



December 9, 2021

Mary Kay Henry
SEIU International President
Service Employees International Union CTW, CLC
1800 Massachusetts Ave., NW
Washington, D.C. 20036

RICHARD
LOUIS BROWN
President

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

Dear President Henry:

Local 1000 is curious why the SEIU International President has openly taken an intrusive position into Local 1000 internal operations. At the behest of the insurrectionist Bill Hall, you have sent multiple letters restating his false narrative and have twice referred to him as Local 1000 Board Chair. If you are in possession of information that lends credibility to his claims, I request that you bring that documentation forward immediately.

There have been numerous attempts by Local 1000 members to raise concerns to you in the past that have gone unanswered. Your interest in Local 1000 governance being raised at this time by referencing an unauthored op-ed written in the local Hearst/McClatchy rag is unprecedented. I should think the SEIU International President would recognize a hit-piece filled with unsupported claims and spurious concerns when shoveled in great abundance.

Your inquiry concerning the SBAC election processes has been received and I can assure you that allegations of improper election activities are unfounded. Local 1000 will be conducting a fair and transparent BUNC election that fully complies with our internal election procedures. Additionally, Local 1000 is monitoring changes and firmly adhering to Sacramento County Health Department [COVID guidelines](#).

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

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Mary Kay Henry
SEIU International President
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Did this small group of insurrectionists inform you of their recently expressed concerns about the in-person Local 1000 Board of Director's meeting scheduled for December 18-19? The Board of Directors is comprised of 65 members which is half the number of SBAC attendees. These concerned members want it both ways and your response has provided them with a fabricated credence.

In each of your recent letters you have characterized Bill Hall as the Local 1000 Board Chair. I find your portrayal and quick acceptance of this self-proclaimed title deeply disturbing. Local 1000 recognizes Bill Hall as an insurrectionist DLC President [Attachment C] who is leading an anti-democratic coup with a goal to overturn a free and fair election by the membership. Local 1000 Bylaws, Policy File, and a majority of union membership fail to recognize the unelected position of Chair [Attachment D]. The minutes provided from the illegal insurrectionist meeting also fail to support any of the claims being made by this self-serving group [Attachment E]. I am troubled by you taking an active role in this insurrectionist movement.

Regarding your letter from December 7, 2021 where you state; "I asked you for input on these issues, but that you did not respond." Inspection of the November 8, 2021 [Attachment A] correspondence reaffirmed there was never a request for response from the Local 1000 President, your statement is revisionist. Had I initially received the same latitude being afforded DLC 744 President Bill Hall you would have promptly received the clarity you are now demanding.

Local 1000 (UCSW) continues to honor the 2004 Affiliation Agreement [Attachment B] with SEIU International. I would ask that SEIU International also honor the 2004 Affiliation Agreement and reaffirm its understanding and principles as outlined.

Article III. LOCAL AUTONOMY

(A) Governance

UCSW, as well as any of its subordinate bodies, shall continue to be governed by the UCSW Bylaws. SEIU recognizes and accepts the UCSW's Bylaws as they currently exist and as they may be lawfully amended.

As the rightfully member-elected President, I have authorized a thorough investigation to discover if a nexus may exist between SEIU International and the Local 1000 insurrectionist group. SEIU Local 1000 will not spare any expense, any resources, time, and effort to defeat these insurrectionists. SEIU Local 1000 will aggressively defend itself against the threats of these internal insurrectionists and their outside collaborators, to maintain our autonomy.

Mary Kay Henry
SEIU International President
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In conclusion, I have an open-door policy to address any concerns raised by Local 1000 members directly. My cell phone is published and readily available to anyone who wants to contact me directly. Every Wednesday night I host a Zoom meeting where anyone can ask questions and be heard. Bill Hall and his small cabal chose to ignore all these avenues and instead sought assistance from SEIU International who plays no role in Local 1000 internal matters.

Sincerely,

Richard Louis Brown 7437
RICHARD LOUIS BROWN 408 207 2339
President, Local 1000

cc: Heather Conroy, Executive Vice President
Donna Snodgrass, Local 1000 Chief of Staff

Attachments:

- [A] Mary Kay Henry letter November 8, 2021
- [B] 2004 Affiliation Agreement
- [C] Local 1000 response to Bill Hall – October 7, 2021
- [D] Email to Local 1000 Board of Directors – October 15, 2021
- [E] Insurrectionist meeting minutes, October 16-17, 2021

Attachment A



***SENT VIA ELECTRONIC MAIL**

November 8, 2021

Mr. Richard Louis Brown
President
SEIU Local 1000
1808 14th Street
Sacramento, CA 95811

Dear Brother Brown:

I am following up on your request to meet. My team has been looking for a date/time I could offer that would accommodate our mutual schedules and those of SEIU Executive Vice President Heather Conroy and Local 1000 Vice Presidents Anika Walls, David Jimenez and Irene Green, who would join the meeting.

Since we initiated this effort, however, I have been informed of newspaper articles describing a recent Local 1000 Board meeting that resulted in the election of a Local 1000 Board Chair with authority previously assigned to the position of Local 1000 President. I have also been contacted by Bill Hall, copied here, in his capacity as the newly elected Local 1000 Board Chair.

The International Union is not privy to the facts and process behind these developments. Thus, I am unable to reach my own conclusion. Given these circumstances, I suggest two options for consideration. We could plan the zoom meeting with all parties in attendance (including Bill Hall), or postpone our meeting until there is more clarity around roles and authority. I would welcome a legal opinion letter from the Local 1000 General Counsel if that would help shed light on the matter.

Please let me know which option you prefer.

In unity,

Mary Kay Henry
Mary Kay Henry
International President

Cc: Local 1000 Executive Committee
Bill Hall, Local 1000 Board Chair

1800 Massachusetts Ave., NW
Washington, DC 20036

202.730.7000

www.SEIU.org

Attachment B

AFFILIATION AGREEMENT

Between

SERVICE EMPLOYEES INTERNATIONAL UNION

And

UNION OF CALIFORNIA STATE WORKERS

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AFFILIATION AGREEMENT

Between

SERVICE EMPLOYEES INTERNATIONAL UNION

And

UNION OF CALIFORNIA STATE WORKERS

This Agreement is entered into by the Service Employees International Union, AFL-CIO, CLC (hereafter referred to as SEIU) and the Union of California State Workers (hereinafter referred to as UCSW) for the purpose of affiliating these two labor organizations and setting forth the goals and understandings which have brought about this affiliation. This is the sole and complete Agreement between the parties with respect to the terms of their affiliation and is intended to be binding upon them and their successors until modified or amended by mutual Agreement or by the operation of law.

ARTICLE I. GOALS AND INTERESTS OF THE PARTIES

A. *Joint Partnership*

SEIU is an international labor union strongly committed to growth of its membership as the key to achieving its broader mission to improve the lives of working people and their families and to lead the way to a more just and humane society. As a growing, dynamic union, SEIU is committed to the principle of organizing workers and servicing its members through supporting the efforts of its locals, and has long maintained a tradition of local autonomy which recognizes the right of its locals to direct their own organization.

UCSW shares SEIU's goals. UCSW is an organization which aggressively and capably organizes and represents its members. UCSW is proud of its traditions and values its freedom to control the decisions that affect its members, and further believes it benefits from the organizing potential and the added political, legislative and agency influence and solidarity which derives from its affiliation with SEIU.

SEIU and UCSW are committed to creating an organizing and political partnership that will allow each to grow and benefit from the combination of their individual resources and strength. SEIU and UCSW agree that economic and social justice, a voice on the job and in society, secure jobs with the opportunity to advance, and dignity and respect for workers, active and retired, are guiding values. SEIU and UCSW share a vision that in a world that is changing fast, unions must be dynamic and act boldly to represent members. SEIU and UCSW agree that (1) by organizing on a large scale, we can win better wages, benefits and working conditions for our members; (2) by building political power and holding political leaders accountable we can influence public policy and champion issues of concern to our members; and (3) by uniting together we can better assure our members' involvement in the decisions that affect their jobs, lives and communities. Stronger together, SEIU and UCSW intend to create

a more just and humane society.

B. *New Strength Unity Plan*

Delegates to the SEIU 2000 Convention passed the New Strength Unity Plan to guide the work of the Union. UCSW endorses and supports the principles of the New Strength Unity Plan, including:

BUILDING STRENGTH THROUGH MEMBERSHIP UNITY. Through an expanded membership involvement program and a major increase in communication and union education, we will make sure members have the information and training to help solve problems at the workplace, win better contracts, hold politicians accountable, and reach potential new members.

NEW COORDINATION AMONG SEIU LOCAL UNIONS. SEIU local unions will not have to stand alone but will work together to develop state, regional, national, and industry strategies to win better pay, benefits, and security. Locals will pool some of their resources in a national Unity Fund for joint strategies and mutual support.

GREATER ACCOUNTABILITY TO EACH OTHER. Local unions will jointly set high performance standards for winning better contracts, communicating with members, holding public officials accountable, and uniting all workers who do the same type of work. Every member will receive a report each year on what is achieved under the New Strength Unity Plan.

UNITING ALL WORKERS WHO DO THE SAME TYPE OF WORK. We will increase members' bargaining strength by bringing into the union many more workers who are in the same sectors or do the same kind of work. We also will launch a massive effort to pressure employers not to interfere with workers' freedom to choose a voice at work by forming a union.

HOLDING POLITICIANS ACCOUNTABLE ON ISSUES IMPORTANT TO WORKING PEOPLE. Locals will train stewards, delegates, and member political organizers to lead a year-round program to involve members in making public officials listen to working families.

MORE USE OF NEW TECHNOLOGY. The union will use new tools like the Internet for communication with members and research on employers, and will help make sure that every member has access to an affordable computer and the Internet.

ARTICLE II. NAME AND STATUS

A. *Local Charter*

Pursuant to the terms of the SEIU/California State Employees Association Affiliation Agreement, the UCSW is currently affiliated with and a part of SEIU. SEIU has issued a charter to UCSW in the name of SEIU Local 1000 (UCSW) (Union Of California State Workers) AFL-CIO, and UCSW shall be known as SEIU Local 1000 (UCSW). UCSW members, as a benefit of the affiliation, are members of SEIU and the AFL-CIO with all ensuing rights and privileges. This agreement creates a new relationship. As permitted under its own Bylaws, UCSW shall continue to have the right to charter its own subordinate bodies. Members of subordinate bodies shall be considered members of SEIU Local 1000 (UCSW) under this affiliation agreement and SEIU's Constitution and Bylaws, subject to the requirements therein.

B. UCSW's Legal Status

SEIU recognizes that UCSW is a non-profit corporation organized under the laws of the State of California and that it is subject to applicable existing and future laws by reason of such status. Nothing in this Affiliation Agreement is intended to change or otherwise impact on such status.

C. UCSW's Assets and Liabilities

All assets, including, real and personal property and financial rights of any amount, nature or description (including, without limitation, interest and dividends earned on assets), currently held or acquired in the future by UCSW shall remain the assets of UCSW and the UCSW will retain sole responsibility for all existing and contingent liabilities, debts and other obligations and any other expenditures necessary to operate the UCSW. In the event of any disaffiliation of UCSW from SEIU, UCSW shall retain all its assets and property.

D. Collective Bargaining Representative

UCSW will continue as representative of and signatory to all collective bargaining agreements covering employees for whom the UCSW, or its predecessor, was the bargaining agent prior to this affiliation agreement. SEIU will assist in the defense of any employer challenges to the representative status of any bargaining unit that may be lodged as a consequence of the affiliation of the UCSW with SEIU.

E. Affiliation with AFL and SEIU Councils

UCSW shall affiliate with the California State Council and shall have the right to affiliate with any other appropriate intermediary body of SEIU. Its affiliation with such organizations shall be under the same conditions as other locals. SEIU encourages UCSW to affiliate with any state or local bodies of the AFL-CIO operating in the geographic region in which it is headquartered. Notwithstanding the above, UCSW's obligation to pay per capita payments to the SEIU California State Council shall not exceed 34 cents/member as of the date of the signing of this Agreement. Should the SEIU California State Council increase its current full per capita rate, UCSW's obligation to pay per capita payments shall not increase by more than one-half of the amount of such increase and in no event by more than twenty-five percent (25%) of the per capita UCSW is obligated to pay immediately prior to such increase. If the legislative programs of UCSW and the SEIU California State Council are subsequently merged, the parties agree to negotiate regarding the amount of per capita UCSW will thereafter pay to the SEIU California State Council.

Notwithstanding the above, UCSW may, in its sole discretion, make greater payments to the SEIU California State Council than it is obligated to pay under this Affiliation Agreement. In the event that UCSW pays additional amounts to the SEIU California State Council, the parties agree that such payments are voluntary, will not be construed to modify the terms of this Affiliation Agreement, and will create no legal obligation on the part of UCSW to continue such additional voluntary payments. However, in the event that UCSW decides to discontinue or reduce additional voluntary payments being made to the SEIU California State Council, UCSW agrees to give the SEIU California State Council 120 days prior written notice of such action.

ARTICLE III. LOCAL AUTONOMY

A. Governance

UCSW, as well as any of its subordinate bodies, shall continue to be governed by the UCSW Bylaws. SEIU recognizes and accepts the UCSW's Bylaws as they currently exist and as they may be lawfully amended. SEIU may, upon review of the UCSW's Bylaws or any amendments, report to the UCSW Council its findings regarding conformance of the Bylaws or amendments with SEIU's Constitution and Bylaws. UCSW recognizes and accepts SEIU's Constitution and Bylaws, as they currently exist and as they may be lawfully amended, except as to those provisions that are inconsistent with the terms of this Affiliation Agreement.

B. Budget

The UCSW shall have authority to establish its own operating and investment budget provisions. UCSW shall have full autonomy to expend funds and revenues as it determines to be appropriate and as accords with its legal obligations.

C. Employees and Staff

UCSW shall have full autonomy to select, retain and set policies for its own employees and staff including retaining professional services from accountants, attorneys, and others, and to negotiate terms of any service agreement with the California State Employees Association (CSEA).

D. Political Activities

SEIU and UCSW shall endeavor to work together, to cooperate, and to act in unison in promoting candidates and political positions for mutual benefit. The UCSW agrees not to maintain a federal political action committee. The UCSW will cooperate with the California State Council in endorsing candidates. SEIU agrees that CSEA's Employees Political Information Committee or similar committee fulfills the requirement in Article XV Section 15 of the International Constitution for a committee on political education.

E. Membership

UCSW shall continue to have sole power to determine eligibility for UCSW membership, subject only to the limitations in the CSEA Bylaws. For purposes of SEIU membership and rights under the SEIU Constitution, this right is limited by the requirements of the SEIU Constitution and the provisions of this Agreement, and the terms of any applicable state or federal law.

F. Eligibility for Union Office

UCSW shall continue to be the sole judge of eligibility for election to office in UCSW, subject to applicable law, but eligibility for election to SEIU delegate or SEIU office shall be in compliance with the SEIU Constitution and applicable state and federal law.

G. UCSW Disputes

UCSW shall retain its right to adjudicate internal UCSW disputes, subject only to SEIU's review to assure that UCSW's disciplinary procedures are in compliance with due process as defined by applicable provisions of the SEIU Constitution.

H. Support for Other SEIU Locals and Other Unions

UCSW is encouraged to support economic or strike sanctions of other locals and other unions, but at no time will UCSW or its members be required to strike or take any other action in support of such activities.

ARTICLE IV. SEIU SERVICES TO UCSW

A. Commitment of Services

SEIU maintains a large and skilled staff and has developed relationships with many types of consultants to provide organizing and servicing resource support to the locals of SEIU. Pursuant to the affiliation agreement, SEIU will make available to UCSW all the services and organizing support and grants as provided to other locals from the International Union.

Services provided to its locals by SEIU include but are not limited to: education and training, legal services, help for local union administration, support in developing strategic bargaining campaigns, work site safety and health concerns, public relations, information and printed or related materials to members, organizing assistance and grants, technical help in developing programs of internal organizing and leadership development, research assistance in analyzing State budgets, help in developing political programs, membership benefit programs, and staff assistance to help out during extraordinary times when unexpected problems or opportunities arise.

B. Organizing Assistance

SEIU is committed to helping UCSW build the best organizing program possible. SEIU will assist UCSW in meeting the standards of the SEIU "Bold Action" organizing program aimed at developing an organizing plan with appropriate resources, and recruiting and/or training an organizing director and staff. Local unions must normally meet these standards to become eligible to receive staff and resource assistance in developing strategic targets and conducting organizing campaigns. In conjunction with SEIU's organizing program, SEIU's organizing subsidy program will be made available to UCSW on the same basis as it is made available to other SEIU locals.

C. SEIU Pension Plan

The SEIU shall make available the SEIU Affiliates' Officers and Employees Pension Plan for participation of the UCSW, at its option, and will undertake to coordinate any necessary meetings or discussions between UCSW and the Pension Plan representatives needed to further planning for such participation. Unless UCSW agrees to participate in the SEIU Affiliates' Officers and Employees Pension Plan, SEIU waives the provisions of Article XX, section 8 of its Constitution as now constituted or as may be amended as to the subject matter contained therein.

D. *Public Retirement System*

SEIU and UCSW shall work together to improve the benefits available to UCSW members. SEIU agrees that it shall not take any public or private position that would seek to amend or modify the retirement or health benefits provided to state employees and retirees through any of the California public employee retirement systems and/or the California Department of Personnel Administration in such a manner that would result in lessening such benefits. SEIU further agrees that it shall take no public or private position respecting the composition of the Public Employees' Retirement System Board of Administration that is in conflict with the position of UCSW as to the election of the two (2) at-large members, the state employee member and the retiree member elected by the participants of the system. In the event that UCSW and another SEIU Local Union have a conflict on any retirement matter, SEIU shall use its best efforts to resolve the conflict.

ARTICLE V. JURISDICTIONAL PROTECTIONS RESULTING FROM AFFILIATION

SEIU fully commits to protect UCSW's jurisdiction and its bargaining relationships against challenges from other labor organizations. SEIU will at its own expense ensure that the UCSW and its subordinate bodies are provided full protection under Articles XX and XXI of the AFL-CIO Constitution. UCSW and its subordinate bodies in return promise that they will comply with the provisions of Articles XX and XXI of the AFL-CIO Constitution and any decisions and orders thereunder.

ARTICLE VI. FINANCIAL RESPONSIBILITIES

A. *Per Capita Tax*

Effective upon the first month of this agreement, UCSW will remit monthly per capita payments, including the Unity Fund portion, to SEIU on each of its members, in collective bargaining units, as provided in the SEIU Constitution. Payment shall be due by the 15th of the month following the collection, with the first payment due on or before February 15, 2004. SEIU shall pay the AFL-CIO per capita payments on behalf of UCSW members and fee payers from the per capita payment specified in this Section. There shall be no initiation fee required by SEIU of UCSW members. UCSW will permit SEIU to conduct such examinations or audit of UCSW's financial records as is reasonably necessary to verify the basis and amount of per capita tax paid by UCSW to SEIU or any subordinate body.

ARTICLE VII. JURISDICTION

UCSW shall have exclusive jurisdiction for all rank and file employees of the State of California in the State Civil Service. In addition, UCSW can organize new units subject to SEIU's jurisdictional determination. As to jurisdiction over new units of employees who are not rank and file employees of the State of California, SEIU shall give weight to the policy of "following the work" in assigning jurisdiction.

ARTICLE VIII. SETTLEMENT OF DISPUTES BETWEEN SEIU AND UCSW

The only means of settlement of disputes concerning the interpretation,

application, and enforcement of the terms of this agreement shall be as provided in this Article. In addition, the procedures in this Article shall be utilized if SEIU receives a legitimate complaint from a UCSW member that UCSW is not abiding by its responsibilities to effectively enforce its collective bargaining responsibilities, maintain democratic internal procedures, and/or assure fiduciary accountability and responsibility.

A. *Good Faith Discussions*

The parties shall meet and engage in good faith discussions in which each party shall attempt to share all information it has concerning the issue.

B. *Mediation/Arbitration*

In the event that the dispute is not settled by good faith discussions, then either party may request mediation and arbitration. Such proceedings shall be expedited at the request of either party. If the parties are unable to agree on the choice of a mediator within ten days, the services and procedures of the American Arbitration Association shall be utilized to select a mediator. The selected person shall then attempt to mediate the dispute, but, if convinced that parties will not reach agreement voluntarily, shall refer the matter to an arbitrator selected by mutual agreement of the parties or through the processes of the American Arbitration Association. The arbitrator shall conduct hearings and be authorized to make final determinations which shall be binding on the parties, except as provided herein. Each party shall be responsible for compensating its own representatives and witnesses. The costs of any transcripts or arbitrators' fees shall be borne equally by the parties.

In the event of a finding or ruling that UCSW or SEIU is not in compliance with an arbitrator's decision, the arbitrator may order such remedy or remedies as the arbitrator deems appropriate until the arbitrator finds UCSW or SEIU in complete compliance. In no event shall an arbitrator order a trusteeship of UCSW.

In the event of a finding or ruling that UCSW has failed to effectively enforce its collective bargaining responsibilities, maintain democratic internal procedures, assure fiduciary accountability and responsibility, and/or remedy a per capita delinquency, and a finding or ruling by the arbitrator of a failure by UCSW to comply with the remedies ordered by the arbitrator in a reasonable time, SEIU may institute legal action against UCSW to enforce the decision of the arbitrator. In addition, SEIU may file charges under the International Constitution against the individuals who have been negligent with respect to their obligations as officers; submit the report of the arbitrator to the appropriate government agency; or suspend or revoke the charter of UCSW.

In the event of a finding or ruling that SEIU has failed to meet its responsibilities under Article II B (UCSW's Legal Status), Article III (Local Autonomy), Article V (Jurisdictional Protection), Article VI (Financial Responsibilities), and/or Article VII (Jurisdiction), and a finding by the arbitrator of a failure by SEIU to comply with remedies ordered by the arbitrator in a reasonable time, UCSW may disaffiliate from SEIU and any other affiliate bodies of SEIU upon a majority vote of UCSW General Council delegates at a regular or special meeting of the UCSW General Council delegates or by written mail ballot. At least ninety days prior to any such vote,

representatives of SEIU will have an opportunity to communicate orally and in writing with the UCSW Council and the UCSW General Council delegates and members on the subject of the disaffiliation. UCSW agrees to cooperate with SEIU in connection with such communications, including by providing names and addresses of delegates and members and working with SEIU to schedule regional meetings and to encourage delegates and members to attend.

ARTICLE IX. UCSW REPRESENTATION IN SEIU GOVERNANCE

The SEIU Executive Board shall make every effort to see that UCSW representation on the International Executive Board shall continue. SEIU agrees to pay to UCSW the amount of compensation that would otherwise be provided to the UCSW representatives on the SEIU Executive Board. UCSW will utilize these funds only for the financial support of its representation within SEIU. UCSW will reimburse its representatives on the SEIU Executive Board for any additional costs above travel and per diem payments provided by SEIU.

ARTICLE X. WAIVERS

In accordance with and except as otherwise provided in this Affiliation Agreement, SEIU waives with respect to UCSW the following provisions of its Constitution as now constituted or as they may be amended as to the relevant subject matter: Article III, section 3(d) insofar as it concerns the authority of the International President and the International Executive Board to resolve disputes over membership in a Local Union; Article V, section 2 insofar as it concerns Local Union elections; Article VIII, sections 1(f), 2, 6 and 7; Article XI, section 3 and section 6 insofar as section 6 gives the International Executive Board authority to protect members of Local Unions; Article XIII, sections 6 and 7; Article XIV, section 3; Article XV, sections 2, 3 and 5, and section 13 insofar as section 13 refers to actions in the name of a Local Union; Article XVIII, sections 1 and 3; Article XXI; and Article XXV, insofar as it relates to the disaffiliation vote of a local union and reversion of property to SEIU upon disaffiliation.

SEIU agrees that all waivers of provisions of its Constitution contained in this Agreement or any like successor provision of its Constitution shall remain in full force and effect for the duration of this Agreement.

ARTICLE XI. APPLICABLE LAW

A. *Interpretation*

All matters pertaining to the validity, application, interpretation and effect of this Agreement shall be interpreted in accordance with the principles of law arising under Section 301 of the Labor Management Relations Act, 29 U.S.C. Section 185.

B. *Compliance with Law*

Both parties are committed to strict adherence to labor, anti-discrimination, tax, campaign finance, and all other applicable state and federal laws. UCSW and SEIU are hereby mutually committed to carry out all the activities discussed in this Agreement so as to comply with all applicable laws. If either party believes the other is carrying out

these activities in a fashion prohibited by law, then that party shall proceed under the terms of Article VIII of this Agreement, and if the arbitrator finds such violation it shall be deemed a violation of this Agreement.

C. No Third Party Rights

Unless expressly provided otherwise in this Affiliation Agreement, this agreement is not intended to create or establish rights of any parties other than the UCSW and SEIU, and any clause relating to the enforcement or interpretation of this agreement may be brought only by the parties signatory hereto, or their agents.

D. Severability

In the event that any provision of this Agreement is held to be invalid in a final judgment by any court; or by an arbitrator under Article VIII of this Agreement; or by interpretation by the AFL-CIO pursuant to Article XX or Article XXI of the AFL-CIO Constitution, which deprives either party of Article XX or XXI protection, such provision shall be severed from the Agreement and all other provisions of the agreement shall remain in force. The parties shall meet and renegotiate any such provision within 90 days of the date of the applicable decision.

ARTICLE XII. EFFECTIVE DATES

A. Starting Date

This affiliation agreement will become effective on the date that is has been approved by the UCSW Council and the SEIU Executive Board.

B. Duration of Agreement

This Agreement shall remain in effect until modified by mutual agreement of the parties.

For UNION OF CALIFORNIA STATE WORKERS:



Jim Hard
Title: President
Dated:

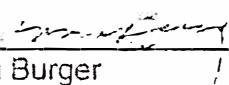


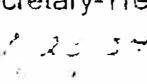
Cathy Hackett
Title: Secretary-Treasurer/Vice-President
Dated:

For SERVICE EMPLOYEES INTERNATIONAL:



Andrew L Stern
Title: President
Dated:



Anna Burger
Title: Secretary-Treasurer
Dated: 

This agreement was approved by the SEIU Executive Board on
2.3, 2004.

This agreement was approved by the UCSW Council on J. May 17, 2004,
2004.



Attachment C

VIA CERTIFIED MAIL
With Return Receipt Requested

October 7, 2021

William Hall
President DLC 744
4479 Rolling Hills Ln
Vacaville, CA 95688-9533

RICHARD
LOUIS BROWN
President

DAVID JIMENEZ
Vice President/
Secretary-Treasurer

ANICA WALLS
Vice President for
Organizing/Representation

IRENE GREEN
Vice President for Bargaining

SERVICE EMPLOYEES
INTERNATIONAL UNION
CTW, CLC

1808 14th Street
Sacramento, CA 95811

866.471.SEIU (7348)
www.seiu1000.org

**RE: IMPROPER ATTEMPT TO HOLD SPECIAL MEETING OF THE
BOARD WITHOUT THE PRESIDENT'S ACTION**

Dear Mr. Hall,

On September 28, 2021, I received your email attempting to notify the SEIU Local 1000 Board members of your ad hoc and improper special board meeting on October 16-17, 2021.

California Corporation Code Section 7211(a) states in relevant part that the bylaws govern when it comes to meetings of the board. Pursuant to Section 3.2.00 of the Policy File only the President may call for a Board meeting. Since your petition goes against the Policy File (and the bylaws) and therefore against the Corporation Code, I have found your petitions to be out of order and deficient. These petitions are further deficient on their face given the fact that a former DLC President misrepresented herself as a current president of her DLC in some of your petitions. In addition, proposals submitted to the board that called for approval of an emergency BOD meeting have been amended and changes have been made to the BOD since the vote. Your attempt to hold a Board meeting is unauthorized. Any actions you attempt to take will be out of order and therefore null and void.

Any Board member who attempts to attend or support this Board meeting will be subject to disciplinary action including suspension for undermining the Union by imposing an immediate threat to the welfare of Local 1000 (Policy File 9.0.01 (j) (k) Intentional disrupting the orderly conduct of an official meeting and 9.0.03 Suspension of Member). Furthermore, action may be taken with the Superior Court to remove any such member from their position pursuant to California Corporation Code Section 12363 and other California Corporation Codes, which hold in part that the Superior Court has authority to remove any director for fraudulent or dishonest acts or gross abuse of authority or discretion with reference to the corporation. This illicitly proposed attempt at a meeting circumventing the correct organizational processes and the underlying improperly proposed policy file and bylaws changes are clearly evidence of violations of said code prosecutable to the furthest extent of the law.

Thank you for your attention to this letter.

Sincerely,


RICHARD LOUIS BROWN
President, SEIU Local 1000

cc: SEIU Local 1000 Board of Directors

Attachment D

SEIU Local 1000 Board of Directors,

This is a reminder that Bill Hall's meeting for this weekend for October 16-17 from 9:30-5:00pm is NOT supported by any of the established governing rules as recognized to be the California Code of Corporations, SEIU Local 1000 Bylaws and Policy File. According to these established guidelines the threshold has not been met and therefore, attendance by any of the Board of Directors of Local 1000 will be subject to suspension &/or revocation of stewardship pending the HR-1 hearing committees outcome. This meeting is clearly a violation of BOTH the Non-Profit Corporation Code 5211 & 7211 and is in clear violation of Local 1000's Policy file.

The agenda items submitted to SEIU Local 1000 did not meet the minimum threshold stated in Policy File Section 3.2.00:

(a) The Local 1000 Board of Directors shall meet at least three times per year to discuss routine business of the Local. Special or emergency meetings shall be called by the Local 1000 President as needed to meet operational requirements.

(b) Upon petition by a majority of the Local 1000 Board of Directors members, the President shall call a special meeting of the Board.

(1) Such petition shall contain the following information:

(i) The specific issue(s) for the proposed agenda and the circumstance(s) or reason(s) such issue(s) cannot reasonably be dealt with at the next regularly scheduled Board meeting;

(ii) The potential damage or loss to the Local or its members which is likely to occur if such issue(s) are not resolved at the meeting proposed by the petition;

(2) Such petition shall be delivered to the Local 1000 President or, in the President's absence, the Vice President/Secretary-Treasurer for consideration 24 hours prior to its circulation.

(c) Except in urgent situations, notice shall be given to Directors at least 30 days prior to the meeting date.

(d) In urgent situations, notice shall be given to Directors at least five days prior to the meeting date.

(e) Notice of meetings shall be the responsibility of the Local 1000 President.

In addition, the request for an emergency meeting by the Board of Directors has failed to establish any urgency as the agenda items content. Its authors along with its co-authors have been changed multiple times so therefore has not been submitted

accordingly. Furthermore, the author's and co-authors' have failed to submit any factual supporting data to justify their reasoning for the emergency and is therefore not recognized by the governing documents of SEIU Local 1000 or its duly elected President.

The damage being done to Local 1000 has been caused by a falsely manufactured crises orchestrated by a small group of Local 1000 leaders. This internal fighting will not only have negative effects weakening our Union in the public's eyes, but it will also reduce our membership numbers going forward.

Thanks,

Richard Louis Brown
Local 1000 President
Create Excellence 7437
408-207-2339



Transcript of SEIU Local 1000 Board of Directors Meeting

Saturday, October 16, 2021

SEIU 1000 Meeting

www.trustpoint.one
www.aldersonreporting.com
800.FOR.DEPO (800.367.3376)
Scheduling@Trustpoint.One

Reference Number: 109156

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4 SEIU LOCAL 1000

5 BOARD OF DIRECTORS MEETING

6 (Via Videoconference)

7

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12

13 DATE: October 16, 2021

14 TIME: 9:30 a.m.

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19

20 REPORTED BY: KAYLA KNOWLES, CSR 14071

21

22 Job Number: 109156

23

24

25

1 APPEARANCE (Via Videoconference):

2

3 Lorenzo Cuesta, The Parliamentarian

4 Irene Green, VP of Bargaining

5 Gertrude 'Neice' Davis, DLC 702

6 Jayson Sandoval, DLC 703

7 Latasha Brown, DLC 704

8 Erika Chhatarpal, DLC 706

9 Carolelynn Leonardo-Valdriz, DLC 707

10 Robert Gilbert, DLC 721

11 Maria Blaine, DLC 722

12 Steven Alari, DLC 723

13 DeLeonne Secrest, DLC 724

14 Cynthia Vo, DLC 742

15 Imani Dhahabu, DLC 743

16 William Hall, DLC 744

17 Joycelyn Odom, DLC 746

18 Jerome Washington, DLC 749

19 Kevin Healy, DLC 752

20 Daunette Sparkman, DLC 762

21 Leonard Seitz, DLC 765

22 Richard Wake, DLC 767

23 Tommy Rico, DLC 771

24 Hoang-Van 'Van' Nguyen, DLC 781

25 Theresa Taylor, DLC 786

1 APPEARANCE (Via Videoconference): (Continued)

2

3 Ruth Ibarra, DLC 787

4 Heather Kessler, DLC 788

5 David Smith, DLC 793

6 Francina M. Stevenson, DLC 794

7 Ruth Kiker, DLC 795

8 Kerri Riley, DLC 850

9 Susan Rodriguez, Unit 1

10 Brad Willis, Unit 11

11 Karen Franklin, Unit 20

12 Miguel Cordova, Unit 21

13 Terence Hibbard, Unit 3

14 Karen Jeffries, Unit 4

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1 October 16, 2021

2 9:30 a.m.

3 ---o0o---

4 MS. IBARRA: So I know there's people present,
5 but on the -- and you said that on the agenda that
6 everybody should be on Zoom right now; right? But there's
7 34 people present on Zoom. Two of those is the court
8 reporter -- one of them is the reporter, and the other one
9 is the Parliamentarian. That means there's 32.

10 So who is there that's not online right now?

11 MS. TAYLOR: Leonard Seitz is not online.

12 MS. IBARRA: Okay. Thank you.

13 MS. TAYLOR: And that was Ruth Ibarra, DLC 788.

14 MS. IBARRA: 787.

15 MR. HALL: All right, everybody. So let's have a
16 quick discussion real quick. Before we adopt -- before we
17 adopt the agenda and get the meeting started officially,
18 by a show of hands, how many people have received the
19 e-mail from Richard Louis Brown last night to the Board of
20 Directors? Raise your hands on the screen, please, so we
21 can see.

22 (Hands raised.)

23 MR. HALL: So it looks like most everybody has
24 received and seen the -- has seen -- has seen the letter.
25 Okay. Let's everybody lower their hands for a minute,

1 please.

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

3 There we go.

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

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

10 MS. GREEN: Green.

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

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

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

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

2 So we listed that as well.

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

4 Legally, however, corporate board as well as SEIU policy
5 file says that we can call this meeting. So he doesn't
6 have a leg to stand on; doesn't mean he's not going to try
7 to take action.

8 Now let's talk about the action. The action
9 is -- I think he got a little more defined in last night's
10 e-mail. He talked about an HR-One suspension, but he has
11 to bring it to a board vote; so even if the HR-One
12 officers --

13 (Reporter clarification.)

14 MS. TAYLOR: Even if he were to suspend us, the
15 entire board has to be together to consider the
16 suspension, and it has to pass by a two-thirds vote. Are
17 we all going to vote against ourselves? So that's -- that
18 is where we're not in realistic territory.

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

20 Steven Alari.

21 MS. TAYLOR: Steven, just one second. We're
22 still on Irene's point of information.

23 MR. ALARI: Okay. Thank you.

24 MS. TAYLOR: Are you going to reference the
25 policy file, Steven?

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

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

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

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

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

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

23 MS. TAYLOR: Go ahead.

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

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

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

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

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

21 THE PARLIAMENTARIAN: We do have a quorum.

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

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

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

2 (Speaking simultaneously.)

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

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

8 MS. IBARRA: Yes.

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

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

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

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

18 I am going to hand it over to Bill.

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

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

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

1 the board for a vote.

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

12 (Reporter clarification.)

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

15 MR. ALARI: Okay.

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

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

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

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

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

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

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

18 (Vote taken.)

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

22 We have a majority.

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

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

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

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

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

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

22 MR. ALARI: Who are you?

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

25 MS. BROWN: Point of order.

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

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

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

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

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

19 MS. BROWN: I nominate Irene Green.

20 MS. TAYLOR: Okay. Who said that?

21 MS. BROWN: Latasha Brown, DLC 704.

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

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

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

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

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

8 MS. TAYLOR: Everybody lower their hands.

9 (Reporter clarification.)

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

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

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

17 MS. ODOM: Yes? What? Okay.

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

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

20 MS. TAYLOR: Okay.

21 MS. ODOM: All right.

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

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

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

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

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

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

16 MS. VO: Point of information.

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

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

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

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

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

3 THE PARLIAMENTARIAN: Show of hands.

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

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

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

10 (Speaking inaudible.)

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

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

16 (Vote taken.)

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

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

21 (Vote taken.)

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

25 Also, I think I see another person in the

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

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

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

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

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

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

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

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

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

20 UNIDENTIFIED SPEAKER: Second, 724.

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

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

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

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

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

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

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

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

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

1 something different or out of the ordinary.

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

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

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

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

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

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

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

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

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

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

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

8 MS. RODRIGUEZ: Did we adopt the agenda?

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

11 (Speaking simultaneously.)

12 MS. TAYLOR: -- no objections.

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

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

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

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

23 MR. HALL: I second.

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

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

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

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

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

19 I have raised hands. Ms. Jefferies?

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

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

25 MS. TAYLOR: All right. Thank you,

1 Ms. Jeffries.

2 Our next hand is Mr. Hibbard.

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

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

11 Ms. Vo, you have the floor.

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

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

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

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

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

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

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

15 MS. TAYLOR: All right. Thank you.

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

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

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

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

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

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

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

25 So, Irene.

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

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

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

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

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

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

1 a couple of hands.

2 So Bill Hall? No, never mind.

3 Okay. And, Mr. Wake.

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

7 MS. TAYLOR: All right. So is there any
8 objection to withdrawing the -- or dropping the motion?

9 Do I have any objections? Please raise your hand if you
10 object.

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

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

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

23 (Lunch break taken.)

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

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

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

5 (Reporter clarification.)

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

10 Okay. President Richard Louis Brown.

11 Everybody can hear me; right?

12 Vice president of bargaining, Irene Green.

13 MS. GREEN: Irene Green, present.

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

16 Vice President, Representation, Anica Walls.

17 701, Luke Serna.

18 702, Neice Davis.

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

20 MS. TAYLOR: 703, Jayson Sandoval.

21 704, Latasha Brown.

22 MS. BROWN: Latasha Brown, present.

23 MS. TAYLOR: 705, Miche Roy.

24 706, Erika Chhatarpal.

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

1 MS. TAYLOR: Thank you.

2 707, Carolelynn Leonardo-Valdriz.

3 LEONARDO-VALDRIZ: 707, Carol here.

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

5 721, Robert Gilbert. 721, Robert Gilbert. Is he
6 not able to unmute? He might not be back from lunch.

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

8 722, Maria Blaine.

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

10 MS. TAYLOR: Thank you.

11 723, Steven Alari.

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

13 MS. TAYLOR: 724, DeLeonne Secrest.

14 MR. SECREST: 724 present.

15 MS. TAYLOR: 725, Maria Skelton.

16 726, Charity Regalado.

17 727 -- who is it? Nancy who? Linda? Linda
18 Martin? When did this happen, by the way?

19 729, Nancy Martinez.

20 741, Monica Rodriguez.

21 742, Cynthia Vo.

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

23 MS. TAYLOR: 743, Imani Dhahabu.

24 MS. DHAHABU: Imani Dhahabu, DLC 743.

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

1 744, William Hall.

2 MR. HALL: 744 William Hall, present.

3 MS. TAYLOR: 746, Joycelyn Odom.

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

5 MS. TAYLOR: 747, Ramon Navarrette.

6 749, Jerome Washington.

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

8 MS. TAYLOR: Thank you, Jerome.

9 751, Christina Evitt.

10 752, Kevin Healy.

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

12 MS. TAYLOR: 761, Angelique Moreno.

13 762, Daunette Sparkman.

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

15 MS. TAYLOR: Thank you.

16 764, Jennifer Cordova.

17 765, Leonard Seitz.

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

19 MS. TAYLOR: 766, Shrhhonda Ward.

20 767, Richard Wake.

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

22 present.

23 MS. TAYLOR: 768, Cheryl Allen.

24 769, Darrell Kirby.

25 770, Nicole Solovskoy.

1 771, Tommy Rico.

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

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

4 781, Hoang-Van Nguyen.

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

6 MS. TAYLOR: 782, David Johnson.

7 784, Cullen Kral.

8 784, Wanda Yanez.

9 786, Theresa Taylor, here.

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

12 788, Heather Kessler.

13 789, Eileen Boughton.

14 790, Cindy Doyle.

15 792, Jack Dean.

16 793, David Smith.

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

18 MS. TAYLOR: 794, Francina Stevenson.

19 MS. STEVENSON: 794, Francina Stevenson.

20 MS. TAYLOR: 795, Ruth Kiker.

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

22 MS. TAYLOR: 799, DeLeonne Johnson.

23 850, Kerri Riley.

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

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

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

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

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

5 MS. TAYLOR: Unit 14, Ed Page.

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

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

8 Unit 17, Kim Cowart.

9 Unit 20, Karen Franklin.

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

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

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

16 Unit 21, Miguel Cordova.

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

18 MS. TAYLOR: Unit 3, Terence Hibbard.

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

21 MS. TAYLOR: Unit 4, Karen Jefferies.

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

24 (Inaudible.)

25 MS. TAYLOR: Go ahead, Robert.

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

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

6 (Inaudible.)

7 (Reporter clarification.)

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

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

13 Kevin Healy.

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

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

24 (Reporter clarification.)

25 THE PARLIAMENTARIAN: According to your rules, a

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

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

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

17 MR. HEALY: Thank you, sir.

18 MR. ALARI: Point of information, please.

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

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

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

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

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

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

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

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

10 MR. ALARI: Thank you.

11 MS. TAYLOR: Okay. Thank you.

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

13 MS. TAYLOR: 31 present.

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

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

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

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

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

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

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

19 MR. HEALY: So let me summarize again.

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

25 THE PARLIAMENTARIAN: Yes. If we take the vote

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

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

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

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

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

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

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

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

10 MR. HEALY: Thank you, sir.

11 Thank you, Madam Chair.

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

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

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

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

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

21 MS. TAYLOR: Sorry. Simple majority.

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

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

25 MR. RICO: Yeah.

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

3 MR. RICO: Okay. Thank you.

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

7 MR. ALARI: Somebody borrowed your papers?

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

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

11 (Inaudible.)

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

14 Mr. Hall?

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

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

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

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

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

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

9 (Reporter clarification.)

10 (Inaudible.)

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

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

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

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

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

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

16 MS. TAYLOR: Thanks.

17 (Speaking simultaneously.)

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

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

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

7 MS. TAYLOR: All right. Thank you.

8 All right. You have the floor, Ms. Blaine.

9 Maria? You are still muted.

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

11 MS. TAYLOR: Now we can hear you.

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

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

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

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

2 I recognize Ed Page, Unit 14.

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

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

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

1 That's how I feel.

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

3 MR. PAGE: You're welcome.

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

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

17 MS. TAYLOR: Thank you.

18 Hoang-Van Nguyen.

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

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

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

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

11 MS. BROWN: Point of information.

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

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

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

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

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

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

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

7 MS. TAYLOR: Thank you.

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

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

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

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

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

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

16 UNIDENTIFIED SPEAKER: Thank you.

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

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

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

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

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

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

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

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

5 Kevin Healy, DLC 752. Go ahead.

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

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

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

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

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

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

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

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

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

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

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

4 (Reporter clarification.)

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

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

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

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

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

5 (Reporter clarification.)

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

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

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

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

21 MS. TAYLOR: Sure.

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

25 MS. TAYLOR: No, I understand.

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

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

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

20 MS. TAYLOR: Thank you.

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

22 MS. TAYLOR: Thank you.

23 Maria Blaine.

24 MS. BLAINE: Thank you.

25 Just going back to what the previous caller was

1 saying, this is, like --

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

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

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

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

25 Now, this person is coming in, and within

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

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

6 MS. BLAINE: Thank you.

7 MS. TAYLOR: Latasha Brown, DLC 704.

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

9 Was that rhetorical, Maria?

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

13 MS. TAYLOR: So can we?

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

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

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

8 MS. TAYLOR: Okay.

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

11 MS. TAYLOR: To include?

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

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

17 MS. BLAINE: Yes.

18 MS. TAYLOR: Okay.

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

20 MS. TAYLOR: Okay. Go ahead.

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

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

24 MR. ALARI: I'm sorry?

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

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

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

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

9 MS. TAYLOR: All right. Thank you.

10 Latasha?

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

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

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

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

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

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

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

3 MS. TAYLOR: Okay.

4 (Inaudible.)

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

7 MS. BLAINE: Okay.

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

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

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

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

1 know very much about the back end of our organization.
2 But that doesn't mean that we should abandon our members
3 at this time. So that's all I wanted to add here.

4 MS. TAYLOR: Thank you, Cynthia.

5 The Chair recognizes William Hall.

6 MR. HALL: William Hall, DLC 744. I speak
7 against the amendment on the basis that, the way this
8 proposal is put forward, it leaves the power with the
9 Board. Why would we go through all the work on the Board
10 to bring about change and then automatically sunset that
11 change at a predetermined period of time and subject
12 ourselves, as a Board, to this discussion all over again?

13 It would be my hope that the Board would take a
14 stand, that the Board would take its authority and do the
15 work it needs to do as a Board, and that they would
16 realize as a collective group that these were designed to
17 be checks and balances, to bring accountability, and to
18 give authority to the Board. The Board can assign that
19 authority, the way this is written, to the chairperson
20 that the Board chooses. And if that's the president, then
21 that's the Board's decision.

22 But without accountability and without some type
23 of changes, we're subject to being held hostage and not
24 being able to do our duty as a Board.

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

1 ahead. You have the floor.

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

14 MS. TAYLOR: Thank you, Steven.

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

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

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

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

4 MS. TAYLOR: Thank you.

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

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

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

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

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

20 MS. TAYLOR: Latasha Brown, DLC 704.

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

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

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

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

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

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

17 (Speaking simultaneously.)

18 MS. TAYLOR: Go ahead.

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

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

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

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

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

11 MS. BROWN: Thank you.

12 MS. TAYLOR: Thank you.

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

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

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

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

7 That's -- that's where I see it. So thank you very much.

8 MS. TAYLOR: Thank you, Jerome.

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

11 DeLeonne, go ahead.

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

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

21 MS. SECREST: Thank you.

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

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

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

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

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

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

20 MR. HEALY: All right. Thank you.

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

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

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

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

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

1 amendment. Thank you.

2 MS. TAYLOR: Okay.

3 (Inaudible.)

4 (Reporter clarification.)

5 (Inaudible.)

6 MS. STEVENSON: Francina Stevenson, DLC 794.

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

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

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

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

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

13 MS. TAYLOR: Thank you, Francina.

14 Hoang-Van Nguyen, 781.

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

21 (Speaking simultaneously.)

22 (Reporter clarification.)

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

25 (Speaking simultaneously.)

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

8 (Speaking simultaneously.)

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

11 MS. NGUYEN: Thank you.

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

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

16 (Speaking simultaneously.)

17 (Reporter clarification.)

18 MS. TAYLOR: Who else --

19 (Speaking simultaneously.)

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

24 (Vote taken.)

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

1 carried.

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

3 (Speaking simultaneously.)

4 THE PARLIAMENTARIAN: Did we get two-thirds?

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

6 (Vote taken.)

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

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

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

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

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

20 (Vote taken.)

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

23 (Vote taken.)

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

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

4 (Vote taken.)

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

7 (Vote taken.)

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

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

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

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

20 MS. TAYLOR: Okay. Thank you.

21 Terry Hibbard?

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

24 (Inaudible.)

25 (Reporter clarification.)

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

10 UNIDENTIFIED SPEAKER: I object.

11 UNIDENTIFIED SPEAKER: I object.

12 (Reporter clarification.)

13 MS. TAYLOR: Announce yourselves.

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

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

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

21 (Vote taken.)

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

23 Okay. So the motion fails. Debate continues.

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

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

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

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

14 (Inaudible.)

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

19 (Inaudible.)

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

22 (Inaudible.)

23 MS. NGUYEN: Yes. Thank you.

24 (Reporter clarification.)

25 (Inaudible.)

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

3 (Reporter clarification.)

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

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

13 (Inaudible.)

14 (Reporter clarification.)

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

17 (Inaudible.)

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

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

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

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

24 MS. NGUYEN: H.

25 MS. TAYLOR: Are you leaving in the underlying

1 part?

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

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

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

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

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

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

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

3 MR. HEALY: Thank you, sir.

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

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

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

13 (Inaudible.)

14 THE PARLIAMENTARIAN: If you agree with --
15 (Speaking simultaneously.)

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

19 (Inaudible.)

20 (Reporter clarification.)

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

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

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

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

13 (Inaudible.)

14 (Reporter clarification.)

15 MS. GREEN: I turned my mic off.

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

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

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

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

2 Question to the Parliamentarian.

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

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

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

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

22 And I await the determination of the Chair.

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

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

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

2 MS. NGUYEN: Yes, ma'am.

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

9 MS. NGUYEN: Correct.

10 (Inaudible.)

11 (Reporter clarification.)

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

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

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

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

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

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

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

3 So, again, bylaws --

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

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

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

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

16 (Speaking simultaneously.)

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

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

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

24 Tommy Rico, DLC 771.

25 MS. TAYLOR: Go ahead.

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

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

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

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

8 MR. RICO: Okay.

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

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

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

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

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

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

24 Oh, sorry. 742, Cynthia Vo.

25 If we cannot necessarily take an action on this

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

9 (Speaking simultaneously.)

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

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

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

17 MS. VO: Okay.

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

25 Imani Dhahabu.

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

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

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

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

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

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

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

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

1 point.

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

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

12 Karen Jefferies.

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

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

20 So, Cynthia, announce yourself and answer.

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

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

9 THE PARLIAMENTARIAN: May I respond to that?

10 MS. TAYLOR: Yes, go ahead.

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

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

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

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

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

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

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

23 MS. BROWN: Point of information.

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

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

3 (Speaking simultaneously.)

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

6 MS. BROWN: Okay.

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

9 Hold on.

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

14 (Inaudible.)

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

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

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

23 MS. TAYLOR: Okay. Split the question.

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

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

3 Parliamentarian, go ahead.

4 (Inaudible.)

5 (Reporter clarification.)

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

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

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

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

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

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

3 (Inaudible.)

4 (Reporter clarification.)

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

7 (Off the record.)

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

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

13 (Inaudible.)

14 (Reporter clarification.)

15 (Speaking simultaneously.)

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

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

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

21 (Reporter clarification.)

22 MS. TAYLOR: He is not hooked in yet. Hold on.

23 Can she hear you?

24 Can you hear Leonard Seitz?

25 (Reporter clarification.)

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

2 (Inaudible.)

3 (Reporter clarification.)

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

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

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

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

20 (Inaudible.)

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

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

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

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

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

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

14 Leonard, ask your question.

15 (Reporter clarification.)

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

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

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

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

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

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

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

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

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

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

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

25 So the driving force behind this really was to

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

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

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

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

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

4 MS. TAYLOR: Thanks, Bill.

5 So everything Bill said was in -- okay.

6 Something's wrong. Can you hear me? Okay. I can't hear
7 you.

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

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

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

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

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

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

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

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

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

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

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

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

14 Court Reporter, can you hear Leonard Seitz?

15 (Reporter clarification.)

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

18 MS. TAYLOR: Introduce yourself.

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

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

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

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

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

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

12 And, Cynthia, you are up.

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

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

24 Go ahead, Richard.

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

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

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

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

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

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

1 to close debate for the following reason.

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

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

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

16 (Speaking simultaneously.)

17 MS. TAYLOR: Thank you, Richard.

18 MR. WAKE: Thank you.

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

23 (Inaudible.)

24 MR. WAKE: So moved.

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

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

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

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

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

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

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

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

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

19 (Reporter clarification.)

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

21 So you need to unmute and introduce yourself.

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

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

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

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

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

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

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

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

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

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

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

5 MS. TAYLOR: Absolutely.

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

9 MS. TAYLOR: So --

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

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

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

21 (Inaudible.)

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

1 your hand waving, Bill.

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

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

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

7 MR. HALL: So I have to remember to unmute.

8 William Hall, president of DLC 744.

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

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

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

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

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

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

22 (Speaking simultaneously.)

23 (Reporter clarification.)

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

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

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

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

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

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

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

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

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

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

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

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

16 Karen, you -- she left. Okay.

17 Tommy, you're up next.

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

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

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

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

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

25 MR. RICO: Very true.

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

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

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

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

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

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

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

1 president; right?

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

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

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

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

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

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

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

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

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

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

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

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

18 The other thing that I tried to do --

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

24 (Speaking simultaneously.)

25 (Reporter clarification.)

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

4 MR. HEALY: Sure. You can say --
5 (Speaking simultaneously.)

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

9 Go ahead, Bill.

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

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

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

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

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

3 MS. TAYLOR: All right.

4 (Reporter clarification.)

5 MS. STEVENSON: DLC 794, Francina Stevenson.

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

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

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

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

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

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

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

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

1 MS. STEVENSON: 51,000. Corrected.

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

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

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

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

4 (Speaking simultaneously.)

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

7 MS. TAYLOR: Irene Green, go ahead.

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

16 Our members took part in a democratic process.

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

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

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

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

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

1 (Speaking simultaneously.)

2 MS. TAYLOR: Hold on, Tommy.

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

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

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

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

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

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

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

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

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

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

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

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

13 (Reporter clarification.)

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

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

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

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

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

24 (Reporter clarification.)

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

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

3 (Off the record.)

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

9 (Inaudible.)

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

12 (Reporter clarification.)

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

19 (Inaudible.)

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

21 (Reporter clarification.)

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

24 (Inaudible.)

25 MS. TAYLOR: Is there any --

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

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

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

9 (Inaudible.)

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

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

14 MS. JEFFERIES: Can you hear me now?

15 MS. TAYLOR: I can hear you.

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

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

21 MS. JEFFERIES: Okay.

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

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

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

3 (Vote taken.)

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

6 (Inaudible.)

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

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

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

16 MR. ALARI: Thank you.

17 Theresa, I can't hear you.

18 (Reporter clarification.)

19 MS. TAYLOR: Can you hear me?

20 (Reporter clarification.)

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

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

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

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

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

6 (Inaudible.)

7 (Reporter clarification.)

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

10 Hold on, Steven.

11 MR. ALARI: Thank you.

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

21 Any comments, please? Thank you.

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

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

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

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

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

19 Okay. Go ahead, Kevin.

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

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

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

3 (Inaudible.)

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

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

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

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

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

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

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Dated: October 28, 2021

Kayla Knowles

~~KAYLA KNOWLES~~, CSR #14071

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Transcript of **SEIU 1000 Meeting**

Sunday, October 17, 2021

SEIU 1000 Meeting

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SEIU 1000 MEETING

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(Via Videoconference)

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DATE: October 17, 2021

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TIME: 9:30 a.m.

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REPORTED BY: GRACE CHUNG, CSR 6246, RMR, CRR

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Job No.: 109157

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<p style="text-align: right;">Page 2</p> <p>1 APPEARANCE (Via Videoconference): 2 William Hall, President 3 Kevin Healy, DLC 752 4 Cindy Doyel, President DLC 790 5 Daunette Sparkman 6 David Smith 7 DeLeon Secrest 8 Leonard Seitz 9 Carol Leonard-Valdriz, DLC 707 10 Cynthia Vo, DLC 742 11 Theresa Taylor, DLC 786 12 Erika Chhatarpal 13 Francina Stevenson 14 Hoang-Van Nguyen, DLC 781 15 Imani Dhahabu, DLC 743 16 James "Brad" Willis, Unit 11 Chair 17 Irene Green 18 Jerome Washington, DLC 749 19 Joycelyn Odom, DLC 746 President 20 Kerri Riley, DLC 850 21 Kimberly Cowart 22 LaTasha Brown 23 Lorenzo Cuesta 24 Marina Blaine 25</p>	<p style="text-align: right;">Page 4</p> <p>1 Sunday, October 17, 2021 2 9:39 a.m. 3 4 MR. HALL: Roll call taken for Sunday, 5 10-17. 6 President Richard Louis Brown. 7 Vice president of bargaining, Irene 8 Green. 9 MS. GREEN: Vice president bargaining, 10 Irene Green present. 11 MR. HALL: Vice president of 12 secretary-treasurer, David Jiminez. 13 Vice president representation, Anica 14 Walls. 15 701, Luke Serna. 16 702, Neice Davis. 17 MS. DAVIS: Good Morning, Neice Davis, 18 DLC 702 president, present. 19 MR. HALL: 703, Jayson Sandoval. 20 704, Latasha Brown. 21 MS. BROWN: Latasha Brown, DLC 704, 22 present. 23 MR. HALL: 705 Miche Roy. 24 706, Erika Chhatarpal. 25 MS. CHHATARPAL: Erika Chhatarpal,</p>
<p style="text-align: right;">Page 3</p> <p>1 APPEARANCE (via videoconference): (Continued) 2 Maria Skelton 3 Miguel Cordova 4 Neice Davis 5 Karen Jefferies 6 Richard Wake 7 Ruth Kiker 8 Steven K. Alari, DLC 723 9 Susan Rodriguez, Business Unit 1 Chair 10 Tommy Rico 11 Naomi Musembi-Johnson 12 Ed Page 13 14 15 16 17 18 19 20 21 22 23 24 25</p>	<p style="text-align: right;">Page 5</p> <p>1 president 706, present. 2 MR. HALL: Thank you, Erika. 3 MS. CHHATARPAL: Sorry. Technicalities 4 with the internet right now. 5 MR. HALL: Understood. 6 707, Carolelynn Leonardo-Valdriz. 7 MS. LEONARDO-VALDRIZ: DLC 707, 8 Carolelynn Leonardo-Valdriz present. 9 MR. HALL: 710, Naomi Musembi-Johnson? 10 721, Robert Gilbert. 11 722, Maria Blaine. 12 MS. BLAINE: Good morning, DLC 722, 13 president, Maria Blaine, president. 14 MR. HALL: 723, Steven Alari. 15 MR. ALARI: Steven Alari, DLC 723, 16 here. And go Dodgers. 17 MR. HALL: There you go. 18 724, DeLeonne Secrest. 19 MR. SECREST: 724, DLC 724, DeLeonne 20 Secrest present. 21 MR. HALL: 725, Maria Skeleton. 22 726, Charity Regalado. 23 729, Nancy Martinez. I'm sorry. I'm 24 missing 727. 25 MS. TAYLOR: That's Linda Martin.</p>

	Page 6	Page 8
1	MR. HALL: Oh, 727, Linda Martin.	1 770, Nicole Solovskoy.
2	729, Nancy Martinez.	2 771, Tommy Rico.
3	741, Monica Rodriguez.	3 772, Mary De La Cruz.
4	742, Cynthia Vo.	4 781, Van Nguyen.
5	MS. VO: DLC 742, Cynthia Vo present.	5 MS. NGUYEN: DLC 781, Haong-Van Nguyen
6	MR. HALL: 743, Imani.	6 present.
7	MS. DHAHABU: Present. DLC 743, Imani	7 MR. HALL: 782, David Johnson.
8	Dhahabu present.	8 784, Cullen Kral.
9	MR. HALL: 744, William Hall present.	9 785, Wanda Yanez.
10	746, Joycelyn Odom.	10 786, Theresa Taylor.
11	MS. ODOM: Joycelyn Odom, 746, present.	11 MS. TAYLOR: DLC 786, Theresa Taylor
12	MR. HALL: I just admitted 710, Naomi.	12 present.
13	Naomi, are you present?	13 MR. HALL: 787, Ruth Ibarra.
14	MS. TAYLOR: I see her name. She says	14 788, Heather Kessler.
15	she can't talk.	15 789, Eileen Boughton.
16	MR. HALL: Okay. We got her in chat.	16 790, Cindy Doyel.
17	747, Ramon Navarrette.	17 MS. DOYEL: Cindy Doyel, DLC 790, in
18	749, Jerome Washington.	18 attendance.
19	MR. WASHINGTON: 749, Jerome Washington	19 MR. HALL: 792, Jack Dean.
20	present.	20 793, David Smith.
21	MR. HALL: 751, Christina Evitt.	21 MR. SMITH: DLC 793, David Smith
22	752, Kevin Healy.	22 present.
23	MR. HEALY: Good morning, Kevin Healy,	23 MR. HALL: 794, Francina Stevenson.
24	752, present.	24 MS. STEVENSON: DLC 794, Francina
25	MR. HALL: 761, Angelique Moreno.	25 Stevenson present.

	Page 7	Page 9
1	762, Daunette Sparkman.	1 MR. HALL: 795, Ruth Kiker.
2	MS. TAYLOR: Daunette, can you not	2 MS. KIKER: 795, Ruth Kiker present.
3	talk?	3 MR. HALL: 799, DeLonne Johnson.
4	MR. HALL: She's here. She's on the	4 850, Kerri Riley.
5	phone.	5 MS. RILEY: DLC 850, Kerri Riley
6	MS. TAYLOR: Can you unmute? Are you	6 present.
7	having trouble? Can you chat?	7 MR. HALL: For the bargaining, State
8	MR. HALL: She might be driving.	8 Board 850, Andrew Vasicek.
9	764, Jennifer Cordova.	9 Unit 1, Susan Rodriguez.
10	MS. SPARKMAN: Can you hear me now?	10 MS. RODRIGUEZ: Susan Rodriguez,
11	MR. HALL: Oh, yes, Duanette. There	11 Bargaining Unit 1, present.
12	you are.	12 MR. HALL: Unit 11, Brad Willis.
13	MS. SPARKMAN: I'm sorry. I'm having	13 MS. WILLIS: Brad Willis, Unit 11,
14	problems. I'm about to switch devices. I'm	14 present.
15	about to switch back to my laptop, but this is	15 MR. HALL: Unit 14, Ed Page.
16	Daunette Sparkman, DLC 762, present.	16 Unit 15, Garth Underwood.
17	MR. HALL: Thank you.	17 Unit 17, Kim Cowart.
18	765, Leonard Seitz.	18 MS. COWART: Present.
19	MR. SEITZ: 765, Leonard Seitz present.	19 MR. HALL: Thank you.
20	MR. HALL: 766, Shronda Ward.	20 Unit 20, Karen Franklin.
21	767, Richard Wake.	21 Unit 21, Miguel Cordova.
22	MR. WAKE: DLC 767, president Richard	22 MR. CORDOVA: Miguel Cordova, Unit 21,
23	Wake present.	23 present.
24	MR. HALL: 768, Cheryl Allen.	24 MR. HALL: Unit 3, Terry Hibbard.
25	769, Darrell Kirby.	25 MR. HIBBARD: Terry Hibbard, Chair

<p>1 Unit 3, present.</p> <p>2 MR. HALL: And Unit 4, Karen Jefferies.</p> <p>3 MS. JEFFERIES: Unit 4, chair, Karen</p> <p>4 Jefferies present.</p> <p>5 MS. TAYLOR: Hold on, everybody, while</p> <p>6 we count the roll. It looks like we have 31</p> <p>7 present, two short of a quorum. So as we move</p> <p>8 forward on the agenda, we cannot vote on our</p> <p>9 agenda today.</p> <p>10 I'm recognizing Kevin Healy.</p> <p>11 MR. HEALY: A point of information.</p> <p>12 Should it turn out that some of the seats that</p> <p>13 we are counting have individuals that have not</p> <p>14 sworn in yet, would the fact that maybe we</p> <p>15 appear to be short right now but we would have</p> <p>16 otherwise met our quorum, would that make it</p> <p>17 valid relation back?</p> <p>18 MR. CUESTA: This is Lorenzo, the</p> <p>19 parliamentarian. I heard several times from you</p> <p>20 members the rules that no oath means that you're</p> <p>21 not a member. So last night, I researched and</p> <p>22 looked over your rules. I could not find where</p> <p>23 it said that. So as far as -- I understand the</p> <p>24 fact that you have not taken an oath is merely a</p> <p>25 lack of ceremonial procedure. But if you have</p>	<p>Page 10</p> <p>1 MS. DOYEL: I'm speaking now --</p> <p>2 MS. TAYLOR: So I just want to remind</p> <p>3 everyone that we have a court reporter, so we</p> <p>4 can't cross-talk. That's not parliamentary</p> <p>5 procedure; it's because people can't hear, and</p> <p>6 she has to be able to record. So, Cindy, please</p> <p>7 wait and let Kevin finish, and I will recognize</p> <p>8 you next.</p> <p>9 MS. DOYEL: Thank you.</p> <p>10 MR. CUESTA: This is Lorenzo again.</p> <p>11 The point I was making of the hierarchy of</p> <p>12 documents of governance going from federal all</p> <p>13 the way down to custom, that part is true. If</p> <p>14 your custom has been to do something and there</p> <p>15 is no conflict with any higher authority, then</p> <p>16 the custom is as good as the rule, even though</p> <p>17 it is unwritten.</p> <p>18 So in this case, you have the practice</p> <p>19 of demanding, requiring that individuals take an</p> <p>20 oath before they are allowed to participate.</p> <p>21 Until somebody challenges and somehow proves</p> <p>22 that this is wrong in the bylaws or the policy</p> <p>23 procedure, that rule, that custom remains as a</p> <p>24 rule.</p> <p>25 MR. HEALY: So if that is the case, and</p>
<p>1 not taken an oath but you were properly elected,</p> <p>2 your term has started and you count towards a</p> <p>3 quorum, even though you have not taken the oath.</p> <p>4 I can't find it. If somebody finds it, please</p> <p>5 help me because there's over 150 pages that I</p> <p>6 had to study last night and I couldn't find it.</p> <p>7 MR. HEALY: As a follow-up, sir, does</p> <p>8 past practice govern where you are not allowed</p> <p>9 to be installed and perform the functions of a</p> <p>10 director unless you have sworn in an actual</p> <p>11 oath? Because we always make sure at every</p> <p>12 board of directors' meeting that no one can</p> <p>13 participate unless they actually take the oath.</p> <p>14 My understanding, and please clarify,</p> <p>15 that past practice can become part of our bylaws</p> <p>16 where we go in or --</p> <p>17 MS. DOYEL: No, Kevin, that's not</p> <p>18 correct, Kevin.</p> <p>19 MS. TAYLOR: Cindy, you haven't been</p> <p>20 recognized. So hold on. Raise your hand, okay?</p> <p>21 MS. DOYEL: Oh, is that how are we</p> <p>22 doing it now? Because we haven't started the</p> <p>23 parliamentary process either.</p> <p>24 MR. HEALY: Hey, Cindy, we are having</p> <p>25 growing pains with this mixed format.</p>	<p>Page 11</p> <p>1 we may end up following custom, if we say vote,</p> <p>2 then 30, it looks like it's one under the</p> <p>3 quorum, but it turns out seats are actually</p> <p>4 vacant because they did not swear out the oath,</p> <p>5 would this be a valid action of the board?</p> <p>6 MR. CUESTA: The way you have described</p> <p>7 it, it would be correct. You have just stated</p> <p>8 that if a custom is not obeyed -- or, rather, a</p> <p>9 custom must be obeyed in order for an individual</p> <p>10 to be considered a valid member of this board.</p> <p>11 MS. TAYLOR: Cindy, you're up.</p> <p>12 MS. DOYEL: Okay. Actually, that's not</p> <p>13 how it's happened in the past.</p> <p>14 MS. TAYLOR: Cindy, I need you to</p> <p>15 identify yourself.</p> <p>16 MS. DOYEL: Cindy Doyel, DLC 790,</p> <p>17 president.</p> <p>18 When we have actually been in</p> <p>19 attendance at meetings, including brand-new</p> <p>20 officers holding whatever position, as long as</p> <p>21 they were there during the event, they were</p> <p>22 sworn in at one point or another during the</p> <p>23 meeting, but that might have been halfway</p> <p>24 afterwards. It might have been halfway through</p> <p>25 it. Sometimes it was the next morning.</p>

<p>1 So, yes, we can still actually do and 2 conduct business. There were some who decided 3 to abstain because they didn't think they should 4 vote until they were sworn in. But they were 5 recognized by the parliamentarian as a person 6 sitting in that position.</p> <p>7 MS. TAYLOR: So I don't disagree, and I 8 understand what everybody is saying. It looks 9 like we had had two more -- three more log on, 10 which puts us -- wait a minute. I could be -- 11 at 33. So we are now at a quorum.</p> <p>12 But I'm going to call the people that 13 just logged on that puts us at a quorum. I'm 14 actually going to have our roll call person do 15 it.</p> <p>16 Go ahead, Bill.</p> <p>17 MR. HALL: Okay. People who I saw log 18 on after the roll call. Maria Skelton.</p> <p>19 [!EZ SPEAKER 03]: Here, and thank you.</p> <p>20 MR. HALL: Please state your DLC and 21 name.</p> <p>22 [!EZ SPEAKER 03]: Good morning. My 23 name is Maria Skelton, DLC 725. Thank you.</p> <p>24 MR. HALL: Thank you. 25 And Robert Gilbert.</p>	<p>Page 14</p> <p>1 purpose of keeping the board in session, to 2 communicate with the board, and to call the 3 board back as needed to do business. This will 4 enable the board to meet and execute its 5 responsibilities at the board's will without 6 having a special vote to return to session.</p> <p>7 There is no apparent financial impact 8 to forming this committee.</p> <p>9 MR. ALARI: Steven Alari, DLC 723, 10 second.</p> <p>11 MS. TAYLOR: There's been a motion by 12 Bill Hall, seconded by Steven Alari. Somebody 13 is on still.</p> <p>14 MR. CUESTA: I want to talk.</p> <p>15 MS. TAYLOR: Okay.</p> <p>16 MR. CUESTA: You have a complete right 17 to create any ad hoc or any standing committee. 18 It's two different things. It's the same thing. 19 You are either an ad hoc or you're standing, but 20 you're not an ad hoc standing. You have a 21 complete right to do that.</p> <p>22 My concern is the purpose. It says 23 here to remain -- so the board remains in 24 session. It's either the board or it's the 25 committee. So this is rather awkward. I've</p>
<p>1 MR. GILBERT: Robert Gilbert, DLC 721.</p> <p>2 MR. HALL: Thank you.</p> <p>3 MS. TAYLOR: I would like to ask: If 4 there is anyone that has logged on after we took 5 roll, can you identify yourself.</p> <p>6 MR. HALL: Karen Jefferies. She was 7 here.</p> <p>8 [!EZ SPEAKER 01]: I'm not seeing 9 anyone. So we do have a quorum, and we can move 10 the agenda forward. So I'm going to start with, 11 guys, if you are following the agenda, I would 12 like to, if there is no objection, move -- I 13 have to see what items there are.</p> <p>14 I would like to, if there are no 15 objections, move some items on the agenda to the 16 top of the agenda for today, and that's Agenda 17 Items 6 and 7, move to the top of the agenda to 18 be voted on today. And we have the makers of 19 Agenda Item 6, which is Bill Hall, to speak on 20 his agenda item.</p> <p>21 MR. HALL: William Hall, president, DLC 22 744.</p> <p>23 Agenda item is to form an ad hoc 24 standing committee of the board. The committee 25 consists of three or more board members for the</p>	<p>Page 15</p> <p>1 never seen this. I'm not sure how the board 2 would be in session if the board is not in 3 session but there is a standing committee.</p> <p>4 We can have a standing committee and 5 have it do all the work you want, but when you 6 say it will replace the board, that is -- I 7 don't understand how we can do that in 8 parliamentary procedure because that's not -- 9 it's either one or the other. I need more 10 information before I remain quiet on this issue. 11 Thank you.</p> <p>12 MR. HALL: William Hall, president, DLC 13 744.</p> <p>14 So I would, one, like to strike ad hoc 15 and just make it a standing committee of the 16 board. And while we are doing this, we are also 17 consulting with available counsel just to make 18 sure.</p> <p>19 The idea of the motion is to keep the 20 board in session so that the board can continue 21 to function as needed without having to go 22 through the current policy file, and to assist 23 the board in being current on what the board 24 needs to know.</p> <p>25 MR. HEALY: With information for the</p>

<p>1 parliamentarian, I think she gave you open 2 ability to respond. Now that it has been 3 amended but it's already been seconded, do we 4 need any other parliamentary procedure to move 5 forward on the amended motion?</p> <p>6 MR. CUESTA: Let me reply to that. You 7 have a right to call any committee. My concern 8 is, if your intent is to behave or act as if the 9 board is in session, that's the part that is 10 problematic. You can have a committee to do all 11 the work you want it to, but it has to report 12 back to the board. So there's two different 13 entities.</p> <p>14 In addition to that, all these rights 15 that you're giving the committee are rights that 16 belong -- or the powers that belong to the 17 board. So we have to be careful not to delegate 18 the board power to a subordinate.</p> <p>19 But I'm more concerned about the 20 purpose. I realize what you're trying to do. I 21 sympathize with your intention, but I can't see 22 a way to do that without simply having a 23 committee or board -- rather a committee of any 24 kind, standing committee that reports back to 25 the board. That means you will have to keep</p>	Page 18	<p>1 Alari. 2 [!EZ SPEAKER 04]: As a seconder of the 3 motion, would I get to speak second? 4 MS. TAYLOR: Mr. Alari, go ahead. 5 MR. ALARI: Steven Alari. Sorry, Van. 6 Steven Alari, DLC 723. 7 Under the corporation code, that's 8 where the section allows for this committee -- 9 at least two persons on it. And I urge a yes 10 vote on this motion. Thank you. 11 [!EZ SPEAKER 01]: Thank you, 12 Mr. Alari. 13 I spoke to another parliamentarian on 14 this issue as well, and I believe that answer 15 was also yes at that time. But I'm going to go 16 on now to recognize Van Nguyen. 17 MS. NGUYEN: Van Nguyen, DLC 781, 18 president. I actually have a point of 19 information. When this was presented this 20 morning, Mr. Hall mentioned that there would not 21 be any financial impact. So is it the 22 expectation that the members of the standing 23 committee using their personal time to be able 24 to meet to keep the board meetings in session, 25 or is there an expectation that union leave may</p>	Page 20
<p>1 having a special meeting every time. 2 MS. TAYLOR: So I just got advice from 3 counsel that says yes, we can. 4 MR. CUESTA: There you go. Okay. 5 MS. TAYLOR: So I say we move forward. 6 Our counsel says we can do this, and it will 7 keep the board in open session, as long as when 8 we leave the session -- as long as we leave the 9 session and don't say we are adjourned, is what 10 I'm being told. Okay? And this is the 11 chairperson talking. 12 MS. DOYEL: Can you repeat that? Don't 13 say what? 14 MS. TAYLOR: So when we leave today's 15 session, we are not saying we are adjourned. We 16 are leaving the session in the hands of the 17 standing committee as continuous BOD meeting in 18 open session, is what I'm being told here. 19 MS. DOYEL: Got it. 20 MS. TAYLOR: Does it make sense? Okay. 21 Please raise your hands. 22 In order is Nguyen. Go ahead. 23 MS. NGUYEN: I have some questions -- 24 [!EZ SPEAKER 04]: Point of order -- 25 [!EZ SPEAKER 01]: Point of order, Mr</p>	Page 19	<p>1 be considered at a later time? 2 MS. TAYLOR: Mr. Hall, go ahead. 3 MR. HALL: This committee can meet by 4 phone, by Zoom as it sees fit. The 5 responsibilities of the committee, overall, are 6 not so demanding that they should have to take 7 time away from their own work. 8 And it would be to bring back -- report 9 to the board. It would be to notice the board 10 that they need to return to open session and 11 come together to take some sort of action, 12 without having to go through having a vote of 13 the board and all the other procedures that are 14 currently in the policy file. So I do not see 15 this as a full-time union leave job by any 16 imagination. 17 MS. TAYLOR: Thank you, Mr. Hall. 18 I agree. I think this would be part of 19 our voluntary duties. It wouldn't take a whole 20 lot of people's time. 21 Next up that I'm recognizing is Cindy 22 Doyel. 23 MS. DOYEL: I'm trying to find out -- 24 MS. TAYLOR: For the court reporter, 25 please.</p>	Page 21

<p>1 MS. DOYEL: This is Cindy Doyel, DLC 2 790, president. I'm trying to find the exact 3 agenda item because it's getting confusing with 4 the 22-page one and -- which one is it? Where 5 is it on the agenda? So I can find exactly how 6 it's written so I can actually really do a 7 comment.</p> <p>8 MS. TAYLOR: Sure. It's Item Number 6 9 on the agenda.</p> <p>10 MS. DOYEL: Yes. But is it written up 11 as an agenda item?</p> <p>12 MS. TAYLOR: Yes, ma'am. It was 13 written up, and I believe it was sent out 14 yesterday -- and we have agenda items -- yeah. 15 So it was a separate item sent out yesterday, 16 and it was did -- the agenda was voted on and 17 accepted yesterday.</p> <p>18 So if you want to take some time to 19 take a quick look at it, why don't you do that 20 and come back, and we'll go back to you.</p> <p>21 MS. DOYEL: Okay. I'll find it. So 22 additional item you said; correct?</p> <p>23 MS. TAYLOR: Correct. Separate item, I 24 mean. It's on the agenda. It's not an 25 additional item. It's been on the agenda.</p>	<p>Page 22</p> <p>1 has a right to create any kind of committee, 2 standing or ad hoc. If it's standing, it 3 implies that it would have been in the bylaws 4 originally, but the word doesn't mean that. The 5 word means -- "standing," it has certain 6 properties, characteristics, and powers, and 7 that makes it standing. So we usually put it in 8 the bylaws. It doesn't have to be in the 9 bylaws, especially since this is temporary. 10 This is entirely within the rights of this board 11 to create. It's just a motion, not a change in 12 policy or bylaws. Thank you.</p> <p>13 MS. DOYEL: So now can I respond?</p> <p>14 MS. TAYLOR: Yes, please.</p> <p>15 MS. DOYEL: So, again, this is Cindy 16 Doyel, DLC 790.</p> <p>17 My only concern with this is if we 18 don't have any, you know, statement of how often 19 it's going to meet or --</p> <p>20 MS. TAYLOR: It's a parliamentary 21 session. That's the whole point of the 22 committee. To keep the board open, it also -- 23 the reason we were advised to do this allows us 24 to meet when necessary without having to do what 25 we just did, which is the whole board. Yeah.</p>
<p>1 MS. DOYEL: Right. But you said it was 2 written up as an agenda item -- explained out, 3 like where it would follow the policy file and 4 what the policy language would say; right?</p> <p>5 MS. TAYLOR: It was sent at 7:04 a.m. 6 in the morning yesterday.</p> <p>7 I don't understand your question, 8 Cindy.</p> <p>9 MS. DOYEL: It has details on what the 10 policy file is going to look like; right?</p> <p>11 MS. TAYLOR: No. It's a formation of a 12 committee. It's not a policy file change.</p> <p>13 MS. DOYEL: Well, that would be adding 14 to the policy file as a new committee and what 15 the roles and responsibilities of a committee 16 has to do.</p> <p>17 You said it was yesterday?</p> <p>18 MS. TAYLOR: Hold on one second. The 19 parliamentarian is going to respond.</p> <p>20 MS. DOYEL: Here it is; I found it. 21 Okay. Yeah, I found it.</p> <p>22 Is he talking?</p> <p>23 MS. TAYLOR: You were still off the 24 whole time you talked. So try it over again.</p> <p>25 MR. CUESTA: So I was saying, the board</p>	<p>Page 23</p> <p>1 MS. DOYEL: Okay. So do we -- okay. I 2 get what you're saying. Are we going to at 3 least state on here what our basic 4 responsibilities are other than just 5 communicating with the board, or is that all 6 expectation --</p> <p>7 MS. TAYLOR: Right now, it's our 8 expectation. Communicate with the board, make 9 sure that the board session stays open. It also 10 manages, in the meantime, to take some of 11 Richard's powers away, because when the board is 12 in session, he has to consult with the board, 13 per the policy file. It's when we are out of 14 session that he takes all his powers to do 15 whatever he wants. You see what I'm saying?</p> <p>16 MS. DOYEL: Okay. And that's why I 17 think it's so important that whoever -- and 18 everyone who actually goes through and files 19 their HR1s for all the items that he's actually 20 violated, we need to be done right away so we 21 can actually do something about it.</p> <p>22 MS. TAYLOR: Okay. We can answer that 23 later. So I'm going to move on.</p> <p>24 Maria Blaine, you are up next. You 25 have the floor.</p>

<p>1 MS. BLAINE: Good morning. Maria 2 Blaine, DLC 724. It's called point of 3 information, and I think you addressed it with 4 the comments you just completed with Cindy as to 5 the purpose, why the need of this motion. And I 6 agree with you, because the motion will at least 7 not handicap, but, you know, maybe delay or 8 cripple the free reins of the current president. 9 10 As I'm aware, the last meeting where 11 the boards met and approved funding for the 12 rally, the board was not informed. The DLC 13 presidents were not informed of that, and is 14 that going to maybe prevent some of those actions with this motion in place? 15 16 MS. TAYLOR: He did it under the 17 auspices of his day-to-day duties because we 18 were not in session. So now with this committee 19 of the board as a standing committee to keep the board in session, he can't do that. He has to 20 come to us. 21 22 Now, whether or not that happens, we'll 23 see. But, yeah. So this is our intent, is to 24 hamper him from spending monies in his 25 day-to-day duties without our permission. But I'm using air quotes, by the way.</p>	<p style="text-align: right;">Page 26</p> <p>1 my bad -- the individuals first to be on the 2 committee. I need recommendations. I think 3 Mr. Hall and Mr. Riley -- Ms. Riley and 4 Mr. Alari. 5 6 MR. HALL: William Hall, DLC 744, president. 7 8 I would like to make a motion to 9 recommend the committee consist of myself, Steve Alari, and Cindy Doyel. 10 11 MS. TAYLOR: I have a motion on the 12 floor to nominate Bill Hall, Steve Alari, and 13 Cindy Doyel as the people to man this committee. I need a second. 14 15 MR. HEALY: Kevin Healy. I second the composition and the three named individuals. 16 17 MS. TAYLOR: Okay. We have the second. 18 Discussion on the motion, please. Any 19 discussion? I do have hands up. 20 21 Mr. Hall first, and then Mr. Healy. 22 23 MR. HALL: William Hall, president, DLC 24 744. 25 I think these are three effective, long-time board members who would act in the interest of the board, keep the board informed, and keep the board in session, which are the</p>
<p>1 Does that help, Maria? 2 3 MS. BLAINE: It certainly does. I 4 would support the motion, number 6, and so we could vote or -- that would be great. 5 6 MS. TAYLOR: Thank you. I have one more question. 7 8 Ms. Jefferies, you're on the floor. 9 10 MS. JEFFERIES: Good morning. Karen Jefferies, chair, Unit 4. The question is: Who will be appointing this committee? 11 12 MS. TAYLOR: The board. 13 14 MS. JEFFERIES: It doesn't say that. 15 16 MS. TAYLOR: The board will create a committee of three or more. We can do that today. As we get through business, we can decide to do that today. 17 18 Seeing no more hands, I am going to bring this to a vote. All those in favor of the motion, please raise your hands. 19 20 MS. CUESTA: We have to define completely who are the three individuals. We don't add members to it afterwards. 21 22 23 MS. TAYLOR: Okay. So in addition -- so we have to -- we are being told we have to define -- I thought it was the other way around,</p>	<p style="text-align: right;">Page 27</p> <p>1 critical elements of the function of this new 2 committee. So I support and strongly urge a yes 3 vote for each three board members. 4 5 MS. TAYLOR: Mr. Healy, go ahead. 6 7 MR. HEALY: As with many of the things we are doing, I love the diversity of opinions. 8 No one person is going to run that committee. 9 It's going to take cooperation we don't often see in Congress these days. 10 11 I think that's a good thing, but the 12 committee, as I see it, does not have a lot of 13 power. The biggest power is they get all of us 14 together so we don't have to serve someone two, 15 three, four times and have them deny that they ever got the paperwork. 16 17 So I think that this composition will be very good for that. They are not going to be spending money. They are not going to do a lot of other things, but they will get reports on litigation. So many other things to say we need to meet in five days. I strongly support the slate. 18 19 MS. TAYLOR: Thank you. Naomi Musembi, you have your hand up. You have the floor. 20 21 Naomi? Okay. There you are. Go ahead.</p>
	<p style="text-align: right;">Page 29</p>

<p>1 Voting; okay. Never mind. Put your 2 hand down.</p> <p>3 Mr. Wake, you have your hand up.</p> <p>4 MR. WAKE: Thank you. Richard Wake, 5 DLC 767, president.</p> <p>6 I'm going to vote yes. I think all 7 three are excellent choices, but I'm just 8 wondering if there is anyone else that might be 9 interested. I have a couple of names that I 10 think would be good choices.</p> <p>11 MS. TAYLOR: Richard, if you want to 12 make a recommendation, you certainly can make a 13 motion.</p> <p>14 MR. WAKE: Right. And regardless of 15 the outcome, what people say, yes or no, I'm 16 going to vote yes and support it. Personally, I 17 think DLC President Kevin Healy would be a great 18 choice also.</p> <p>19 And I would also think having at least 20 one executive board member as one of the elected 21 officers, I would like to see Irene Green on 22 this board also. I also think it's a good idea 23 to keep the board at an odd number of people.</p> <p>24 MS. TAYLOR: Are you suggesting -- are 25 you making a motion to add to make a committee</p>	Page 30	<p>1 MR. WAKE: Richard Wake, DLC 767, 2 president.</p> <p>3 All of you have been to a lot more 4 board meetings than I have, but I just think 5 it's a good idea to have one of our statewide 6 elected board members on this, since none of the 7 others are present. At least we can say we 8 included, you know, one of them. I think that 9 would be a good idea.</p> <p>10 You know, based upon, you know, 11 listening to Mr. Healy, I really appreciate his 12 knowledge. I mean, not that anybody else 13 couldn't do it, but, Mr. Healy, I hope you 14 accept. I think you would be a great addition 15 to this committee. Thank you.</p> <p>16 MS. TAYLOR: Thank you, Richard.</p> <p>17 Irene, you are the second to the 18 motion. You may speak to the motion.</p> <p>19 MS. GREEN: I concur with what DLC 20 President Richard Wake was presenting. That is 21 basically why I had risen my hand as well, to 22 amend the motion. So we can go to a vote.</p> <p>23 MS. TAYLOR: It looks like I still have 24 hands up. The next one who has the floor is 25 Cindy Doyel.</p>	Page 32
<p>1 of five, Kevin Healy and Irene Green? And if 2 so, I need a second.</p> <p>3 MR. WAKE: Yes, if they are so 4 inclined. Again, I'm going to vote yes whether 5 they accept it or not so --</p> <p>6 MS. TAYLOR: Okay. The motion has been 7 made to amend the motion to make it a 8 five-person committee consisting of Bill Hall, 9 Steve Alari, Cindy Doyel, Kevin Healy, and Irene 10 Green. I need a second on the motion.</p> <p>11 MS. GREEN: This is Irene Green, vice 12 president of bargaining.</p> <p>13 I second that motion.</p> <p>14 MS. TAYLOR: Okay. It has been 15 seconded.</p> <p>16 So as the maker of the motion, Richard, 17 you kind of already speak on it. Do you want to 18 speak again on it?</p> <p>19 MR. WAKE: Sorry. I forgot to unmute 20 my mic. I will make sure I do that, again, 21 follow the proper procedure here.</p> <p>22 You know, I have only been to several 23 of these board meetings.</p> <p>24 MS. TAYLOR: Richard, since we started 25 with you again, can you introduce yourself.</p>	Page 31	<p>1 Naomi, if you could re-mic yourself.</p> <p>2 MS. DOYEL: Cindy Doyel, DLC 790.</p> <p>3 Yes, I believe this is actually a good 4 way to have checks and balances for our 5 statewide officers. It's one of the better 6 ones. We can do without --</p> <p>7 MS. TAYLOR: Cindy, I'm being told by 8 the parliamentarian, stick to the current 9 motion, which is the five -- amendment, I'm 10 sorry -- the five people on the board, on the 11 committee.</p> <p>12 MS. DOYEL: That's what I was 13 discussing. Okay. The five people, yes, I 14 agree, and we should vote yes. So we can move 15 on.</p> <p>16 MS. TAYLOR: Thank you, Cindy.</p> <p>17 Maria, you have the floor.</p> <p>18 MS. BLAINE: Maria Blaine, DLC 722.</p> <p>19 I concur with the motion to add five, 20 and if the members agree, I motion to move to a 21 vote.</p> <p>22 MS. TAYLOR: Say that into the mic and 23 introduce yourself. Thank you.</p> <p>24 The parliamentarian.</p> <p>25 MR. CUESTA: I hope you can hear me.</p>	Page 33

<p style="text-align: right;">Page 34</p> <p>1 Remember one of the things in your policy says 2 that you cannot debate and then move to close. 3 It's got to be two separate opportunities to 4 speak or two separate individuals. That's in 5 your policy. Sorry.</p> <p>6 MS. TAYLOR: Francina, you have the 7 floor.</p> <p>8 MS. STEVENSON: DLC 794, Francina 9 Stevenson.</p> <p>10 I also agree with the motion President 11 Wake has made along with Irene Green.</p> <p>12 Also, though the nominations are great 13 participants, well respected, I would prefer 14 that a BUNC chair also be designated, as they 15 hold the key to our bargaining. We have 16 measures coming up, and Howard with the BUNC --</p> <p>17 MS. TAYLOR: You are talking on these 18 five. We are not making another motion. You 19 can make a secondary amendment, but -- time real 20 quick. Hold on.</p> <p>21 Go ahead.</p> <p>22 MS. STEVENSON: I would like to make a 23 secondary motion to amend, out of the five 24 nominees, at least have one BUNC listed.</p> <p>25 MS. TAYLOR: I need a second on that.</p>	<p style="text-align: right;">Page 36</p> <p>1 Again, it's admiration and respect for 2 the current nominees, but we also have a BUNC 3 chair in attendance who are our keystone, who 4 are our foundation of bargaining CalPERS 5 benefits, wages. They should be part of this 6 nominated -- they should be part of the 7 committee.</p> <p>8 MS. TAYLOR: I'm going to make a real 9 quick statement, and I want to make sure I'm 10 clear with the signals I'm getting from our 11 bargaining unit chairs in the room.</p> <p>12 Number one, they said no. You are okay 13 with it? Okay. That's all I want to say.</p> <p>14 CalPERS benefits are not negotiated 15 except for our 8020 on healthcare, just FYI as 16 the CalPERS board member.</p> <p>17 So go ahead and finish your statement.</p> <p>18 MS. STEVENSON: It's no disrespect to 19 the current nominees. What I'm asking is to 20 include one of the BUNC chairs as part of the 21 standing committee. Thank you.</p> <p>22 DLC 794, Francina Stevenson.</p> <p>23 MS. TAYLOR: Francina, I need a name 24 for the BUNC chairperson.</p> <p>25 MS. STEVENSON: I nominate Susan</p>
<p style="text-align: right;">Page 35</p> <p>1 I need you to unmute yourself.</p> <p>2 MR. WAKE: Richard Wake, DLC 767, 3 president.</p> <p>4 Second.</p> <p>5 MS. TAYLOR: Sorry, guys. We need an 6 odd number. Are you adding to it or replacing 7 someone?</p> <p>8 MR. ALARI: I withdraw from the motion, 9 if she wants to put a bargaining chair in my 10 position.</p> <p>11 MS. TAYLOR: So now we are still at 12 five. I'm just -- okay. We have a motion by 13 Francina, a second by Richard Wake, and I 14 need --</p> <p>15 Francina, you need to speak on your 16 motion.</p> <p>17 We are open.</p> <p>18 Somebody has their mic on.</p> <p>19 Francina Stevenson is the maker of the 20 motion. She gets to speak on the motion. And 21 then Richard Wake, as the second, speaks on the 22 motion.</p> <p>23 Go ahead, Francina.</p> <p>24 MS. STEVENSON: DLC 794, Francina 25 Stevenson.</p>	<p style="text-align: right;">Page 37</p> <p>1 Rodriguez, BUNC Chair Number 1.</p> <p>2 DLC 794, Francina Stevenson.</p> <p>3 MS. TAYLOR: All right. Thank you.</p> <p>4 Because Mr. Alari has graciously said 5 that he's going to step back, I'm going to put 6 Susan Rodriguez in his place. We are making 7 this very difficult, you guys.</p> <p>8 And, Mr. Wake, you're up next.</p> <p>9 MR. WAKE: Richard Wake, DLC 767, 10 president.</p> <p>11 Move to close debate.</p> <p>12 MS. TAYLOR: You have to speak on the 13 motion. You're the second on the motion.</p> <p>14 MR. WAKE: If Susan Rodriguez --</p> <p>15 MS. TAYLOR: Oh, he doesn't? 16 Hold on.</p> <p>17 That's an option. You want to close 18 debate?</p> <p>19 MR. WAKE: Yes.</p> <p>20 MS. TAYLOR: Okay. We have to take a 21 vote on that.</p> <p>22 MR. WAKE: DLC 767, president.</p> <p>23 Move to close the debate. I believe 24 it's not open for discussion.</p> <p>25 MS. TAYLOR: I need the parliamentarian</p>

<p>1 to weigh in on this. Everyone mute.</p> <p>2 MR. CUESTA: Mr. Wake, what we were</p> <p>3 discussing is, are you moving to close debate on</p> <p>4 the secondary amendment; secondary and primary;</p> <p>5 or secondary, primary, and the main motion?</p> <p>6 That was the issue. Your choice, sir.</p> <p>7 MR. WAKE: Whatever we need to do to</p> <p>8 move on.</p> <p>9 MR. CUESTA: Very good. That's all</p> <p>10 three, sir.</p> <p>11 MR. WAKE: Okay. Then, if Susan</p> <p>12 Rodriguez --</p> <p>13 Richard Wake, DLC 767, president.</p> <p>14 If Susan Rodriguez accepts that</p> <p>15 nomination, then, you know, BUNC chair -- we</p> <p>16 don't want to lose people with this quorum. I'm</p> <p>17 hoping everybody is going to move on. Thank</p> <p>18 you.</p> <p>19 MS. TAYLOR: So I need a hand vote.</p> <p>20 Raise your hands to close debate and move --</p> <p>21 MR. CUESTA: On all three of them.</p> <p>22 [!EZ SPEAKER 01]: On all three of the</p> <p>23 motions.</p> <p>24 MR. ALARI: Steven Alari, DLC 723.</p> <p>25 I second the motion to close the</p>	<p>Page 38</p> <p>1 committee of the board, whose purpose is to keep</p> <p>2 the board in session indefinitely. We will name</p> <p>3 that committee in a moment. We can make</p> <p>4 separate motions to name the committee in a</p> <p>5 minute.</p> <p>6 So all those in favor of having all</p> <p>7 five of these board folks, board directors, on</p> <p>8 this committee, please raise your hands.</p> <p>9 We got 30. The motion carries for all</p> <p>10 five. Bill Hall, Susan Rodriguez, Cindy Doyel,</p> <p>11 Kevin Healy, and Irene Green to make up the</p> <p>12 committee</p> <p>13 MR. CUESTA: Madam Chair, we need to</p> <p>14 assign a chair to the committee.</p> <p>15 MS. TAYLOR: That will be between them.</p> <p>16 MR. CUESTA: You will leave that to</p> <p>17 them. It could be the board or them. Thank</p> <p>18 you.</p> <p>19 MS. TAYLOR: If we could get everybody</p> <p>20 off because I'm still hearing an echo.</p> <p>21 Okay. Last vote -- oh, everybody lower</p> <p>22 their hands, including me. Lower your hands</p> <p>23 because we are going to take one more vote.</p> <p>24 For the formation of a standing</p> <p>25 committee that will have the purpose of keeping</p>
<p>1 debate.</p> <p>2 MS. TAYLOR: Are we going to count that</p> <p>3 right now?</p> <p>4 Please close all of your mics.</p> <p>5 We have three or four people. 33</p> <p>6 people, two are not -- so raise your hand to</p> <p>7 close debate. So we are closing the debate and</p> <p>8 moving to the main motion -- I'm sorry, moving</p> <p>9 to vote on the secondary.</p> <p>10 Lower your hands, everybody. Let's do</p> <p>11 that first.</p> <p>12 We are voting to add Susan Rodriguez</p> <p>13 and remove Steven Alari from the board-appointed</p> <p>14 committee. All those in favor, raise your hands</p> <p>15 yes.</p> <p>16 It looks like we have the majority.</p> <p>17 All those in favor, raise your hands</p> <p>18 yes.</p> <p>19 26 yes. Motion carries.</p> <p>20 So now we are voting on the second</p> <p>21 motion.</p> <p>22 Congratulations, Susan.</p> <p>23 Thank you, Steve.</p> <p>24 Second motion, which is to have Bill,</p> <p>25 Susan, Cindy, Kevin, and Irene on our standing</p>	<p>Page 39</p> <p>1 the board in open session indefinitely, I need a</p> <p>2 yes vote for the formation of this committee.</p> <p>3 Please raise your hand.</p> <p>4 All right. We got it. We have 30</p> <p>5 yeses; motion carries. Congratulations. We now</p> <p>6 have the formation of a standing committee.</p> <p>7 Committee members, would you guys like</p> <p>8 to name yourselves, or would you like the board</p> <p>9 to name the committee right now? Committee</p> <p>10 members, anybody? Would you like to name it</p> <p>11 yourselves as part of your work, or do you want</p> <p>12 the board to name you now? Because we would</p> <p>13 have to make a separate motion to name you now.</p> <p>14 MR. HEALY: Point of information. For</p> <p>15 the record, it appears that there are 35 online.</p> <p>16 Did we have a quorum of the board of directors</p> <p>17 for that last agenda item?</p> <p>18 The parliamentarian is nodding his head</p> <p>19 yes. Thank you.</p> <p>20 MR. ALARI: A point of order. Steven</p> <p>21 Alari, DLC 723.</p> <p>22 MS. TAYLOR: Hold on, Steven, one</p> <p>23 second.</p> <p>24 Can everyone lower your hands because</p> <p>25 we are going to start the next motion.</p>

<p>1 Go ahead, Steven.</p> <p>2 MR. ALARI: I would appreciate it in</p> <p>3 the future, Madam Chair, if you would call the</p> <p>4 yays and the nays and get the counts, rather</p> <p>5 than just the motion passes because 27 voted</p> <p>6 yes, just so we have on the record how many</p> <p>7 voted yes and how many voted no. Thank you.</p> <p>8 MS. TAYLOR: The only problem is</p> <p>9 that -- so I will call the yays and the nays.</p> <p>10 It's just that we have more than the majority.</p> <p>11 MR. ALARI: At our meetings that are on</p> <p>12 Zoom, for 20 seconds, 30 seconds, those who want</p> <p>13 to vote yes vote yes, then you get your count,</p> <p>14 hands down. Those who want to vote no, hands</p> <p>15 up, hands down. That way you have your -- you</p> <p>16 can get your counts.</p> <p>17 MS. TAYLOR: Thank you.</p> <p>18 MS. BROWN: Point of order.</p> <p>19 [!EZ SPEAKER 01]: Ms. Brown, go ahead.</p> <p>20 Point of order.</p> <p>21 MS. BROWN: For our next votes, can you</p> <p>22 state clearly which item, make a statement on</p> <p>23 the item we are voting just because there is a</p> <p>24 lot of discussion, and I'm really not sure</p> <p>25 sometimes. Can you state it for us?</p>	<p>Page 42</p> <p>1 were going to do it themselves. I thought you</p> <p>2 heard Bill say that.</p> <p>3 MS. DOYEL: So it includes both items,</p> <p>4 the naming of it and whoever is going to be the</p> <p>5 chair?</p> <p>6 MS. TAYLOR: Correct.</p> <p>7 MS. DOYEL: Thank you.</p> <p>8 MS. TAYLOR: Recognizing Kevin Healy.</p> <p>9 MR. HEALY: Thank you.</p> <p>10 Hopefully everybody saw the email. We</p> <p>11 generated what is a fairly standard --</p> <p>12 MS. TAYLOR: Someone is not muted. Can</p> <p>13 we have everyone mute.</p> <p>14 MR. HEALY: This is a fairly common</p> <p>15 device in many -- in many corporations and</p> <p>16 organizations to make sure that we can make sure</p> <p>17 everything stays confidential, but most</p> <p>18 importantly, that they respond immediately where</p> <p>19 necessary.</p> <p>20 As almost everyone is aware, we are</p> <p>21 facing at least, according to the newspapers,</p> <p>22 and I've seen the complaints, two detailed</p> <p>23 lawsuits, and there may be more. Any delay of</p> <p>24 waiting weeks or months --</p> <p>25 [!EZ SPEAKER 05]: Point of order.</p>
<p>1 MS. TAYLOR: Sure. Absolutely. I</p> <p>2 thought I did, but I'll do better.</p> <p>3 Agenda Item 7 has also been moved to</p> <p>4 the front of the board, and I want to move</p> <p>5 through this as quickly as possible. So I'm</p> <p>6 going to hand this over.</p> <p>7 This agenda item is for the board to</p> <p>8 make a motion to create a standing legal</p> <p>9 committee and empower said committee to fund</p> <p>10 legal actions involving actions to protect</p> <p>11 Local 1000 in any and all actions involving Mr.</p> <p>12 Brown and the board of directors and to be able</p> <p>13 to access funds to protect the board itself.</p> <p>14 So the maker of the motion is Kevin</p> <p>15 Healy, and I need you to present the motion as a</p> <p>16 motion for a second.</p> <p>17 MR. HEALY: Thank you, Madam Chair --</p> <p>18 MS. DOYEL: A clarification. This is</p> <p>19 Cindy Doyel, DLC 790.</p> <p>20 I thought we were doing -- help me</p> <p>21 clarify. I thought we were naming the board</p> <p>22 committee and then deciding if there was going</p> <p>23 to be a chair or if the committee was going to</p> <p>24 do it themselves.</p> <p>25 MS. TAYLOR: The committee said they</p>	<p>Page 43</p> <p>1 MS. TAYLOR: I have a point of order.</p> <p>2 I didn't hear who it was.</p> <p>3 MS. VO: DLC 742, Cynthia Vo. Does the</p> <p>4 maker have to move the motion before speaking on</p> <p>5 it?</p> <p>6 [!EZ SPEAKER 01]: Yes, he does.</p> <p>7 MR. HEALY: I move the advancement of</p> <p>8 the agenda item, which is captioned the</p> <p>9 "litigation committee establishment." And in</p> <p>10 speaking with the parliamentarian, there is only</p> <p>11 one correction, which I have emailed to him.</p> <p>12 There were seven enumerated powers, and I'm</p> <p>13 supposed to read this.</p> <p>14 We want to add in there, "In the event</p> <p>15 that SEIU Local 1000 attempts to suspend any</p> <p>16 director or impair his, her, or their</p> <p>17 stewardship in any manner, including, but not</p> <p>18 limited to, informing the State of California</p> <p>19 that their stewardship has been limited, the</p> <p>20 committee may retain, at Local 1000's expense,</p> <p>21 attorneys or counsel to defend against any such</p> <p>22 action."</p> <p>23 MS. TAYLOR: Excellent.</p> <p>24 MS. DHAHABU: DLC 743, Imani Dhahabu.</p> <p>25 I second the motion.</p>

<p>1 MR. HEALY: This is going to move 2 faster than I thought.</p> <p>3 MS. TAYLOR: All right, Imani. I have 4 you down as a second. Kevin Healy is the maker 5 of the motion.</p> <p>6 Now, Kevin Healy, you can speak on the 7 motion.</p> <p>8 Imani, as the second, you will speak 9 after.</p> <p>10 MR. HEALY: This is a fairly common 11 vehicle used in many corporations that I've 12 interacted with. Quite frankly, the skeleton of 13 this was a major pharmaceutical company, and I 14 know that they know how to protect themselves. 15 I think we need to be protected, too. 16 When lawsuits come up, we can't wait for someone 17 named in that lawsuit to drag his or her feet 18 for weeks or months to be able to address it. 19 There are deductibles to pay. There 20 are attorneys that need to be retained. There 21 are conflicts that need to be resolved. We can 22 do this confidentially. We can do this 23 professionally. And there's even highlights in 24 there. If there is any expenditure greater than 25 a thousand, it goes to the notice to all the</p>	<p>Page 46</p> <p>1 I would like to ask the chair if I can 2 please speak on the issues before you do your 3 nominating of this committee.</p> <p>4 MS. TAYLOR: Sure.</p> <p>5 MR. ALARI: Because I've had experience 6 with this issue, and I think it's important that 7 the board members know kind of some more history 8 on this committee and what the intent is before 9 they select who the people are. It's a 10 suggestion. If there is no objection --</p> <p>11 MS. TAYLOR: No objection, Mr. Alari. 12 I saw your hand. I was waiting for something 13 else in the room. Sorry about that.</p> <p>14 MR. ALARI: Okay. Steve Alari, DLC 15 723.</p> <p>16 We have had to use this type of format 17 in the past under CSCA when we were having 18 litigation, and there were members of the board 19 who the litigation may involve.</p> <p>20 So we formed a litigation committee, 21 i.e., legal committee, so that this committee 22 could discuss the legal action that may need to 23 be taken without doing it with the full board 24 there, because with the full board, the people 25 who the litigation would be against, potentially</p>
<p>1 board. There's transparency, and there's three 2 or more.</p> <p>3 It was written as three just to start, 4 that we shall comprise a committee to do that. 5 I suggest an odd number if we go bigger than 6 that, but we have to get this quorum to address 7 this urgently there.</p> <p>8 With that, I pass it back to the chair. 9 Or was there a question? No.</p> <p>10 MS. TAYLOR: Thank you. The chair will 11 also suggest that you comprise the committee. 12 So after I let Imani speak, I think you 13 should -- talk about the committee composition. 14 Hold on. Close your mic.</p> <p>15 Imani, you are recognized. Go ahead.</p> <p>16 MS. DHAHABU: I support this motion 17 primarily because based on what I've observed, I 18 am concerned about retaliation and other issues. 19 So that's one of the reasons why I support this 20 motion. Thank you.</p> <p>21 MS. TAYLOR: Thank you, Imani. 22 I'm moving back to the maker of the 23 motion as his hand's up.</p> <p>24 MR. ALARI: This is Steven Alari, DLC 25 723.</p>	<p>Page 47</p> <p>1 against, would be in the meeting and would be 2 able to know what's going on, the legal strategy 3 to protect the union or the association at that 4 time.</p> <p>5 And so that's why it's important that 6 you consider who is going to be on this 7 committee to make sure you know what the 8 circumstances are, and I just want to share that 9 with the members of the board. Thank you.</p> <p>10 MS. TAYLOR: Steven, with your 11 experience -- thank you for sharing.</p> <p>12 I would suggest that Steven Alari also 13 be on the committee. So -- hold on a second.</p> <p>14 Recognizing DeLeonne Secrest, and then 15 Bargain Unit Chair 1 Susan Rodriguez.</p> <p>16 DeLeonne, go ahead.</p> <p>17 MR. SECREST: DeLeonne Secrest, DLC 18 724.</p> <p>19 I would second that Steve Alari be on 20 the committee definitely.</p> <p>21 MS. TAYLOR: I wasn't making a motion. 22 I can't as the chair.</p> <p>23 MR. SECREST: I make the motion.</p> <p>24 MS. TAYLOR: Steven Alari has been made 25 a motion to be one of the committee members.</p>

<p>1 Kevin.</p> <p>2 MS. DHAHABU: I second the motion.</p> <p>3 MS. TAYLOR: Imani has seconded the</p> <p>4 motion.</p> <p>5 Second is not necessary -- hold on just</p> <p>6 a second.</p> <p>7 Oh, Susan, I'm sorry. Go ahead.</p> <p>8 MS. RODRIGUEZ: I don't know if it's a</p> <p>9 point of information or clarification. There's</p> <p>10 a lot of motions and things moving around, so</p> <p>11 I'm trying to keep track of the conversation.</p> <p>12 So what is being presented -- or my</p> <p>13 question is: What is being presented? The</p> <p>14 litigation would protect all board members or</p> <p>15 only the board members that are on the</p> <p>16 committee?</p> <p>17 MS. TAYLOR: All board members.</p> <p>18 MS. RODRIGUEZ: Okay. I wanted to make</p> <p>19 sure I was clear.</p> <p>20 MS. TAYLOR: Susan got her answer.</p> <p>21 I have Kevin Healy asking to speak.</p> <p>22 MR. HEALY: Thank you. On my motion</p> <p>23 and as a modification to populate this</p> <p>24 committee, I have walked around the room, and</p> <p>25 there are some that have already indicated their</p>	<p>Page 50</p> <p>1 MS. TAYLOR: Go ahead, because I don't</p> <p>2 have them in front of me.</p> <p>3 MR. HEALY: Bargaining chair of Unit 3,</p> <p>4 Terry Hibbard, H-I-B-B-A-R-D, for the court</p> <p>5 reporter; President Steven Alari -- pardon me.</p> <p>6 I forgot your DLC number -- 723; Bargaining unit</p> <p>7 chair of Unit 4, Karen Jefferies; President, DLC</p> <p>8 794, Francina Stevenson; and DLC President Kevin</p> <p>9 Healy, DLC 752, and that would be as the chair</p> <p>10 of that committee with five people.</p> <p>11 MS. DOYEL: You just named six. You</p> <p>12 stated Steven Alari, Kevin Healy, Karen</p> <p>13 Jefferies, Susan Rodriguez, Terry Hibbard, and</p> <p>14 then you just named Francina.</p> <p>15 MR. HEALY: For clarification, I had</p> <p>16 the five. Ms. Rodriguez was not part of that</p> <p>17 list, and she declined.</p> <p>18 MS. DOYEL: Thank you.</p> <p>19 MS. TAYLOR: It's Francina Stevenson.</p> <p>20 Irene, you are up.</p> <p>21 MS. GREEN: Thank you. I think this is</p> <p>22 a good team that we have put together, a lot of</p> <p>23 experience, a lot of representation. And I</p> <p>24 think we should move forward on this.</p> <p>25 MS. TAYLOR: Thank you, Ms. Green.</p>
<p>1 assent to this. So I suggest that the motion to</p> <p>2 be voted upon would have five members to start.</p> <p>3 It would be Bargaining Unit Chair Terry Hibbard;</p> <p>4 Steven Alari; Karen Jefferies, Bargaining Unit</p> <p>5 4; Francina Stevenson, bargaining -- DLC 794;</p> <p>6 and myself for the five individuals, as the</p> <p>7 chair.</p> <p>8 MS. TAYLOR: I need a second for the</p> <p>9 motion.</p> <p>10 MS. GREEN: I make the second.</p> <p>11 [!EZ SPEAKER 01]: Irene Green has</p> <p>12 seconded the motion.</p> <p>13 As the maker of the motion, Mr. Healy,</p> <p>14 go ahead.</p> <p>15 MR. HEALY: Just real quickly. With</p> <p>16 the temperature of the room, I think this is</p> <p>17 some diversity. I've also suggested that a vice</p> <p>18 president be involved. It sounds like she likes</p> <p>19 this slate. It's got a lot of intellectual</p> <p>20 geographic bargaining unit diversity and</p> <p>21 experience, and I urge a yes vote on the motion,</p> <p>22 populated with these five individuals.</p> <p>23 MS. TAYLOR: Thank you, Mr. Healy.</p> <p>24 MS. DOYEL: Can you repeat the names,</p> <p>25 please, of the five?</p>	<p>Page 51</p> <p>1 Cindy, have you asked your question? I</p> <p>2 still see your hand up.</p> <p>3 MS. DOYEL: I need clarification on</p> <p>4 which agenda item number this is, because I</p> <p>5 would like to see the details so I can actually</p> <p>6 give you a real answer.</p> <p>7 MS. TAYLOR: Number 7 on the agenda.</p> <p>8 We moved it up to the front of the agenda this</p> <p>9 morning, and you got it in your packet emailed</p> <p>10 to you.</p> <p>11 MS. DOYEL: What page number?</p> <p>12 MS. TAYLOR: It's a completely separate</p> <p>13 thing. It has "Local 1000 Board of Directors</p> <p>14 Meeting" in blue at the top -- or black. It's</p> <p>15 called "Agenda Item Subject Litigation Committee</p> <p>16 Establishment," and you should've had the email</p> <p>17 Friday.</p> <p>18 MS. DOYEL: It was sent out by Bill</p> <p>19 Hall?</p> <p>20 MS. TAYLOR: It was sent out by Bill</p> <p>21 Hall.</p> <p>22 Did you get that, Cindy?</p> <p>23 MS. DOYEL: You said it was sent out on</p> <p>24 Friday?</p> <p>25 MS. TAYLOR: Friday at 6:24 p.m., yeah.</p>

<p>1 Cindy, I'm going to move on to the next person. 2 Thank you. 3 LaTasha Brown. 4 MS. BROWN: So before we vote on this, 5 I'm hoping on the rest of the committees, that 6 the same people aren't going to serve on the 7 same boards. We do need some diversity, and we 8 need to represent all the regions in the state, 9 and not just stick to up north. 10 Does everyone besides Kevin, Terry, 11 Steve, Karen -- some of us don't know and need 12 to know, do they all have legal experience, at 13 least enough to get us through, and can we -- I 14 don't know enough about them. 15 MS. TAYLOR: LaTasha, the point isn't 16 legal experience. Steven Alari has experience 17 having been on CSCA and having formed this 18 committee. Karen and Terry are bargaining unit 19 reps, so they have a lot of contractual 20 experience. Francina also works at the 21 Department of Justice. And so does Karen 22 Jefferies. So there is a lot of legal 23 experience in the room. 24 But, actually, the point of this is for 25 us to access the legal funds to protect</p>	<p>Page 54</p> <p>1 since we haven't had the election yet for SBACs. 2 MS. TAYLOR: I think we are fine. 3 Three are presidents and three -- and two are 4 actually the bargaining unit chair, so they can 5 still do business. That's one point. I'm going 6 to have Susan talk on the rest. 7 MS. RODRIGUEZ: I appreciate the 8 concern on that. I think in any situation, no 9 matter, any board member could promote up or out 10 of the organization. So in that ability, 11 someone would have to be reappointed or placed. 12 So it's the same situation with the chair. Yes, 13 it's uncertain what is going to happen in 14 December, but I think that's something that is 15 manageable and can be dealt with. 16 MS. TAYLOR: All right. 17 Richard Wake, you are up next, and if 18 you are going to ask for the matters in front of 19 the board, I would appreciate it. 20 MR. WAKE: Richard Wake, DLC 767, 21 president. 22 I move to close the debate. 23 MS. TAYLOR: I have one more person, 24 and then how about we close the debate after 25 that? I apologize.</p>
<p>1 ourselves and to hire attorneys and to protect 2 the Local. It's not our legal experience 3 necessarily. 4 MS. BROWN: I want to be comfortable 5 with my vote, so I needed to know that. Thank 6 you. 7 MS. TAYLOR: Neice Davis, go ahead. 8 MS. DAVIS: Neice Davis, DLC 702. 9 I just have a question. I noticed that 10 we are nominating chairs to hold positions. We 11 have not had the SBAC yet. So what happens if 12 these persons that we are nominating now does 13 not win for our chair come December? Are you -- 14 MS. TAYLOR: The committee chair will 15 have to ask other people to join the committee. 16 The committee chair is the bargaining unit rep. 17 MS. DAVIS: Okay. I was just wondering 18 because they haven't the SBAC yet, if they have 19 to start the committee all over again if they 20 lose their position. Then we have to get other 21 people in those positions and then bring them up 22 to date, and that committee would have to 23 basically -- like, it would slow the committee 24 down in the process. But all right. I just 25 wanted to bring that out to everyone's attention</p>	<p>Page 55</p> <p>1 MR. WAKE: That's fine. 2 MS. TAYLOR: DeLeonne, go ahead. 3 MR. SECREST: I was thinking we should 4 go ahead and name our alternate, and I would 5 suggest -- that way they can just move in. And 6 I would nominate Steven Alari to be back on that 7 committee as the alternate. 8 MS. TAYLOR: He's on this committee. 9 That's not a matter in front of the board, so 10 you are kind of out of order. 11 MR. SECREST: We could do it separate 12 and add an alternate. 13 [!EZ SPEAKER 01]: So that would be a 14 separate matter. And I think the explanation 15 that Susan made, which is any board member can 16 promote out of their position and no longer be a 17 board member. So I think as long as -- 18 MR. SECREST: We would have to vote 19 again. If we had an alternate, we wouldn't have 20 it. 21 MS. TAYLOR: No, the whole board 22 wouldn't. We are leaving that to the committee. 23 We are not asking to keep -- 24 MR. SECREST: So you are saying the 25 committee can replace someone without the board?</p>

<p>1 MS. TAYLOR: It would have to be 2 affirmed by the board. It would have to be 3 affirmed by the board. Does that make sense?</p> <p>4 MR. SECREST: I just think it would be 5 easier to have an alternate.</p> <p>6 [!EZ SPEAKER 01]: You would have to 7 make a motion and get a second. And can I ask 8 you to hold that? This is not a matter in front 9 of the board, so it's out of order, because 10 you're asking to do it for both committees.</p> <p>11 So let's close debate on this, vote on 12 the makeup of the committee, vote on the 13 committee, and then we can come back on that. 14 Okay, DeLeonne?</p> <p>15 Okay. I want you to restate the whole 16 motion, then, because we are being told it can 17 be done in one motion. So Kevin Healy is going 18 to restate.</p> <p>19 MR. HEALY: At the invitation of the 20 chair, again, circulated should have been the 21 three-page -- two-and-a-half-page motion to 22 establish a litigation committee. I am 23 reaffirming the language that, quite frankly, is 24 very important right now and urgent.</p> <p>25 [!EZ SPEAKER 01]: I just need a</p>	<p>Page 58</p> <p>1 MR. ALARI: Thank you. 2 MS. TAYLOR: I have a question from 3 Bill Hall.</p> <p>4 MR. HALL: Actually, it wasn't a 5 question. I was going to speak in favor of --</p> <p>6 MS. TAYLOR: I don't have a second.</p> <p>7 MR. HALL: I will give it a second.</p> <p>8 MS. TAYLOR: All right. Bill Hall has 9 seconded this whole motion.</p> <p>10 Mr. Healy, you're the maker of the 11 motion.</p> <p>12 MR. HEALY: I stand on everything I 13 said so far. I think it's urgent. I like the 14 diversity. Let's get this going and enjoy the 15 rest of our Sunday while we have a quorum.</p> <p>16 MS. TAYLOR: Mr. Hall.</p> <p>17 MR. HALL: I speak in favor of this 18 motion, forming the legal committee and the 19 people who have been selected to be on the 20 committee. I think it's a great choice. It's a 21 great start, and we can move forward. Thank 22 you.</p> <p>23 MS. TAYLOR: Thank you, everyone. So 24 the motion has been made and seconded.</p> <p>25 Maria Blaine, go ahead.</p>
<p>1 motion.</p> <p>2 MR. HEALY: The litigation committee is 3 adding that Section 8. So that's what's not 4 written on there. What we are also adding are 5 the five names of Hibbard, Alari, Jefferies, 6 Stevenson, and Healy, Healy being chair of this 7 committee. So presented.</p> <p>8 We aren't addressing the alternate at 9 that point. So it's populated with the five 10 people, with adding date.</p> <p>11 Any other questions, Madam Chair?</p> <p>12 MS. TAYLOR: So the motion is being 13 made to pass in one motion, Item Number 7, 14 litigation committee establishment with the 15 makeup of the committee, the five people of 16 Kevin Healy, Karen Jefferies, Francina 17 Stevenson, Steven Alari and -- I said Karen 18 Jefferies. And Terry Hibbard.</p> <p>19 Does everybody have that? Is everybody 20 clear on that?</p> <p>21 MR. ALARI: It also has the section 22 which Kevin added -- correct? -- regarding the 23 board members?</p> <p>24 MS. TAYLOR: Yes, that section has been 25 added and read into the minutes.</p>	<p>Page 59</p> <p>1 MS. BLAINE: Maria Blaine, DLC 722. 2 I motion to close the discussion and 3 vote.</p> <p>4 MS. TAYLOR: Sorry. That's where we 5 are at right now. Seeing no other hands, I'm 6 now asking everyone -- I have to take two votes 7 per Mr. Alari.</p> <p>8 If you are in favor of this motion, 9 please raise your hand. Oh, I'm sorry. We have 10 to -- I thought we closed debate. We already 11 closed debate; right? This is one motion. 12 Yeah, there was nobody else. Put your hands 13 back down. Sorry, guys. I had a 14 parliamentarian question. Let's start again.</p> <p>15 All those in favor of the motion on the 16 floor right now, which is inclusive of the 17 formation of the five people on the committee, 18 raise your hands. And, please, can I get a 19 count on that, please.</p> <p>20 All those oppose -- everybody lower 21 their hands, sorry. Everybody lower their 22 hands. All right.</p> <p>23 All those opposed, raise your hands. 24 None. There are no noes.</p> <p>25 MR. HEALY: A point of information for</p>

<p>1 the court reporter and the record. Does there 2 appear to be a quorum, Madam Chair? 3 MS. TAYLOR: There is a quorum. 4 MR. HEALY: Thank you. 5 MS. TAYLOR: We are taking a ten-minute 6 break. I have a quorum. Please do not go away. 7 We are moving on to the big items. It's 10 8 minutes. Everyone be back at 11:20. Thank you 9 very much. 10 (Recess taken from 11:09 a.m. to 11 11:18 a.m.) 12 MS. TAYLOR: We are calling us back to 13 order. 14 Agenda Item Number 1, which is the 15 maker of the motion, myself, and I can't speak 16 on it. 17 Mr. Hall, Ms. Stevenson, I'm going to 18 hand this over to Mr. Hall to make the motion. 19 MR. HALL: Agenda Item 1 consists of 20 bylaw and policy file changes as a package. And 21 the reason they are packaged is because each one 22 is independent of another piece of policy file 23 or another piece of the bylaws. If we change 24 one thing, it may impact something else. So 25 these changes have been worked through in that </p>	<p>Page 62</p> <p>1 MS. TAYLOR: We are actually voting to 2 pass this now. 3 MR. CUESTA: He's making the motion 4 again. We don't need to introduce the motion. 5 We need to move to ratify. 6 MS. TAYLOR: We stated -- are we doing 7 it second still? 8 MR. CUESTA: Yes. Second and a 9 majority vote. That's all. We are done. 10 MR. WAKE: I seconded the motion by 11 Mr. Hall. 12 MS. TAYLOR: Restate the motion, Mr. 13 Hall. 14 MR. HALL: Motion to move to an 15 affirmation vote on Agenda Item 1 -- 16 ratification vote. I'm sorry. I was corrected 17 by the parliamentarian. Move to ratification 18 vote for Agenda Item 1. 19 [!EZ SPEAKER 01]: It's been moved and 20 seconded to ratify our vote yesterday to approve 21 this agenda item. It's been seconded by 22 Mr. Wake. I do not see the discussion on the 23 matter. I don't see any hands up. I'm sorry, 24 I'm sorry. 25 Everyone muted.</p>
<p>1 fashion. 2 So we would be aligning the bylaws with 3 the proposed changes to the policy file. Those 4 changes move the duties of the president to a 5 chairperson of the board and the board. The 6 chairperson would serve at the pleasure of the 7 board. The chairperson may be anyone from the 8 board, including the current president. 9 The intent of this is to bring 10 transparency and accountability to the statewide 11 office and to allow the board to actually have 12 oversight over the direction in the day-to-day 13 operations of our union. 14 We discussed this. We debated this 15 yesterday. We voted to move it forward to the 16 next board meeting with a quorum. And since we 17 have a quorum, I move that this motion be put on 18 the floor. 19 MR. CUESTA: Madam Chair, all we need 20 is a motion to -- 21 MS. TAYLOR: Hold on. I need to mute. 22 MR. CUESTA: All we need is a motion to 23 ratify yesterday's decision. That's it. We 24 don't go into it again. Motion to ratify the 25 decision.</p>	<p>Page 63</p> <p>1 Cindy Doyel, I need you to introduce 2 yourself for the court reporter. 3 MS. DOYEL: This is Cindy Doyel, DLC 4 790, president. I would like a clarification on 5 if there were any amendments or any additional 6 items or changes made to that full 22-page 7 agenda item. 8 [!EZ SPEAKER 01]: There were no 9 additions or amendments made on the 22-page 10 item, Agenda Item 1. 11 MS. DOYEL: Thank you. 12 MS. TAYLOR: Thank you. 13 I have Kevin Healy on the motion. 14 MR. HEALY: Thank you. I urge a yes 15 vote on the affirmation of the motion that was 16 passed yesterday to today. And submit it. 17 Parliamentarian is correcting my word 18 "ratification." I wasn't sure if it was 19 affirmation, but whatever we passed yesterday, 20 we discussed ad nauseam. I strongly suggest 21 that we vote on this while we have a quorum. 22 MS. TAYLOR: Hold on one second. I 23 have Cindy Doyel. 24 Please go ahead. 25 MS. DOYEL: Cindy Doyel, DLC 790,</p>

<p>1 president.</p> <p>2 My concerns with all of the wording</p> <p>3 that we have, because it eliminates a good</p> <p>4 portion of what the president's position is, my</p> <p>5 concern is this: We had issues with Yvonne. We</p> <p>6 had issues with previous things that took place,</p> <p>7 I should say. It's not just a matter of Brown.</p> <p>8 But it's also a matter of we are</p> <p>9 changing the entire role as the president, which</p> <p>10 I understand the need for it right now, but my</p> <p>11 concern is that there's lots of ways to go about</p> <p>12 this without changing the entire bylaws and</p> <p>13 policy file to accommodate just because we are</p> <p>14 having to deal with Brown right now.</p> <p>15 So my concern is that we would have to</p> <p>16 modify this later to accommodate whatever -- we</p> <p>17 elected that person -- granted, I didn't -- but</p> <p>18 we elected this person into office, and my</p> <p>19 concern is that this is going to kind of remove</p> <p>20 and make the president's position a moot point.</p> <p>21 I understand the need for it. I</p> <p>22 understand the concerns for it. I get it. But</p> <p>23 there is a lot of things in this that's going to</p> <p>24 change how we function, and it could change how</p> <p>25 we actually get things done, too. So that's my</p>	<p>Page 66</p> <p>1 the board to oversee. And like Mr. Hall said,</p> <p>2 it makes the president accountable and</p> <p>3 responsive to the board. We can still give</p> <p>4 Richard his power, but it forces him to come to</p> <p>5 the table and compromise with the board.</p> <p>6 I do not want to be led by an</p> <p>7 authoritarian leader, and there has to be</p> <p>8 someone -- there has to be checks and balances.</p> <p>9 So I can comfortably have a conversation with</p> <p>10 Richard, and after I'm done with this, I'm going</p> <p>11 to let him know why I voted yes and that I do</p> <p>12 believe that there is an option for him to be</p> <p>13 appointed chair. But if he misbehaves in any</p> <p>14 way, the board has the right to revoke that.</p> <p>15 That's my position. Thank you very</p> <p>16 much.</p> <p>17 MS. TAYLOR: Thank you, Imani.</p> <p>18 Mr. Hall, go ahead.</p> <p>19 MR. HALL: William Hall, president, DLC</p> <p>20 744.</p> <p>21 I just want to -- just for a minute</p> <p>22 briefly, we are moving all the powers of the</p> <p>23 president to the board. The board will then</p> <p>24 appoint a chairperson. That chairperson works</p> <p>25 at the pleasure of the board. That creates</p>
<p>1 concern with all this wording.</p> <p>2 MS. TAYLOR: Thank you, Cindy.</p> <p>3 Imani.</p> <p>4 MS. DHAHABU: Before I speak, I think</p> <p>5 Richard Wake, he said he seconded the motion.</p> <p>6 Should I let him speak first?</p> <p>7 MS. TAYLOR: Go ahead, Richard. I</p> <p>8 forgot to get your second.</p> <p>9 MR. WAKE: Yeah, I would agree with</p> <p>10 Mr. Healy in the sense that, you know, I</p> <p>11 understand people want to ask questions, but</p> <p>12 let's not lose this quorum. Let's move on with</p> <p>13 this and get this done quickly, and then we can</p> <p>14 move on to other things. That's a huge concern.</p> <p>15 Thank you.</p> <p>16 MS. TAYLOR: Thank you, Mr. Wake.</p> <p>17 Mr. Hall.</p> <p>18 MS. DHAHABU: Anyway, I feel</p> <p>19 comfortable because I'm going to have a</p> <p>20 conversation with Richard Brown, and I'm going</p> <p>21 to tell him I voted yes for this. One of the</p> <p>22 key reasons is all it does is it replaces the</p> <p>23 chair's position for the president.</p> <p>24 Richard Brown can be appointed as the</p> <p>25 chair, you know. But what it does is, it allows</p>	<p>Page 67</p> <p>1 accountability. So we are not trading one bad</p> <p>2 issue for another.</p> <p>3 Also, at any time in the future, the</p> <p>4 way this is written, the policy file does not</p> <p>5 have to be changed. The board can decide at any</p> <p>6 time who is going to be the chairperson. It can</p> <p>7 be the president, chair, it could be a BUNC</p> <p>8 chair, or any other board member.</p> <p>9 So the attempt here is to create honest</p> <p>10 accountability. It's something that we haven't</p> <p>11 had. The board remains -- withholds the power</p> <p>12 to appoint certain committees like the HR1</p> <p>13 committee.</p> <p>14 So with that -- with that in mind, I</p> <p>15 just want to try to assure people that we have</p> <p>16 really tried to create accountability, and we</p> <p>17 have really made an attempt here to have the</p> <p>18 board be the body that sets the direction and</p> <p>19 holds people accountable, including ourselves,</p> <p>20 moving forward.</p> <p>21 Thank you.</p> <p>22 MS. TAYLOR: Thank you, Mr. Hall.</p> <p>23 The next speaker is Mr. Alari.</p> <p>24 MR. ALARI: Steven Alari, DLC 723.</p> <p>25 I call to question.</p>
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<p>1 [!EZ SPEAKER 01]: The question has 2 been called. I'm going to ask for -- hold on 3 one second.</p> <p>4 MR. HEALY: Madam Chair, asked to be 5 recognized.</p> <p>6 MS. TAYLOR: Go ahead.</p> <p>7 MR. HEALY: I did notice, much like the 8 other committees, it would be best and most 9 efficient if we nominate a chairperson as part 10 of one common vote, and if he will accept it, I 11 nominate Bill Hall to fill the role of 12 chairperson as identified in Agenda Item 1.</p> <p>13 MS. TAYLOR: You have a nomination for 14 Bill Hall to be the chairperson of the 15 committee.</p> <p>16 Do I have a second on the nomination?</p> <p>17 MS. RODRIGUEZ: Susan Rodriguez. 18 I second.</p> <p>19 MS. TAYLOR: I have a second from Susan 20 Rodriguez.</p> <p>21 Did you say I don't need it? No 22 seconds on any nominations. All right. And we 23 can take this as a whole vote -- is that 24 correct? -- because the question has been 25 called.</p>	<p>Page 70</p> <p>1 know you're driving. Can you take a second?</p> <p>2 MR. WASHINGTON: I decline.</p> <p>3 MS. TAYLOR: Thank you, Jerome.</p> <p>4 We are back to -- does anybody else 5 nominate anybody?</p> <p>6 Cynthia. I'm recognizing Cynthia Vo. 7 MS. VO: DLC 742, Cynthia Vo. 8 I nominate Steven Alari.</p> <p>9 MS. TAYLOR: Steven Alari, do you 10 accept? You have been nominated, Steven. Do 11 you accept?</p> <p>12 MR. ALARI: Yes. But if Bill wins, I'm 13 fine. I'll work with whoever. Thank you.</p> <p>14 MS. TAYLOR: That's kind of a half 15 decline, half -- I don't know.</p> <p>16 MR. ALARI: I'm willing to serve if 17 elected. How is that? I mean, you know, I'm 18 being honest. Steven Alari, DLC 723. If the 19 board wishes to select me, I'll do the job. 20 I'll be glad to do the job, but Bill is also a 21 fine candidate. That's what I'm trying to say.</p> <p>22 MS. TAYLOR: Appreciate it. Thank you. 23 Hold on one second.</p> <p>24 Naomi, you still have your hand up. I 25 think you are seconding Steven Alari.</p>
<p>1 I'm going to ask three times. Are 2 there any other nominations? I have hands up. 3 Steven Alari and Naomi.</p> <p>4 Naomi, do you want to make a 5 nomination?</p> <p>6 Are there any other nominations? Naomi 7 does not. Are there any other nominations in 8 the room, outside the room?</p> <p>9 MS. RODRIGUEZ: Susan Rodriguez. 10 A point of information.</p> <p>11 MS. TAYLOR: Go ahead, Susan.</p> <p>12 MS. RODRIGUEZ: We have some people 13 that have joined the call. Do we need to make 14 sure that those people are --</p> <p>15 MS. TAYLOR: I see Ed Page. 16 Can you add him to our roll.</p> <p>17 We are now at a 34-person quorum. I'm 18 sorry. Ruth Kiker. Ed Page, the Bargaining 19 Unit Chair 14.</p> <p>20 Ruth Kiker, I'm recognizing you. Go 21 ahead.</p> <p>22 MS. KIKER: 795, Ruth Kiker. 23 I'm nominating Jerome Washington should 24 he accept.</p> <p>25 MS. TAYLOR: Jerome, do you accept? I</p>	<p>Page 71</p> <p>1 So we have a nomination and a second 2 for Bill Hall and a nomination and a second for 3 Steven Alari.</p> <p>4 Francina, go ahead.</p> <p>5 MS. STEVENSON: DLC 794, Francina 6 Stevenson.</p> <p>7 I would like to nominate Irene Green, 8 vice president.</p> <p>9 MS. TAYLOR: Irene, do you accept?</p> <p>10 MS. GREEN: Yes, I accept the 11 nomination.</p> <p>12 MS. TAYLOR: I need a second for Irene 13 Green. I have two seconds. I don't know who is 14 first. Karen Jefferies raised her hand.</p> <p>15 Karen, you are seconding.</p> <p>16 Ruth Kiker, you still have your hand 17 up.</p> <p>18 MS. KIKER: Ruth Kiker, 795.</p> <p>19 I was going to -- I wanted to nominate 20 Irene, and then now I'm second -- I want to 21 second Irene. That was it. Thank you.</p> <p>22 MS. TAYLOR: We have three seconds for 23 Irene.</p> <p>24 Let me ask the parliamentarian how we 25 do this. We have three candidates.</p>

<p>1 MS. DHAHABU: I would like to nominate 2 someone. 3 MS. TAYLOR: Everyone mute. 4 MS. DHAHABU: I raised my hand. 5 [!EZ SPEAKER 01]: Go ahead, Imani. 6 MS. DHAHABU: I would like to nominate 7 Richard L. Brown. 8 MS. TAYLOR: Thank you. 9 Richard L. Brown has been nominated. 10 Who seconds? I need a second. 11 MR. CUESTA: No, we don't need a 12 second. 13 MS. TAYLOR: Okay. All right. So 14 there is no second. So now we have four 15 candidates. I'm going to name them again. 16 You want to speak? Go ahead. 17 MS. STEVENSON: DLC 794, Francina 18 Stevenson. 19 The candidates are great, and I know 20 Bill has placed a lot of work on these agenda 21 items. It's not that I'm not weakening his 22 capabilities, but just as a vice president, he 23 carries a lot of weight and a lot of power, and 24 this is why -- and it's no deflection on Bill. 25 His work is incredible. Because of him we are</p>	Page 74	<p>1 after we nominate a person -- and there is no 2 need for a second -- we normally allow each one 3 to give a couple of minutes to promote 4 themselves, and then we have a couple of minutes 5 to ask questions or have debate. 6 If we don't need to do that, we can go 7 straight to the vote. This is an election. So 8 we have both names, Bill and Irene. You vote 9 for one. Whoever gets a majority vote is the 10 person who's elected. 11 MS. TAYLOR: We are going to move on 12 with the vote unless the candidates wish to make 13 a statement. Bill Hall does not want to make a 14 statement. Irene does not want to make a 15 statement. 16 I need help with the voting. 17 Could you help me, Cynthia? 18 Our first vote is for Bill Hall. And 19 everybody put your hands down, please. Let's 20 start with that. 21 MS. DOYEL: Point of information? 22 [!EZ SPEAKER 01]: Go ahead. 23 MS. DOYEL: This is Cindy Doyel, DLC 24 790. 25 Because R. L. Brown is not here to make</p>	Page 76
<p>1 here today to make amends with our board and 2 move in the right direction. Thank you. 3 MS. TAYLOR: Thank you, Francina. 4 MR. CUESTA: May I speak on the voting? 5 MS. TAYLOR: One second. I still need 6 someone to mute. I don't know who is unmuted. 7 I think we are better now. Okay. 8 I want to say one more time. We have 9 Bill Hall, Steven Alari, Irene Green, and 10 Richard L. Brown have been nominated. 11 How do I do the vote, 12 Mr. Parliamentarian? Go ahead and speak into -- 13 MR. ALARI: This is Steven Alari, DLC 14 723. I withdraw. 15 MS. TAYLOR: Steven Alari has 16 withdrawn. So we are at Bill Hall, Irene 17 Greene, and Richard Louis Brown. 18 MR. HEALY: Point of information. 19 Would Richard Louis Brown need to accept the 20 nomination? 21 MS. TAYLOR: Yes, he would. He's not 22 here, so he cannot. 23 I'm sorry, Imani. 24 Mr. Parliamentarian, how do we vote? 25 MR. CUESTA: The normal process is</p>	Page 75	<p>1 a statement and Steven Alari bowed out, so we 2 are only having Bill Hall and Irene Green; is 3 that correct? 4 MS. TAYLOR: That is correct. 5 MS. DOYEL: I would like to renominate 6 Steven Alari for it as well. 7 MS. TAYLOR: He's declined. He 8 declined. 9 Yeah, I want to clarify, Cindy, it's 10 not because R. L. Brown didn't make a statement. 11 It's because R. L. Brown is not present to 12 accept the nomination. 13 MS. DOYEL: I thought Steven Alari 14 objected for something else. That's fine. 15 MS. TAYLOR: Everybody, hands down. 16 Our first vote, those who want Bill Hall as 17 chair of the board, please raise your hands. 18 You got 17 for the vote? That's what I've got. 19 So let's count again. 18 for Bill Hall. Okay. 20 Hands down. 18 for Bill Hall. Hands down. 21 All those in favor of nominating Irene 22 Green as your chairperson of the board, please 23 raise your hands. We got double votes. 24 Susan, didn't you already vote? 25 I need hands down. Let's start over.</p>	Page 77

<p>1 Let's start over. Hands down. Everyone put 2 their hands down. Lower your hands. 3 Robert Gilbert, if you could put your 4 hand down, that would be awesome. Thank you. 5 All right. Irene Green for chairperson 6 of the board. 7 MS. NGUYEN: Point of order. Before 8 the vote, isn't Jerome Washington also 9 ineligible for this nomination as well? 10 MS. TAYLOR: He declined. 11 MS. NGUYEN: Thank you. 12 MS. TAYLOR: Hands up for Irene Green. 13 I have 11. Is that correct? 14 Irene Green has 11, and Bill Hall has 15 18. That means that we have some abstentions, I 16 believe. Is that correct? 12. Okay. That's 17 still only 30, but we are missing four votes. 18 Okay. 19 So we've got 18 for Bill Hall, 12 for 20 Irene. Motion carries for -- motion. Sorry. 21 Bill's elected chair of the board right now, 22 subject to affirmation from who -- oh, subject 23 to ratification of Agenda Item 1. My apologies. 24 Congratulations, Bill. 25 MS. DHAHABU: Congratulations.</p>	<p>Page 78</p> <p>1 I do too. We have 9 no votes. We have 2 9 no votes. 23 yes votes. Agenda Item 1 3 passes, and the board has a quorum currently of 4 34 people. 5 Thank you, everyone. So we are -- we 6 didn't consider Agenda Numbers 2 and 3 7 yesterday; right? This is a new agenda item for 8 discussion. So I was presenting this Agenda 9 Item 2, which is the hearing officer's panel 10 policy file amendments. This is the thing to 11 get -- 12 MR. ALARI: Steven Alari, DLC 723. 13 May I suggest that you pass the gavel 14 to Bill? 15 MS. TAYLOR: Yes. 16 Bill, it's all you. You now have the 17 gavel. You get to gavel Agenda Item 2. 18 Hold on a second. 19 Mr. Parliamentarian, since Bill is 20 chairing the board, the gavel goes to Bill? 21 MR. CUESTA: You are correct. All 22 amendments become enforced upon adaptation. We 23 have just adopted all the changes. The old 24 bylaws no longer apply. The new bylaws apply. 25 And Mr. Chairman is now eager to take over.</p>
<p>Page 79</p> <p>1 MS. TAYLOR: We move on. We have 2 had -- what was it? A ratification? 3 Oh, everyone, please lower your hands 4 unless you want to speak. 5 So we are on Agenda Item 1. We have 6 had the motion and the second to ratify Agenda 7 Item 1. The question was called, and we went 8 ahead and did the vote on the chairperson. 9 So all those in favor of passing Agenda 10 Item 1, please raise your hands. I need a 11 count. I'm going to repeat the question just to 12 make sure I've got everyone's hands up. 13 We are ratifying Agenda Item 1, the 14 bylaws and policy file amendments proposed to 15 the board in the 22 pages. All those in favor 16 of yes, raise your hands. So we have 23 yeses. 17 All those oppose -- I'm sorry. Lower 18 your hands. Everybody lower your hands. 19 All those opposed to Agenda Item 1, the 20 bylaws and policy file amendments, please raise 21 your hands so we can take a count. 22 Tommy Rico is on now. I didn't see 23 that. 24 I have 8. 25 Cynthia, do you have 8?</p>	<p>Page 81</p> <p>1 MS. TAYLOR: Congratulations. I'm 2 handing the gavel over to Bill Hall. 3 Go ahead, Bill. 4 MR. HALL: Good morning, everybody. 5 Thank you for your support. I hope I can live 6 up to your expectations. This is not actually a 7 job I was seeking, but I will do my best. 8 With that, I am going to have Theresa 9 Taylor talk on her motion for Agenda Item 2. 10 MS. TAYLOR: Thank you, Mr. Hall. 11 Congratulations. 12 Agenda Item 2, hearing officer's panel 13 policy file amendments to Division 9.2. These 14 are -- there are several small adjustments we 15 are making, rather than -- oh, yeah, I can't 16 talk on the motion. I move -- 17 MS. VO: Point of order. DLC 742, 18 Cynthia Vo. 19 The motion maker needs to move the 20 motion. 21 MS. TAYLOR: Absolutely correct. 22 DLC 786, Theresa Taylor. I am no 23 longer chair, so I have to identify myself. 24 I move to motion Agenda Item 2, hearing officer's panel policy file amendments to</p>

<p>1 Division 9.2.00.</p> <p>2 MR. ALARI: Steven Alari, DLC 723.</p> <p>3 I second the motion.</p> <p>4 MR. HALL: We have a first and we have 5 a second, so I'm going to ask Theresa to speak 6 on the motion.</p> <p>7 MS. TAYLOR: So I'm speaking on the 8 motion. Most of this is small fixes. So we are 9 changing the hearing officer's panel from being 10 appointed by the president to being appointed by 11 the board.</p> <p>12 The reason we are doing this is because 13 we are not hearing anything about our HR1s that 14 are going in. We have no idea what's going on 15 with them. And we -- if we are to hold 16 ourselves, our elected officers to account, we 17 have to be able to file HR1s if they are 18 violating policy file and other issues, you 19 know, being -- for whatever issue these HR1s 20 need to be filed.</p> <p>21 So I'm speaking in favor of the motion 22 to make sure that the board has the ability to 23 appoint its own hearing officers, which negates 24 the president from being able to appoint hearing 25 officers and having a favoritism type of</p>	<p>Page 82</p> <p>1 because I'm sure Mr. Brown isn't going to allow 2 it.</p> <p>3 So it's up to the board today, as we 4 have a quorum, whether or not we want to just 5 pass this and then work on it afterwards.</p> <p>6 So, Mr. Alari, I think that answers 7 your question because I see some logistical 8 issues passing this right now.</p> <p>9 MR. ALARI: Thank you very much.</p> <p>10 MR. HALL: Is there any further debate 11 on -- oh, we have a bunch of hands for debate.</p> <p>12 Let me call on Richard Wake, DLC --</p> <p>13 Richard, I'm sorry. You don't have your DLC 14 number up. It's hard for me. What's --</p> <p>15 MR. WAKE: DLC 767, president, Richard 16 Wake.</p> <p>17 A question more of a debate issue. I 18 plan to vote yes. Since the board can now 19 appoint hearing officers, will this, in fact, 20 remove the current people that are there? 21 Because as mentioned by Theresa Taylor, you 22 know, there's been some issues, some serious 23 ones. So will the current board be removed and 24 then we appoint new ones? Is that what's going 25 to happen here?</p>
<p>1 committee. We are asking that when we appoint, 2 we appoint very neutral folks that are going to 3 take all sides into account, and that's why we 4 wanted to pass this particular amendment.</p> <p>5 Thank you.</p> <p>6 MR. HALL: I will ask the second to 7 speak on the motion.</p> <p>8 MR. ALARI: DLC 723.</p> <p>9 I second the motion as a courtesy to 10 DLC 786 president, Theresa Taylor.</p> <p>11 Just one question, Mr. Chair, or to the 12 maker of the motion. How will the hearing 13 officers be selected by the board?</p> <p>14 MS. TAYLOR: As I understand it -- 15 sorry. I have an echo. I'm sorry.</p> <p>16 DLC 786, Theresa Taylor.</p> <p>17 As I understand it, the board will make 18 the recommendations of stewards and/or board 19 members to be hearing officer committees -- or 20 hearing officers and/or committees.</p> <p>21 And here's the mess we are in right 22 now. We can't do any of that. We can't -- we 23 have no say in that right now. So essentially, 24 if we were to do this today, we could put names 25 forward, but it wouldn't be in effect right away</p>	<p>Page 83</p> <p>1 Thank you.</p> <p>2 MR. HALL: The parliamentarian has 3 spoken for a moment, and to answer Richard's 4 question, the board can act as needed so it can 5 keep current members of hearing officer panel in 6 place, or it can change, remove, minimize, 7 expand as the board sees fit.</p> <p>8 And with that, thank you, Richard.</p> <p>9 We will move on --</p> <p>10 MR. WAKE: Just one more point. I 11 would urge that we just pass this motion to give 12 the board power to nominate the officers and not 13 move forward with nominating people today. This 14 is something that we can do another time because 15 we are going to keep our board meeting 16 essentially perpetually open. So this is 17 nothing we need to decide on today. I would 18 just urge that we move the motion as stated, and 19 then move on to the next item.</p> <p>20 Thank you.</p> <p>21 MR. HALL: Thank you, Richard.</p> <p>22 Let's move on to 781, Van.</p> <p>23 MS. NGUYEN: 781, Hoang-Van Nguyen.</p> <p>24 I move to amend to give us the 25 opportunity to hire legal counsel to assist with</p>

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1 investigations for these hearing officers. If
2 we need further assistance, I would like this
3 body to also have the ability to get assistance
4 from outside counsel.

5 MR. HALL: I would like to speak to
6 that for just a moment. Never mind. I can't.
7 It dies for a lack of second, but we have some
8 information for the board.

9 Kevin, do you want to address it first?

10 MR. HEALY: I think it may be moot
11 because there wasn't a second. I'm trying to
12 clarify. Does not the hearing officer have the
13 resources of SEIU, including attorneys, to
14 investigate?

15 MR. HALL: Everybody, just to clarify,
16 since I've been a hearing officer in the past.
17 The hearing officers do work under the guidance
18 of SEIU counsel.

19 MR. HEALY: Thank you. That was my
20 question for the record.

21 MR. HALL: Thank you, Kevin.

22 Thank you, Van Nguyen.

23 Cindy, you have the floor.

24 MS. DOYEL: I believe that this is a
25 very, very important agenda item that needs to

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1 they'll have to respond to these allegations?

2 MR. HALL: It's already in the policy
3 file.

4 The chair recognizes DLC 786, Theresa
5 Taylor.

6 MS. TAYLOR: Thank you. DLC 786,
7 Theresa Taylor, maker of the motion.

8 First, I just want to say that it is
9 important that we do this. When the board does
10 this, they select people regionally, that we
11 have all kinds of different people on the board,
12 that they are not answerable to the board per
13 se, that they are, you know, nonpartisan. I
14 don't know how else to put that in the moment.
15 So I think it's really important that we
16 understand that right now, we don't have the
17 ability.

18 Finally, I just want to call the
19 question.

20 MR. HALL: Calling the question by
21 Theresa Taylor is out of order.

22 Do I have any other hands for debate?

23 MR. WAKE: Move to call the question.
24 DLC 767, Richard Wake.

25 MR. HALL: I need you to raise your

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1 be clarified and done -- well, not clarified. I
2 should say this needs to be done and amended
3 because we need our hearing officers to be
4 appointed by various places and people so that
5 we get an equal and fair amount of people in
6 there, not just whoever is favored to be the
7 president -- from the president.

8 Also because we need these HR1s to be
9 able to be filed without any retaliation taking
10 place, and because I'm planning on filing many,
11 many regarding Richard, including various state
12 laws being violated. I just want to make sure
13 they are actually heard by someone who actually
14 is a third party and not a participant or a
15 kiss-butt for Richard. Sorry. But that's how I
16 feel.

17 MR. HALL: Thank you, Cindy.

18 I have a hand again from 781. The
19 chair recognizes 781.

20 MS. NGUYEN: Thank you, Chair. This is
21 more of a point of information.

22 Now that we are considering this new
23 concept, are we also putting timelines as far as
24 when the HR1s will be referred to this new
25 committee and the hearing officers and how long

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1 hand and get in line. I would appreciate that,
2 Richard.

3 Let me go to Francina. The chair
4 recognizes Francina.

5 MS. STEVENSON: DLC 794, Francina
6 Stevenson.

7 I will go ahead and call to question
8 the motion --

9 MR. CUESTA: Mr. Chair, since there is
10 nobody else wishing to speak, we can go straight
11 to take the vote. No motion. Because there is
12 nobody else wishing to speak, we can ignore the
13 motion and go right into the motion to adopt
14 Agenda 2.

15 MR. HALL: Richard, do you have
16 anything before we move to vote? Okay.

17 So the chair recognizes Karen
18 Jefferies.

19 MS. JEFFERIES: Karen Jefferies,
20 Bargaining Unit 4 chair.

21 I have a question on the amendment,
22 number 4 on this agenda item. Why was it
23 important to remove the DLC presidents as
24 hearing officers?

25 MS. DOYEL: Can I answer that? It's

<p>1 part of the original policy file why we can't 2 have them.</p> <p>3 MR. HALL: State your name and -- 4 MS. DOYEL: Cynthia Doyel, president, 5 DLC 790.</p> <p>6 The original policy file, the hearing 7 officers are only to be DLC stewards. They 8 cannot hold a position on the board because they 9 have to be bipartisan and not participate in any 10 of the areas that they are representing. That's 11 why they have to have a third party, different 12 job steward. That's how it was originally 13 written in the first place. It's a matter of 14 who can appoint them now. That's why we are 15 considering this.</p> <p>16 MS. JEFFERIES: This is just for 17 clarification.</p> <p>18 MS. DOYEL: Good question.</p> <p>19 MS. JEFFERIES: Thank you.</p> <p>20 MR. HALL: Seeing no other hands, we 21 are going to move to vote on Agenda Item 2. All 22 those in favor, please raise your hands.</p> <p>23 Thank you. Please lower your hands. 24 So bear with me. We have 29 yes. Will 25 everybody please lower your hands, including me.</p>	<p style="text-align: right;">Page 90</p> <p>1 see how this is going to move forward. 2 MS. DOYEL: Thank you for 3 clarification. 4 [!EZ SPEAKER 05]: You are welcome, 5 Cindy. Thank you. 6 All right. So with that, the next 7 agenda item is Agenda Item 3. Since I can't 8 speak to this, I'm going to turn this over to -- 9 (Technical glitch.)</p> <p>10 MR. HALL: I'm going to try to repeat 11 this again. All right. We are going to move on 12 Agenda Item 3. I can't speak to it, so I'm 13 going to have Theresa Taylor as the alternative 14 to speak to Item 3.</p> <p>15 MS. TAYLOR: DLC president, 786.</p> <p>16 This agenda item is District Labor 17 Council Executive Board's policy file amendments 18 division to 4.0.04, and I so move. I need a 19 second.</p> <p>20 MR. ALARI: I second. 21 DLC 752.</p> <p>22 MR. HALL: I'm going to ask Theresa 23 Taylor to speak to the motion. 24 [!EZ SPEAKER 01]: DLC 786. 25 So there is a couple of things on this</p>
<p>1 Erika, lower your hand, please. Thank 2 you.</p> <p>3 All those opposed, please vote. Show 4 hands, please vote, if you are opposed. We have 5 one opposed.</p> <p>6 All right. Please lower your hands. 7 Motion passes. 29 to 1.</p> <p>8 [!EZ SPEAKER 02]: Point of information 9 question, please.</p> <p>10 MR. HALL: The chair recognizes Cindy 11 Doyel, 790.</p> <p>12 MS. DOYEL: DLC 790, Cindy Doyel. 13 Once we go through and approve all of 14 these items, granted, I know we are going to 15 have fun trying to get these actually in the 16 final copies of our bylaws and policy files, but 17 what's the effort going to be when it comes to 18 sitting with legal in order to make it happen? 19 Because we need them updated right away.</p> <p>20 MR. HALL: To answer Cindy's question, 21 I believe that falls to two groups. One group 22 being me, as me, myself, and I, and then the 23 legal committee that we form today. So these 24 would be the two groups of people who would have 25 to engage with our Local 1000 legal counsel and</p>	<p style="text-align: right;">Page 91</p> <p>1 particular amendment. One is D. So it's 2 4.0.04, District Labor Council Executive Board's 3 D. "The DLC officers may not concurrently hold 4 another office in Local 1000 except that of a 5 general counsel delegate." And so we thought it 6 was weird, and that's just a fix. The DLC 7 president, as a member of the board, may serve 8 as a chairperson of the board of directors and 9 president of the respective DLC concurrently. 10 And then if you go back to 4, DLC 11 president has been involuntarily transferred to 12 a different DLC and the vice president chief 13 steward position is vacant, and the involuntary 14 transfer is within geographic proximity to other 15 work sites in the DLC or the vice president 16 organizing and representation has instituted 17 realignment, no DLC president shall lose their 18 position by virtue of such a transfer for the 19 remainder of their term or until an election can 20 be held for a new DLC president, whichever is 21 sooner. 22 The reason we are doing this is 23 apparently the state has decided to move a bunch 24 of buildings right now. We are having -- we are 25 having a problem because DLC presidents are</p>

<p>1 being transferred, and rather than doing our 2 normal policy file-prescribed option, the 3 president is not putting the DLCs in 4 receivership. Instead, is appointing DLC 5 presidents. So this gives us the option to 6 remain with the current president, whoever it 7 is.</p> <p>8 I believe I heard -- I don't think Ruth 9 is on here, but I understand Ruth Ibarra's 10 building is being moved, so same with hers. We 11 had a previous president that is no longer on 12 the board. So I speak to this motion, and I 13 support this motion. I think it causes less 14 confusion.</p> <p>15 And then once the vice president of 16 organizing representation institutes a 17 realignment, then, of course, that changes 18 everything as well. That still allows it to 19 occur. I speak in favor of this motion.</p> <p>20 [!EZ SPEAKER 05]: The chair recognizes 21 Steven Alari, DLC 723, as the first second.</p> <p>22 MR. ALARI: I urge a yes vote. The 23 point that Theresa just brought up about DLC 24 presidents is really important. It's happened 25 through the years that I've been involved as a</p>	<p>Page 94</p> <p>1 picking and choosing because by fiat, they 2 decide which location their call center is going 3 to be or their new manager. So I see this as 4 very important. I urge a yes vote. 5 Again, this is Kevin Healy, DLC 752. 6 MR. HALL: Thank you. 7 The chair recognizes Terry Hibbard of 8 Bargaining Unit 3. 9 MR. HIBBARD: I also urge a yes vote, 10 but I would like to propose an amendment. There 11 was added for the DLC presidents as a member of 12 the board may also serve as a chairperson. My 13 understanding is that any board member would be 14 allowed to serve as chair. There is no mention 15 made for bargaining chairs. 16 MS. TAYLOR: DLC 786, Theresa Taylor. 17 I second that amendment. 18 MR. CUESTA: Mr. Chair, we need to know 19 the exact wording and where he needs to insert 20 it. 21 MR. HALL: Terry, how do you want to 22 word that and where do you want to put it? 23 MR. HIBBARD: Number 2, on the second 24 page, VI, and the wording would be "any DLC 25 or" -- correction. "Any bargaining chair, as a</p>
<p>1 DLC president in both the north and south. 2 I've seen numerous times where the 3 state has moved an employee, DLC president, and 4 they have had to resign because the state moved 5 them. It wasn't because they wanted to move. 6 So I would urge a yes vote on this. 7 Thank you very much. 8 MR. HALL: Thank you very much, Steve. 9 The chair will recognize -- no. Hang 10 on. The chair will recognize -- 11 Kevin, did you want to speak or -- the 12 chair recognizes Kevin Healy, DLC 752. 13 MR. HEALY: It's interesting the chair 14 hasn't spoken on this because this actually, in 15 the amendment on the first page, gives them 16 duties still as DLC. So arguably, if we did not 17 pass this, the existing policy file could divest 18 him of his elected DLC. So I think it's 19 paramountly important since we have already 20 passed and selected a chairperson. 21 The other ones, I agree with also. I'm 22 urging a yes on the entire package. Teleworking 23 is going to change our lives in weeks, not 24 months, and I can easily see them reassigning 25 work locations, and the state should not be</p>	<p>Page 95</p> <p>1 member of the board, may serve as chairperson of 2 the board of directors and bargaining chair 3 concurrently." 4 MS. TAYLOR: Can I make a statement 5 real quickly? 6 MR. HALL: The chair recognizes Theresa 7 Taylor, DLC 786. 8 MS. TAYLOR: So -- I still have echoes. 9 So I think, Terry, it should be under 10 D, on the first page. "The DLC president or 11 BUNC chair, as a member of the board, may serve 12 as." I think that's where it should be. Is 13 that correct? 14 MR. HIBBARD: Yes, I agree with that. 15 MS. TAYLOR: So we are just inserting 16 from the DLC president and/or BUNC chair, right 17 there, that's all we are adding: As a member of 18 the board may serve as a chairperson of 19 directors and president of the respective DLC 20 concurrently. 21 MS. DOYEL: I second. 22 MS. TAYLOR: We got a second from Cindy 23 Doyel. 24 MR. HALL: With this, I believe Terry 25 should speak to his amendment.</p>

<p style="text-align: right;">Page 98</p> <p>1 MR. HIBBARD: As reading this, I know 2 the intent of this is to include any member of 3 the board of directors could potentially be 4 eligible to be the chair, and I just noticed 5 that -- in reading this that it delineates that 6 the DLC presidents could be, but it didn't 7 delineate or it didn't have bargaining chairs on 8 there.</p> <p>9 So that's all.</p> <p>10 MR. HALL: Thank you, Terry.</p> <p>11 The chair recognizes Cindy Doyel, DLC 12 790, as second.</p> <p>13 MS. DOYEL: This is Cindy Doyel, DLC 14 790.</p> <p>15 I second this because it's just a quick 16 clarification of making sure that the chair is 17 eligible for anyone who sits on the board, which 18 is fair, if you're going to have a chair 19 position.</p> <p>20 But also, the second page that talks 21 about those being transferred in and out of 22 locations, this should have already been a given 23 anyway, and it should have been in our policy 24 file to begin with, because we can't help when 25 the state decides to move people around. So we</p>	<p style="text-align: right;">Page 100</p> <p>1 redistricting in the future by the board, saying 2 that, you know, as telework is progressing, 3 members are working from home, but we are also 4 seeing a major amount of consolidation in all 5 areas, impacting Mr. Seitz with an incredible 6 additional thousand member and me losing about 7 200 people. 8 So this impacts our money, our DLC 9 monies. So we need to urge a yes, but also 10 maybe think about having a redistricting instead 11 of our checkerboard agencies. I have 12 12 agencies, 28 different work sites, all across 13 the city of Sacramento.</p> <p>14 So thank you.</p> <p>15 MR. HALL: Thank you very much, 16 Francina.</p> <p>17 The chair recognizes 781, Van.</p> <p>18 MS. NGUYEN: Thank you. Hoang-Van 19 Nguyen, 781.</p> <p>20 I have a question for the maker of this 21 agenda item. Has it been considered that in 22 lieu of having the existing president remain, 23 triggering a new election when the -- when the 24 president is moving away from their actual DLC? 25 Was that considered when creating this agenda</p>
<p style="text-align: right;">Page 99</p> <p>1 want to be able to hold those positions until 2 the next election cycle.</p> <p>3 So I hope you vote yes.</p> <p>4 [!EZ SPEAKER 05]: Thank you, Cindy.</p> <p>5 The chair recognizes Francina 6 Stevenson.</p> <p>7 MS. STEVENSON: DLC 794, Francina 8 Stevenson.</p> <p>9 I urge a yes also. The reason why is 10 sitting on the cost savings task force, we 11 realized back in January that teleworking 12 positions, buildings were closing, leases were 13 being given up, and the talks about 14 consolidation of buildings was being moved and 15 impacted back in January of 2021 during our 16 cost-saving task force as a money-saving for the 17 state.</p> <p>18 And it is true, even with my colleague 19 president, Mr. Leonard Seitz here, he's 20 imperative, at least 11 different agencies in 21 the new building.</p> <p>22 Now, not only are we talking about 23 movement by the state, and it is their right for 24 consolidation and saving the state money, but 25 also we are talking about maybe focusing on</p>	<p style="text-align: right;">Page 101</p> <p>1 item?</p> <p>2 MR. HALL: The chair is going to 3 recognize Theresa Taylor as the maker of the 4 motion to respond.</p> <p>5 MS. TAYLOR: Thank you, Van. I'm not 6 clear on your question, so could you -- you 7 asked if we can consider the -- if the husband 8 was moved?</p> <p>9 MS. NGUYEN: No. I can rephrase my 10 question.</p> <p>11 The agenda item states that if the 12 current DLC president moves out of their DLC, 13 they shall remain for the rest of their term. 14 And that would kick in if there was no vice 15 president to assume that position.</p> <p>16 So my question is: As maker of the 17 motion, have you considered triggering a new 18 election to elect the president instead? Was 19 that a thought process?</p> <p>20 MS. TAYLOR: It's actually triggered, 21 period. So even if there is a steward being 22 left, we are saying that we are not getting rid 23 of the president until the next election or -- 24 wait a second. How do we have it?</p> <p>25 MS. NGUYEN: So what I'm thinking is</p>

<p>1 more of a special election, a midterm election, 2 in lieu of waiting for a brand-new election on a 3 normal cycle.</p> <p>4 MS. TAYLOR: I think it's covered. "No 5 new DLC president shall lose their position by 6 virtue of such a transfer for the remainder of 7 their term or until an election can be held for 8 a new DLC president, whichever is sooner."</p> <p>9 MS. NGUYEN: So what would trigger the 10 new election for a DLC president? I guess 11 that's the gap that I'm trying to understand.</p> <p>12 MS. TAYLOR: I'm thinking -- so I think 13 maybe we should get rid of "whichever is sooner" 14 out here because it really doesn't apply. If we 15 are saying if they get elected -- say it's the 16 beginning of the term, because we have somebody 17 that had happened to; right? She didn't move 18 until after she was elected, but it was within a 19 month of being elected. I think it should be 20 hold it for the remainder of their term, and 21 then she switches over DLCs.</p> <p>22 MS. NGUYEN: So that makes it a little 23 bit more clear as far as how that would be 24 implemented.</p> <p>25 MS. DOYEL: Actually, we don't need to</p>	Page 102	<p>1 involuntary transfer is within geographic 2 proximity." Is that what you mean?</p> <p>3 MR. ALARI: I'm looking at number 5. 4 Should the word "involuntary" be before that 5 word "transfer" there, too?</p> <p>6 MR. HALL: We are still trying to 7 figure this out up here. So if there is no 8 objection, we will change the language under 5, 9 and after the word "such," we will insert 10 "involuntary." So it would read, "By virtue of 11 such involuntary transfer for the remainder of 12 their term."</p> <p>13 Do we have any objections?</p> <p>14 Steve -- your hand went down. Thank 15 you.</p> <p>16 I see no objections to inserting the 17 word "involuntary," and we are striking 18 everything from the word "or" on. So the new 19 language would be, "No DLC president shall lose 20 their position by virtue of such involuntary 21 transfer for the remainder of their term or 22 until an election can be held."</p> <p>23 MS. TAYLOR: No, no.</p> <p>24 MR. HALL: Never mind. "Term," period. 25 We are striking "or" to the end.</p>	Page 104
<p>1 change the language for that.</p> <p>2 MS. TAYLOR: I think so, yeah.</p> <p>3 MS. NGUYEN: You know, honestly, I like 4 the idea of having a special election, but I 5 didn't see how it could work. But if your 6 intent is to have the president remain in that 7 seat for the remainder of the term, I think it's 8 good to have that clarification.</p> <p>9 [!EZ SPEAKER 05]: Just a quick 10 reminder. The court reporter will not know who 11 is talking if you don't announce yourselves.</p> <p>12 MR. ALARI: Point of information. 13 Steven Alari, DLC 723.</p> <p>14 Looking at the past practice in the 15 policy file if people got moved, isn't the word 16 "involuntary transfer"? Isn't that the intent? 17 If your state moves your position, not you 18 transfer, because, hey, I got a promotion and I 19 am moving to somewhere else? I thought --</p> <p>20 MS. TAYLOR: It says on number 3, the 21 involuntary transfer. And number 1 has been --</p> <p>22 Sorry, Theresa Taylor, DLC 786.</p> <p>23 It says, "A DLC president has been 24 involuntarily transferred to a different DLC, 25 and the VP position is vacant, and the</p>	Page 103	<p>1 MR. CUESTA: When the motion was reread 2 just now, I believe two words were left out, and 3 the words were "NRBUC chair" at the beginning. 4 Remember we had that?</p> <p>5 (Miscellaneous comments.)</p> <p>6 MR. HALL: All right. We have some 7 agreement here in the room, so --</p> <p>8 MR. HEALY: Point of information, 9 please.</p> <p>10 Do we --</p> <p>11 This is Kevin Healy, DLC president, 12 752.</p> <p>13 Do we need "or BUNC chair," because 14 they do not have geographic locations. They are 15 statewide-elected positions, whereas presidents 16 are and could be --</p> <p>17 MS. TAYLOR: They could lose their 18 position.</p> <p>19 MR. HEALY: The information, is that 20 something we need to do, and it sounds like we 21 do. Thank you.</p> <p>22 MS. TAYLOR: I apologize. This is 23 Theresa Taylor, DLC 786.</p> <p>24 And they can -- BUNC chairs can also -- 25 are DBURs, and they can lose their position by</p>	Page 105

<p>1 virtue of such a move and then lose their BUNC 2 chair because they were moved.</p> <p>3 MR. HALL: Can everybody hear me? I 4 got a thumbs up. Okay.</p> <p>5 So the language now on page 2, 5, will 6 read, "No DLC president or BUNC chair shall lose 7 their position by virtue of such involuntary 8 transfer for the remainder of their term."</p> <p>9 MS. TAYLOR: I accept.</p> <p>10 [!EZ SPEAKER 05]: All right. That's 11 been accepted.</p> <p>12 I have two hands. So let me -- the 13 chair recognizes Miguel Cordova.</p> <p>14 MR. CORDOVA: Miguel Cordova, 15 Bargaining Unit 21.</p> <p>16 From my understanding of the process -- 17 and I see these as two different things. Like, 18 a DLC president gets moved right now, and so for 19 the next three years, we are just assuming there 20 is any other stewards that will step up in 21 there. This person does not want another DLC.</p> <p>22 Isn't the process that we go through, 23 if there is nobody at the chief steward, we go 24 through a secretary or treasurer and look at 25 other stewards in the DLC to then place that</p>	<p>Page 106</p> <p>1 MR. CUESTA: I'm hearing echoes. 2 MS. TAYLOR: Okay. So this actually is 3 if there are no other officers, DLC officers. 4 So it was my misspeaking.</p> <p>5 If there are stewards in there -- our 6 normal process, Miguel, for a DLC, is if there 7 is no other officer in there, and maybe a 8 steward or two, and they weren't elected, then 9 we put it in receivership, is how we normally do 10 it per the policy file.</p> <p>11 And then the vice president organizing 12 and representation develops those stewards and 13 then runs them the following time. But if there 14 is an office -- I think I said if there is an 15 officer there, that that president can remain, 16 and that's not the intent of this, and it 17 doesn't say so either. So I apologize for 18 misspeaking before.</p> <p>19 MR. HALL: The chair recognizes DLC 20 742, Cynthia Vo.</p> <p>21 MS. VO: DLC 742, Cynthia Vo.</p> <p>22 I would like to make a request to go 23 over again from the original language what is 24 changed. Is it only on page 2, or are we also 25 changing the line on page 1 under D? So can we</p>
<p>1 person -- I mean, who is in the DLC to be the 2 president?</p> <p>3 It just seems that if someone is found 4 now to be moved -- and I get -- we are just 5 talking like physical move. It's not like they 6 just said you are moving -- you're moving to 7 another office. You're just moving locations.</p> <p>8 And really, we -- our union is to blame 9 because we haven't worked on the realignment, 10 and we haven't looked at what does this mean now 11 that we are shifting. It just seems like for 12 other stewards in the DLC, a little bit over the 13 top to say none of you can serve as a president. 14 None of you can work on the DLC in that position 15 because this person was elected but got moved, 16 you know, month three of their term or 17 something. I just -- I'm bringing that up 18 because it just seems -- it just seems a little 19 bit excessive.</p> <p>20 MR. HALL: Thank you, Miguel.</p> <p>21 I'm going to ask Theresa, as the maker 22 of the motion, to respond to that.</p> <p>23 MS. TAYLOR: Thank you, Bill.</p> <p>24 I would have had to go on to Cynthia, 25 but I misspoke earlier. This actually --</p>	<p>Page 107</p> <p>1 just restate the amendment language?</p> <p>2 MR. HALL: The chair is going to allow 3 Theresa Taylor to restate the changed language 4 as now written.</p> <p>5 MS. TAYLOR: The changed language is on 6 the front page, D, the underlined. "The DLC 7 presidents, as a member of the board, may serve 8 as chairperson of the board of directors and 9 president of the respective DLC concurrently."</p> <p>10 Did we add the BUNC chair to that, too? 11 I don't remember. Okay. Was that only to the 12 other one? I'm sorry.</p> <p>13 MS. DOYEL: This is Cindy Doyel. 14 We added it to this one, too.</p> <p>15 MS. TAYLOR: I'm sorry. I didn't write 16 it down.</p> <p>17 "The DLC president and/or BUNC chair, 18 as a member of the board, may serve as 19 chairperson of the board of directors and 20 president or BUNC chair of the respective DLCs 21 concurrently."</p> <p>22 And then the second one, you want me to 23 read it, too, on page 2?</p> <p>24 MS. VO: Yes, please. But following up 25 on D, because the first sentence of the original</p>

<p style="text-align: right;">Page 110</p> <p>1 language is "DLC officers," and DBURs are not 2 typically officers, but they sit on the E board, 3 does that language have to be changed as well?</p> <p>4 MS. TAYLOR: I don't believe so. I 5 mean, if they move everyone at once, then it 6 really does need to be a realignment, you know 7 what I mean? But if you've got all your DLC 8 officers in one building, which we do at 9 Franchise Tax Board, and we decided to move 10 buildings, that would be a problem. I think if 11 too big a change, then I think it needs to be a 12 realignment, you know -- yeah, I think it should 13 be a realignment.</p> <p>14 So I think we are okay here. If I have 15 any objections, please raise your hands on that 16 one.</p> <p>17 Number 2, you want to go into that one, 18 too? Which is 5, "No DLC president or BUNC 19 chair shall lose their position by virtue of 20 such involuntary transfer for the remainder of 21 their term."</p> <p>22 Does that help?</p> <p>23 MS. VO: Yes, thank you.</p> <p>24 [!EZ SPEAKER 05]: The chair recognizes 25 Richard Wake.</p>	<p style="text-align: right;">Page 112</p> <p>1 I'm 100 percent for this. I'm going to vote 2 yes. Thank you.</p> <p>3 MR. HALL: Thank you, Richard. 4 The chair recognizes Naomi.</p> <p>5 MS. DOYEL: Didn't someone say that 6 Naomi couldn't use her microphone?</p> <p>7 MS. TAYLOR: I see it.</p> <p>8 MS. DOYEL: But she's been typing 9 originally.</p> <p>10 MR. HALL: All right. Naomi, we'll try 11 to get to you in a chat, if we can.</p> <p>12 The chair recognizes Cindy Doyel.</p> <p>13 MS. DOYEL: Cindy Doyel, DLC 790.</p> <p>14 Naomi just typed in the chat, "To all, 15 I have to sign off at 1:00. Do you see the 16 information? Please forgive me. I have to 17 thank you all for this." I wanted make sure 18 that was seen.</p> <p>19 But I wanted to call the question.</p> <p>20 MR. HALL: Thank you, Cindy. 21 Do we have a second?</p> <p>22 MS. TAYLOR: Second.</p> <p>23 MR. HALL: Seconded by Theresa Taylor. 24 We need to vote to end debate because 25 we still have people in the queue. So please</p>
<p style="text-align: right;">Page 111</p> <p>1 MR. WAKE: Yes, Richard Wake, DLC 767, 2 president.</p> <p>3 You know, I support this for keeping 4 the people in place. I can speak for one 5 instance where one of the -- a DLC former -- 6 well, not a former DLC president. He was 7 elected during the last, you know, full election 8 for officers.</p> <p>9 And he was moved, and he wasn't even -- 10 you know, it was a circumstance beyond his 11 control. We have a competent person now, no 12 question about that. But that just shouldn't 13 happen to anybody.</p> <p>14 And another reason to support it, when 15 I took over as DLC 767 president, I was 16 certainly appointed within the rules to finish 17 out the term of the previous person, and I 18 didn't have any opposition in the last election, 19 so I was duly elected.</p> <p>20 But I do have to say -- I'm going to 21 say this as nicely as possible. I do feel like 22 in some ways I was unwittingly used. And I 23 don't like that. You know, that will prevent 24 people from putting DLC presidents in place just 25 to use to manipulate the process to gain votes.</p>	<p style="text-align: right;">Page 113</p> <p>1 lower your hands. There you go. Thank you. 2 So all in favor of ending debate, 3 please raise your hands.</p> <p>4 It looks like we have 26 in favor of 5 ending debate -- 30. I got 25. Yeah, I have 24 6 right now. 25. All right. We have 26 to end 7 debate.</p> <p>8 Please lower your hands. Susan -- 9 Erika, please lower your hand. Sorry. We got 10 Erika. All right. No.</p> <p>11 With no hands showing, all who oppose 12 ending debate, please raise your hands.</p> <p>13 Seeing one hand, the debate has ended.</p> <p>14 Thank you, Leonard. Please lower your 15 hand.</p> <p>16 All right. With no hands showing, all 17 in favor of Agenda Item 3, please raise your 18 hands.</p> <p>19 With 25 in favor, please lower your 20 hands. We still have five hands up. Please 21 lower your hands. All hands down.</p> <p>22 Those who oppose, please indicate with 23 raised hands.</p> <p>24 We are showing 4 no. 25 yes, 4 no. 25 The motion passes.</p>

<p>1 Please clear your hands for a minute.</p> <p>2 Okay. I believe that we should give</p> <p>3 the court reporter a 15-minute break.</p> <p>4 MS. TAYLOR: Do you want a 15-minute</p> <p>5 break, or do you want a lunch break?</p> <p>6 MR. HALL: No. I want a 15-minute</p> <p>7 break. If people all agree, let's do a</p> <p>8 15-minute break. Let's give the court reporter</p> <p>9 a break. We have a brief conversation on -- in</p> <p>10 executive session, and for -- I know some people</p> <p>11 have to go.</p> <p>12 For anybody who is willing to stay, I</p> <p>13 would like to have a brief discussion on how the</p> <p>14 board wants me to move forward as a chairperson</p> <p>15 so that I'm operating under the direction of the</p> <p>16 board.</p> <p>17 So let's give the court reporter 15</p> <p>18 minutes. I have 12:48. Let's come back at</p> <p>19 1:05. We will do a brief review on the lawsuits</p> <p>20 in executive session, closed session, and a</p> <p>21 brief discussion on how the board wants me to</p> <p>22 move forward, and then we'll recess to reconvene</p> <p>23 another time.</p> <p>24 So with that, 1:05, everybody. Thank</p> <p>25 you.</p>	<p>Page 114</p> <p>1 media -- when everyone goes crazy, legally we</p> <p>2 have a team that is in order to protect each</p> <p>3 member on here; is that correct?</p> <p>4 MR. HALL: That was the purpose of</p> <p>5 forming the litigation committee, and let me</p> <p>6 have the chair of that committee, Kevin Healy,</p> <p>7 respond to that.</p> <p>8 MR. HEALY: We are making this as we</p> <p>9 go, but yes. We are going to respond to things</p> <p>10 that actually happened, and, please know -- I</p> <p>11 know there's going to be threats, and there was</p> <p>12 an allegation email that went out to everybody</p> <p>13 that you are subject to. Well, that doesn't</p> <p>14 impair anything just yet. We can respond to</p> <p>15 things that happened.</p> <p>16 If you get any letters, certified or</p> <p>17 otherwise, please send them to me or the entire</p> <p>18 five-person team, and we'll deal with that</p> <p>19 immediately, but we can't run off to a court and</p> <p>20 say he's threatening he might do something.</p> <p>21 As soon as something happens, we will</p> <p>22 all be working on it immediately to figure out</p> <p>23 best tactics to protect us. That whole</p> <p>24 paragraph 8 is what we put in there to make sure</p> <p>25 that anybody involved in this could have a</p>
<p>1 (Recess taken from 12:48 p.m. to</p> <p>2 1:07 p.m.)</p> <p>3 (Closed executive session not</p> <p>4 reported.)</p> <p>5 MR. HALL: We are now back in open</p> <p>6 session.</p> <p>7 What I wanted to do is have a brief</p> <p>8 discussion on where does the board want me to go</p> <p>9 as the chairperson and what are we doing to move</p> <p>10 forward. And do we want to set another meeting</p> <p>11 date at this time?</p> <p>12 So the chair recognizes Steve Alari.</p> <p>13 MR. ALARI: Steven Alari, DLC 723.</p> <p>14 So based on the number of folks who are</p> <p>15 not here, we are in recess, but we are going to</p> <p>16 continue discussing; right?</p> <p>17 MR. HALL: We are having a discussion</p> <p>18 between the chairperson and the board of those</p> <p>19 present of how they want the chair to proceed.</p> <p>20 It's open. It's an open meeting.</p> <p>21 MR. ALARI: Thank you.</p> <p>22 MR. HALL: All right. So the board</p> <p>23 will recognize LaTasha Brown.</p> <p>24 MS. BROWN: So before we close and I</p> <p>25 get clarification, once tomorrow hits and the</p>	<p>Page 115</p> <p>1 defense, and we will figure it out as it comes.</p> <p>2 But if you don't have my email, reach</p> <p>3 out to me -- again, don't use state email. The</p> <p>4 state can see anything that we do. Please use</p> <p>5 private emails on that.</p> <p>6 Any questions on that?</p> <p>7 MS. BROWN: No. Thank you.</p> <p>8 MR. HALL: Thank you.</p> <p>9 The chair will recognize Van Nguyen.</p> <p>10 MS. NGUYEN: Van Nguyen, DLC 781.</p> <p>11 As far as the next agenda item, I fully</p> <p>12 support getting another date on the calendar for</p> <p>13 the board of directors. In light of everything</p> <p>14 that we have going on, I want the chair to</p> <p>15 consider even doing a meeting before December,</p> <p>16 possibly November, so we can reconvene as a</p> <p>17 whole board and be able to address the critical</p> <p>18 business at hand.</p> <p>19 MR. HALL: Thank you.</p> <p>20 Let me pull up my calendar here, and we</p> <p>21 can talk about that briefly.</p> <p>22 While we are working on that on our</p> <p>23 end, the chair recognizes Cindy Doyel, DLC 790.</p> <p>24 MS. DOYEL: So DLC 790, Cindy Doyel.</p> <p>25 A couple of things that we need to be</p>

<p style="text-align: right;">Page 118</p> <p>1 concerned with. If we are going to have the 2 chair go through and do it, granted, the 3 questions we are getting is valid, but we also 4 have in our policy file that we can submit 5 agenda items 25 days -- has to be submitted 25 6 days before the next board of directors meeting. 7 It's going to be really tight to give 8 us an open time frame to submit things before 9 the next board of directors meeting. I'm sure 10 we have lots of things we would like to make 11 sure we clarify or get, you know, done. 12 But we also have the concern of how do 13 we get Bill Hall to be able to have union leave, 14 to be able to perform the duties he needs to do, 15 because we are having him act as chair. He's 16 going to be our checks and balances immediately 17 for Richard Brown and hopefully Donna Snowgrass, 18 too, so that staff are being treated fairly. So 19 that's another concern. 20 Also, I would like to make sure that -- 21 Bill keeps the board informed, but also the 22 board committee informed so that we can help and 23 back him up whenever we need to because right 24 now, I'm really concerned that Richard is going 25 to try to pull some really nasty stuff and go to</p>	<p style="text-align: right;">Page 120</p> <p>1 MR. HALL: So I will do my best to run 2 this -- 3 (Technical glitch.) 4 MR. HALL: So let's see if we can get 5 this going again. 6 So William Hall, chairperson, president 7 of DLC 744. 8 It is my goal and intention to run the 9 board as chairperson in the most open and 10 friendly manner possible. We are remaining in 11 session so the board can adopt anything that 12 anybody brings to a board meeting. 13 So if you have a motion or an item that 14 you want to move, you can bring it to a meeting, 15 and the board can vote on it on the spot and 16 decide whether it wants to put it on the agenda 17 and deal with it. 18 I hope that answers the question. I 19 hope this starts to bring people a little bit of 20 confidence. 21 With that, the chairperson 22 recognizes -- well, actually, I have a question 23 first. I have somebody who wants to get into 24 this meeting. It's Aruna's iPhone, A-R-U-N-A, 25 apostrophe, S. Does anybody know who that is or</p>
<p style="text-align: right;">Page 119</p> <p>1 the press with all kinds of BS and try to harm 2 anybody and everybody who thinks is against him. 3 Those are my concerns right now. 4 MR. HALL: Thank you, Cindy. 5 Our parliamentarian, Lorenzo, has 6 something to say. 7 MR. CUESTA: Let us remember that the 8 structure we have established for this board, 9 the standing committee, is that we'll always be 10 open. So we don't need to call a regular 11 meeting. It's open. All we have to do is -- 12 convene them. We don't have to call a meeting. 13 So this limit of 25 days is not valid. It's not 14 a problem. It's not an issue. I'm not sure if 15 I made myself clear on that. 16 MS. DOYEL: So being able to submit 17 agenda items. I just want to make sure 18 everybody is clear on that, is all. 19 [!EZ SPEAKER 06]: And you're right. 20 Submitting agenda items will be an issue, but 21 the administrative requirement of 25 days is not 22 an issue, because the board has not adjourned. 23 It's still open, and all you're doing is 24 bringing things up at the meeting. 25 MS. DOYEL: Gotcha.</p>	<p style="text-align: right;">Page 121</p> <p>1 recognize that? So nobody recognizes that. So 2 we are not admitting that person to the meeting. 3 (Miscellaneous comments.) 4 MR. HALL: Okay, hang on a second, 5 everybody. We're getting a little out of hand. 6 Who is saying "excuse me"?</p> <p>7 MS. ODOM: Jocelyn Odom. 8 [!EZ SPEAKER 05]: All right, Joycelyn. 9 I'll get to you. I see you got your hand up. 10 While we are figuring some of the 11 technical stuff out, I'll acknowledge Steve 12 Alari.</p> <p>13 MR. ALARI: Steve Alari, DLC 723. 14 Bill, can you put your phone number in 15 the chat or have someone do it for you because I 16 think it's important as a board that if anybody 17 gets any calls from the media or anything, that 18 you refer them to Bill, the chair, so we have a 19 unified message on what's occurred this weekend. 20 And, also, I think it's important to 21 let the other board members who are here now 22 know, this is going to be a battle for the soul 23 of Local 1000 here. Because we know, or I 24 believe, that the current president is going to 25 try to combat or try to stop or try to deflect</p>

<p>1 the actions of the board.</p> <p>2 And even though the litigation</p> <p>3 committee or legal committee was established, we</p> <p>4 have to realize that it does cost to hire</p> <p>5 outside counsel. And so the committee is going</p> <p>6 to take that into consideration about the</p> <p>7 funding or making sure that someone pays -- is</p> <p>8 going to be able to pay these bills or --</p> <p>9 I think what Cindy Doyel talked about,</p> <p>10 about the 25-day deadline, is something that,</p> <p>11 for the meeting in December, that if you want to</p> <p>12 submit items or we want to submit items, that we</p> <p>13 should follow that deadline just in case, for</p> <p>14 some reason, some judge or -- rules that, you</p> <p>15 know, not in our favor.</p> <p>16 But if we follow the timelines and</p> <p>17 follow the procedures for December, it's at the</p> <p>18 meeting where Mr. Brown called, and that we</p> <p>19 can -- if we stand united, we can get these</p> <p>20 things through or help make sure that our</p> <p>21 members are protected and our union is</p> <p>22 protected, and our mission.</p> <p>23 I'm going to do my part. I know you</p> <p>24 all are, too. But, you know, we can only do so</p> <p>25 much at this time, and we are going to do the</p>	<p>Page 122</p> <p>1 shove, and get time off. That might be</p> <p>2 possible. Wondering if it is.</p> <p>3 MR. HALL: Yeah, Richard. Thanks for</p> <p>4 the suggestion. I don't think that's actually</p> <p>5 possible. But we'll figure it out.</p> <p>6 MR. WAKE: Well, I hope you get your</p> <p>7 union leave. I will gladly approve it if it</p> <p>8 comes up.</p> <p>9 MR. HALL: Thank you.</p> <p>10 MR. WAKE: If I need to.</p> <p>11 MR. HALL: The chair recognizes DLC</p> <p>12 742, Cynthia Vo.</p> <p>13 MS. VO: DLC 742, Cynthia Vo.</p> <p>14 As we are having a discussion of how to</p> <p>15 submit items to the board's agenda. Are we</p> <p>16 going to have to create a new process there,</p> <p>17 since we do have an agenda committee, and we</p> <p>18 also have a board committee? Is this the</p> <p>19 appropriate time to talk about how we are going</p> <p>20 to facilitate that and following certain</p> <p>21 timelines, things of that nature?</p> <p>22 MR. HALL: Thank you, Cynthia.</p> <p>23 I would say follow Steve's advice. Use</p> <p>24 the current rules so that Richard cannot hold</p> <p>25 you out of anything that you want to do in this</p>
<p>1 best we can, and thank you very much for</p> <p>2 sharing.</p> <p>3 Bill, look forward to working with you</p> <p>4 and the rest of the team to help protect our</p> <p>5 union and our members. Thank you.</p> <p>6 [!EZ SPEAKER 05]: Thank you very much,</p> <p>7 Steven.</p> <p>8 The chair will recognize Richard Wake.</p> <p>9 MR. WAKE: Richard Wake, DLC 767,</p> <p>10 president.</p> <p>11 So this is like, you know, someone</p> <p>12 mentioned about Mr. Hall getting paid union</p> <p>13 leave. So here's my thought on that. I hope</p> <p>14 you can get it sometime, sir. That would be</p> <p>15 great. But in the meantime, if you do need time</p> <p>16 off, here's my analogy. Since I'm DLC 767</p> <p>17 president, I can go represent anybody in my DLC</p> <p>18 as a steward.</p> <p>19 Since you're now the acting chair, that</p> <p>20 technically means, I would think, that you can</p> <p>21 represent all of us as members. So if you</p> <p>22 needed to get a note, know that wouldn't be the</p> <p>23 case. You could ask your manager for time off,</p> <p>24 you know, for union representation to represent</p> <p>25 your members as a steward if that push came to</p>	<p>Page 123</p> <p>1 December meeting. However, please understand,</p> <p>2 the board is in open session. You can bring</p> <p>3 anything to the board and request the board to</p> <p>4 put it on the agenda any time we return to</p> <p>5 session.</p> <p>6 We are only going to be in recess, so</p> <p>7 the board is never going to be out of session</p> <p>8 moving forward. So that changes the whole</p> <p>9 process and dynamics of how everyone can</p> <p>10 function.</p> <p>11 (Technical glitch.)</p> <p>12 MR. HALL: I think I'm back. I've had</p> <p>13 a little computer issue here.</p> <p>14 With that in mind, the next person I</p> <p>15 see who wants to speak is LaTasha Brown.</p> <p>16 MS. BROWN: Thank you. LaTasha Brown,</p> <p>17 DLC 704.</p> <p>18 You briefly just spoke about it, but</p> <p>19 can you explain and give a little more</p> <p>20 information on what it means to be in session</p> <p>21 this whole time? So we can bring anything to</p> <p>22 the board. So does that mean that we will</p> <p>23 convene immediately? I don't understand, in</p> <p>24 depth, what that means.</p> <p>25 MR. HALL: We didn't change the rules.</p>

<p>1 So there are notices and timelines currently in 2 the policy file for calling for a special 3 meeting. The minimum notice for calling a 4 special meeting is five days. Under other 5 circumstances, it would be seven days. 6 You would have prior notice in time to 7 prepare for any meeting under the current policy 8 of our rules exactly the same as in the past. 9 So it's not -- 10 (Technical glitch.) 11 MR. HALL: LaTasha, the simple answer 12 is, the policy file, as that section stands, 13 remains in effect. So you'll be given adequate 14 notice when the board returns to session. 15 MS. BROWN: Okay. And I have one more 16 question. 17 So are you, so to speak, taking the 18 keys from Richard? 19 MR. HALL: I will see what happens with 20 that. We are trying to. We will see where this 21 goes. We are now on an adventure. 22 MS. BROWN: Thank you. 23 MR. HALL: The chair will recognize 24 Irene Green. 25 MS. GREEN: Irene Green, vice president</p>	<p>Page 126</p> <p>1 So unless you had a different agenda 2 for that board meeting, I don't think that's a 3 good idea. If this body wants to vote right now 4 and change that to a different date in -- 5 MS. DOYEL: We can't. We don't have a 6 quorum. 7 MR. HALL: We can't take any votes. 8 See, I'm already messing up. 9 So we would have to have a quorum. 10 We'll have to take a vote, and we have to move 11 the board meeting to a different weekend. That 12 could be earlier in December, or that could be 13 after the first of the year. That is now under 14 the purview of the board. 15 MS. GREEN: But if they are already in 16 open session, we are just calling a recess, we 17 are not closing the session. 18 [!EZ SPEAKER 05]: We are not closing 19 the session. 20 MS. GREEN: Theoretically, we can set 21 the board meeting any time we want to set it; 22 right? 23 MR. HALL: Correct. 24 MS. GREEN: So it doesn't necessarily 25 have to be held in December. It can be held in</p>
<p>1 of bargaining. 2 My question relates to how this open 3 standing session now correlates to the board of 4 directors meeting that is scheduled for 5 December. 6 [!EZ SPEAKER 05]: That's an 7 interesting question. Technically, we are 8 already in session. So if we want to set the 9 date, the 18th and 19th under our new and 10 current policy file rules, we can do that. 11 MS. GREEN: So does that mean that the 12 18th and 19th are no longer -- so what I'm 13 trying to understand is: We have a date set for 14 the BOD. We know that this action that is taken 15 today is going to be a battle. 16 So are we still going to have that BOD 17 on the 18th and 19th, or is that something that 18 now goes away, or now are we a split board? 19 Because you'll have some people show up to the 20 18th and 19th, and some people not show up here. 21 MR. HALL: Okay, Irene. I think we are 22 going to have to work through this. I never 23 personally thought 18th and the 19th was a good 24 idea. It's the weekend before Christmas, and 25 people will be going away.</p>	<p>Page 127</p> <p>1 November; right? 2 MR. HALL: Yes. As the chair and as 3 the standing committee, we can set a different 4 date. We can work to set a different date, and 5 we can certainly have that discussion offline. 6 With that in mind, thank you, Irene. 7 Let's go to -- did Lorenzo have 8 something to say? 9 MR. CUESTA: I wanted to make sure that 10 we realize the structure of what we created. 11 It's a five-person group. So that's one entity. 12 But we also have the full 65-person group. So 13 we have to make up our minds. When are we one, 14 and when are we the other? 15 It's not a matter of getting confusion. 16 It's just deciding. The five-member group stops 17 until midnight before we have a 65-member group. 18 When that one adjourns, we continue with the 19 five-member group because that's never closed. 20 It's going to be very awkward. Like I said, we 21 have to figure it out. As long as we realize 22 this is for five-person versus this is for 65, 23 we've got to decide which one we'll have. 24 MR. HALL: Thank you for the 25 clarification on the policy file, Lorenzo.</p>

<p>With that, the chair is going to recognize DLC 781, Haong-Van Nguyen.</p> <p>MS. NGUYEN: So this meeting we are at right now is a special session, which has special rules that we have to comply by.</p> <p>So when we are talking about continuing the meeting, does that mean that we are continuing the special session, or at some point, did it shift to open session?</p> <p>MR. HALL: All right. I think I'm back. Lots of challenges.</p> <p>MS. NGUYEN: I'll be happy to restate the question. Thank you, Chair.</p> <p>My question is: The reason we are here today and we were here yesterday is because we had a special session, which had some specific rules as far as how we handle business.</p> <p>Now that we have voted in this board committee to keep the meeting open, is it still going to be open under the special session rules, or at some point, because of the approval of the new committee, do we go into more of the open session rules?</p> <p>MR. CUESTA: Keep in mind that the special session, as you said, certain</p>	<p>Page 130</p> <p>apologies.</p> <p>MR. HALL: That's okay. Thank you, Richard.</p> <p>The chair will recognize Cindy Doyel, 790.</p> <p>MS. DOYEL: So just for clarification purposes, temporarily until we come up with something different, we are still going to honor the December 18th or 17th and 18th, whatever the dates were, for the moment until we come up with something different, if we want to come up with something different; correct?</p> <p>MR. HALL: As of today, yes, that's where we are at. But please remember, we haven't received an official meeting notice yet either. Those dates have just been --</p> <p>[!EZ SPEAKER 02]: It's on the SEIU website, yes.</p> <p>MR. HALL: But you haven't been noticed as a president. Yeah, they just put it on the website as a date. That's a calendar, that item. That's not an official meeting notice. We have not been noticed of an official meeting.</p> <p>MS. DOYEL: True. It will make things different when SBAC takes place the weekend</p>
<p>specifications, and that will be adjourned in hopefully not very long. And then we go back to what we have adopted, namely an unending open board meeting, so we have those rules for the 65 people.</p> <p>Right now, we will finish what we have right now, but it has to finish. So we don't have a special session the rest of the year, if it becomes a regular session never ending.</p> <p>MS. NGUYEN: Thank you, Parliamentarian.</p> <p>Just so I understand correctly, when we leave today, then it's going to go to open session under what we voted under, and this new group of five will work on deciding the next date, and we'll go into the 65-person open session the next time we determine we are all going to come back together?</p> <p>MR. HALL: Correct.</p> <p>MS. NGUYEN: I appreciate the clarification. Thank you very much.</p> <p>[!EZ SPEAKER 05]: The chair will recognize Richard Wake.</p> <p>MR. WAKE: I still had my hand up. I didn't have any questions. My sincere</p>	<p>Page 131</p> <p>before that as well.</p> <p>MR. HALL: I would say yes.</p> <p>Let's see if we can wrap up for today. My direction at the moment is, I will be the point person on the press. I will reach out to Local 1000 counsel and see how we move forward. I will report back to the board as we move forward, and we will figure out union leave and other issues to the chairperson as we need to moving forward.</p> <p>Am I -- am I on track with that at the moment? Just a nod of heads, a thumbs up, hands up, whatever.</p> <p>I'm hearing "yes." I see thumbs up. Thank you very much.</p> <p>With that in mind, I will --</p> <p>(Technical glitch.)</p> <p>[!EZ SPEAKER 05]: I don't see any other hands. I feel that we have a direction to move forward for today, and we will recess until the call of the chairperson, if there is no objection.</p> <p>Irene, any objection? Do you have any?</p> <p>MS. GREEN: I don't have an objection.</p> <p>Richard Wake had asked for a comment from me</p>

1 about how my relationship or interrelations were
 2 going with the statewide officers, and I wanted
 3 to know if this was an opportunity to answer
 4 that question in open session.

5 MR. HALL: Go ahead.

6 MS. GREEN: So to let you guys know
 7 that I do have interaction on a limited, very
 8 selective basis from the statewide officers. I
 9 am not included in every meeting or in every
 10 decision. I am not privy to every aspect that
 11 they are moving on or doing it. They do not
 12 include me in 99 percent of the meetings that
 13 they have.

14 At this point, we are friendly within
 15 the office, but it's basically the same thing
 16 that was happening before. I'm not being
 17 allowed to do the duties of the office of the
 18 vice president of bargaining. So it's not
 19 contentious. It may be as of Monday. It's not
 20 contentious. But as far as me being involved in
 21 the day-to-day operations, no, that is correct.

22 I will let you know that we did have a
 23 meeting regarding the litigation that is
 24 pending, and I was involved in that. I can't
 25 tell you any more than that, as I've been asked

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1 not to comment on it. So that's basically where
 2 we are. So I have the title, but not the
 3 responsibility.

4 MR. HALL: Thank you, Irene. I think
 5 we appreciate that.

6 Steve Alari, I think you have a comment
 7 or a question before we go.

8 MR. ALARI: Steven Alari, DLC 723.

9 I wanted to thank the parliamentarian
 10 and the court reporter, as well as our host for
 11 this meeting. And I will talk to Irene offline
 12 about her last comments. Thank you.

13 MR. HALL: I also want to thank all the
 14 board members for their graciousness, their
 15 bearing with us, their working through a variety
 16 of technical issues as we had a hybrid meeting.
 17 Everybody did a great job. Thank you very much.

18 And I don't see -- Richard, you're
 19 back. Do you have something?

20 MR. WAKE: No. I did put it in the
 21 chat room, but I just want to acknowledge my
 22 DBUR 4 rep and DLC 767, Nicole Crist, was one of
 23 the sergeant in arms today at the meeting, as I
 24 understand it. I called her earlier this
 25 afternoon to talk to her about something, and

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1 she said she was there. So I just want to give
 2 a thank you to Nicole for doing that. That's
 3 very, very nice of you to do that. Thank you,
 4 Nicole.

5 MR. HALL: Thank you very much,
 6 Richard.

7 And with that, we stand at recess until
 8 the call of the chairperson. Thank you.

9 (Proceedings adjourned at 2:05 p.m.)

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1 STATE OF CALIFORNIA)
 2 COUNTY OF LOS ANGELES) ss.

3
 4 I, GRACE CHUNG, C.S.R. No. 6246,
 5 Registered Merit Reporter and Certified Realtime
 6 Reporter, reported in shorthand the proceedings
 7 had at the time and place set forth, and that the
 8 above and foregoing pages contain a full, true,
 9 and accurate transcript of the said proceedings.

10 In witness whereof, I have hereunto
 11 subscribed my name.

12
 13 Dated: October 26, 2021

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