treasurer**

David Jimenez	2814	36%
Tara Rooks	2485	32%
Christina Calugcugan	2210	28%
Blank	370	5%
Overvoted	1	0%
Total	7880	100%

**VP for Organizing/Representation**

Temekia Robinson	2063	45%
Anica Walls	1223	27%
Jacqueline McCollom	1064	23%
Blank	248	5%
Overvoted		0%
Total	4598	100%

**VP for Organizing/Representation**

Anica Walls	2568	35%
Temekia Robinson	2469	34%
Anna Mayo	2087	28%
Blank	222	3%
Overvoted	3	0%
Total	7349	100%

**VP for Organizing/Representation**

Anica Walls	1779	23%
Randy Stan	1697	22%
Luisa Leuma	1330	17%
Manny Rodriguez	1303	17%
Lydia Embry	942	12%
Jose Medina	470	6%
Blank	351	4%
Overvoted	8	0%
Total	7880	100%

**VP for Bargaining**

Margarita Maldonado	2216	48%
Kevin Menager	1228	27%
Lisa Adams	920	20%
Blank	232	5%
Overvoted	2	0%
Total	4598	100%

**VP for Bargaining**

Tony Owens	2762	38%
Margarita Maldonado	2520	34%
Leslie Wong	1891	26%
Blank	175	2%
Overvoted	1	0%
Total	7349	100%

**VP for Bargaining**

Irene Green	1949	25%
Kevin Menager	1661	21%
Robert Bayse	1401	18%
Kimberly Cowart	1285	16%
Robert Jackson	567	7%
Blank	378	5%
Sean Stringer	327	4%
Ramona Cramer	302	4%
Overvoted	10	0%

Appendix 3- Recommendation to Establish Executive Director

The following amendments to the Policy File were adopted by the Board on July 23:

11.4.00 CONTRACTS AND SERVICES AGREEMENTS

The Local 1000 ~~Chair, President~~ in consultation with the other officers, is authorized to negotiate and enter into contracts and service agreements relating to management staff, consultants and other contractors consistent with the following:

- (a) The ~~Executive Director~~ ~~Chief of Staff~~ and other managers shall be employed under the terms of a contract; and
- (b) The ~~Executive Director~~ ~~Chief of Staff~~ shall be subordinate and directly accountable to the ~~Board of Directors~~ ~~President~~ for carrying out the policies and programs of Local 1000.
  - (1) Approval: the selection or renewal of an Executive Director will be presented to the Board for approval.
  - (2) Duties and Responsibilities:
    - i. Will manage the programs and activities of Local 1000 and its staff, guided by its stated mission, purpose, policies and programs. The Executive Director's actions and directions of staff shall reflect the approved programs and policies adopted by the Board, after consultation and advice of the Chair and other officers.
    - ii. Shall have the responsibility and commensurate authority for carrying out the duties and responsibilities for Local 1000 and for the employment, performance and activities of all staff.
    - iii. May propose additional or new activities when determined to be of value to Local 1000 policies and programs.
    - iv. Monitor and report to the Board of Directors on progress being made toward achievement of Local 1000's goals and objectives.
    - v. Perform such other duties as may properly pertain to the position as prescribed by law, the Bylaws and Policy File, or other actions of the Board of Directors.
  - (3) Evaluation: The Board of Directors shall be responsible for periodic evaluations of the Executive Director.

### 3.0.04 Duties of the Local 1000 Board of Directors

~~(8) Approval by majority vote of the Board Chair's appointments to positions not included in the staff collective bargaining agreement, including but not limited to Chief of Staff, Chief Financial Officer, Director of Information Services, Chief Counsel, and all department heads.~~

The following amendments to the Bylaws File were adopted by the Board on July 23:

D. The UCSW Board of Directors shall ~~be informed of~~ approve all offers of employment to persons who will fill ~~director-level-staff~~ positions within SEIU Local 1000 at the next regularly scheduled meeting.

~~F. — The Chair of the Board of Directors and the Chief Negotiator will work together to allocate and direct staff as required and directed by the UCSW Board of Directors.~~

***The Committee on the Future recommends the following additional amendment to the Policy File be adopted in order to make this section consistent with the Executive Director's role:***

#### 11.2.00 UNION LEAVE

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

#### 11.2.01 Administration/Authorization

- (a) Union Leave shall be administered and authorized by the President or the President's his or her designee when union leave is for the purposes of performing the duties of an elected officer or appointed committee member. When union leave is for other purposes, union leave shall be administered and authorized by the Executive Director or the Executive Director's designee.
- (b) The Board of Directors shall be provided with a report listing the members who have served on union leave at each regular meeting of the Board.

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Appendix 4- Recommendation to Adopt Electronic Voting

**The following amendments to the Policy File were adopted by the Board on July 23:**

12.0.01 Election Conduct

(a) All elections, referenda, recalls, ratifications, or other matters to be decided by either a ballot vote of Local 1000 members or vote by the Local 1000 delegates to General Council, shall be conducted in accordance with procedures established by the Local 1000 Board of Directors and shall be administered by an appropriate Local 1000 election committee

(b) Whenever the bylaws or policy provides for voting by a mail ballot, the Union may utilize electronic voting if feasible and allowed by law.

Appendix 5- Recommendation to Adopt Ranked Choice Voting for Statewide Officers

The following amendments to the Policy File were adopted by the Board on July 23:

12.0.05 Election Procedures:

(j) A plurality of votes cast shall determine the winner for each office, except in the case of statewide officers for whom the following ranked choice voting rules shall apply:

1. Voters rank the candidates for a given office by preference on their ballots.
2. If a candidate wins an outright majority of first-preference votes (i.e., 50 percent plus one), the candidate or she will be declared the winner.
3. If, on the other hand, no candidates wins an outright majority of first-preference votes, the candidate with the fewest first-preference votes is eliminated.
4. All first-preference votes for the candidate with the fewest votes are eliminated, lifting the next-preference choices indicated on those ballots.

In case of a tie, the winner shall be determined by lot.

Appendix 6- Recommendation to Make the Elected President the Principal Officer while retaining a Board Chair for limited duties specific to the Board of Directors

***The Committee on the Future recommends the following amendments be adopted so that they become effective upon the installation of officers on or about June 30, 2024, except to the extent that they must be considered before that date in order to conduct the localwide elections.***

Amend Policy File 3.0.03(a) as follows:

3.0.033.0.02 Duties of the Statewide Officers

In addition to those duties set forth in the Bylaws or elsewhere in this Policy File, the duties of the President and the Vice President/Secretary-Treasurer ~~four statewide officers~~ shall include:

(a) President:

(1) As directed by the Local 1000 Board of Directors, carrying out the policies and procedures of Local 1000; executing the plans and programs of Local 1000; and, between meetings of the Local 1000 Board of Directors, making all necessary interpretations or clarifications of Local 1000 bylaws and policy.

(2) Serving as a representative of Local 1000 on the CSEA Board of Directors.

(3) Serving as Local 1000's main spokesperson, including communicating with media representatives regarding collective bargaining issues, progress of negotiations, or other items of Local 1000 policy, positions, or campaigns.

~~(1) As set forth by the Local 1000 Board of Directors.~~

**Amend Policy File 3.0.03(b) as follows:**

- (v) Together with the ~~President-Board Chair~~, establish accounts at banks or other financial institutions for Local 1000 funds, authorize deposits to and withdrawals from such accounts, review the balances in and transactions affecting such accounts, and to take such action as deemed necessary to insure that deposits and withdrawals from such accounts are made with the approval of the appropriate Local 1000 statewide officers and are used for authorized purposes of Local 1000.

**Amend Policy File 3.0.04 as follows:**

~~3.0.04~~3.0.03 Duties of the Local 1000 Board of Directors

Duties of the Local 1000 Board of Directors, subject to simple-majority vote to approve, include:

- (1) From the Board of Directors, a Chair will be elected to schedule and preside\ over all meetings of the Local 1000 Board of Directors and the Local 1000 Executive Committee. The Chair of the board will serve at the pleasure of the Board of Directors and may be removed as Chair and replaced by a majority vote of the Local 1000 Board of Directors. The Board Chair may not simultaneously hold an office that is part of the Officers' Committee other than Board Chair.
- ~~(2) With the exception of SBACs and their respective BUNCs, appointing all committee members, including the Hearing Panel, subject to disaffirmation by the Local 1000 Board of Directors, and designating an ex-officio member of all committees from the Board.~~
- ~~(3) Electing from the Board, a representative of Local 1000 on the CSEA Board of Directors.~~
- ~~(4) Designating Local 1000's chief negotiator for any master contract negotiations and statewide meet and confer negotiations with the State of California or other recognized employer which are not unit specific, or delegating that responsibility to the Statewide President or to the Vice President for Bargaining or Chief Counsel for SEIU Local 1000.~~
- ~~(7) Designating Local 1000's main spokesperson in communicating with media representatives regarding collective bargaining issues, progress of negotiations, or other items of Local 1000 policy, positions, or campaigns. This includes methods of communication amongst the Local 1000 Board of Directors, DLCs, SBACs, BUNCs, and Local 1000 members and non-members, on all matters, including those within CSEA, affecting Local 1000.~~

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Amend Policy File 3.0.05 as follows:

~~3.0.05~~3.0.04 Duties of the Chair of the Local 1000 Board of Directors

~~(1) As directed by the Local 1000 Board of Directors, administering the daily affairs of Local 1000, carrying out the policies and procedures of Local 1000; executing the plans and programs of Local 1000; and, between meetings of the Local 1000 Board of Directors, making all necessary interpretations or clarifications of Local 1000 bylaws and policy.~~

~~(2)~~(1) \_\_\_\_\_ Scheduling and presiding over all meetings of the Local 1000 Board of Directors.

~~(3)~~(2) \_\_\_\_\_ Reviewing agenda items submitted for Local 1000 Board of Directors meetings and referring or deferring agenda items.

~~(4) Preside over the Local 1000 Agenda Committee.~~

Amend the Bylaws as follows:

IV C

C. The UCSW Board of Directors shall be the governing body for all affairs of UCSW doing business as SEIU Local 1000 and will elect a Chair from the Board Of Directors. The Chair will serve an initial term of 1 year which may be renewed by the board. The Chair will serve at the pleasure of the Board. ~~The Chair will be responsible for the day-to-day operations of UCSW between Board of Directors meetings and will report to the Board all of their activities between meetings.~~

IV C (1)a

1. The duties of the President shall include:

~~a) \_\_\_\_\_ Only duties as prescribed by the UCSW Policy File not in conflict with these bylaws or as directed by the UCSW Board of Directors.~~In addition to those duties prescribed by these Bylaws, any duties delegated to the President by the UCSW Policy File or as otherwise directed by the UCSW Board of Directors

VII B.

B. All standing committees shall report to the UCSW Board of Directors. The duties of each standing committee shall be established in the UCSW Policy File. The PresidentChair shall be an ex-officio member of each standing committee.

VII D.

D. Appointments to all standing committees shall be made by the President from the membership of the UCSW subject to disaffirmation byof the UCSW Board of Directors. Appointment to special or ad hoc committees or task forces shall be made by the PresidentChair unless the UCSW Board of Directors specifies otherwise when creating the committee or task force.



***In addition to the amendments to take effect upon the installation of officers, in the course of its work, the Committee identified some amendments related to the Board and the Board Chair which recommends be adopted effective immediately in order to be consistent with current practice. These are:***

Amend Policy File 3.0.04 (2) as follows:

- (2) ~~Except for where otherwise provided by the Bylaws or the Policy File, w~~With the exception of SBACs and their respective BUNCs, appointing all committee members, including the Hearing Panel, ~~subject to disaffirmation by the Local 1000 Board of Directors,~~ and designating an ex-officio member of all committees from the Board.

Amend Policy File 3.0.04 (4) as follows:

- ~~(4) Designating Local 1000's chief negotiator for any master contract negotiations and statewide meet and confer negotiations with the State of California or other recognized employer which are not unit specific, or delegating that responsibility to the Statewide President or to the Vice President for Bargaining or Chief Counsel for SEIU Local 1000.~~

Amend Policy File 3.0.05 as follows:

#### 3.0.05 Duties of the Chair of the Local 1000 Board of Directors

- (1) As directed by the Local 1000 Board of Directors, ~~administering the daily affairs of Local 1000,~~ carrying out the policies and procedures of Local 1000; executing the plans and programs of Local 1000; and, between meetings of the Local 1000 Board of Directors, making all necessary interpretations or clarifications of Local 1000 bylaws and policy.
- (2) Scheduling and presiding over all meetings of the Local 1000 Board of Directors.
- (3) Reviewing agenda items submitted for Local 1000 Board of Directors meetings and referring or deferring agenda items.
- ~~(4) Preside over the Local 1000 Agenda Committee.~~

Amend Bylaws IV E as follows:

- E. Bargaining Unit Chairs (~~BUNC~~) elected by their respective Bargaining Unit Negotiating Councils~~bargaining units~~ shall have all authority over contract issues, including negotiations and meet and confers with the employer with approval of the Chief Negotiator ~~as appointed by the UCSW Board of Directors~~. The BUNC Chairs shall elect by majority vote the Chief Negotiator to serve at the direction of the BUNC Chairs. The Chief Negotiator will chair meetings of the BUNC chairs, have full responsibility for all Master Table negotiations and will act as directed by the BUNC with full assistance from the SEIU Local 1000 Legal and Research departments.

Appendix 7- Recommendation to Establish 3-Person Executive Committee

***The Committee on the Future recommends the following amendments be adopted so that they become effective upon the installation of officers on or about June 30, 2024, except to the extent that they must be considered before that date in order to conduct the localwide elections.***

Amend the Bylaws as follows:

E. The President, Vice President/Secretary-Treasurer, and Board Chair shall be members of the Executive Committee. Upon the call of the President, the Executive Committee shall meet to take such action as is needed to effectuate the Board’s policies between meetings of the Board, but in any case, the Executive Committee shall meet at least twice a month. All actions shall be reported to the Board of Directors no later than the next meeting.

Amend the Policy File as follows:

**1.0.06**

~~1.0.06 Executive Committee~~

~~The four statewide officers (President, Vice President/Secretary-Treasurer, Vice President for Organizing/Representation, and Vice President for Bargaining) serve as the Local 1000 Executive Committee and carry out the policies of Local 1000 and manage the business and affairs of the corporation between meetings of the Local 1000 Board of Directors.~~

**3.0.01**

~~3.0.01 Local 1000 Executive Committee~~

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

Appendix 8- Recommendation to Establish Regional Officers and Officers' Committee  
***The Committee on the Future recommends the following amendments be adopted so that they become effective upon the installation of officers on or about June 30, 2024.***

Amend Policy File to create new 4.08.08:

4.0.08 Regional Officers

The Board of Directors shall assign each DLC to one of six geographic regions. Each DLC region shall have a Regional Officer, elected by the DLC Presidents within that region, as provided by Section 12.4.00.

1. The duties of the Regional Officers shall be:

- a. To serve as a member of the Officers' Committee.
- b. To serve as a liaison between the DLC Presidents of that region and the Executive Committee and the Executive Director.
  - i. This shall not prevent a DLC President from directly contacting staff, members of the executive committee, or their BUNC. However, it is expected that the Regional Officer will facilitate improved communication and coordination of the programs adopted by the Board of Directors to the benefit of the members in their regions while also improving feedback from the DLC Presidents and other members to the Executive Committee, the Executive Director, and appropriate staff.
  - ii. The Regional Officers shall not direct staff in their regions but shall be afforded the necessary access to the Executive Director and other appropriate management staff to make sure that they receive the information necessary to assure accountability and the best possible performance of Local 1000 staff.
- c. To assist the DLC's in their region with establishing the best possible program for their members.
  - i. This may include convening meetings of the DLC presidents in their region to discuss best practices and mutual concern.
  - ii. This may include reviewing information with respect to whether/how DLC's are participating in local programs and accessing available resources as well as advocating for additional resources and support for the DLC's in their regions. It is expected that Regional Officers will be in regular contact with the DLC presidents in their regions.
  - iii. Regional Officers will be expected to monitor and support all the programs of the Union including the Union's Political, Bargaining, Organizing, and Representation programs.

2. Financial resources available for union leave and other support for the activities of the Regional Officers will be determined by the Board of Directors, and the cost-effectiveness of these expenditures shall be reviewed periodically by the Board of Directors and adjusted as the Board deems appropriate. The Board of Directors may establish an ad hoc committee to conduct this review and make recommendations to the Board of Directors.

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**Amend Policy File to create new 12. 4.00:**

12.4.00

- (a) The District Labor Council Presidents in each region shall elect a Regional Officer from among the DLC Presidents in that region. The election for each region shall be held no later than 60 days after local officers are seated following each election for statewide officers.
- (b) A majority of votes cast shall determine the winner for each office. If there is only one candidate nominated for office, that candidate will be declared elected. A tie vote shall be determined by lot.

12.4.01 Removal of a Regional Officer

A Regional Officer may be removed upon a petition seeking the removal of the Regional Officer signed by a majority of the DLC Presidents in the Region with the Local 1000 President.

12.4.02 Vacancy of a Regional Officer

In the event that the position of a Regional Officer becomes vacant, the DLC Presidents in the region shall meet within thirty (30) days of the position being vacated and shall elect a Regional Officer from among the DLC Presidents in the region according to the provisions of this section.

**Amend Policy File to create new 1.0.06:**

1.0.06 Officers' Committee

The President, Vice President/Secretary-Treasurer, Board Chair, two BUNC chairs to be designated by the BUNC chairs, and the six Regional Officers shall be members of the Officers' Committee. The Executive Director shall be a non-voting member of the Officers' Committee. The Officers' Committee shall meet monthly. In addition, the President may call special meetings of the Officers' Committee if needed. The Officers' Committee shall review reports on the programs of the Union (both retrospectively and prospectively,) and shall make recommendations to the Executive Director for improving the execution of the programs and policies adopted by the Board of Directors. The Board of Directors may assign other duties to the Officers' Committee. All actions shall be reported to the Board of Directors no later than the next meeting.

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**Appendix 8a – Hypothetical Example of Possible Assignments of DLC’s to 6 Regions**

The Committee recommends that the Board of Directors develop a process to determine how best to allocate DLC’s to the six regions. The determination would not need to be finalized until June of 2024, so there is time for a thoughtful discussion. This hypothetical example is provided in order to help the Board visualize how this could be done. The Committee expects that the actual allocation may be different than what is presented here.

DLC	Proposed Region	Represented	Members
701	Southeast Ontario	2877	1834
702	Southeast Ontario	1314	679
703	Southeast Ontario	2073	1354
704	Southeast Ontario	1907	1364
705	Southeast Ontario	1259	958
706	Southeast LA	1093	708
707	Southeast LA	1819	1244
710	Southeast Ontario	1528	1259
721	Southeast LA	1367	816
722	Southeast LA	797	512
723	Southeast LA	1599	1182
724	Southeast LA	1471	925
725	Southeast LA	945	535
726	Central-Fresno	1494	953
727	Southeast LA	684	412
729	Southeast LA	1652	1253
741	Coastal Oakland	1171	759
742	Coastal Oakland	1213	730
743	Coastal Oakland	1551	849
744	Coastal Oakland	1470	848
746	Coastal Oakland	1375	849
747	Coastal Oakland	1618	1245
749	Coastal Oakland	723	419
751	Coastal Oakland	1456	1258
752	Coastal Oakland	694	503
761	Sacramento A	2414	1267
762	Sacramento A	3320	1152
764	Sacramento A	1103	609
765	Sacramento A	2847	1101
766	Sacramento B	969	462
767	Sacramento B	1701	744
768	Sacramento A	3832	1541

Region	Represented	Members	#DLC's
Central-Fresno	15236	9491	7
Coastal Oakland	12252	7954	10
Sacramento A	22741	9377	9
Sacramento B	22694	8845	9
Southeast LA	11929	7954	10
Southeast Ontario	10958	7448	6
<b>Total</b>	<b>95810</b>	<b>51069</b>	<b>51</b>

769	Central-Fresno	2446	1258
770	Central-Fresno	2898	2231
771	Central-Fresno	2437	1879
772	Central-Fresno	2448	1501
781	Sacramento B	2972	1259
782	Sacramento A	2197	804
784	Sacramento B	2621	999
785	Sacramento B	2024	753
786	Sacramento A	4868	2032
787	Sacramento B	4043	1488
788	Sacramento B	2122	825
789	Sacramento B	2299	934
790	Sacramento B	3943	1381
792	Central-Fresno	601	374
793	Central-Fresno	2912	1295
794	Sacramento A	1829	739
795	Coastal Oakland	981	494
799	Sacramento A	331	132
850	Southeast LA	502	367

Appendix 9- Recommendation to Make Policy File Consistent with New Officer Structure  
*The Committee on the Future recommends the following amendments be adopted so that they become effective upon the installation of officers on or about June 30, 2024, except to the extent that they must be considered before that date in order to conduct the localwide elections.*

Amend the Policy File 1.0.03(b) as follows:

(b) Local 1000 Board of Directors:

The Local 1000 Board of Directors serves as the corporate board of directors for Local 1000. It comprises the President, the Vice President/Secretary-Treasurer~~four statewide officers~~, the president of each District Labor Council (DLC) and the chair of each Bargaining Unit Negotiating Council~~Committee~~ (BUNC).

Amend the Policy File 3.0.00 as follows:

### 3.0.00 LOCAL 1000 BOARD OF DIRECTORS AND STATEWIDE OFFICERS

The Local 1000 Board of Directors serves as the corporate board of directors for Local 1000. It comprises the President, Vice President/Secretary-Treasurer~~four statewide officers~~, the president of each DLC and the chair of each BUNC.

Members shall not run for or hold more than one of the following offices: President, Vice President/Secretary-Treasurer, DLC Executive Board member, or CBUR.

Amend the Policy File 3.0.03 as follows:

### ~~3.0.03~~ 3.0.02 Duties of the Statewide Officers

In addition to those duties set forth in the Bylaws or elsewhere in this Policy File, the duties of the President and the Vice President/Secretary-Treasurer ~~four statewide officers~~ shall include:

~~(c) Vice President for Organizing/Representation:~~

~~(1) Acting as a spokesperson for the DLCs.~~

~~(2) Filling DLC vacancies, except for delegates to the General Council, whenever procedures to fill vacancies do not exist or have been exhausted and vacancies still exist.~~

~~(3) Assisting the President in administering the affairs of Local 1000.~~

~~(4) Administering a job steward training and certification program.~~

~~(5) Performing such other duties as may be prescribed by the Bylaws or by this Policy File, or as directed by the Local 1000 Board of Directors.~~

- ~~(6) Reporting to the Local 1000 Board of Directors any needed change in alignment of DLCs.~~
- ~~(7) Serving as an ex-officio member of the Chief Steward Committee.~~
- ~~(d) Vice President for Bargaining:~~
  - ~~(1) Presiding over all meetings of the BUNC chairs.~~
  - ~~(2) Serving as liaison to the Executive Committee for the BUNC chairs.~~
  - ~~(3) Acting as a spokesperson for the BUNCs.~~
  - ~~(4) Performing all other duties as assigned by the Board of Directors.~~
  - ~~(5) Serving as chair of the Local 1000 Bargaining Committee.~~
  - ~~(6) As delegated by the Board of Directors, coordinating master contract negotiations and statewide meet and confer negotiations with the State of California or other recognized employer which are not unit specific.~~
  - ~~(7) Performing such other duties as prescribed by the Bylaws or by this Policy File or as directed by the Local 1000 Board of Directors.~~

Add to Policy File 3.0.04 (Duties of the Board of Directors) a new section as follows:

- (2) Filling DLC vacancies, whenever procedures to fill vacancies do not exist or have been exhausted and vacancies still exist.

Amend Policy File 3.1.00 as follows:

### 3.1.00 LOCAL 1000 STATEWIDE OFFICERS LEAVE

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

Local 1000 shall secure union leave for the Local 1000 statewide officers as follows: The President, ~~the Board Chair~~ and ~~Vice President/Secretary-Treasurer Statewide Officers~~ shall have full time union leave. The Board Chair shall have at least half-time union leave.

Amend the Policy File 3.1.01 as follows:

### 3.1.01 Vacancies

- ~~(a) In the event of the resignation, removal or death of the President, the Board shall leave the position vacant through the remaining term ending in 2024.~~
- (b) If ~~any of the~~ position of President or Vice President/Secretary-Treasurer ~~vice president positions~~ becomes vacant, within 30 days, or at the next Board meeting, whichever is sooner, the Board shall make an appointment to fill the vacancy by ~~simple~~ majority vote for the remainder of the term. After making the appointment, the Board may call for a special election to fill the unexpired term (i.e. the Board- appointed officer would serve on an interim basis.)
- ~~(c) Should all four Local 1000 officer positions become vacant, the Chair of the Bargaining Unit Negotiating Committee 1 and 4 shall become acting President and Vice President/Secretary Treasurer. If there is no mutual agreement between the two as to which chair will assume the position of President and which will assume the position of Vice President/Secretary Treasurer, the choice will be made by drawing lots. A special general election will be called and sent to the membership statewide within 60 calendar days.~~
- ~~(i) The nomination period for this special election opens the first Monday following the temporary placement of the new President and Vice President/Secretary Treasurer.~~
- ~~(ii) The nomination period for this special election closes the first Monday of the following month.~~
- ~~(iii) The voting period and procedures will be the same as in 12.1.00 Election Conduct.~~



Amend the Policy File 3.2.08 as follows:

### 3.2.08 Approval of Meetings

- (a) All meetings of the Local 1000 Board of Directors, SBACs and BUNCs shall be called at the direction of the Chair or BUNC Chair.
- ~~(b)~~ (b) All meetings of SBACs and BUNCs at Local 1000 expense require prior approval of the President. In the absence of the President, approval must be obtained from the Chief Negotiator or Vice President/Secretary-Treasurer~~Vice President for Bargaining~~. Each request must be accompanied by an agenda in order to be approved. Meeting requests for SBACs and BUNCs shall be made by the BUNC Chair. Any denial shall be in writing and appealable to the Local 1000 Board of Directors. The appeal shall be voted on by the Local 1000 Board of Directors within five days.
- (c) All meetings of Local 1000 committees require prior approval of the President.

Amend the Policy File 3.2.09 as follows:

### 3.2.09 Executive Sessions

The Local 1000 Board of Directors, Executive Committee, SBACs ~~and~~ BUNCs, and Officers' Committee may meet in executive session when discussing development of bargaining strategy, personnel matters, disciplinary actions, representation appeals, or other matters deemed by the President, the Board, or the BUNC Chair as confidential. Executive sessions, when held as a part of regular meetings, shall be scheduled for an announced time certain. Any actions taken during an executive session shall be reported in open session in a manner that does not disclose any of the confidential information.

Attendance at executive sessions shall be restricted to the member(s) of the body holding the meeting, statewide officers, and staff and other individuals who have pertinent information and whose presence is determined to be necessary by the presiding officer, subject to disaffirmation by the body.

Report and Recommendations of the Local 1000 Committee on the Future 8-25-23  
(Corrected 8-28-23)

Amend the Policy File 4.0.04(e)(2)iv (Listing exceptions to reasons that a DLC President must forfeit their position) as follows:

(2) A DLC President:

- (i) Has been involuntarily transferred to a different DLC; and
- (ii) The Vice President/Chief Steward position is vacant; and
- (iii) The involuntary transfer is within geographic proximity to other worksites in the DLC; or
- (iv) The ~~Board of Directors Vice President/Organizing and Representation~~ has instituted realignment.
- (v) No DLC President or Bargaining Unit Chair shall lose their position by virtue of such involuntary transfer for the remainder of their term or until an election can be held for a new DLC President, whichever is sooner.

Amend the Policy File 4.0.05(b)3 (listing the duties of a DLC Vice President/Chief Steward) as follows:

- (3) Report quarterly to their ~~Regional Officer-Local 1000 Vice President for Organizing/Representation~~ on the implementation and status for the representation program.

Amend the Policy File 4.0.05(c)1 (listing the duties of a DLC Secretary-Treasurer as follows:

(c) Duties of the Secretary/Treasurer:

The Secretary/Treasurer is the financial officer of the DLC and shall:

- (1) Maintain minutes of all DLC meetings and forward copies to the Local 1000 Vice President/~~Secretary-Treasurer for Organizing/Representation~~ for appointments and copies to Local 1000 Accounting;

Amend the Policy File 4.0.07 c-e (Filling of DLC Vacancies as follows:

(c) All Officers Simultaneously:

Should all officer positions become vacant simultaneously, the Local 1000 President~~Vice-President for Organizing/Representation~~ shall call a special meeting of the DLC Executive Board to be held within 24 hours of confirmation of such emergency situation. The DLC Executive Board shall meet, elect a temporary chair from among their ranks and proceed to immediately elect a President. The election must be ratified by the DLC membership at a called meeting within 90 days of the appointment.

(d) Other Officers:

To fill a vacancy among the DLC officers, except as provided above, the President shall make an appointment from stewards within the DLC. Such appointment shall take effect immediately, upon written notification to the Local 1000 President~~Vice President for Organizing/Representation~~, but must be ratified either by the next DLC Executive Board or membership meeting. The pertinent minutes shall be delivered to the Local 1000 President~~Vice President for Organizing/Representation~~.

(e) District Bargaining Unit Representatives:

Except in circumstances where the vacancy exists because the position was declared vacant pursuant to section 7.0.05, the DLC President shall make an appointment from the membership of the respective bargaining unit in the DLC. Such appointment shall take effect immediately upon written notification to the Local 1000 President~~both the Vice-President for Organizing/Representation and the Vice President for Bargaining~~ but must be ratified either by the next DLC Executive Board or membership meeting. The pertinent minutes shall be delivered to the Local 1000 President~~Vice President for Organizing/Representation~~. If the position was declared vacant pursuant to section 7.0.06, the procedures set forth in that section shall apply.

Amend the Policy File 4.1.00 as follows:

#### 4.1.00 WORKSITE LOCALS

##### 4.1.01 Structure and Responsibilities of the Worksite Locals

- (a) The worksite locals are officially designated organizations of stewards and members within a District Labor Council.
- (b) District Labor Council Executive Boards may propose the creation, dissolution, or modification of worksite locals within their jurisdiction. Such proposals must be submitted in writing to the ~~Local 1000 Board Chair~~Vice President for Organizing/Representation and shall be placed on the next Local 1000 Board of Directors agenda for confirmation, ~~modification~~ or rejection.

Amend the Policy File 5.0.00(b) 3 and 4 as follows:

~~(3) The Vice President for Organizing/Representation shall chair the Statewide Chief Steward Committee.~~

~~(4)~~(3) The ~~Chief Negotiator~~Vice President for Bargaining shall chair the Local 1000 Bargaining ~~Council~~Committee.

Amend the Policy File 5.1.04 as follows:

##### 5.1.04 Local 1000 Bargaining ~~Council~~Committee

The Local 1000 Bargaining ~~Council~~Committee consists of the President, ~~Chief Negotiator~~Vice President for Bargaining and all BUNC Chairs. The ~~Chief Negotiator~~Vice President for Bargaining shall serve as chair of this ~~Council~~Committee.

Amend the Policy File 5.1.14 as follows:

##### 5.1.14 Statewide Chief Steward Committee

- (a) This committee shall consist of one Chief Steward from each representational area: Southeast (Rancho Cucamonga), Southwest (Los Angeles), Coastal (Oakland), Central Valley (Fresno), and Sacramento (Midtown, Downtown, and the outlying area) and one of the Regional Officers, appointed by the President, subject to disaffirmation by the Board of Directors, who shall serve as the Chair of the Chief Stewards Committee. The statewide committee shall meet at least quarterly. Such meetings may be by conference call.

Amend the Policy File 5.1.04 as follows:

5.1.04 Local 1000 Bargaining ~~Council~~Committee

The Local 1000 Bargaining ~~Council~~Committee consists of the President, Chief Negotiator ~~Vice President for Bargaining~~ and all BUNC Chairs. The Chief Negotiator ~~Vice President for Bargaining shall~~ serve as chair of this committee.

Amend the Policy File 5.1.09 as follows:

5.1.09 Local 1000 Health and Safety Committees

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

Amend the Policy File 6.0.04 as follows:

6.0.04 Recording and Reporting

Recording and reporting shall be a priority for all certified stewards. The reports from stewards on both formal and informal grievances and complaints shall be maintained by Local 1000 in such a way as to provide stewards with resource information, precedent, past practice and results, and to provide our bargaining teams with information about experience factors on issues and provisions contained within the contracts, the California Department of Human Resources and SPB Laws and Rules and departmental policies.

Stewards shall provide the appropriate staff person ~~Vice President for Representation/Organizing~~ with timely written information, when requested, about informal and formal grievances and complaints, meet and confers, steward activities, appeals, expenses incurred, their contact information, level of experience and willingness to represent co-workers in the worksite.

Amend the Policy File 6.00.00(a)3 (Corrective Action for Stewards) as follows:

(3) Removal:

The Local 1000 President will send the petition to the Statewide Chief Stewards Committee. The petition shall be reviewed and a determination made by the statewide chief stewards committee within 30 days.

Any committee member involved in the removal of a steward shall not take part in the deliberations or decision of the Statewide Chief Steward Committee. Decisions of the Statewide Chief Stewards Committee regarding decertification may be appealed to the Local 1000 Board of Directors by written communication to the Local 1000 President and Board Chair~~Vice President for Organizing/Representation~~ within ten days of receipt of the decision.

Amend the Policy File 7.0.06 as follows:

7.0.06 Attendance at SBAC meetings

Members of an SBAC are expected to attend all scheduled meetings of the SBAC. It is the member's responsibility to notify the chair of the BUNC and the DLC President when the member will not be in attendance. Failure to notify the chair may result in an unexcused absence.

The chair of the BUNC shall notify, in writing, the DLC President and the Chief Negotiator~~Vice President for Bargaining~~ when an SBAC member has two or more unexcused absences or three or more excused absences in one year. The Chief Negotiator~~Vice President for Bargaining~~, provided the

BUNC chair concurs, shall declare the position vacant and provide for filling the vacancy for the remainder of the term as follows:

- (a) The Chief Negotiator~~Vice President for Bargaining~~ shall immediately mail a notice to all eligible members of the DLC informing them of the vacancy and inviting them to apply for the position within 30 days after mailing. The DBUR member whose position had been declared vacant shall be ineligible for appointment.
- (b) Immediately upon close of the application period, the Chief Negotiator~~Vice President for Bargaining~~ shall provide the DLC President with the list of the applicants.

Amend the Policy File 7.1.01 as follows:

#### 7.1.01 Responsibility of the BUNCs

The BUNCs are responsible for negotiating contracts for wages, hours, benefits and other terms and conditions of employment for their respective units. BUNCs represent their bargaining unit's common interests at the master table and negotiate their unit specific issues at the unit table. BUNCs shall:

- (a) Conduct contract negotiations and participate in contract campaigns;
- (b) Meet and confer as required and inform the Chief Negotiator and Vice-President for Bargaining of the outcome of any such negotiations;

Amend the last sentence of Policy File 7.1.0 (e) (Filling vacancies on the BUNC) as follows:

The Local 1000 President and the Chief Negotiator Vice-President for Bargaining shall be notified, in writing, of all changes in the members of the BUNC.

Amend the Policy File 8.1.00(b) as follows:

#### (b) Ballot Materials:

##### (1) Synopsis of Unit Contracts:

The Chief Negotiator Vice-President for Bargaining and BUNC Chairs are responsible for preparation of a synopsis of the master and unit contracts. The synopsis of the new contract shall be submitted to the membership for a ratification or rejection. The synopsis shall include information on where complete contracts are available for inspection.

##### (2) Ballots:

- (i) The ballot shall be coded for each unit and shall contain a pre-addressed and postage paid envelope.
- (ii) Members shall be required to sign and print their name on the envelope.

#### (c) Meetings:

- (1) Ratification meetings shall be scheduled and employees in the bargaining unit shall be notified of the time and place of such meetings.
- (2) The Chief Negotiator Vice-President for Bargaining, with the assistance of each BUNC Chair shall establish procedures to be followed for ratification meetings.

Amend the Policy File 9.0.04 as follows:

9.0.04 Suspension of President

If, ~~in the opinion of~~ the Vice President/Secretary-Treasurer, ~~Vice President for Organizing/Representation, and Vice President for Bargaining,~~ the Board Chair, and the Chief Negotiator have good cause to believe that the action of the President is such as to pose an immediate threat to the welfare of Local 1000, the ~~three other Officers~~ may summarily suspend the President by giving written notice thereof to the Executive Director, until the procedures established in the Policy File are concluded. If written charges are not filed within ten days, the suspension is terminated. If the President is serving as the Chief Negotiator, the concurrence of the Vice President/Secretary-Treasurer and the Board Chair shall be sufficient to cause the suspension of the President. During a period of suspension, the Board shall reallocate the duties of the President.

Amend the Policy File 10.3.01(d) as follows:

(d) Ensuring accountability to Local 1000's policies and programs.

Whenever the President or Vice President/Secretary-Treasurer ~~or the Vice President for Organizing/Representation~~ has reason to determine the risk to Local 1000 is such that action is required, the trusteeship must be created in compliance with the procedures set forth in this article.

Amend the Policy File 11.0.01 as follows:

11.0.01 Reimbursement for Local 1000 Business

The following persons may be reimbursed for expenses in connection with official business of Local 1000:

- (a) Members of the CSEA General Council;
- (b) Stewards;
- (c) Local 1000 President, and Vice President/Secretary-Treasurer, ~~Vice President for Organizing/Representation, and Vice President for Bargaining~~;



Amend the Policy File 12.2.01 as follows:

#### 12.2.01 BUNC Election Protests

- (a) A candidate for office may file a protest with the Vice President for Bargaining or designee within one hour after the election.
- (b) The ~~Local 1000 President~~Vice President for Bargaining or designee(s) shall immediately appoint a hearing officer to hear the protest and to determine the validity of the protest. The decision of the hearing officer is final and binding on all parties.

Amend the Policy File 12.3.00(i)3 (Recall of Officers) as follows:

- (3) Staff or Professional Agent to Process Recall Election. In the case of a qualifying recall election for ~~any of the~~ President or Vice President/Secretary-Treasurer ~~four statewide officers~~, then the recall election(s) shall be processed by a professional agent engaged by SEIU Local 1000. All recall elections for positions other than President or Vice President/Secretary-Treasurer ~~the four statewide officers (President and three Vice Presidents)~~ shall be processed by the Staff of Local 1000, unless the President ~~Chair of the Board of Directors~~ determines that it is in the best interests of Local 1000 to engage a professional agent to process the recall election. This determination shall be made with seventy-two (72) hours of the validation of petition signatures to trigger the recall election. In the absence of any affirmative decision of the Chair of the Board of Directors to engage an outside professional agent, then the recall election shall be processed by Local 1000 Staff, with the assistance and support of the Local 1000 Elections Committee. Any decision to engage an outside agent shall be immediately communicated to the Proponent(s), the elected officer subject to the recall election, and to the Board of Directors.

Amend the Policy File 12.3.00(m) (Recall of Officers) as follows:

(m) Interim filling of positions to preserve representation

Notwithstanding the provisions of 4.0.07 Filling of the DLC Vacancies, should a DLC presidency be deemed vacant by a successful recall and before the election and installation of a successor, the Vice President/Chief Steward of that DLC may act as the DLC president in the DLC and with the Board of Directors, so as to ensure representation of the DLC members. Likewise, if a BUNC Bargaining Unit Chair seat is deemed vacant by a successful recall and before the election and installation of a successor, the BU Vice Chair may act as the BUNC for that Bargaining Union in SEIU

Local 1000 and with the Board of Directors, so as to ensure representation of the DLC members. ~~In that there are succession procedures within the Executive Committee of the Board of Directors (President and three Vice Presidents), then these positions will remain vacant until filled by a subsequent election.~~ Such acting positions shall not be deemed to be holding two offices and does not preclude the acting officer from running for the position for the balance of the recalled term. All other recalled positions shall remain vacant until such time as a successor is elected and installed in the elected office for the balance of the term.

Amend the Policy File 13.1.02 as follows:

13.1.02 Decision to Arbitrate and Arbitration Appeals

- (a) Decisions to advance grievances to the Local 1000 Legal Department to be considered for arbitration shall be made by the Union Resource Center (URC) Area Coordinator, URC representative and two appropriate stewards.
- (b) The Statewide Arbitration Coordinator shall make recommendations to the Chief Negotiator ~~Vice President for Organizing/Representation and the Vice President for Bargaining~~ on whether to arbitrate, combine cases, etc., or to deny arbitration.
- (c) The Chief Negotiator ~~Vice President for Organizing/Representation and the Vice President for Bargaining~~, after consultation with the BUNC Chairs, shall make the decision to arbitrate, combine cases, etc., or to deny arbitration.

Amend the Policy File 1.0.05 as follows:

1.0.05 Bargaining Unit Negotiating Councils ~~Committees~~

BUNCs are responsible for negotiating contracts for wages, hours, benefits and other terms and conditions of employment for their respective bargaining units. Each bargaining unit has a SBAC consisting of one or more District Bargaining Unit Representatives (DBURs) from each DLC in which the affected bargaining unit has members.

Amend the Bylaws as follows:

IV A

#### IV OFFICERS

A. The officers of the UCSW shall be the President, Vice President/Secretary-Treasurer, ~~the Vice President for Organizing/Representation, the Vice President for Bargaining,~~ and the Chair as elected by the UCSW Board of Directors from among its members.

IV E (3)

~~3. The Vice President for Organizing/Representation shall:~~

- ~~a) Attend the UCSW meetings.~~
- ~~b) Act as a spokesperson for the DLCs.~~
- ~~c) Fill DLC vacancies, except for delegates to the General Council, whenever procedures to fill vacancies do not exist or have been exhausted and vacancies still exist.~~
- ~~d) Perform all other duties assigned by the Chair as related to the activities of the DLCs.~~
- ~~e) Chair the Statewide Chief Steward Committee.~~
- ~~f) Such other duties as prescribed by the UCSW Policy File or directed by the UCSW Board of Directors.~~

~~4. The Vice President for Bargaining shall:~~

- ~~a) Preside over all meetings of the BUNC chairs.~~
- ~~b) Serve as liaison to the Executive Committee for the BUNC chairs.~~
- ~~c) Attend the UCSW Board of Directors meetings.~~
- ~~d) Act as a spokesperson for the BUNCs.~~
- ~~e) Assist the Board appointed designee with any master contract negotiations.~~
- ~~f) Perform all other duties as assigned by the Board of Directors as related to activities of the BUNCs.~~
- ~~g) Serve as chair of the Local 1000 Bargaining Committee.~~
- ~~h) Such other duties as may be prescribed by the UCSW Policy File or directed by the UCSW Board of Directors.~~

VI

**VI BOARD OF DIRECTORS / EXECUTIVE COMMITTEE**

A. The Board of Directors of the UCSW shall be known as the UCSW Board of Directors and shall be comprised of the ~~two~~**four** statewide officers, the chair of each Bargaining Unit Negotiating Council ("BUNC") and the president of each District Labor Council ("DLC"). Members of the UCSW Board of Directors shall be elected for a term of three years. The UCSW Board of Directors shall be no less than thirty and no more than one hundred fifty as set from time-to-time by the UCSW Board of Directors by a vote of sixty percent (60%) of the UCSW Board of Directors Members. No person may be elected as a member of the UCSW Board of Directors who is not an active member of the UCSW in good standing and satisfies the other conditions set forth in the UCSW Policy File.

Appendix 10- Recommendation to Give Board of Directors the Means to Make New Governance Policies More Durable

***The Committee recommends the following amendments effective immediately in order to establish a mechanism for the Board of Directors to require a super-majority to amend changes to the Policy File and Bylaws that the Board wants to make more durable.***

3.2.04 Amending the Policy File

- (a) No member of the Executive Committee, the Board of Directors, or other may address the body until roll call has been taken and the agenda has been presented, except the Vice President/Secretary-Treasurer or their surrogate in doing these tasks.
- (b) Amendments to the Policy File may be proposed by any Director.
- (c) All amendments to Local 1000 Policy File must be voted on separately by division or a lesser part.

Amendment to the Policy File shall be by a majority vote of the Local 1000 Board of Directors- present, except that amendments to the sections or subsections listed in section (a) shall require 15 days prior notice and a two-thirds (2/3) vote of the board members present and voting.

a)

b) A motion to remove an item from the above list shall require 15 days prior notice and a two-thirds (2/3) vote of the board members present and voting.

Amend Bylaws IX as follows:

**IX AMENDMENT**

These Bylaws may be amended by a majority vote of the UCSW Board of Directors present, at any regular or special meeting of the UCSW Board of Directors, except as otherwise required by the laws of the State of California, except that amendments to the sections or subsections listed in section (a) shall require 15 days prior notice and a two-thirds (2/3) vote of the board members present and voting.

a)

b) A motion to remove an item from the above list shall require 15 days prior notice and a two-thirds (2/3) vote of the board members present and voting.

Appendix 11 – Strengthen the ability of the members of the Board of Directors to convene a Board of Directors Meeting in the event that the Board Chair fails to respond to a petition for a meeting in a timely fashion

**Amend Policy File 3.2.00 (2) (e) as follows effective immediately:**

- (e) Notice of meetings shall be the responsibility of the Chair of the Board as directed by the Board of Directors. In the event the Chair does not issue the call for such a meeting within three (3) business days of receipt of a petition by majority of the UCSW Board of Directors members, the Executive Director shall issue the call for such a meeting within five (5) business days of the delivery of the petition to the Board Chair.