

OFFICERS' MEETING AGENDA

January 26, 2016, Start Time: 6:00PM

Call to Order – Gwyn Harshaw, President - 6:00PM – Open Forum Meeting starts at 6:00pm. The first 15 minutes may be used for an open forum for members who wish to comment on issues of concern or describe union victories in their workplace (maximum of 2 minutes addressing items not on the agenda except under special circumstances). Meeting will start when all speakers are completed or at 6:15 whichever comes sooner. If members arrive before 6:15 and the general meeting has begun, it will be suspended for the members' comments. If Board action is requested, the Board may place the matter on a future agenda. All statements that require a response will be referred to staff for reply in writing.

Responses to Last Officers' Meeting Open Forum Issues

1. None

Roll Call – 6:15PM quorum determined - (Karen Nakatani)

Announcements:

1. Executive Session at end of meeting – OPEIU Issues; Region 2 Transit Issue.

REPORT CONSENT AGENDA: If there is anything you wish to discuss prior to approval of Motion A, please pull the item from the Agenda for discussion. What is not pulled from the Consent Agenda is considered approved without discussion when Motion A is passed.

Motion A – Report Consent Agenda Approval - (pages 3-4)

- 1. Approval of Officers' Meeting Minutes October 27, 2015 (pages 5-8)
- 2. Reports on Officers' Email Motion Poll December 23, 2015
- Budget & Finance Committee Reports January 20, 2016 October and November 2015 Financials - (pages 9-34)
- 4. Good & Welfare Committee Expenditures Report December 2015 & January 2016 none

Any Requests for Assistance – please send them to both RoseAnn Dominguez at ruth.pern@hotmail.com and Karen Summers at karen.summers@seiu521.org

Written Reports & Correspondence Requiring no Action by the Officers – They may be pulled for discussion if desired.

- 1. Officers' Reports
 - > 1st Vice President Report (none)
- 2. Election Report Pam Rodgers (pages 35-54)
- 3. PAC/PAC Totals Report (pages 55-56)
- 4. Trustee Report (none)
- 5. Correspondence
 - Thank you from Working Partners for donation and our continued support (pg 57)
 - Thank you from Yang Xiong, Executive Director of SouthEast Asian Assistance Center for our donation to their organization - (page 58)

Motion B – Political Consent Agenda B/1 – B/3 - (pages 59-66)

Report From the National SEIU Political Dept.: Plan for the 2016 Presidential Race – Brian O'Neill

Items Pulled from the Consent Agenda or the Report Consent Agenda

- 1. Pulled Items from the Consent Agenda
- 2. Pulled Items from the Report Consent Agenda
- 3. Other Oral Reports

President's Report: President Gwyn Harshaw

1. Oral Report - (oral)

Chief Elected Officer Report: Luisa Blue

- 1. Any Updates (oral)
 - 1. Friedrichs v CTA Supreme Court Case (a good article capturing the case) (pages 67-70)
 - 2. International Executive Board Report (pages 71-80) and (other documents separate from packet)
 - 3. UNITE FIGHT WIN Year in Review 2015 (documents only for your review) (pages 81-88)

4.

Unfinished Business

1.

New Business

- Motion C Approval of Vendor for the Local's Tele-Town Hall Meetings in 2016 (pages 89-90)
- 2. Motion D Recording Policy for SEIU Local 521- (pages 91-92)

Informational Items

- 1. President Obama's Statement on the San Bernardino Shooting for the Community Candlelight Vigil on December 7, 2015 in San Bernardino (pages 93-94)
- 2. Mary Kay Henry letter to President Obama regarding INS raids and deportation (pages 95-96)

Adjournment

LB: kns SEIU 521 CTW/CLC

SEIU Local 521 Officers' Meeting Motion

* Motion Letter: A

Date: January 26, 2016

Motion Title: Report Consent Agenda

The Following Reports have been placed on the REPORT CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion pull the report from the REPORT CONSENT AGENDA –

NO Motion is required to remove a report from the Report Consent Agenda.

Committee Reports Requiring Approval/Confirmation: (as noted below)

- 1. Approval of the Minutes for the Officers' Meeting October 27, 2015 (pages 5-8)
- Notification of Officers' Email Poll Motion Regarding an emergency Staff cash out on 12/23/15. Approved – voting yes: Karen Nakatani, Alysia Bonner, John Gutierrez, RoseAnn Dominguez, Muriel Frederick; Matt Nathanson on vacation, Gwyn and Luisa do not vote.
- **3. Budget & Finance Committee Report –** RoseAnn Dominguez, Local 521 Treasurer

January 20, 2016 Meeting – The Committee reviewed the October and November 2015 Financials and 2015 Budgets. - (pages 9-30)

- B&F Item 1 Approved The October and November 2015 Financial Documents
- B&F Item 2 Withdrawn Vendor for the TeleTown Hall Meeting Events in 2016. Will be heard at the January Officers' Meeting.
- B&F Item 3 Withdrawn Policy Regarding Submission of Motions, Information, and Reports for Budget & Finance, Officers', Executive Board Meeting Agendas..

Signed Motions - (pages 31-34)

- **4. Good and Welfare Committee Report** donations in December 2015 & January 2016: None
 - Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.

* **Motion A:** To approve/confirm as presented <u>ALL Reports</u> on the Report Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion:

Follow Up:

Moved by:				_ Second :		
Pulled:						
Votes in Fa	avor:	V	otes Oppose	d:	Abstentions:	
	Motion:	Carries 🛛	Fails: 🛛	Tabled Until:	Date:	
<u>Signatures</u>						



Minutes October 27, 2015 - Officers' Meeting

Call to Order: by President Gwyn Harshaw at 6:08pm.

Officers Roll Call in Attendance on Video Conference or Teleconference:					
Gwyn Harshaw	President	Luisa Blue	CEO		
RoseAnn Dominguez	Treasurer	Matt Nathanson	Region 2 VP		
Karen Nakatani	Secretary				
Officers Absent:					
Muriel Frederick	Region 1 VP				
John Gutierrez	First VP Pres				
Alysia Bonner	Region 4 VP				
Evenutive Deard also	in attendence on Mideo Co	afaranaa ar Talaaarfar			
	in attendance on Video Co	onterence or Teleconter	ence:		
Via Cooper-Whigham	Fresno				
Local 521 Trustees or	n Video Conference or Tel	econference:			
Connie Chew	San Jose				
Bill Ragland	Salinas				
Local 521 Staff on Vic	leo Conference or Telecor	ference:			
Pam Rodgers	San Jose				
Karen Summers	Salinas				
Local 521 Members in	n Attendance:				
None					
<u>Guests:</u>					
None					

Open Forum for Member Presentations:.

1. None

<u>Responses to Last Month's Open Forum Issues:</u> None.

<u>Roll Call and Quorum Determination:</u> A quorum of Officers was confirmed as present at 6:08pm.

Announcements:

1. This reminder was pointed out and discussed: <u>REMINDER</u>: The election of all Executive Board positions will in January of 2016 with requirements beginning the end of November beginning of December. On the ballot will be any Bylaws Amendments that are recommended by a 2/3 vote of the Executive Board or a petition in favor of a proposed amendment with valid signatures of ten percent (10%) of Local members submitted to the Local President. If you have any proposed Amendments please get your wording to Pam Rodgers ASAP so they can be evaluated by the Localwide Bylaws Committee and presented to the Executive Board at the September Executive Board Meeting.

- Today started the petition period for Nominations for Executive Board positions. The petition period is October 27 – November 23, 2015. The Nomination Meeting will be November 12, 2015.
- 3. There will be Executive Session at the end of the meeting.
- 4. The quarterly audit will be Saturday November 14, 2015 in the Finance Department. If you wish to volunteer please contact Ming.

Report Consent Agenda:

Motion A – Report Consent Agenda Approval/Confirmation.

<u>Motion</u>: To approve as presented without discussion the following items listed on the Report Consent Agenda.

- 1. Minutes of the August 25, 2015 Officers' Meeting
- 2. Report of Officers Email Poll Motion Passed September 30, 2015, regarding problem with a decert attempt. Yes votes: RoseAnn Dominguez, John Gutierrez, Matt Nathanson, Karen Nakatani, Alysia Bonner, Muriel Frederick.
- 3. Report of Officers Email Poll Motions Passed October 23, 2015
 - B/3 City of San Mateo Measure S \$1,000
 - > B/4 Endorse and \$1,500 support for James Hackett for FCERA Trustee
 - B/5 4 tickets to the 4th Annual Kiwanis Angel Awards Event \$150
 - B/6 Endorse and \$1,500 Support for Regina Kane for Board Member of Kern County Employee Retirement Association.

Yes votes: RoseAnn Dominguez, Alysia Bonner, John Gutierrez, Muriel Frederick, Matt Nathanson, Karen Nakatani.

- 4. Budget & Finance Committee Report from the October 21, 2015, Budget and Finance meeting Treasurer RoseAnn Dominguez. RoseAnn confirmed that below is a true and accurate report of what had happened at the B&F meeting. The Committee reviewed the August, 2015, financials.
 - ▶ B&F Item 1 Approved the August 2015 Financials as presented.
- 5. The Good and Welfare Committee Report donations for September/October 2015.
 - None
 - Note: Any requests for assistance should be emailed to both RoseAnn Dominguez at <u>ruth.pern@hotmail.com</u> and Karen Summers at karen.summers @seiu521.org.

Moved; seconded; passed as presented.

Written Reports & Correspondence Requiring no Action by the Officers

Officers' Reports 1st Vice President Report – none. Education and Training Report - none Organizing Report – in packet Communications Report – none IT Report – none Admin/Building Report – none PAC/PACE Totals Report – in packet Trustee Report – none Caucus Reports – none

Industry and Committee Reports – none Correspondence – none Political Consent Agenda Approval/Confirmation

All Political Motions were approved as presented without discussion on the Motion B Political Consent Agenda. No motions were pulled.

Motion B – Political Consent Agenda Approval/Confirmation <u>Motion</u>: To approve/confirm as presented without discussion the following Motions: Motions B - B/2 Moved; seconded; passed as presented.

Motion B/1 – Endorse Measures O and P in Santa Cruz County. <u>Motion:</u> To Endorse Measures O and P in Santa Cruz County Moved; seconded; passed as presented.

Motion B/2 – Contribution from Issues PAC for Yes on Measures O and P.

<u>Motion:</u> To contribute \$500 from the Issues PAC to Yes on O and P. Moved; seconded; passed as presented.

Items Pulled from the Consent Agendas for Discussion - none and other oral reports: None

President's Report:

1. Will be given in Executive Session. It is on OPEIU Bargaining.

Chief Elected Officer's Report: Luisa Blue

UNITE – FIGHT – WIN – All in Together 4 Power Blitz: Luisa reported that this is Day 6 and we are chugging along. It is too soon to tell how successful we will be. Some areas are not meeting their goals. Eileen Kerlin spent a day last week with Luisa. First they went to Social Services where abused kids are reported. It was severely understaffed and it was not possible to have significant conversations. They then went to the Hospital where workers got that "you contribute to COPE to protect your retirement". Former San Jose Mayor Reed is trying to fight public sector pensions with ballot measures. Luisa also had a discussion with pharmacists with not suck positive results. There are over 100 staff, International staff, and volunteers helping us out with this Blitz.

1115 Waiver Update: This week is do or die. Either California will get full amount for 5 years or won't. There have been issues and now California is not asking for the bare bones amount to fund the MediCal programs of \$7.5 billion for the full 5 years. Now the issues have to do with comparing California to Florida which is not good. This criticism doesn't make sense because Florida didn't even apply for Medicaid funding this time. Mary Kay and others are talking with heads of CMS to try to figure all this out. We will know by November 1st if we have reached a deal. Since now there is a budget it may be easier.

Luisa Honored by the Filipina Women's Network – 12th Annual Global Leadership Summit – 100 Most Influential Filipina Women in the World Award in the Visionary/PolicyMaker category: On Friday she will attend the Summit and receive the global award. The New President of the Asian Caucus received this award last year.

Organizing Plan and Budget: The SEIU Local 521 Organizing Plan and Budget has been submitted to the International for approval. They will review it sometime in November.

Unfinished Business:

None

New Business:

Motion C: Waiver to be a Life Member of the SEIU Local 521 Retiree Chapter: <u>Motion</u>: To grant a waiver to Judith (Judy) Geer and allow her Life Member status because of her many years as an SEIU member and her desire to actively participate in the Retiree Chapter.

Duly moved; seconded; passed as presented.

Informational Items:

The Updated Lost Timer Policy – in the packet

<u>Adjournment:</u> The meeting was adjourned at 6:27pm. The Officers immediately went into Executive Session regarding several issues with final adjournment at 7:52pm.

LB: kns SEIU 521 CTW/CLC

	A	В	Р	W	X
1	version 1.1	D	2014 - 12 months	2015 - 12 months	NOTES
2	version 1.1		Budget 2.2	Budget 1.1	NOTES
	II.e.d.e.e.e.4	TOTAL DUES DECEMPS			
3		TOTAL DUES RECEIPTS	30,439,600	30,878,626	
4	52,941	OTHER INCOME	2 (00	1 515	
5		Interest & Dividends	3,600	1,515	
6		SMIHSS Administrative Reimbursement	-	-	
7	5	Sublease Rent	67,000	75,259	
8	B	Misc. Income - SEIU Int'l subsidy	-	-	
9	А	Misc. items spend from saving accounts	=0.000		
10		Total Misc. Income	70,600	76,773	
11		TOTAL GENERAL FUND INCOME	30,510,200	30,955,399	
12	-	GENERAL FUND EXPENSES	4 005 150	4 100 5/1	
13		ORGANIZING OFFSET	4,025,172	4,199,761	
14		SALARIES Administrative	470 490	470 490	
15			479,480		all positions filled
16		Admin Support	459,143		all positions filled
17	-	Directors	1,234,802		all positions filled
18		Internal Organizers/Research,CED,CESA,Pol	4,363,184		all positions filled
19		Clerical	1,090,419		all positions filled
20	-	Facilities	97,057		all positions filled
21		Data Base	301,619	328,091	all positions filled
22	А	Special project - pay by other funding	-	== ^^^	
23		Temp. Internal Organizers/Research	75,000	75,000	
24		Temp. Clerical/Support	20,000	20,000	
25		Vacation Liability Cash Out	400,000		cash out only
26		Total Salaries	8,520,705	8,291,685	
27	113	PAYROLL RELATED EXPENSES			
28	-	Pension	1,444,627		increase to 20% for 2015
29		Payroll Taxes Expenses	963,085	969,232	
30		Consultant - Trainer, NEG	30,000		
31		Travel Staff-Admin	50,000	44,761	
32		Travel Staff- Internal Organizers	120,000	189,440	membership drive
33		Mileage/Ins. ReimbAdmin & Director	13,656	5,549	
34		Mileage/Ins. ReimbInternal Organizers	135,641	163,257	membership drive
35		Telephone Reimbursement	90,000	77,057	
36	13	Retiree Health Exp	108,930	112,658	
37		Retire Benefit Trust Fund	12	12	
38		Benefits(Health, Dental, Vision, life, 401K, Flex	3,110,943		health benefit at new rate 2015
39		Workers Comp Insurance	280,900	242,308	
40		Recruiting exp	8,000	8,000	
41		Total Payroll Related Expenses	6,355,792	6,553,419	
42		Total Salaries & Payroll Expenses	14,876,497	14,845,104	
43		MISCELLANEOUS			
44		Agency Fee/Assoc. Exp.	504,000	720,000	same as 2014
45		Capital Fund Expense	12,000	12,000	same as 2014
46		Admin exp share w. chapter	12,000	12,000	same as 2014
47		Free Life insurance to members (SCR, MRY &	4,000	4,665	
48		Retired Chapter Fund Reimbursement		14,465	
49		Dodge Scholarship	15,000	15,000	same as 2014
50		Computer Database UnionWare	82,175	73,841	
53		Accounting Software Gp	12,000	12,000	same as 2014
54		MRC - IHSS - 4 months only			
55		Total Miscellaneous	641,175	863,972	
56			,	/	
57		ARBITRATIONS & LEGAL			
58	А	Arbitrations Fees & legal fees - representation	150,000	191,814	increase
60		Retainer	258,000		same as 2014
62		Automatic Legal Defense Fund (\$0.12 per mem		76,235	same rate as 2014
63		Total Arbitrations & Legal	489,575	526,049	
64					
65		FACILITIES			
					i I

	А	В	Р	W	X
1 V	ersion 1.1	В	2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	NOTES
66		Rent-SJC	450,000	450,000	
67		Rent-RWC	58,000	,	new lease at RWC
		Rent-Santa Cruz, Watsonville & Hollister & pa	47,000	39,900	new lease at KWC
69		Rent-Visalia & Hanford	· · · · · · · · · · · · · · · · · · ·	,	
70			20,400	6,000	•
71		Utilities	165,000	186,116	
72		Kitchen Sundries	50,000	48,260	same
73		Gen. Liab. Ins. & Property Tax	170,000	163,885	same
74		Building Maintenance/Security/Janitorial	180,000		increase HVAC & building maint.
75		Total Admin - Facilities	1,140,400	1,138,309	
76					
77		ADMINISTRATIVE - OFFICES	110.000	110.000	
78		Audit/Acct. Fees	110,000	110,000	
80		Subscriptions	4,000	2,597	
81		Office Sundries	70,000	90,524	
82		Office Equipment Leases	192,000	177,514	
83		Equipment Maintenance & Repair Contracts	70,095	59,220	
84		Contributions	3,000	5,067	
85		Research Material & Data	11,000	27,985	
86		Miscellaneous, off set by ORG		-	
87		Total Admin - Offices	460,095	472,907	
88					
89		COMMUNICATIONS			
90		Printing	42,000	28,729	
91		Paper	20,000	31,108	
92		Website/Station/communication	20,000	20,284	
93		Telephone & Internet & Tele conference	211,473	217,180	
94		Postage	60,000	,	rate increse in 2014
95		Professional Fees/Translations	5,000	3,372	
96		Total Communications	358,473	413,055	
97					
98		CONFERENCES/MILEAGE			
99		Staff-Misc. Conf/Seminar	3,500	3,500	
100		Exec. Board-Conferences & Training	30,000	30,000	
101		Misc. Members-Reimbursed	-		
102		Total Conferences/Mileage	33,500	33,500	
103					
104		STAFF MEETING & TRAINING			
105		Staff / Director Training	16,000	32,319	
106		Staff - representation & political & communicat	60,000	67,232	qtrly staff training
107		Clerical Staff	901	1,364	
108		Executive Staff	1,200	1,200	
109		Tuition ReimInternal Organizers	1,000	1,000	
110		Tuition ReimOPEIU	2,000	2,000	
111		Total Staff Training	81,101	105,115	
112		-		*	
113		EDUCATION & TRAINING			
114		Steward & Chief Steward & Leader Training	4,000	4,000	
115		Executive Board	500	500	
116		Education & Training Committee Meeting & Ma		-	
117		Industry Training Events	5,000	5,000	
118		Total Education & Training	9,500	9,500	
119	0				
120	*	POLITICAL/SOCIAL INVOLVEMENT			
121		Candidates, Issues, IE Account (\$0.25 per mem	123,657	129,915	
122	-,- 00	Legal & Accounting	40,000	40,000	
123		Committee Meetings	10,922	14,951	
123		Conferences	1,000	1,993	
125		Electoral Staff/ Activity	1,000	1,000	
125		Polls & Surveys	1,000	1,000	
120		1 0115 @ 1541 10 / 5	1,000	1,000	

	А	В	Р	W	х
1	version 1.1	-	2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
127		Special Printing	100	1,000	
129		Total Political/Social Involvement	177,879	189,859	
130					
131		SOCIAL & ECONOMIC JUSTICE			
132		Committee Meetings	5,000	5,000	
133		Conferences	350	350	
134		Contributions/Solidarity	4,530	4,530	
135		Caucus Activities	80,670	80,670	
136		Total Social & Economic Justice	90,550	90,550	remain the same as 2014
137					
138		MEMBER INVOLVEMENT			
139		Memorabilia/Give away Member Pride	30,000	30,000	same as 2014
140		Awards/Recognition	1,000	1,000	
141		Ex Board Reimbursement	2,000	2,000	
142		Rally Rental & Bus	20,000	-	IHSS, Kern & SCCO NEG Rally
143		Member Reimbursement/Lost time	2,500	5,000	
144		Transportation & Vehicle Expenses	12,000		membership drive
145		Total Member Involvement	67,500	100,081	
146					
147		NEGOTIATIONS	50.000	50.000	
148		Printing Contracts - outside vendor	50,000		SCCO printed contract
149		Meetings & Supplies	50,000		IHSS State wide, Kern & SCCO
150		Strike Preparations	40,000		IHSS State wide, Kern & SCCO
151		Automatic Strike Fund Transfer - reduction to \$	12	12	
152		Total Negotiations MEETINGS & EVENTS	140,012	190,012	
153			30,000	13,153	
154 155		Executive Board Meetings Steward/Council meetings	3,002	3,077	
155		521 Party & other events	1,000	1,000	
150		2014-521 Convention/2015 INTL St. Louis	40,000		2015 INTL St Louis Convt10p
157		Officer Election-2015	40,000	100,000	officers election
158		Industries & Members conference	25,000	100,000	
160		Miscellaneous	1,000	10,000	
161		Total Meetings & Events	100,002	142,231	
162		Total Meetings & Events	100,002	142,201	
163		REPRESENTATIVE DUES			
164	52.941	SEIU \$7.65 ea	5,200,378	4,859,984	no change
165		SEIU Unity Fund \$5.00ea	3,029,220		no change
166		SEIU Retirees & ChildCare \$1.00ea	8,952		no change
167		SEIU/ State Council-\$2.53ea	1,719,864		no change
168		Nurse Alliance \$1.45ea	12,180	10,440	no change
169		So Bay CLC Jun/11\$0.63,Jul/12\$0.65	174,166		no change
170		SMCO CLC \$0.60ea	24,559		no change
171		Fresno CLC \$0.45ea	32,076		no change
172		Bakersfield CLC \$0.50ea, est. increase	49,938		no change
173	6,258	Monterey & Santa Cruz LC \$0.55ea	41,032		no change
174	110	North Valley CLC	1,320	1,320	no change
175	52,941	CA Labor Fed 25% X .70ea, pd old rate \$0.47	16,452		no change
176		Building Trades-SMCO	3,600		no change
177		Total Representative Dues	10,313,738	9,879,820	
178					
179		TOTAL EXPENSES	33,005,168	33,199,825	
180					
181		TOTAL INCOME LESS TOTAL EXPENSE	(2,494,968)	(2,244,426)	
182					
183		VOLUNTARY TRANSFERS	10.00-	10.04-	
184		Building Funds	48,000	48,000	
185		Strike Fund	-	10.000	
186		Total Transfers	48,000	48,000	

	A	В	Р	W	Х
1	version 1.1		2014 - 12 months	2015 - 12 months	NOTES
2			Budget 2.2	Budget 1.1	
187		TOTAL INCOME LESS EXPENSES & TRA	(2,542,968)	(2,292,426)	

APPROVED)
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Version 1.1	Year 2015	NOTES
	12 months Budget	
Budget from SEIU Local 521	4,199,761	
Expenses		
Legal - Organizi	28,200	
Arbitration - Organizing	-	
Lost Time - Organizing / Wavers	29,072	
Salaries - Organizing (23+2)		all position filled
Workers Comp. Ins Org		all position filled
Payroll Tax Exp - Organ.		all position filled
401K Matchering		3% matching for 12 months
EMPLOYEE BENEFITS - Organizing		employer pay 100%
Pension Plan Exp - Organi.		20% for 12 months
Staff Recruiting Exp-Org.	10,000	
Vacation Liability Cash Out - Org	34,988	all position filled=1/2 pay period
Training Exp - Org.	1,379	
Mileage reimb exp - Organizing	12,473	
Vehicle Expenses	33,523	
RENT EXPENSES - Organizing	-	
Telephone Expenses - Organizing	10,001	
Utilities Expenses	-	
Office Supplies & Other Allocation -	4,280	
Printing Expenses - Organizing	1,211	
Postage Expenses - Organizing	-	
PT Organizing	-	
Communication Cost Expenses	-	
Referral lead/DATA - Organizing	-	
Professional Fee Expenses	1,043	
Translation Expenses - Organ	-	
Equipment Leasing Exp - Organi	-	
Equip. Maint. & Repair -Organi	-	
Building Maint. & Repair -Organi	-	
Computer Database Services	-	
Subscriptions - Organizing	180	
Travel Expenses - ORGANIZING	231,291	
Conference - Organizing		
Rally / Bus Rental-Organizing	133	
Memorabilia / Give Away-Org	4,116	
Meeting - Organizing	10,909	
Donation - Organizing	1,600	
SEIU Int'l share cost	507,324	
Total Expenses	4,269,473	
Net Income	(69,711)	
	(05,711)	

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SEIU Local 521 Bank Balance on Saving and Investment accounts

DISCRETIONARY	SAVINGS
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as of October 31st , 2015

ITEMS	GL#	ACCOUNT NAME	Bank	BALANCE as of 9/30/2015	+/- reason	BALANCE as of 10/31/2015
1	1005	CONTINGENCY FUND	Bank of The West #18986	50,088.75		50,088.75
2	1006	STRIKE FUND	Bank of The West #18978	62,508.98		62,508.98
3	1006	STRIKE FUND	Bank of The West - T- Bill Matures 1/11/2016	800,000.00		800,000.00
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 12/2/2015	700,000.00		700,000.00
5	1016	LEGAL DEFENSE FUND	Bank of The West # 28691	110,282.00	Accrued \$0.12 per month per member	116,635.11
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 12/2/2015	500,000.00		500,000.00
7	1017	GOOD & WELFARE FUND	Bank of The West #28758	3,382.15		3,382.15
8	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 12/2/2015	65,000.00		65,000.00
9	1018	CAPITAL FUND	Bank of The West # 28667	44,361.63	Accrued \$1,000 per month	45,361.63
10	1019	BUILDING FUND	Bank of The West # 28733	87,480.33	Acc \$4k per mon,	91,480.33
11	1011	Accrued Vacation from EO to IO	Bank of The West #18820	150,330.32	Vacation bank transfer between EO and IO	150,330.32
		Total reserve		\$ 2,573,434.16		\$ 2,584,787.27

POLITICAL - PAC money

			\$ 418,754.73		\$ 431,932.94
14	PAC - Independent Exp	enditure US Bank - Olson	202,221.32	Olson Statement Reconciled as of 9/30/2015	202,221.32
13	PAC - Issues	US Bank - Olson	70,953.41	Olson Statement Reconciled as of 9/30/2015	76,717.41
12	PAC - Candidates	US Bank - Olson	145,580.00	Olson Statement Reconciled as of 9/30/2015	152,994.21

MANDATORY SAVINGS

15	1002	ORGANIZING FUND	Bank of The West #18895	460,853.96		451,453.92
16	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 1/11/16,12/2/15, 2/22/	1,900,000.00		1,900,000.00
17	1002	ORGANIZING FUND	Monterey County Employee Credit Union	203,664.71	CD with credit union, mature 2/28/2016	203,664.71
18	1002	ORGANIZING FUND Acc Vac	Bank of The West #33823	465,361.98	Accrued time off - adjust monthly to actual accrual	472,762.02
19	1003	AGENCY FEE	Bank of The West #18960	69,673.00	\$60,000 accrual monthly	129,673.10
20	1003	AGENCY FEE	Bank of The West - T- Bill Matures 3/30/2016	700,000.00		700,000.00
				\$ 3,799,553.65		\$ 3,857,553.75

Unfunded Reserve and Liabilities

2	2150-10	RETIREE BENEFIT TRUST	Unfunded Reserve	557.00	+ \$1 / month	558.00
22	2 2150-11	CLARENCE DODGE SCHOLARS	Unfunded Reserve	16,381.04	+ \$1250 / mon, scholarship sent for 2015	17,631.04
23	3 2400-00	Accrued Vacation for General Fund	Liabilities	2,237,524.29	adjust monthly to actual accrual	2,255,478.88
				\$ 2,254,462.33		\$ 2,273,667.92

SEIU Local 521 Bank Balance on Saving and Investment accounts

as of November 30th , 2015

ITEMS	GL#	ACCOUNT NAME	Bank	BALANCE as of 10/31/2015	+/- reason	BALANCE as of 11/30/2015
1	1005	CONTINGENCY FUND	Bank of The West #18986	50,088.75		50,088.75
2	1006	STRIKE FUND	Bank of The West #18978	62,508.98		62,508.98
3	1006	STRIKE FUND	Bank of The West - T- Bill Matures 1/11/2016	800,000.00		800,000.00
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 12/2/2015	700,000.00		700,000.00
5	1016	LEGAL DEFENSE FUND	Bank of The West # 28691	116,635.11	Accrued \$0.12 per month per member	128,988.11
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 12/2/2015	500,000.00		500,000.00
7	1017	GOOD & WELFARE FUND	Bank of The West #28758	3,382.15		2,882.15
8	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 12/2/2015	65,000.00		65,000.00
9	1018	CAPITAL FUND	Bank of The West # 28667	45,361.63	Accrued \$1,000 per month	46,361.63
10	1019	BUILDING FUND	Bank of The West # 28733	91,480.33	Acc \$4k per mon,	95,480.33
11	1011	Accrued Vacation from EO to IO	Bank of The West #18820	150,330.32	Vacation bank transfer between EO and IO	150,330.32
		Total reserve		\$ 2,584,787.27		\$ 2,601,640.27

POLITICAL - PAC money

12	PAC - Candidates	US Bank - Olson	152,994.21	Olson Statement Reconciled as of 10/31/2015	160,754.46
13	PAC - Issues	US Bank - Olson	76,717.41	Olson Statement Reconciled as of 10/31/2015	39,477.66
14	PAC - Independent Expenditure	US Bank - Olson	202,221.32	Olson Statement Reconciled as of 10/31/2015	202,221.32
			\$ 431,932.94		\$ 402,453.44

MANDATORY SAVINGS

15	1002	ORGANIZING FUND	Bank of The West #18895	451,453.92		444,729.28
16	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 1/11/16,12/2/15, 2/22/	1,900,000.00		1,900,000.00
17	1002	ORGANIZING FUND	Monterey County Employee Credit Union	203,664.71	CD with credit union, mature 2/28/2016	203,767.39
18	1002	ORGANIZING FUND Acc Vac	Bank of The West #33823	472,762.02	Accrued time off - adjust monthly to actual accrual	479,486.66
19	1003	AGENCY FEE	Bank of The West #18960	129,673.10	\$60,000 accrual monthly	189,882.10
20	1003	AGENCY FEE	Bank of The West - T- Bill Matures 3/30/2016	700,000.00		700,000.00
				\$ 3,857,553.75		\$ 3,917,865.43

Unfunded Reserve and Liabilities

21	2150-10	RETIREE BENEFIT TRUST	Unfunded Reserve	558.00	+ \$1 / month	559.00
22	2150-11	CLARENCE DODGE SCHOLARS	Unfunded Reserve	17,631.04	+ \$1250 / mon, scholarship sent for 2015	18,881.04
23	2400-00	Accrued Vacation for General Fund	Liabilities	2,255,478.88	adjust monthly to actual accrual	2,246,852.15
				\$ 2,273,667.92		\$ 2,266,292.19

																	DOC
A	В	С	D	E	F	G			J	К	L	М	Ν	0	Р	Q	R
					_	Income Sta	atement - Current										
					For t	he Eleven Months	s Ending Monday	, November 30, 2	2015								
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		Nov			Y-T-D	Ľ	Notes
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)	
TOTAL DUES RECEIPTS	2,793,332	2,412,592	2,661,814	2,519,862	2,697,112	2,623,927	2,855,227	2,476,923	2,395,680	2 551 197	2,573,219	2,366,139	(207.090)	28,305,407	28,353,795	48,387	
TOTAL DUES RECEIPTS	2,/93,332	2,412,392	2,001,014	2,519,002	2,097,112	2,023,927	2,055,227	2,470,923	2,395,060	2,551,187	2,573,219	2,300,139	(207,080)	28,303,407	20,333,795	40,307	
OTHER INCOME						_											
Interest & Dividends	-	182	116	2,750	484	686	1,902	525	125	103	126	209	83	1,389	7,082	5,693	
Sublease Rent	5,806	5,479	5,479	5,479	5,479	5,479	5,179	5,179	5,299	5,299	6,272	5,299	(973)	68,987	59,456	(9,531)	INTL COPE Grant & other
Misc. Income - SEIU Int'l Subsidy	19,600	-	111	7,202	15,147	40,176	1,483	(1,524)	58,203	850	-	(503)	(503)	-	140,745		reimbursement
TOTAL OTHER INCOME	25,406	5,661	5,706	15,431	21,110	46,341	8,564	4,180	63,627	6,252	6,398	5,005	(1,393)	70,376	207,283	136,907	
TOTAL GENERAL FUND INCOME	0.010 700	0.440.050	0 007 500	0 505 000	0 710 000	0.070.000	0.000 701	0.404.400	0.450.007	0 557 400	0.570.017	0.071.144	(000.470)	00 075 700	00 501 070	105 004	
TOTAL GENERAL FUND INCOME	2,818,738	2,418,253	2,667,520	2,535,293	2,718,222	2,670,268	2,863,791	2,481,103	2,459,307	2,557,439	2,579,617	2,371,144	(208,473)	28,375,783	28,561,078	185,294	
GENERAL FUND EXPENSES		-		-		-		-		-						-	
ORGANIZING OFFSET	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980		3,849,780	3,849,780	-	
		_		-		_		_		_							
SALARIES Administrative	29,774	29,454	32,992	36,529	54,794	36,529	36,529	36,529	37,841	55,890	36,883	37,260	(377)	442,597	424,121	18 476	1 COS started 3/2015
Admin Support	32,069	31,845	31,845	31,829	47,719	31,829	31,860	31,829	33,846	49,688	31,889	33,596	(1,707)	382,673	387,955	(5,282)	
				-													Beth position fund by ext org &
Directors	83,187	82,627	79,139	75,778	120,102	82,308	82,308	82,308	86,371	126,963	96,588	84,964	11,624	1,159,053	986,055	-	Robert Li SCCO position VAC
Internal Organizers/Research	320,083	326,751	324,382	322,130	476,142	323,511	331,768	320,077	327,585	465,627	342,490	314,041	28,449	4,109,880	3,852,097	-	vacant positions 1 vacant at temp position - part
Clerical	75,834	76,217	77,200	77,557	118,795	80,586	74,821	72,989	73,747	115,263	81,001	79,406	1,595	972,008	922,415	49,593	
Facilities	7,441	7,314	7,281	7,281	10,854	7,516	7,432	7,213	7,213	10,891	7,213	7,504	(291)	86,562	87,940	(1,378)	
Data Base Services Temp. Internal Organizers/Research	22,667 4,156	22,401 15,803	22,419 2,245	22,393 3,183	33,496 911	22,383 334	23,980 690	22,866 150	22,777 654	34,185 777	25,238 6,250	23,160 140	2,078	302,853 68,750	272,727 29,043	30,126 39,707	GOW position funded by Ext C
Temp. Clerical/Support	2,385	4,381	3,958	4,119	1,195	(398)	-	-	-	-	1,667	-	1,667	18,333	15,640		temp on 1 vacant position
Vacation & Comp Time	4,410	24,030	10,001	10,602	3,463	1,061	9,606	12,510	5,917	11,076	9,980	6,882	3,098	109,776	99,558	10,218	actual cash out
TOTAL SALARIES	582,006	620,823	591,462	591,401	867,471	585,659	598,994	586,471	595,951	870,360	639,199	586,953	52,246	7,652,485	7,077,551	574,934	
PAYROLL RELATED		-		-				-		-						-	
Pension	110,964	112,584	113,117	111,937	171,768	114,969	114,762	113,533	114,719	169,181	124,260	113,434	10,826	1,491,126	1,360,968	130,158	unfilled positions
Payroll Taxes	88,673	60,056	57,832	45,895	67,922	45,819	48,618	45,794	46,611	67,162	74,556	49,456	25,100	894,676	623,838	270,838	
Travel Staff - Admin	1,813	1,087	7,494	5,087	1,651	3,720	8,330	4,517	4,233	8,060	4,022	5,565	(1,543)	44,239	51,557	(7,318)	
Travel Staff - Internal Organizers Mileage/Ins. ReimbAdmin & Director	6,524 352	12,376 352	16,333 493	17,737 506	13,380 661	12,859 949	14,863 395	14,953 729	7,692	15,349 285	15,787 462	24,037 556	(8,250) (94)	173,653 5,087	156,103 5,621	17,550 (534)	
Mileage/Ins. ReimbInternal Organizers	10,720	14,318	13,996	18,546	17,086	11,796	15,492	11,234	11,511	17,067	13,605	17,713	(4,108)	149,652	159,479	(9,827)	
Telephone Reimbursement	8,044	7,041	6,426	8,635	5,475	5,749	7,637	5,563	8,706	12,415	6,421	7,432	(1,011)	70,636	83,123	(12,487)	
Retiree Health	9,177	9,081	8,863	9,023	8,232	9,171	11,823	11,731	11,960	9,966	8,666	327	8,339	103,992	99,354	4,638	
Retire Benefit Trust Fund	1	1_	1	1_	1	1	1	1	1	1	-	1	(1)	-	11	(11)	unfilled positions PC cont inv
Benefits (Health, Dental, Vision, Life, 401K, Flex Plan)	234,431	234,052	244,240	237,911	242,826	247,715	256,323	243,827	238,564	247,843	240,443	87,149	153,294	2,885,316	2,514,881	370,435	unfilled positions, BC sent inv 12/15
Workers Comp Insurance	20,028	20,028	19,629	13,544	13,544	13,544	13,544	13,544	17,723	13,544	18,639	13,544	5,095	223,669	172,216	51,453	
	768	668	226	108	154	36	36	115	-	-	667	244	423	7,333	2,355	4,978	
TOTAL PAYROLL RELATED	491,495	471,644	488,650	468,930	542,700	466,328	491,824	465,541	462,063	560,873	507,528	319,458	188,070	6,049,379	5,229,506	819,873	
+		-														-	
TOTAL SALARIES & PAYROLL RELATED	1,073,501	1,092,467	1,080,112	1,060,331	1,410,171	1,051,987	1,090,818	1,052,012	1,058,014	1,431,233	1,146,727	906,411	240,316	13,701,864	12,307,057	1,394,807	
MISCELLANEOUS		_		-		_		_		_						-	
Agency Fee	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000		660,000	660,000		
Capital Fund	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	· ·	11,000	11,000		
Admin Exp Share w/Chapters	365	728	514	417	573	522	506	455	484	574	1,000	576	424	11,000	5,714	5,286	
Free Life Insurance to Members (SCR, MRY & BFL)	300	303	295	291	291	301	300	299	307	312	389	317	72	4,276	3,316	960	
Chapter Fund Reimbursement	1,288	968	847	844	866	882	940	904	863	874	1,205	1,194	11	13,260	10,470	2,790	
Dodge Scholarship	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	1,250	-	13,750	13,750	-	
Computer Database Unionware TOTAL MISCELLANEOUS	5,583 69,786	6,060 70,309	5,583 69,489	5,583 69,385	4,877 68,857	5,233 69,188	5,482 69,478	4,983 68,891	12,425 76,329	8,674 72,684	6,153 70,997	4,983 69,320	1,170 1,677	67,688 780,974	69,466 773,716	(1,778) 7,258	
	09,700	70,509	03,403	09,305	00,007	09,100	09,470	00,091	70,029	72,004	70,337	03,320	1,077	700,974	,73,710	7,200	
ARBITRATIONS & LEGAL																	
	6,174	26,915	4,818	11,261	25,651	6,656	12,627	35,795						175,830	183,832	(8,002)	

Retainer A month) TOTAL ARBITRATIONS & LEGAL FACILITIES FACILITIES Rent - Redwood City Rent - Redwood City Rent - Hanford Utilities Vitichen Sundries Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees Audit/Acct. Fees	Jan ctual 21,150 6,353 33,677 33,677 33,6339 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 	Feb Actual 21,150 6,353 54,418 36,339 4,304 3,225 550 11,271 5,865 14,255 17,670 93,579	Mar Actual 21,150 6,353 32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312 66,266	Apr Actual 21,150 6,353 38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882 105,376	May Actual 21,150 6,353 53,154 36,339 4,304 3,325 550 10,887 4,825 16,496		atement - Current s Ending Monday, Jul Actual 21,150 6,353 40,130 36,339 4,304 3,225 5500 18,912	November 30, 20 Aug Actual 21,150 63,298 	Sep Actual 21,150 6,353 31,321 36,339 4,304	Oct Actual 21,150 6,353 65,127 36,055	Budget 21,500 6,353 43,838 37,500	Nov Actual 21,150 6,353 39,996 36,375	Better/(Worse) 350 - 3,842 1,125	Budget 236,500 69,882 482,212 412,500	Y-T-D Actual 232,650 69,883 486,365 399,481	Better/(Worse) 3,850 (1) (4,153) 13,019	Notes
J Retainer month) TOTAL ARBITRATIONS & LEGAL FACILITIES Rent - San Jose Rent - Redwood City Rent - Stan Cruz & Watsonville Rent - Hanford Utilities Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	ctual 21,150 6,353 33,677 33,637 33,639 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128 128	Actual 21,150 6,353 54,418 36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	Actual 21,150 6,353 32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	Actual 21,150 6,353 38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	May Actual 21,150 6,353 53,154 36,339 4,304 3,325 550 10,887 4,825 16,496	Jun Actual 21,150 6,353 34,159 36,339 4,304 3,325 550 15,611	Jul Actual 21,150 6,353 40,130 36,339 4,304 3,304 3,325 550	Aug Actual 21,150 6,353 63,298 36,339 4,304 3,866	Sep Actual 21,150 6,353 31,321 36,339	Actual 21,150 6,353 65,127	21,500 6,353 43,838	Actual 21,150 6,353 39,996	350 - 3,842	236,500 69,882 482,212 412,500	Actual 232,650 69,883 486,365 399,481	3,850 (1) (4,153) 13,019	Notes
A Retainer month) TOTAL ARBITRATIONS & LEGAL FACILITIES Rent - Redwood City Rent - Santa Cruz & Watsonville Rent - Santa Cruz & Watsonville Withites Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	ctual 21,150 6,353 33,677 33,637 33,639 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128 128	Actual 21,150 6,353 54,418 36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	Actual 21,150 6,353 32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	Actual 21,150 6,353 38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	Actual 21,150 6,353 53,154 36,339 4,304 3,325 550 10,887 4,825 16,496	Actual 21,150 6,353 34,159 36,339 4,304 3,325 550 15,611	Actual 21,150 6,353 40,130 36,339 4,304 3,325 550	Actual 21,150 6,353 63,298 	Actual 21,150 6,353 31,321 36,339	Actual 21,150 6,353 65,127	21,500 6,353 43,838	Actual 21,150 6,353 39,996	350 - 3,842	236,500 69,882 482,212 412,500	Actual 232,650 69,883 486,365 399,481	3,850 (1) (4,153) 13,019	Notes
Retainer month) TOTAL ARBITRATIONS & LEGAL FACILITIES FACILITIES Rent - San Jose Rent - Sand City Rent - Stanta Cruz & Watsonville Rent - Hanford Utilities General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	21,150 6,353 33,677 36,339 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	21,150 6,353 54,418 36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	21,150 6,353 32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	21,150 6,353 38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	21,150 6,353 53,154 36,339 4,304 3,325 550 10,887 4,825 16,496	21,150 6,353 34,159 36,339 4,304 3,325 550 15,611	21,150 6,353 40,130 36,339 4,304 3,325 550	21,150 6,353 63,298 36,339 4,304 3,866	21,150 6,353 31,321 36,339	21,150 6,353 65,127	21,500 6,353 43,838	21,150 6,353 39,996	350 - 3,842	236,500 69,882 482,212 412,500	232,650 69,883 486,365 399,481	3,850 (1) (4,153) 13,019	
month) TOTAL ARBITRATIONS & LEGAL FACILITIES Rent - San Jose Rent - Redwood City Rent - Santa Cruz & Watsonville Rent - Hanford Utilities Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	6,353 33,677 36,339 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	6,353 54,418 36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	6,353 32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	6,353 38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	6,353 53,154 36,339 4,304 3,325 550 10,887 4,825 16,496	6,353 34,159 36,339 4,304 3,325 550 15,611	6,353 40,130 36,339 4,304 3,325 550	6,353 63,298 36,339 4,304 3,866	6,353 31,321 36,339	6,353 65,127	6,353 43,838	6,353 39,996	- 3,842	69,882 482,212 412,500	69,883 486,365 399,481	(1) (4,153) 13,019	
TOTAL ARBITRATIONS & LEGAL FACILITIES Rent - San Jose Rent - Redwood City Rent - Santa Cruz & Watsonville Rent - Hanford Utilities Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	33,677 36,339 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	54,418 36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	32,321 36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	38,764 36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	53,154 36,339 4,304 3,325 550 10,887 4,825 16,496	34,159 36,339 4,304 3,325 550 15,611	40,130 36,339 4,304 3,325 550	63,298 36,339 4,304 3,866	31,321 36,339	65,127	43,838	39,996	3,842	482,212 412,500	486,365 399,481	(4,153) 13,019	
Actilities Rent - San Jose Rent - Redwood City Rent - Santa Cruz & Watsonville Rent - Hanford Utilities General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	36,339 4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	36,339 4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	36,339 4,304 3,325 550 10,208 3,561 (4,333) 12,312	36,339 4,304 3,325 550 10,533 4,947 16,496 28,882	36,339 4,304 3,325 5550 10,887 4,825 16,496	36,339 4,304 3,325 550 15,611	36,339 4,304 3,325 550	36,339 4,304 3,866	36,339					412,500	399,481	13,019	
Rent - San Jose Rent - Redwood City Rent - Rendwood City Rent - Santa Cruz & Watsonville Rent - Hanford Willities Kitchen Sundries Santa Cruz & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	4,304 3,325 550 10,208 3,561 (4,333) 12,312	4,304 3,325 550 10,533 4,947 16,496 28,882	4,304 3,325 550 10,887 4,825 16,496	4,304 3,325 550 15,611	4,304 3,325 550	4,304 3,866		36,055	37.500	36.375	1,125				
Rent - Redwood City Rent - Santa Cruz & Watsonville Rent - Hanford Julities Julities Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees Audit/Acct. Fees	4,304 3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	4,304 3,325 550 11,271 5,865 14,255 17,670 93,579	4,304 3,325 550 10,208 3,561 (4,333) 12,312	4,304 3,325 550 10,533 4,947 16,496 28,882	4,304 3,325 550 10,887 4,825 16,496	4,304 3,325 550 15,611	4,304 3,325 550	4,304 3,866		36,055	37.500	36.375	1,125				
Rent - Santa Cruz & Watsonville Rent - Hanford Utilities Stitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	3,325 550 10,653 3,169 12,434 5,911 76,685 17,331 128	3,325 550 11,271 5,865 14,255 17,670 93,579	3,325 550 10,208 3,561 (4,333) 12,312	3,325 550 10,533 4,947 16,496 28,882	3,325 550 10,887 4,825 16,496	3,325 550 15,611	3,325 550	3,866	4,304		,	,					
Rent - Hanford Utilities Sitchen Sundries Seneral Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	550 10,653 3,169 12,434 5,911 76,685 17,331 128	550 11,271 5,865 14,255 17,670 93,579	550 10,208 3,561 (4,333) 12,312	550 10,533 4,947 16,496 28,882	550 10,887 4,825 16,496	550 15,611	550	· · · · -		4,454	4,000	4,454	(454)	44,000	47,644	(3,644)	
Jtilities Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	10,653 3,169 12,434 5,911 76,685 17,331 128	11,271 5,865 14,255 17,670 93,579	10,208 3,561 (4,333) 12,312	10,533 4,947 16,496 28,882	10,887 4,825 16,496	15,611			3,866	3,866	3,325	3,866	(541)	36,575	38,739	(2,164)	
Kitchen Sundries General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	3,169 12,434 5,911 76,685 17,331 128	5,865 14,255 17,670 93,579	3,561 (4,333) 12,312	4,947 16,496 28,882	4,825 16,496			550	550	550	500	550	(50)	5,500	6,050	(550)	
General Liability Insurance & Property Tax Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	12,434 5,911 76,685 17,331 128	14,255 17,670 93,579	(4,333) 12,312	16,496 28,882	16,496	4,341	7,311	18,739 4,100	18,581 1,274	21,729 6,426	15,510 4,022	10,178 4,005	5,332	170,606 44,238	157,302 49,824	13,304	nore expenses than anticipal
Building Maintenance/Security/Janitorial TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	5,911 76,685 17,331 128	17,670 93,579	12,312	28,882		16,496	16,496	16,496	16,548	16,505	13,657	16,496	(2,839)	150,228	154,385	(4,157)	iore expenses than anticipa
TOTAL FACILITIES ADMINISTRATIVE - OFFICES Audit/Acct. Fees	76,685 17,331 128		66,266	105,376	16.144	9,260	15,955	16,418	17,930	26,559	16,881	7.694	9.187	185.690	174,735	10,955	
Audit/Acct. Fees	128	-			92,870	90,226	103,192	100,812	99,392	116,144	95,395	83,618	11,777	1,049,337	1,028,160	21,177	
Audit/Acct. Fees	128	4.504															
	128			_		_				_						_	
		1,591	1,496	11,283	21,615	31,940	3,032	4,106	10,010	4,962	10,167	3,056	7,111	111,833	110,422	1,411	
Subscriptions Office Sundries	10,087	220 7,638	208	302 7,174	127 6,027	23 8,359	84 6,342	211 4,386	23 3,051	270 7,581	216 7,544	639 4.880	(423)	2,381 82,980	2,235 72,799	146 10,181	
Office Equipment Leases	12,354	14,780	16,984	14,811	8,454	8,359 10,471	6,342	4,386	14,901	15,094	14,793	4,880	484	82,980 162,721	161,542	1,179	
Equipment Maintenance & Repair Contracts	3,225	4,758	2,724	9,336	4,719	5,714	4,905	2,407	5,340	8,922	4,935	1,285	3,650	54,285	53,335	950	
Contributions	73	76	62	-	201		292	100	1,237	1,059	422	563	(141)	4,645	3,663	982	
Research Material & Data / Tele Townhall	199	199	199	199	199	199	199	199	199	199	2,332	199	2,133	25,653	2,189		ombine with line 99
FOTAL ADMIN - OFFICES	43,397	29,262	28,947	43,105	41,342	56,706	32,030	33,617	34,761	38,087	40,409	24,931	15,478	444,498	406,185	38,313	
		_		_		_		_								-	
COMMUNICATIONS Printing	1,037	1,629	1,060	1,457	1,127	895	1,944	2,032	173	1,505	2,394	15,555	(13,161)	26,335	28,414	(2,079)	IHSS left
Paper	2,243	1,029	1,060	1,457	1,127	2,980	1,944	5,244	779	5,226	2,394	2,166	426	28,516	26,808	1,708	1155 1611
Website/Station/Communication	2,356	-	-	-	1,359	-	-	-	-	-	1,690	-	1,690	18,594	3,715		ee line 99, combine
Telephone & Internet	1,977	32,912	14,924	16,768	19,881	1,728	34,489	16,697	16,827	17,772	18,098	16,942	1,156	199,082	190,917	8,165	· · · · · ·
Postage	13,978	8,893	3,382	2,505	6,133	247	3,761	721	7,848	1,510	9,365	10,713	(1,348)	103,016	59,691	43,325 I	HSS left
Professional Fees/Translations	125	-	-	335		81	310	-	-	-	281	-	281	3,091	851	2,240	
TOTAL COMMUNICATIONS	21,716	44,639	21,134	22,938	30,073	5,931	42,255	24,694	25,627	26,013	34,420	45,376	(10,956)	378,634	310,396	68,238	
		_		_		_		_								-	
STAFF MEETING & TRAINING Staff/Director Training	252	2,186	1,286	554	58	479	CCE.	(175)	447	2,627	2,793	963	1,830	30,726	9,442	21,284	
Staff - Representation & Political & Communication	352 4,635	8.050	9,570	8.713	9,242	7,044	665 6,215	(175) 4,303	447	9,147	5,603	11,436	(5,833)	61,629	9,442 82,688	· · · · -	ownhall, robot call, see line
Clerical Staff	-	-	-	-	-	-	-	-	393	112	114	-	114	1,250	505	745	
Executive Staff	-	-	-		-		-						-		-		
Tuition Reimbursement - CWA	-	-	-		-				-		83	-	83	917	-	917	
Tuition Reimbursement - OPEIU	292	-	•	-		545		-	-	-	167	-	167	1,833	837	996	
TOTAL STAFF MEETING & TRAINING	5,279	10,236	10,856	9,267	9,300	8,068	6,880	4,128	5,173	11,886	8,760	12,399	(3,639)	96,355	93,472	2,883	
EDUCATION & TRAINING		-		_		_		_		_						-	
Steward & Chief Steward Training	637	1,183	889	821	339	497	696	506	535	445	590	342	248	6,487	6,890	(403)	nore activities than anticipat
Executive Board	-	-	-	-	-	-	-	-	-	-	42	-	42	458	-	458	iore activities than anticipate
Industry Training Events	51	648	684	573	29	170	(167)	288	53	104	417	-	417	4,583	2,433	2,150	
TOTAL EDUCATION & TRAINING	688	1,831	1,573	1,394	368	667	529	794	588	549	1,049	342	707	11,528	9,323	2,205	
		_		_		_										_	
POLITICAL/SOCIAL INVOLVEMENT		_		_						_						_	
Candidates Account (\$0.25 per Member per Month)	10,537	10,373	10,618	10,762	10,749	10,795	10,828	10,516	7,423	7,414	10,826	7,761	3,065	119,089	107,774	11 315 5	0 cents start 3/2015 motion
ssues Account (\$0.25 per Member per Month)	-	-	10,618	10,762	10,749	10,795	10,828	10,516	7,423	7,414	10,020	7,761	(7,761)	. 15,005	86,864		dditional funding start 3/20
.E. Account (\$0.00 per Member per Month)	-	-	-	-	-	-	-	-	.,	.,			-		-	-	
egal	1,520	1,531	1,404	834	1,350	460	550	817	1,924	856	3,333	-	3,333	36,667	11,246	25,421	·
Committee Meetings	446	776	657	161	657	4,092	(1,659)	1,170	1,192	1,228	1,246	937	309	13,705	9,657	4,048	
Conferences	-	-	-	-	· · ·	-	528	-	-		166	-	166	1,827	528	1,299	
Electoral Staff/Activity		-		-		-	· · ·	-		_			-		-	-	
Polls & Surveys Special Printing						-	<u> </u>	-			167 83	- 3,009	(2,926)	1,833 917	- 3,009	1,833 (2,092)	
TOTAL POLITICAL/SOCIAL INVOLVEMENT	12,503	12,680	- 23,297	22,520	23,504	26,142	21,074	23,018	17,961	16,912	15,821	19,468	(2,926)	174,038	219,078	(45,040)	
	,	12,000	10,207		20,004	20,172	21,074	10,010	,		10,021	.0,100	(0,047)		,	(10,010)	

																	DO
A	В	С	D	E	F	G	HEIU LOCAL 521		J	К	L	М	Ν	0	Р	Q	R
							atement - Current	and YTD									
					For th	e Eleven Months	Ending Monday,	November 30, 20)15								
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		Nov			Y-T-D		Notes
	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget		Better/(Worse)	Budget	Actual	Better/(Worse)	10165
ommittee Meetings	146	78	125	52	155	114	58	153	158	131	865	58	807	9,515	1,228	8,287	
onferences	200		-	· · [350	(200)	1,250	110	480	(1,486)	250	-	250	2,750	704	2,046	
ontributions/Solidarity	750		-	300	700	-	200	650	800	1,800	167	1,500	(1,333)	1,833	6,700	(4,867)	
aucus Activities	6,151	7,750	6,272	7,096	7,683	4,595	741	5,061	5,333	4,539	6,264	3,820	2,444	68,906	59,041	9,865	
OTAL SOCIAL & ECONOMIC JUSTICE	7,247	7,828	6,397	7,448	8,888	4,509	2,249	5,974	6,771	4,984	7,546	5,378	2,168	83,004	67,673	15,331	
IEMBER INVOLVEMENT		-		-		-		-		-							
emorabilia/Give Away/Member Pride	1,489	(872)		487	7,677	4,301	(1,052)	1,058	-	9,190	2,500	-	2,500	27,500	22,278	5,222	
wards/Recognition	-				-		-				83	-	83	917	-	917	
anning & Event Prep	-	-	-		-		-		-				-		-	-	
k Board/Advisory Board Reimbursement	-		-		-	122	-		-		167	-	167	1,833	122	1,711	
ally Rental & Bus	40	40	25		-	-	-	-	-	-	3,333	-	3,333	36,667	105	36,562 IHS	S left
lember Reimbursement/Lost time	252	-	164	201	300	223	21		968	577	417	817	(400)	4,583	3,523	1,060	
ransportation & Vehicle	-	1,550	2,446	1,722	1,659	412	976	173	2,676	1,060	1,840	465	1,375	20,241	13,139	7,102	
OTAL MEMBER INVOLEMENT	1,781	718	2,635	2,410	9,636	5,058	(55)	1,231	3,644	10,827	8,340	1,282	7,058	91,741	39,167	52,574	
EGOTIATIONS		-		-		-		_		-							
inting Contracts	-	-	-		-	-	-	26,440	-	-	4,167	-	4,167	45,833	26,440	19,393	
leetings & Supplies	1,040	1,502	2,266	3,342	5,440	15,507	6,566	2,132	3,393	1,640	6,667	1,704	4,963	73,333	44,532	28,801	
trike Preparations	-		-		-	220	-		-		5,000	-	5,000	55,000	220	54,780	
	-	-	-	-	-	-	-	-	-	-	1	-	1	11	-	11	
DTAL NEGOTIATIONS	1,040	1,502	2,266	3,342	5,440	15,727	6,566	28,572	3,393	1,640	15,835	1,704	14,131	174,177	71,192	102,985	
EETINGS & EVENTS		-		-		-		-		-							
kecutive Board Meetings	2,678	1,580	1,813	2,604	1,749	939	4,481	409	455	3,587	1,096	664	432	12,057	20,959	(8,902)	
teward/Council Meetings	362	264	219	113	195		82	618	225	231	-	75	(75)	-	2,384	(2,384)	
fficer Election - 2015	-	-	-	-	-	-	-	50,000	71	1,478	-	-	-	116,000	51,549	64,451	
y Law Convention - 400 Members	-		-	-	-		-		-				-		-	-	
ndustries & Members Conference	-		-	60	-			188	-	(188)	833	-	833	9,167	60	9,107	
Aiscellaneous	-	-	-	-	-	-	-	-	-	-	4 000	700	-	407.004	-	-	
OTAL MEETINGS & EVENTS	3,040	1,843	2,032	2,777	1,943	939	4,563	51,215	751	5,108	1,929	739	1,190	137,224	74,952	62,272	
EPRESENTATIVE DUES		-		-		-		-		-							
EIU \$7.65 ea	396,101	388,733	400,587	403,351	401,978	403,724	404,332	391,433	296,894	299,701	404,999	307,491	97,508	4,454,985	4,094,325	360,660 IHS	S Left
EIU Unity Fund \$5.00ea	247,370	241,375	250,285	250,490	249,570	251,945	252,025	244,620	187,840	186,770	252,205	195,085	57,120	2,774,255	2,557,375	216,880 IHS	S Left
EIU Retirees \$1.00ea	465	354	310	309	316	323	341	330	316	320	820	436	384	9,024	3,820	5,204	
EIU State Council \$2.53ea	129,744	127,177	131,274	132,063	131,612	132,264	132,452	128,253	97,419	98,099	133,941	100,898	33,043	1,473,347	1,341,255	132,092 IHS	S Left
lurse Alliance \$1.45ea	938	967	973	960	980	951	999	995	970	958	870	950	(80)	9,570	10,641	(1,071)	01.0
60 Bay CLC \$0.65ea	16,221	15,411	16,322	16,500	16,363	16,229	16,496	15,900	9,211	9,455	16,550	9,488	7,062	182,054	157,596	24,458 IHS	S Left
MCO CLC \$0.70ea resno CLC \$0.45ea	2,436	2,453	2,435	2,437	2,410	2,451	2,438	2,365	1,692	1,774	2,075	1,789	286	22,823	24,680	(1,857)	
akersfield CLC \$0.25ea	2,759 2,027	2,736 2,120	2,795	2,761 2,107	2,795 2,121	2,880 2,124	2,804 2,131	2,584 2,091	2,533 2,134	2,966 2,084	2,601 4,162	2,817 2,153	(216) 2,009	28,611 45,777	30,430 23,199	(1,819) 22,578	
Interey & Santa Cruz LC \$0.55ea	3,400	3,496	3,441	3,510	3,531	3,618	3,538	3,504	3,548	3,529	3,442	3,607	(165)	45,777 37,861	38,722	(861)	
A Labor Fed 25% X .47ea	1,215	1,195	1,230	1,238	1,233	1,239	1,241	1,201	911	919	1,244	943	301	13,685	12,565	1,120	
uilding Trades-SMCO	-	-	-	-	-	-	-	-	-	-	300	-	300	3,300	-	3,300	
North Valley CLC \$.55ea	110	110	110	110	110	110	110	110	110	110	110	110	-	1,210	1,210	-	
OTAL REPRESENTATIVE DUES	802,786	786,127	811,869	815,836	813,019	817,858	818,907	793,386	603,578	606,685	823,319	625,767	197,552	9,056,502	8,295,818	760,684	
			_														
OTAL GENERAL FUND EXPENSES	2,503,106	2,557,419	2,509,174	2,554,872	2,918,545	2,537,145	2,588,596	2,601,622	2,317,283	2,757,859	2,664,365	2,186,711	477,654	30,511,868	28,032,334	2,479,534	
	2,303,100	2,337,413	2,303,174	2,334,072	2,310,343	2,337,143	2,000,090	2,001,022	2,317,203	2,137,039	2,004,303	2,100,/11	477,004	30,311,000	20,032,334	2,473,004	
				-				-		-							
OTAL INCOME LESS TOTAL EXPENSES	315,632	(139,166)	158,346	(19,579)	(200,323)	133,123	275,195	(120,519)	142,024	(200,420)	(84,748)	184,433	269,181	(2,136,085)	528,744	2,664,829	
		_		_		_		_		_							
DLUNTARY TRANSFERS									1.000		1.005						
uilding Funds	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000		44,000	44,000	-	
	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000	4,000		44,000	44,000	-	
OTAL INCOME LESS EXPENSES &	4,000	4,000	4,000	4,000	4,000	4,000	4,000	7,000	7,000	4,000	-1,000	-,000	-			-	
RANSFERS	311,632	(143,166)	154,346	(23,579)	(204,323)	129,123	271,195	(124,519)	138,024	(204,420)	(88,748)	180,433	269,181	(2,180,085)	484,744	2,664,829	

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THIS SHEET IS INTENTIONALLY LEFT BLANK

	A	В	С	D	Е	F	G	Н		J	К	L	М	Ν	0	Р	Q
1							SEI	U LOCAL 52	1								
2								Organizing									
3							Inco	me Statemer	nt								
4					Fo	or the Elever	n Months En	ding Monday	, November	30, 2015							
5																	
6		Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct		Nov			Y-T-D	
7		Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Better/(Worse)	Budget	Actual	Better/(Worse)
8									-								
9	BUDGET FROM GENERAL FUND	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	349,980	-	3,849,780	3,849,780	-
10									-								
	EXPENSES								-								
	Legal - Org	2,350	2,350	2,350	2,350	2,350	2,350	2,350	2,350	2,350	2,350	2,350	2,350	-	25,850	25,850	-
	Salaries - Organizing	80,924	84,723	91,187	92,277	138,656	92,019	90,422	91,908	94,846	140,373	139,950	94,020	45,930	1,679,406	1,091,355	588,051
	Salaries - Org / Intern / Lost Timer	-	-	-	-	-	-	-	-	-	-	2,423	-	2,423	26,649	-	26,649
	Part Time Exp - Org	-	2,546	1,074	-	1,537	6,325	50,128	7,132	6,874	8,148	-	7,156	(7,156)	-	90,920	(90,920)
	Workers Comp. Insurance Exp - Org	2,817	2,817	1,905	1,905	1,905	1,905	1,905	1,905	1,905	1,905	4,898	1,905	2,993	58,779	22,779	36,000
	Payroll Tax Exp - Org	5,805	6,454	7,190	7,046	10,580	7,832	6,906	7,019	7,244	10,711	16,794	7,181	9,613	201,529	83,968	117,561
	Employee Benefits Exp - Org	31,462	37,832	33,157	35,858	34,580	34,501	30,908	33,392	32,150	32,154	63,688	13,552	50,136	764,255	349,546	414,709
	Pension Plan Exp - Org	15,753	16,704	17,950	18,193	27,372	17,580	17,633	18,055	18,606	27,587	27,990	18,454	9,536	335,881	213,887	121,994
	401k Matching Exp - Org	1,760	1,953	2,044	1,968	2,963	2,188	1,905	1,946	2,013	2,981	4,199	2,293	1,906	50,382	24,014	26,368
	Staff Recruiting Exp - Org	-		-	201	-	-	36	-	-		833	-	833	9,167	237	8,930
	Vacation / Comp Time Exp - Org	-		2,971		-	-	-	-	-		2,691	-	2,691	32,297	2,971	29,326
-	Training Exp - Org	-	-	317	-	1,382	-	-	57	-	-	115	110	5	1,264	1,866	(602)
	Mileage Reimbursement Exp - Org	50	1,781	1,421	1,795	3,258	50	1,395	1,822	2,519	2,228	1,039	1,176	(137)	11,434	17,495	(6,061)
	Vehicle Exp - Org	800	2,549	2,767	4,207	4,129	9,617	7,080	3,127	2,352	3,271	2,794	2,377	417	30,729	42,276	(11,547)
	Telephone Exp - Org	1,275	3,816	2,982	2,797	6,268	839	2,885 677	3,122	2,533	3,056	833	3,028	(2,195)	9,168	32,601	(23,433)
	Utilities Exp - Org	452	310	314	322	352	544		18	1,094	511	-	255	(255)	-	4,849	(4,849)
-	Equipment Leasing Exp - Org Equipment Maintanence & Repair Exp - Org	434	486	486	486	152	486	919	589	534	434	-	486	(486)	-	5,492	(5,492)
	Building Maintenance & Repair Exp - Org	646 1,381	- 1,455	113 1,657	- 1,445	- 1,293	- 1,352	- 2,330	- 1,300	- 5,356	101 1,500	-	1,371	(3) (1,371)	-	863 20,440	(863) (20,440)
	Office Supplies Exp - Org	354	496	1,033	288	786	643	2,330	1,300	692	1,500	- 357	1,371	(1,371)	- 3,923	8.003	(20,440)
	Lunchroom Supplies Exp - Org	354 171	496	54	288 791	833	665	656	67	35	727	-	694	(1,110)	· · ·	4,780	(4,080)
	Paper Exp - Org	-	0/	702	/91	-	005	324	07	604	121	-	235	(094)	-	4,780	(4,780)
	Printing Exp - Org	-		360		- 448	- 75	41		-	- 717	- 101	-	101	- 1,110	1,641	(1,865)
	Postage Exp - Org	- 16,513		12		-	75	- 41			, , , ,	-	-	-	1,110	16,525	(16,525)
	Communication Cost Exp - Org	5.000		-	3,000	-	-					-				8.000	(10,323)
	Professional Fee Exp - Org	-	_		-	-	1.649		-		_	- 87		- 87	956	1.649	(693)
	Subscriptions Exp - Org	21	21	21	156	21	23	19	23	23	23	15	23	(8)	165	374	(209)
	Travel Exp - Org	28,504	19,540	24,237	33,145	29,399	25,213	30,842	46,767	34,712	33,945	19,274	30,912	(11,638)	212,017	337,216	(125,199)
	Conference Exp - Org	-	-	-	-	-	-	-	1,274	150	-	-	-	-	2.2,017	1,424	(1,424)
	Rally / Bus Rental Exp - Org	-	-	-	1,389	675	-	1,522	-	-	-	11	3,878	(3,867)	122	7,464	(7,342)
	Memorabilia / Give Away Exp - Org	907	3,622	-	-	-	-	-	15,895	-	6,640	343	-	343	3,773	27,064	(23,291)
43	Meeting Exp - Org	68	242	711	1,680	556	1,449	418	1,483	524	569	909	2,226	(1,317)	10,000	9,926	74
	Donation Exp - Org	-		5,000	-	-	-	-	-	-	-	133	5,000	(4,867)	1,467	10,000	(8,533)
45	SEIU Int'I Share Cost	-	-	1,507,324	-	-	-	-	-	-	-	42,277	-	42,277	465,047	1,507,324	(1,042,277)
46	TOTAL ORGANIZING EXPENSES	197,447	189,784	1,709,339	211,299	269,495	207,305	252,278	239,376	217,116	281,073	334,104	200,152	133,952	3,935,370	3,974,664	(39,294)
48	NET INCOME	152,533	160,196	(1,359,359)	138,681	80,485	142,675	97,702	110,604	132,864	68,907	15,876	149,828	133,952	(85,590)	(124,884)	(39,294)

DOC #3

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DOC# 5

	A	В	С	D		F	G	Н	I	J	К	L	М	N	0	Р	R
1	County	Office	в	с	REGION 1	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	AVERAGE
3	SCC	SJC	12	N	۸ Achievekids	97	92	92	94	95	96	101	98	96	92	94	95
4 5	SCC SCC	SJC SJC	12	_	A Achievekids - Agency A American Red Cross Blood Services Northern California Region	1 47	- 2	1 43	41	- 45	- 40	- 41	- 42	- 43	- 41	- 40	0
6	SCC	SJC			A American Red Cross Blood Services Northern California Region - A	47	-	43	41	- 45	-	- 41	- 42	- 45	- 41	-	58
7	SCC	SJC			A Campbell Union High School District	63	62	63	-	62	63	62	44	45	61	65	54
8	SCC	SJC		-	Campbell Union High School District - Agency	2	2	3 28	-	2	1 30	1 30	1	1 28	1 28	1	1
9 10	SCC SCC	RWC RWC		-	۸ City of East Palo Alto کر City of East Palo Alto - Agency	23 11	28	28	28 6	28 6	30	30	28 5	28	4	28 4	28 5
11	SMC	RWC			I City of Menlo Park	86	84	85	87	87	88	89	90	99	98	99	90
12	SMC	RWC			A City of Menlo Park - Agency	204	194	207	200	199	204	227	130	200	193	192	195
13 14	SCC SCC	RWC RWC			۸ City of Mountain View ۲ City of Mountain View - Agency	106 52	113 47	114 43	114 43	114 42	119 36	127 29	126 29	125 30	124 31	122 31	119 38
15	SCC	RWC			Λ City of Palo Alto	384	382	380	380	378	384	389	388	393	387	385	385
16	SCC	RWC		_	A City of Palo Alto - Agency	270	271	288	288	274	283	281	277	283	285	288	281
17 18	SMC SMC	RWC RWC		_	// City of Redwood City A City of Redwood City - Agency	216 18	214 20	212 19	218 14	216 17	215 18	216 21	211 24	209 26	208 28	211 31	213 21
19	SMC	RWC		_	A City of San Mateo	115	111	111	14	116	115	107	114	115	110	109	113
20	SMC	RWC	26	A	A City of San Mateo - Agency	68	67	67	66	68	76	71	72	77	80	86	73
21	SCC	RWC			/ City of Sunnyvale	35	33	33	32	32	32	31	30	30	29	29	31
22 23	SCC SCC	RWC SJC			A City of Sunnyvale - Agency A Community Solutions	8 146	8 146	9 148	12 153	12 147	- 14	14 151	- 16	16 149	17 153	17 153	13 122
24	SMC	RWC		_	/ County - San Mateo	884	832	829	832	849	862	846	866	867	880	949	863
25	SMC	RWC	26		A County - San Mateo - Agency	669	672	666	670	662	636	659	636	644	701	647	660
26	SCC	SJC		_	/ County - Santa Clara	8,272	8,102	8,176	8,251	8,318	8,305	8,578	8,551	8,558	8,617	8,666	8,399
27 28	SCC SMC	SJC RWC			A County - Santa Clara - Agency A Court - San Mateo County	1,028 128	1,070 127	1,063 127	994 123	947 120	942 124	853 124	857 124	823 126	851 134	810 140	931 127
29	SMC	RWC			A Court - San Mateo County - Agency	46	48	47	48	50	45	49	50	54	48	40	48
30	SCC	SJC		-	A Court - Santa Clara County	508	497	493	487	487	486	481	474	469	470	469	484
31 32	SCC	SJC		-	A Court - Santa Clara County - Agency	7	5 177	5 177	5 180	5 181	5 181	6 178	6 115	6 175	7	6 177	6 172
32	SCC SCC	SJC SJC		-	A Cupertino Union School District Cupertino Union School District - Agency	174	1//	1//	180	181	181	1/8	115	1/5	1/6	1//	1/2
34	SCC	SJC			A Gardner Family Care Corporation	127	132	127	132	130	131	131	129	132	132	125	130
35	SCC	SJC		_	A Gardner Family Care Corporation - Agency	14	13	13	14	14	14	15	14	18	15	17	15
36 37	SCC SCC	SJC SJC		_	A Hope Services	77 83	80 80	81 79	86	85 77	88 84	86 88	86 90	88 88	93 90	97 90	86 84
38	SCC	SJC		_	A Housing Authority of the County of Santa Clara	50	49	49	48	48	48	48	48	48	50	50	49
39	SCC	SJC			Housing Authority of the County of Santa Clara - Agency	12	12	12	12	12	12	12	11	10	10	10	11
40	SCC	SJC		_	/ Humane Society of Silicon Valley	17	15	-	15	-	16	-	16	16	-	18	10
41 42	SCC SCC	SJC SJC		_	A Humane Society of Silicon Valley - Agency A Law Foundation of Silicon Valley	11 51	10 52	- 52	12 51	- 51	12 53	- 50	10 51	10 52	- 53	10 54	7 52
43	SCC	SJC		-	A Law Foundation of Silicon Valley - Agency	2	3	4	5	7	6	6	6	3	3	2	4
44	SCC	SJC			/ MACSA, Inc	-	-	-	-	-	-	-	-	-	-	-	-
45	SCC	SJC			/ Momentum for Mental Health	258	249	252	256	254	254	254	251	243	242	235	250
46 47	SCC SCC	SJC SJC	26	_	A Momentum for Mental Health - Agency A Morgan Hill Unified School District	- 8	-	9 303	6 308	6 296	- 7	7 299	8 74	- 7	7 245	13 291	8
48	SCC	SJC		_	A Morgan Hill Unified School District - Agency	-	-	7	8	7	-	7	2	-	7	8	4
49	SCC	SJC			A Orchard School District	24	24	-	27	27	27	27	4	26	28	28	22
50 51	SCC	SJC		_	A Orchard School District - Agency	2	2	- 56	2 56	-	-	-	-	-	-	1	1
52	SMC SCC	RWC SJC			/ Peninsula Jewish Community Center / Rebekah Children's Services	57 79	- 80	79	77	- 72	55 76	12 75	- 65	- 64	54 69	51 67	73
53	SCC	SJC			Λ San Andreas Regional Center	209	208	213	216	218	220	220	220	220	218	217	216
54	SCC	SJC			A San Andreas Regional Center - Agency	8	11	9	9	9	9	8	8	8	8	8	9
55 56	SCC SCC	SJC SJC			Л Santa Clara COE A Santa Clara COE - Agency	765 524	-	773 564	759 539	756 541	756 537	731 524	522 392	720 490	718 497	749 499	659 464
57	SCC	SJC			A Santa Clara Coll - Agency A Santa Clara Valley Transportation Authority	243	247	248	250	250	248	250	248	251	252	249	249
58	SCC	SJC	26	Α	A Santa Clara Valley Transportation Authority - Agency	6	4	4	5	6	7	5	4	9	4	4	5
59 60	SCC	SJC	24	N	A Starlight Community Services REGION 2	52	53	63	73	68	67	-	63	63	61	-	51
61	SBC	SNS	24	N	A Chamberlain's Children Center	43	40	40	-	-	43	42	42	39	48	43	35
62	MRY	SNS			/ CHISPA Housing Management Inc	29	30	30	29	-	29	28	28	29	-	29	24
63	MRY	SNS			/ City of Greenfield	14	14	13	13	13	14	14	12	12	13	13	13
64 65	MRY SBC	SNS SNS			A City of Greenfield - Agency A City of Hollister	- 30	- 32	- 30	- 29	- 30	- 30	- 30	- 30	- 31	- 31	- 28	- 30
66	SBC	SNS			A City of Hollister - Agency	5	5	5	5	5	4	4	4	4	4	4	4
67	MRY	SNS	26	Ν	/ City of King City	9	8	8	9	10	10	10	10	10	10	10	9
68 69	MRY	SNS			A City of King City - Agency	2 85	2 86	2 85	2 96	2 100	2 99	2 92	2	2 90	3 89	3	2
69 70	MRY MRY	SNS SNS			۸ City of Salinas City of Salinas - Agency	103	86 100	85 98	96 87	100	99 79	92	91 89	90 89	89 87	88 90	91 90
71	SCR	SCR			A City of Santa Cruz	471	452	479	481	501	536	565	564	526	504	485	506
72	SCR	SCR			A City of Santa Cruz - Agency	177	186	175	188	168	189	180	182	170	146	142	173
73 74	SCR SCR	SCR SCR			A City of Scotts Valley A City of Scotts Valley - Agency	- 22	- 22	- 22	- 22	- 22	- 22	- 22	- 21	- 21	- 22	- 22	22
74	MRY	SNS			A City of Scotts valley - Agency	- 25	- 25	- 25	- 25	- 25	- 27	- 27	- 28	- 28	- 28	- 28	- 26
76	MRY	SNS	26	A	A City of Soledad - Agency	-	-	-	-	-	1	1	-	-	-	-	0
77	SCR	SCR			/ City of Watsonville	50	48	49	48	50	50	52	51	49	49	49	50
78 79	SCR SCR	SCR SCR			A City of Watsonville - Agency A Community Bridges	3 102	4	3 97	3 105	3 96	3 96	1 103	1 105	1 106	1 101	1 95	2 101
80	SCR	SCR		-	A Community Bridges - Agency	102	102	15	2	13	96 14	105	105	100	7	95	101
81	MRY	SNS	12	Ν	/ County - Monterey	2,077	2,098	2,096	2,079	2,090	2,096	2,102	2,099	2,096	2,138	2,155	2,102
82	MRY	SNS			County - Monterey - Agency	756	748	746	754	781	808	804	817	815	852	838	793
83 84	SBC SBC	SNS SNS		_	۸ County - San Benito ۵ County - San Benito - Agency	118 101	113 97	113 105	115 105	116 108	115 105	114 104	132 92	134 88	150 94	152 96	125 100
85	SCR	SCR			/ County - Santa Cruz	1,454	1,419	1,426	1,423	1,462	1,471	1,478	1,478	1,464	1,455	1,467	1,454
86	SCR	SCR	26	A	A County - Santa Cruz - Agency	107	108	103	101	105	111	120	124	123	123	117	113
87	MRY	SNS		_	/ Court - Monterey County	84	84	-	84	85	86	-	84	86	-	89	62
88 89	MRY SBC	SNS SNS			A Court - Monterey County - Agency A Court - San Benito County	38 11	37 11	- 10	34 10	36 10	39 10	- 10	40 10	40 10	- 10	38 10	27 10
90	SBC	SNS		_	A Court - San Benito County - Agency	10	10	10	10	10	10	10	10	10	10	10	10
91	SCR	SCR			A Court - Santa Cruz County	91	90	88	88	88	90	88	89	86	86	87	88
92	SCR	SCR	26	A	A Court - Santa Cruz County - Agency	-	-	-	-	-	2	1	1	1	1	27 of	96 ¹

DOC# 5

	А	В	С	D	E	F	G	Н	Ι	J	К	L	М	Ν	0	Р	R
		Office	В			Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Jul-15	Aug-15	Sep-15	Oct-15		AVERAGE
93 94	SCR SCR	SCR SCR			Encompass CS Encompass CS - Agency	79 15	77 15	77 16	80 16	81 16	79 16	41	-	79 17	72	73 14	67 13
_	MRY	SNS			Housing Authority of the County of Monterey	55	56	55	58	57	55	50	51	50	50	51	53
	MRY	SNS			Housing Authority of the County of Monterey - Agency	3	3	3	3	3	3	2	2	2	2	2	3
	MRY MRY	SNS SNS			MAOF MAOF - Agency	104 5	102 5	104 5	105 6	105 4	104	102 3	101	101	104	104 4	103
99	SCR	SCR			Monarch Services	22	21	19	19	20	20	22	-	21	22	21	19
	MRY	SNS	26	М	Monterey Bay Unified Air Pollution Control District	24	24	24	23	23	23	22	22	22	23	22	23
	MRY	SNS			Monterey Bay Unified Air Pollution Control District - Agency		-	-	-	-	-	-	-	-	-	-	-
102 103	MRY SCR	SNS SCR			MV Public Transportation Salud Para la Gente Inc	5 139	4 141	17 138	17 142	16 143	16 145	14 147	14 144	14 154	14	13 161	13
103	SBC	SNS			San Benito County Water District	10	141	130	142	143	145	147	144	10	100	101	147
105	SBC	SNS			San Benito County Water District - Agency	1	1	1	1	1	1	1	1	1	1	1	1
106 107	SCR	SCR			San Lorenzo Valley Unified School District	-	99	98	98	98	98	96	24	-	104	93	73 5
107	SCR SCR	SCR SCR			San Lorenzo Valley Unified School District - Agency Santa Cruz County Regional Transportation Commission	- 11	5 11	8 11	9 11	8	8	8	1	- 12	1	10 12	12
109	SCR	SCR			Santa Cruz County Regional Transportation Commission - Agency	-	-	-	-	-	-	-	-	-	-	-	-
110	SCR	SCR			Santa Cruz Metro	96	94	95	94	94	97	93	94	94	95	94	95
111 112	SCR SCC	SCR SCR			Santa Cruz Metro - Agency Soquel Creek Water District	1	1 14	1 14	1 14	1	1 13	1 13	1 13	1 13	1	1	1
112	SCR	SCR			YWCA of Watsonville	12	14	14	14	11	11	10	13	13	13	13	13
114					REGION 3						1 1						
	MAR	FAT			County - Mariposa	137	139	148	151	148	150	149	149	145	144	137	145
116 117	MAR STA	FAT FAT			County - Mariposa - Agency County - Stanislaus	81 474	81 482	75 484	76 492	76 486	76 485	72 483	72 491	71 508	73 509	72 505	75 491
117	STA	FAT			County - Stanislaus County - Stanislaus - Agency	50	482 50	484 50	492 53	486	485	483	491 59	508	60	505 66	491
119	TUO	FAT	24	М	County - Tuolumne	19	19	18	18	20	21	21	20	21	20	19	20
	MAR	FAT			Court - Mariposa County	8	8	8	8	7	7	7	7	7	6	5	7
	MAR	FAT FAT			Court - Mariposa County - Agency Golden Valley Health Center	- 461	- 476	- 483	- 494	- 491	- 489	- 482	- 483	- 487	- 472	- 466	- 480
	MER	FAT			Golden Valley Health Center - Agency	401	476	465	494	491	489	482	465	487	13	400	480
124	STA	FAT	12	М	Salida Union School District - Headstart	31	31	30	30	30	30	30	30	28	26	25	29
125	STA	FAT	12	Α	Salida Union School District - Headstart - Agency	3	3	3	3	3	3	3	3	5	6	8	4
126 127	FAT	FAT	24	М	REGION 4 Central California Legal Services	43	42	42	39	38	37	35	34	32	32	33	37
128	FAT	FAT			City of Coalinga	20	20	19	19	20	19	25	25	25	25	25	22
129	FAT	FAT			City of Coalinga - Agency	8	8	8	8	8	9	3	3	3	3	3	6
	MAD MAD	FAT FAT			Community Action Partnership of Madera Community Action Partnership of Madera - Agency	71 49	70 43	71 43	39 17	77 49	88 42	73 25	73 25	90 31	89 33	88 38	75 36
132	FAT	FAT			County - Fresno	2,719	2,759	2,772	2,746	2,751	2,845	2,615	2,616	2,626	2,647	2,662	2,705
133	FAT	FAT			County - Fresno - Agency	1,207	1,199	1,221	1,219	1,226	1,276	1,431	1,428	1,436	1,413	1,362	1,311
_	MAD	FAT			County - Madera COMPA	55	68	69	68	69	70	73	72	68	65	64	67
135 136	MAD FAT	FAT FAT			County - Madera SEMC Court - Fresno County	19 224	20 217	20 215	19 214	18 210	19 211	19 208	18 209	19 210	19 212	19 213	19 213
137	FAT	FAT			Court - Fresho County - Agency	34	32	32	32	32	32	40	46	46	41	47	38
138	FAT	FAT	12	М	Dental Source	3	3	3	3	3	3	3	3	3	3	3	3
139	FAT	FAT			FASTA	321	289	331	349	364	383	386	122	47	471	355	311
140 141	FAT FAT	FAT FAT			FASTA - Agency First Student	425 204	337 200	390 200	391 198	375 195	393 194	370 149	99 193	43 196	562 200	372 201	342 194
142	FAT	FAT			Fresno Housing Authority	91	89	89	90	88	88	85	85	87	87	84	88
143	FAT	FAT			Fresno Housing Authority - Agency	26	28	29	28	27	26	26	27	27	24	25	27
144 145	FAT	FAT			Fresno Unified School District	476 87	481 116	482 118	479 119	482 122	484 121	482 124	480	502 79	521 85	519	490 108
145	FAT FAT	FAT FAT			Fresno Unified School District - Agency Riverdale Unified School District	51	50	50	51	51	51	51	125 51	79 51	51	89 52	51
147	FAT	FAT			Riverdale Unified School District - Agency	8	8	8	8	8	8	8	8	8	8	7	8
148					REGION 5							24					
149 150	KER KER	BFL BFL			Bear Valley Community Services District Bear Valley Community Services District - Agency	22	19 3	21 1	21 1	21	21	21 1	22	24 3	24	24 3	22
151	KER	BFL			City of Arvin	19	20	20	21	21	21	21	21	21	21	21	21
152	KER	BFL			City of Arvin - Agency	2	2	2	1	1	1	1	1	1	1	1	1
153	KER	BFL			City of Bakersfield	509	501	501	500	501	499	511	509	506	504	515	505
154 155	KER KIN	BFL HJO			City of Bakersfield - Agency City of Hanford	241 105	259 105	262 103	261 103	259 103	262 103	269 103	256 102	257 100	255 100	248 99	257 102
156	KIN	HJO	26	А	City of Hanford - Agency	28	30	30	30	30	31	29	31	30	34	35	31
157	TUL	VIS			City of Lindsay	7	7	7	7	7	-	7	6	7	7	8	6
158 159	KER KER	BFL BFL			City of Shafter City of Taft	13 13	13 12	13 12	12 12	12 12	12 11	12 12	12 11	12 11	12 12	12 17	12 12
160	KER	BFL			City of Wasco	38	39	34	33	31	31	31	33	32	32	32	33
161	KER	BFL	26	А	City of Wasco - Agency	9	9	12	12	12	17	17	14	13	14	15	13
162	KER	BFL			Community Action Partnership of Kern	250	261	251	247	245	252	248	124	230	-	237	213
163 164	KER KER	BFL BFL			Community Action Partnership of Kern - Agency County - Kern	39 2,812	40 2,814	39 2,839	39 2,901	39 3,016	39 3,080	38 3,064	19 3,073	38 3,109	- 3,279	33 3,355	33 3,031
165	KER	BFL			County - Kern - Agency	2,111	2,143	2,103	2,046	2,027	1,934	1,979	2,005	1,959	1,830	1,703	1,985
166	KIN	HJO			County - Kings	23	23	23	23	23	23	23	23	23	22	22	23
167 168	TUL TUL	VIS VIS			County - Tulare County - Tulare - Agency	826 603	886 630	876 627	860 626	854 624	869 619	929 575	936 559	935 554	932 550	976 546	898 592
169	KER	BFL			County - Tulare - Agency Court - Kern County	249	271	269	269	268	267	269	268	270	268	271	267
170	KER	BFL	26	А	Court - Kern County - Agency	115	98	99	104	104	104	104	107	118	132	130	110
171	KIN	HJO			Court - Kings County	48	48	50	50	51	50	50	49	48	47	50	49
172 173	KIN TUL	HJO VIS			Court - Kings County - Agency Court - Tulare County	5 157	6 156	3 157	3 154	3 155	3 156	3 158	3 157	5 154	5 166	3 170	4
174	TUL	VIS			Court - Tulare County - Agency	137	150	157	154	133	21	23	24	27	25	170	138
175	KER	BFL	12	М	Edison Elementary School District	16	18	18	19	19	19	18	-	-	18	21	15
176 177	KER	BFL			Kern County Water Agency	24	24	24 26	24	25	27	27	27	27	27	26	26
177	KER KER	BFL BFL			Kern County Water Agency - Agency Kern Regional Center	25 132	26 135	26 135	26 133	25 129	23 133	23 128	22 127	22 128	23 125	24 122	24 130
179	KER	BFL			Kern Regional Center - Agency	9	9	9	10	125	9	8	7	7	7	8	8
180	KIN	HJO			Kings Community Action Organization	13	13	11	11	12	12	12	5	12	12	11	11
	T1 11	VIS	24	Μ	Lindsay-Strathmore Irrigation District	2	2	2	2	2	2	2	2	2	1	1	2
181	TUL		20	N .4	North Karn Comptony District	2	1		А				n				
181 182 183	KER KER	BFL			North Kern Cemetery District Public Cemetery District #1	3	- 3	- 3	4	- 3	-	- 3	3	- 3	- 3	4	1

SEIU Local 521 Per Capita Analysis

	•	В	С	D	Е	F	G	Н			K		М	NI	0	Р	R
2	County		B	C		Jan-15	Feb-15	⊓ Mar-15	Apr-15	J May-15	K Jun-15	Jul-15	Aug-15	N Sep-15	O Oct-15	Nov-15	AVERAGE
184	KER	BFL			Dublic Comptony District #1 Agonay	Jan-15	FED-13	Ivial-15	•				Aug-15	3ep-13		1	-
			26		Public Cemetery District #1 - Agency	-	-	-	-	-	-	-	-	1	-	1	0
185	KER	BFL			Standard School District	43	43	41	41	41	41	-	-	43	42	49	35
186	SBA	VIS			Student Transportation of America	31	31	-	31	-	29	13	24	-	25	25	19
187	KER	BFL	12	М	Taft Union High School District	25	24	24	24	24	23	23	12	23	23	23	23
188					REGION 6												
189	SMC	RWC	12	М	Homebridge	23	22	35	38	42	49	47	46	-	-	-	38
190	SMC	RWC	12	А	Homebridge - Agency	13	17	10	7	9	7	7	8	-	-	-	10
191	SMC	RWC	12	М	IHSS San Mateo	2,390	2,342	2,310	2,312	2,262	2,260	2,247	2,243	-	-	-	2,296
192	SCC	SJC	12	Ν	IHSS Santa Clara	10,832	10,688	10,406	10,725	10,600	10,643	10,668	10,614	-	-	-	10,647
193	SCC	SJC	26	Ν	Institute on Aging/Older Adults Care Management	151	161	151	165	171	169	177	-	-	-	-	143
194	SCC	RWC	12	М	Pathways Continuous Care	62	56	58	55	-	68	-	61	-	-	-	45
195	SCC	RWC	12	А	Pathways Continuous Care - Agency	71	60	58	51	-	57	-	54	-	-	-	44
196					REGION OTHER												
197	SCC	SJC	12	М	Child Care Providers United California	485	438	484	464	437	523	450	526	472	502	481	478
198	SCC	SJC	26	Ν	Local 521 Staff & Officers	33	32	31	30	30	29	28	27	26	32	32	30
199	SCC	SJC	12	Ν	Retired Members Chapter (521)	660	354	310	309	316	323	341	330	316	320	436	365
200																	
201					Total Members	44,023	42,551	43,444	43,938	43,892	44,104	44,162	43,004	30,535	31,402	32,015	40,279
202					Total Agency Fee Payers	9,687	9,175	9,728	9,580	9,469	9,550	9,502	9,051	9,055	9,454	9,076	9,393
204					Total Count	53,710	51,726	53,172	53,518	53,361	53,654	53,664	52,055	39,590	40,856	41,091	49,672
L		1			1			-		-	-	-	-	-		-	

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SEIU Local 521 Budget and Finance Committee Motion

Item Number: 01

Date: January 20, 2016

Motion Title: Consent Agenda for Financial Statements

Recommended By: RoseAnn Dominguez, SEIU Local 521 Treasurer

The Following Reports have been placed on the CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion, pull the report from the CONSENT AGENDA:

NO Motion is required to remove a report from the Report Consent Agenda.

October and November 2015 Financials

- 2015 Approved General Fund and Organizing Budgets (page 7-12)
- Bank Balances (DOCUMENTS 1) (page 13-14)
- Income Statement (DOCUMENT 2) (pages 15-18)
- Organizing Income Statement (DOCUMENT 3) (pages 19-20)
- Dues Receipts (DOCUMENT 4) (pages 21-22)
- Per Capita Report (DOCUMENT 5) (pages 23-28)

<u>*Motion</u> To approve/confirm as presented <u>**ALL Reports**</u> on the Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion:

Follow Up:	
Moved by: Mourd Second : Second	
Amendment:	
Amended By:	
Votes in Favor: Votes Opposed: Abstentions:	
Motion: Carries Fails: Tabled Until: Date:	
Comie Chen	

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SEIU Local 521 Budget and Finance Committee Motion

Item Number: 02

Date: January 20, 2016

Motion Title: Approval of the Vendor for the Local's TeleTown Hall Meetings for 2016

Recommended By: Khanh Weinberg, Communications Director

Background:

We have found that TeleTown Hall Meetings are a very positive means for distributing and receiving information to and from our members as well as other labor and progressive supporters regarding not only political issues but other crucial and time sensitive forums. As this will be a Presidential Election year there may be the need for more TeleTown Hall Meetings than has been typical.

We have received three bids for the TeleTown Hall Meetings we anticipate:

- 1) CHISM STRATEGIES the bid is \$4,750 per event if purchased individually and \$4,275 per event if purchased as a bundle of 5 events.
- 2) BRUSHFIRE STRATEGIES the bid is \$4,500 per event if purchased individually and \$4,050 per event if purchased as a bundle.
- STONES PHONES the bid is \$5,750 per event if purchased individually and \$4,650 per event – if purchased as a bundle of 5 events.

Last year we chose STONES PHONES. This year we would recommend CHISM STRATEGIES mainly because of the difference in cost.

<u>Motion:</u> To approve contracting with CHISM STRATEGIES for the Local's TeleTown Hall Meetings in 2016.

Follow Up:

Moved by: Mourd	Second: Szconded
Amendment: withdrawon	forward to officers
Amended By: for further	L descension
Votes in Favor: Votes Opposed:_	Abstentions:
Motion: Carries D Fails: D	
Signatures Chan Chen	

SEIU Local 521 Budget and Finance Committee Motion

Item Number: 03

Date: January 20, 2016

34 of 96

<u>Motion Title:</u> Policy Regarding Submission of Motions, Information, and Reports for Budget & Finance, Officers', and Executive Board Meeting Agendas

Recommended By: Luisa Blue, Chief Elected Officer

Background:

There has been no written Policy for submitting Motions, Information, and Reports for Budget & Finance, Officers', and Executive Board Meeting Agendas. Although the Admin to the Executive Board has stated on reminders to all persons and groups typically submitting motions, information, and reports for the various agendas that these items should be received at least 10 days prior to the various meetings, these reminders have been for the most part ignored.

Therefore, it is requested that a Policy be put into place that except for late month COPE Meeting motions (which may be received 5 days before the meeting where they will be heard) and emergency situations, all motions, information, and reports for Budget & Finance, Officers', and Executive Board Meeting Agendas are to be received by the Admin to the Executive Board at least 12 days prior to the meeting where they will be heard. Bringing up a Motion from the floor or distributing information or reports at the meeting to bypass the deadline will not be allowed. 12 rather than 10 days takes away any weekend issue.

Motion: To approve and forward to the Officers for approval a Policy that: except for late month COPE Meeting motions (which may be received 5 days before the meeting where they will be heard) and emergency situations, all motions, information, and reports for Budget & Finance, Officers', and Executive Board Meeting Agendas are to be received by the Admin to the Executive Board at least 12 days prior to the meeting where they will be heard. Bringing up a Motion from the floor or distributing information or reports at the meeting to bypass the deadline will not be allowed.

Follow Up:

	A
Moved by: Moved Amendment: Motion 4	Second: <u>Seconded</u> rthdrawn
Amended By: <u>N2 WOL</u>	k as guidelines
	1
Votes in Favor: Votes O	pposed: Abstentions:
Motion: Carries 🛛 🛛 Fails	: 🔲 Tabled Until: 🛛 Date:
Signatures	
Comie Chen	
LB:kns SEIU 521 CTW/CLC	

SEIU LOCAL 521 ALL REGION TOTALS

CHIEF ELECTED OFFICER (CEO) Luisa Blue	820
PRESIDENT	
wRen Bradley Gwyndolyn Harshaw	372 622
David Parker	86
FIRST VICE PRESIDENT Alysia Bonner	828
	020
SECRETARY	
Catherine McCoy	832
TREASURER	
RoseAnn Dominguez	827
TRUSTEES AT-LARGE	
Paul Klunder	772
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DEL Arvelia Via Cooper-Whigham	EGATE 788
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE	
Karen Nakatani	797
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	787
REGION 1 VICE PRESIDENT	
Hector San Roman	355
REGION 1 TRUSTEE	
Lesbia Reclosado	321
REGION 2 VICE PRESIDENT Matt Nathanson	187
REGION 2 TRUSTEE	
No nominees for this position.	
REGION 3 VICE PRESIDENT	
No nominees for this position	
REGION 3 TRUSTEE	
No nominees for this position	
DECIDN A VICE DECIDENT	
Jennifer Jensen	94
REGION 4 TRUSTEE	
Darlynn Qualls	93
REGION 5 VICE PRESIDENT	
Sonja Bennett	202
REGION 5 TRUSTEE	e de la companya de la
	All and a second s

No Nominee For This Position

SEIU LOCAL 521 ALL REGION TOTALS

EXECUTIVE BOARD DELEGATE -Santa Clara Co	
Connie Chew	221
Carmella DiSopa	195
Trina Moehring	183
EXECUTIVE BOARD DELEGATE -Valley Transportatio	n Authority Chapter
Tammy Dhanota	1
Ethan Winston	0
EXECUTIVE BOARD DELEGATE - Monterey Co	unty Chapter
Yvette Carreaon	96
Ana Mendoza	74
Javier Sanchez	88
EXECUTIVE BOARD DELEGATE - Santa Cruz Co	ounty Chapter
Jane Christmann	40
Jim Heaney	44
EXECUTIVE BOARD DELEGATE - Salinas Office Co	mposite Chapter
Luis A. Aguilar	2
EXECUTIVE BOARD DELEGATE - Santa Cruz Office (Composite Chapter
No nominees for this position.	
EXECUTIVE BOARD DELEGATE - Fresno Unified School E	
Sergio Garcia	5
EXECUTIVE BOARD DELEGATE - Fresno Cou	nty Chapter
Laura Basua	49
EXECUTIVE BOARD DELEGATE - City of Bakers	sfield Chapter
Rodolfo Sanchez Plaza	0
EXECUTIVE BOARD DELEGATE - Kern Coun	ty Chapter
Rosie Kidwell	86
Alicia Rizo	118
EXECUTIVE BOARD DELEGATE - Tulare Cou	nty Chapter
Ryan Wilson	11
EXECUTIVE BOARD DELEGATES - Reg	ion 7
Myrna Bravo	16
Carol Garvey	22
Gary Linsner	20

SEIU LOCAL 521 ALL REGION TOTALS

2016 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	
YES	728
NO	103
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	
YES	739
NO	98
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	593
NO	218
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	
YES	580
NO	262

Total Number of Ballots

SEIU LOCAL 521 REGION 1 TOTAL: SANTA CLARA, SAN MATEO

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	323
PRESIDENT	
wRen Bradley	242
Gwyndolyn Harshaw	212
David Parker	31
FIRST VICE PRESIDENT	
Alysia Bonner	324
SECRETARY	
Catherine McCoy	332
TREASURER	
RoseAnn Dominguez	330
TRUSTEES AT-LARGE	
Paul Klunder	321
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE	
Arvelia Via Cooper-Whigham	310
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE	
Karen Nakatani	315
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	323
REGION 1 VICE PRESIDENT	
Hector San Roman	334
REGION 1 TRUSTEE	
Lesbia Reclosado	299
EXECUTIVE BOARD DELEGATE -Santa Clara County Chapter	
Connie Chew	221
Carmella DiSopa	195
Trina Moehring	183
EXECUTIVE BOARD DELEGATE -Valley Transportation Authority Chapter	
Tammy Dhanota	1
Ethan Winston	0

SEIU LOCAL 521

REGION 1 TOTAL: SANTA CLARA, SAN MATEO

2013 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	
YES	294
NO	52
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	
YES	289
NO	55
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	235
NO	96
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	
YES	223
NO	125

Total Number of Ballots

SEIU LOCAL 521 REGION 2 TOTAL: SANTA CRUZ, MONTEREY, SAN BENITO

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	170
PRESIDENT	
wRen Bradley	96
Gwyndolyn Harshaw	115
David Parker	14
FIRST VICE PRESIDENT	
Alysia Bonner	164
SECRETARY	
Catherine McCoy	166
TREASURER	
RoseAnn Dominguez	165
TRUSTEES AT-LARGE	
Paul Klunder	159
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE Arvelia Via Cooper-Whigham	158
Arvent via cooper vingham	
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE	
Karen Nakatani	155
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	161
REGION 2 VICE PRESIDENT	
Matt Nathanson	179
REGION 2 TRUSTEE	
No nominees for this position.	
EXECUTIVE BOARD DELEGATE - Monterey County Chapter	
Yvette Carreaon	96
Ana Mendoza	74
Javier Sanchez	88
EXECUTIVE BOARD DELEGATE - Santa Cruz County Chapter	
Jane Christmann	40
Jim Heaney	44
EXECUTIVE BOARD DELEGATE - Salinas Office Composite Chapter	
Luis A. Aguilar	2
EXECUTIVE BOARD DELEGATE - Santa Cruz Office Composite Chapter	
No nominage for this position	

No nominees for this position.

SEIU LOCAL 521 REGION 2 TOTAL: SANTA CRUZ, MONTEREY, SAN BENITO

2016 VOTE ON BYLAWS AMENDMENTS

YES	169
NO	22
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	
YES	179
NO	18
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	132
NO	59
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	
YES	135
NO	62

Total Number of Ballots

SEIU LOCAL 521 REGION 3 TOTAL: SANTA CRUZ, MONTEREY, SAN BENITO

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	4
PRESIDENT	1
wRen Bradley	2
Gwyndolyn Harshaw	0
David Parker	4
FIRST VICE PRESIDENT	1
Alysia Bonner	6
SECRETARY]
Catherine McCoy	6
TREASURER]
RoseAnn Dominguez	6
TRUSTEES AT-LARGE]
Paul Klunder	6
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE]
Arvelia Via Cooper-Whigham	5
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE]
Karen Nakatani	6
LATINO CAUCUS EXECUTIVE BOARD DELEGATE]
Rachel Subega	5
REGION 3 VICE PRESIDENT]
No nominees for this position	
REGION 3 TRUSTEE	1

No nominees for this position

SEIU LOCAL 521 REGION 3 TOTAL: SANTA CRUZ, MONTEREY, SAN BENITO

2016 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	
YES	4
NO	1
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	
YES	5
NO	0
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	3
NO	1
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	
YES	5
NO	0

Total Number of Ballots

SEIU LOCAL 521 REGION 4 TOTAL: MADERA, FRESNO

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	82
PRESIDENT	10
wRen Bradley	10 80
Gwyndolyn Harshaw David Parker	80
	0
FIRST VICE PRESIDENT	
Alysia Bonner	86
SECRETARY	
Catherine McCoy	81
TREASURER	
RoseAnn Dominguez	83
TRUSTEES AT-LARGE	
Paul Klunder	72
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE	
Arvelia Via Cooper-Whigham	85
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE	
Karen Nakatani	83
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	74
REGION 4 VICE PRESIDENT	
Alysia L. Bonner	86
REGION 4 TRUSTEE	
Darlynn Qualls	84
EXECUTIVE BOARD DELEGATE - Fresno Unified School District / FASTA Chapter	
Sergio Garcia	5
EXECUTIVE BOARD DELEGATE - Fresno County Chapter	
Laura Basua	49

SEIU LOCAL 521 REGION 4 TOTAL: MADERA, FRESNO

2016 VOTE ON BYLAWS AMENDMENTS

NO 2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates YES 74 NO 74 3. Deletes the Associate Member Category Of "Laid-Off" Members 63 YES 63 NO 13 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	1. Group of amendments that provide clarification of current practices.	1
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates 74 YES 74 NO 74 3. Deletes the Associate Member Category Of "Laid-Off" Members 63 YES 63 NO 13 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership 13	YES	71
YES 70 NO 70 3. Deletes the Associate Member Category Of "Laid-Off" Members 70 YES 60 NO 10 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership 10	NO	8
NO 3. Deletes the Associate Member Category Of "Laid-Off" Members YES NO 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	1
3. Deletes the Associate Member Category Of "Laid-Off" Members 63 YES 63 NO 13 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership 63	YES	76
YES 63 NO 13 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	NO	4
NO 1 4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	3. Deletes the Associate Member Category Of "Laid-Off" Members	1
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	YES	63
	NO	17
YES 6:	4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	1
	YES	63
NO 11	NO	19

Total Number of Ballots

SEIU LOCAL 521 REGION 5 TOTAL: TULARE, KINGS, KERN, INYO

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	177
PRESIDENT	
wRen Bradley	8
Gwyndolyn Harshaw	168
David Parker	20
FIRST VICE PRESIDENT	
Alysia Bonner	186
SECRETARY	
Catherine McCoy	186
TREASURER	
RoseAnn Dominguez	182
TRUSTEES AT-LARGE	
Paul Klunder	155
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE	
Arvelia Via Cooper-Whigham	172
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE	
Karen Nakatani	178
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	163
REGION 5 VICE PRESIDENT	
Sonja Bennett	189
REGION 5 TRUSTEE	
No Nominee For This Position	
EXECUTIVE BOARD DELEGATE - City of Bakersfield Chapter	
Rodolfo Sanchez Plaza	0
EXECUTIVE BOARD DELEGATE - Kern County Chapter	
Rosie Kidwell	86
Alicia Rizo	118
EXECUTIVE BOARD DELEGATE - Tulare County Chapter	
Ryan Wilson	11

SEIU LOCAL 521 REGION 5 TOTAL: TULARE, KINGS, KERN, INYO

2016 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	
YES	138
NO	17
2. Rules Regarding Elections and Replacement of Executive Board Officers and	Delegates
YES	139
NO	16
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	115
NO	35
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote C	Of The Membership
YES	108
NO	47

Total Number of Ballots

SEIU LOCAL 521 REGION 7 TOTAL

CHIEF ELECTED OFFICER (CEO)	
Luisa Blue	34
PRESIDENT	
wRen Bradley	11
Gwyndolyn Harshaw	20
David Parker	4
FIRST VICE PRESIDENT	
Alysia Bonner	33
SECRETARY	
Catherine McCoy	33
TREASURER	
RoseAnn Dominguez	33
TRUSTEES AT-LARGE	
Paul Klunder	33
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE	
Arvelia Via Cooper-Whigham	31
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE	
Karen Nakatani	32
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	33

SEIU LOCAL 521 REGION 7 TOTAL

REGION 1 VICE PRESIDENT	
Hector San Roman	12
REGION 1 TRUSTEE]
Lesbia Reclosado	13
REGION 2 VICE PRESIDENT	٦
Matt Nathanson	3
REGION 2 TRUSTEE	٦
No nominees for this position.	
REGION 3 VICE PRESIDENT]
No nominees for this position	
REGION 3 TRUSTEE]
No nominees for this position	
REGION 4 VICE PRESIDENT]
Jennifer Jensen	5
REGION 4 TRUSTEE]
Darlynn Qualls	5
REGION 5 VICE PRESIDENT	
Sonja Bennett	3
REGION 5 TRUSTEE	
No Nominee For This Position	
EXECUTIVE BOARD DELEGATES - Region 7]
Myrna Bravo	16
Carol Garvey	22
Gary Linsner	20

SEIU LOCAL 521 REGION 7 TOTAL

2016 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	
YES	26
NO	3
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	
YES	25
NO	4
3. Deletes the Associate Member Category Of "Laid-Off" Members	
YES	21
NO	8
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	
YES	23
NO	6

Total Number of Ballots

SEIU LOCAL 521 **REGION 8 TOTAL**

CHIEF ELECTED OFFICER (CEO)	1.11
Luisa Blue	30
PRESIDENT	
wRen Bradley	3
Gwyndolyn Harshaw	27
David Parker	5
FIRST VICE PRESIDENT	
Alysia Bonner	29
SECRETARY	
Catherine McCoy	28
TREASURER	
RoseAnn Dominguez	28
TRUSTEES AT-LARGE	
Paul Klunder	26
AFRICAN-AMERICAN CAUCUS EXECUTIVE BOARD DELEGATE	
Arvelia Via Cooper-Whigham	27
ACTAN DACIES ANAFRICAN LABOR ALLIANCE CALICUS EVECUTIVE ROADD DELECATE	
ASIAN PACIFIC AMERICAN LABOR ALLIANCE CAUCUS EXECUTIVE BOARD DELEGATE Karen Nakatani	28
Karen Nakatan	20
LATINO CAUCUS EXECUTIVE BOARD DELEGATE	
Rachel Subega	28
REGION 1 VICE PRESIDENT	
Hector San Roman	9
REGION 1 TRUSTEE	
Lesbia Reclosado	9
REGION 2 VICE PRESIDENT	
Matt Nathanson	5
Watt Wattanson	
REGION 2 TRUSTEE	
No nominees for this position.	
REGION 3 VICE PRESIDENT No nominees for this position	
REGION 3 TRUSTEE	
No nominees for this position	
REGION 4 VICE PRESIDENT Jennifer Jensen	3
Jennier Jensen	
REGION 4 TRUSTEE	
Darlynn Qualls	4
REGION 5 VICE PRESIDENT Sonia Bennett	10
JULIA DELLIEL	10

Sonja Bennett

SEIU LOCAL 521 REGION 8 TOTAL

REGION 5 TRUSTEE

No Nominee For This Position

SEIU LOCAL 521 REGION 8 TOTAL

2016 VOTE ON BYLAWS AMENDMENTS

1. Group of amendments that provide clarification of current practices.	1
YES	26
NO	0
2. Rules Regarding Elections and Replacement of Executive Board Officers and Delegates	1
YES	26
NO	1
3. Deletes the Associate Member Category Of "Laid-Off" Members	1
YES	24
NO	2
4. Allows Minor Clerical Changes To Be Made To The Bylaws Without A Vote Of The Membership	1
YES	23
NO	3

Total Number of Ballots

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SEIU Local 521 PACE and PAC as of December 31, 2015

Independent Expenditures			
Bank Balance as of 11/30/15		\$	217,203.36
Outstanding Deposits: None			-
Outstanding Motions:			
Ed Mitchell for Supervisor	3.22.14-B6		603.90
Polling for Monterey County BOS District 2	3.22.14-B8		10,000.00
Committee fo Elect Ed Mitchell for Supervisor 2014	8.26.14-B8		4,203.14
Available Funds - PACE			175.00
Available Funds - PAC			202,221.32
			0.00

Candidates		
Bank Balance as of 11/30/15		\$ 173,566.07
Outstanding Deposits: Nov, Dec		16,158.75
Outstanding Motions:		
Toni Atkins for State Assembly 2014 DAWN Event Evan Low for Assembly 2016 Jerry Hill for Senate 2016 Kansen Chu for State Assembly 2016 Re-Elect Senator Wieckowski for Senate 2018 Stone for Assembly 2016, Friends of Mark Rick Bonilla for City Council 2015	7.22.14-B2 8.25.15-B1 9.26.15-B2 12.7.13-B2 10.28.14-B5 12.7.13-B2 12.7.13-B2 12.7.13-B2 9.26.15-B4	300.00 1,000.00 1,000.00 1,500.00 2,500.00 250.00
Freschet for City Council 2015 Freschet for City Council 2015 Ian Bain for City Council 2015 Friends to Re-Elect Alicia Aguirre 2015 Jeff Ira Shelly Masur for RWC Council 2015 Monterey Bay CLC Labor Day Picnic	9.26.15-B4 9.26.15-B4 9.26.15-B4 9.26.15-B4 9.26.15-B4 9.26.15-B4 9.26.15-B4 8.25.15-B3	250.00 250.00 250.00 250.00 250.00 250.00 300.00
Available Funds - PACE Available Funds - PAC Available Funds - RETIREE		240.86 171,013.96 10,120.00 0.00

Issues		
Bank Balance as of 11/30/15		\$ 82,502.86
Outstanding Deposits: Nov, Dec		15,519.75
Outstanding Motions:		
Membership at Kern Medical Center Kern, Inyo and Mono Counties CLC Labor Day Bfast Kern County Contract Campaign	12.7.13-B3 8.25.15-B2 11.30.15-Poll	5,158.39 175.00 45,000.00
Available Funds - PACE Available Funds - PAC		452.06 47,237.16 0.00

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CC: Officer for officer into packet WORKING PARTNERSHIPS USA Jun Dear Luisa and the 521 leadership, On behalf of Working Partnership USA's staff and board - THANK YOU! Bothe for your support of our 20^M Anniversary but most imputantly for your partnership and readership in this county. Here's to another 20+ years! With love, Derecka

138



SOUTHEAST ASIAN ASSISTANCE CENTER

2015 DEC -7 Fit 5: 30

cc: Karen Summers For Officers' mtg. packet in Joni 2014

December 2, 2015

SEIU Local 521,

Thank you for your donation of \$350 to support the work of Southeast Asian Assistance Center (SAAC). In these challenging times for community organizations, your donation is a significant show of support for SAAC to maintain the vital programs and services we have available for the community.

SAAC often times provide programs and services that are not funded through any major grant funders. For example, we support the Asian Law Caucus' free immigration clinic once a month through hosting the clinic in our office, schedule appointments for community members needed legal advice on immigration issues and provide interpreting for community members who do not speak or have limited English language skills. SAAC continues to provide all the interpreting services for the Sacramento County Division of Mental Health and we assist refugees from many countries to access health care, legal, housing, immigration and other services.

If you should have any questions, please do not hesitate to contact me at (916) 421-1036. Again, thank you.

Sincerely,

Yang Xiong Executive Director

SEIU Local 521 Officers' Meeting Motion

* Motion Letter: B

Date: January 26, 2016

Motion Title: Political Consent Agenda - (pages 59-60)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull the item from the CONSENT AGENDA – **NO Motion is required to remove an item from the Consent Agenda.**

Political Motions:

- B/1 Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County from the SEIU Local 521 Candidate PAC - (pages 61-62)
- B/2 Contribute to Dave Cortese for Supervisor \$1,000 from the SEIU Local 521 Candidates Account - (pages 63-64)
- B/3 Contribute \$10,000 to "Raise California's Wage and Paid Sick Days Act of 2016" Initiative from the SEIU Local 521 Issues Account - (pages 65-66)

* **Motion B**: To approve as presented <u>ALL Motions</u> on the Political Consent Agenda <u>EXCEPT</u> those pulled and listed below which will be held for discussion and approval or denial:

<u>Follow Up:</u>			
Moved by:		Second :	
Pulled:			
Votes in Favor:	Votes Opposed	d:	Abstentions:
Motion: Carries E <u>Signatures</u>] Fails: 🛛	Tabled Until:	Date:

LB:kns SEIU 521 CTW/CLC

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SEIU Local 521 Officers' Motion

Motion Number: B/1

Date: January 26, 2016

Motion Title: Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County – from the SEIU Local 521 Candidate PAC

<u>Recommended By:</u> the San Benito and Santa Clara County COPE Committee on January 5, 2016

Background: Cindy Chavez was elected by a special election in 2013 to replace George Shirakawa as Santa Clara County Board of Supervisors. Cindy's seat is up for her second term. Cindy has been a champion of Labor for many years and she was previously the Executive Manager of the South Bay Labor Council. Cindy has been instrumental in helping us close our largest chapter contracts since she has been in the office. Additionally, Cindy was a leader in getting the first comprehensive living wage policy passed in the nation and helping us get the 1115 Waiver implemented at Valley Medical Center, one of the public hospitals that we represent. Cindy has been endorsed by the South Bay Labor Council and we endorsed her for her 2013 election.

<u>Motion:</u> To contribute \$1,000 to the Cindy Chavez for Supervisor 2013 from the SEIU Local 521 Candidates account

Make Checks Payable To:Cindy Chavez for Supervisor 2013, FPPC# 1356465Address:6950 Almaden Expressway, PMB 181San Jose, CA 95120

Follow Up:

Moved by:	Second :
Amendment:	
Amended By <u>:</u>	
Votes in Favor: Votes Opposed: Motion: Carries	

LB:kns SEIU 521 CTW/CLC

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SEIU Local 521 Officers' Motion

Motion Number: B/2

Date: January 26, 2016

Motion Title: Contributions to Dave Cortese, Board of Supervisor Santa Clara County

<u>Recommended By:</u> the San Benito and Santa Clara County COPE Committee on January 5, 2016

Background: Dave Cortese, was a City Council member in San Jose who, when termed out, was elected to the County of Santa Clara Board of Supervisors in 2008. Dave has been an ally for our Union at the BOS. He lobbied, speaking out with us to get CALPERS to set aside \$800,000 specifically for California infrastructure projects.

Dave has been endorsed by the South Bay Labor Council covering Santa Clara and San Benito Counties. We endorsed Dave when he first ran for the Board of Supervisors back in 2008. Dave has been a partner with us over many issues important to our members at Santa Clara County Chapters and to working families. He has supported and fought to protect our defined benefit pension plans and was instrumental in getting a comprehensive living wage policy passed by the Board.

<u>Motion:</u> To contribute to Dave Cortese for Supervisor \$1,000 from the SEIU Local 521 Candidates Account

Make Checks Payable To: Address:

Follow Up:	
Moved by:	_ Second :
Amendment:	
Amended By <u>:</u>	
Votes in Favor: Votes Opposed: Motion: Carries	

LB:kns SEIU 521 CTW/CLC

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SEIU Local 521 Officers' Motion

Motion Number: B/3

Date: January 26, 2016

Motion Title: Contribution to "Raise California's Wage and Paid Sick Days Act of 2016" Initiative

<u>Recommended By:</u> the San Benito and Santa Clara County and Fresno COPE/Caucus Committee

Background: We are in the process of getting signatures for the above minimum wage initiative that will increase the minimum wage to \$15 by 2020. In addition, the initiative will provide six sick leave days for all workers in California. This initiative will increase the wages of our home care workers and any other workers (County, City and State workers) to at least \$15 an hour. This initiative is sponsor and supported by the SEIU State Council.

We are asking to contribute \$10,000 to this campaign because our Local has consistently fought for "Fight for 15" campaigns to improve the wages of our lowest paid workers. The \$10,000 contribution will allow us to have one representative on the steering committee for this initiative.

<u>The Steering Committee</u> or "Advisory Committee" is made up of organizations that are deeply involved and regularly engaged with their members or constituencies about the campaign, but do not have individual seats on the Executive Committee. Steering Committee members will have one (1) representative on the Executive Committee to ensure these partners have input into the decision making process.

The Steering Committee will consist of individuals acting as representatives of their respective organizations. To gain a seat on the Steering Committee, Labor organizations must commit a minimum of \$10,000.

In addition to having a vote on the Steering Committee and an appointed representative on the Executive Committee, the Steering Committee members will receive regular and occasionally confidential communication from the Executive Committee or Staff Leadership Team to ensure Steering Committee members are kept informed and engaged with the campaign.

<u>Motion:</u> To contribute \$10,000 to "Raise California's Wage and Paid Sick Days Act of 2016" Initiative from the SEIU Local 521 Issues Account.

Make Checks Payable To: Address:

Follow Up:

Moved by: Second :	
Amendment:	
Amended By:	
Votes in Favor: Votes Opposed: Abstentions: Motion: Carries Fails: Tabled Until: Date: <u>Signatures</u>	

Karen Summers

From:	Khanh Weinberg
Sent:	Friday, January 08, 2016 12:38 PM
To:	521 All Staff
Subject:	article on Friedrichs
Follow Up Flag:	Flag for follow up
Flag Status:	Flagged

Hi, All:

For those still struggling with what, exactly, is Friedrichs v CTA, below is a good article capturing the case. You can see the union challenge is overcoming the fake framing that people should have the 'freedom to choose.'

If you hear that, use this great quote in article to reframe what the real issue is: "At the same that we are facing a near crisis in the elimination of the middle class, people are also trying to destroy one of the main vehicles to the middle class."

Mandatory Union Fees Getting Hard Look by Supreme Court By ADAM LIPTAKJAN. 8, 2016

FRESNO, Calif. — Harlan Elrich is a high school teacher in California, and that means he must pay about \$970 a year to a labor union. He teaches math, and he said the system did not add up.

"I get to choose what movie I want to go see," Mr. Elrich said. "I get to choose what church I want to go to. I get to choose what gym I want to join."

He should have the same choice, he said, about whether to support a union.

Mr. Elrich and nine other California teachers have sued the union, saying that they are being forced to pay money to support positions with which they disagree, in violation of the First Amendment. Their lawsuit, if it is successful, will be the culmination of a decades-long legal campaign to undermine public unions.

And there is good reason to think they will win. The Supreme Court, which will hear arguments in the case on Monday, has twice suggested that the First Amendment bars forcing government workers to make payments to unions.

"Because a public-sector union takes many positions during collective bargaining that have powerful political and civic consequences, the compulsory fees constitute a form of compelled speech and association that imposes a significant impingement on First Amendment rights," Justice Samuel A. Alito Jr. wrote for the majority in 2012 in one of the cases. Inviting a fresh legal challenge, he wrote, "We do not revisit today whether the court's former cases have given adequate recognition to the critical First Amendment rights at stake."

The new case is that challenge. The court's decision, expected by June, will affect millions of government workers of all kinds and may deal a sharp financial and political blow to public unions. (The ruling is unlikely to have a direct impact on unionized employees of private businesses, as the First Amendment restricts government action and not private conduct.)

"It's scary," said Steve Rosenthal, a former A.F.L.-C.I.O. political director, noting that "most of the growth in the labor movement over the last few decades has been in the public sector."

"It's part of a concerted effort trying to dismantle the labor movement and to weaken worker's rights in this country," he added. "At the same that we are facing a near crisis in the elimination of the middle class, people are also trying to destroy one of the main vehicles to the middle class."

Limiting the power of public unions has long been a goal of conservative groups, and some California teachers detected a political agenda in Mr. Elrich's suit, which was organized by the Center for Individual Rights, a libertarian group partly financed by conservative foundations.

"It's corporate special interests that are backing this," said Reagan Duncan, a first-grade teacher in Vista, Calif. The core issue in the case is not free speech but basic fairness, she said, arguing that Mr. Elrich and the other plaintiffs sought to take a free ride on the union's work, which includes negotiating for higher wages and better benefits for all workers.

"It's not right for some people to get union benefits for free while others have to pay," she said. "If I went to a grocery store, I wouldn't walk out with my groceries and not pay while the guy behind me had to pay for my groceries and his groceries."

Mr. Elrich said he could do fine without the union's help. "I can negotiate for myself," he said. "I'm a good teacher, highly respected, and I can go anywhere."

Under California law, which is similar to ones in more than 20 other states, public employees who choose not to join unions must pay a "fair share service fee," also known as an agency fee, which is typically equivalent to members' dues. The fees, the law says, are meant to pay for collective bargaining activities, including "the cost of lobbying activities."

Such fees are constitutional, the Supreme Court ruled in 1977 in Abood v. Detroit Board of Education. "To compel employees financially to support their collective-bargaining representative has an impact upon their First Amendment interests," Justice Potter Stewart wrote for the majority. But, he wrote, "such interference as exists is constitutionally justified" to prevent freeloading and to ensure "labor peace."

What crossed a constitutional line, though, he added, was forcing objecting workers to pay for "ideological activities unrelated to collective bargaining."

Mr. Erlich said he got a refund of "between \$350 and \$400 a year" based on the union's determination of what part of its activities were political. But he and the other plaintiffs say that everything the union does in negotiating with the government is political and that the Abood decision should be overruled.

"In this era of broken municipal budgets and a national crisis in public education," a brief for the plaintiffs said, "it is difficult to imagine more politically charged issues than how much money local governments should devote to public employees, or what policies public schools should adopt to best educate children."

"Yet California and more than 20 other states," the brief continued, "compel millions of public employees to pay hundreds of millions of dollars to fund a very specific viewpoint on these pressing public questions."

Karen Cuen, an elementary school music teacher in Chino Hills, Calif., and a plaintiff in the suit, gave an example. "I disagree with seniority-based layoffs, seniority-based school assignments," she said.

Ms. Duncan, the first-grade teacher and union supporter, said the line between politics and collective bargaining was clear. "I do absolutely understand not wanting your money going to actual political campaigning," she said.

"But when you think of politics, you think of political campaigns like school board races and ballot propositions," she said. "I don't think it's political to care about working conditions as far as class size or your benefits."

In the new case, Friedrichs v. California Teachers Association, No. 14-915, Solicitor General Donald B. Verrilli Jr., representing the Obama administration, urged the justices to leave the Abood ruling alone. Reaping the benefits of collective bargaining, he said, is not the same as being compelled to support a political position.

"The typical worker would surely perceive a significant difference between, on the one hand, contributing to a union's legal and research costs to develop a collective-bargaining proposal for his own unit, and, on the other hand, making a political contribution to a union-favored candidate for governor," Mr. Verrilli wrote.

Kamala D. Harris, California's attorney general, told the justices in a brief that workers who object to the positions taken by unions suffer no First Amendment injuries because "they remain free to communicate their views to school officials, their colleagues and the public at large."

There is no serious dispute that allowing workers to choose to pay nothing to the unions representing them would cause at least some workers to opt out, weakening unions' financial clout.

"I am sure most will continue to pay their dues," said Vincent Variale, a lieutenant in the New York City Fire Department's emergency medical services division and a union official. "But we live paycheck to paycheck. It's human nature that if you can get something for free you may take advantage of that. So there may be some people who do that."

The plaintiffs were more sanguine.

"They might lose 10 percent, maybe 15 tops," Mr. Elrich said, "but I think there's enough people in the schools that are supportive of the unions that they would still be in the union."

According to the plaintiffs, relying on slightly dated statistics, 9.7 percent of California workers represented by the National Education Association are nonmembers who pay agency fees rather than dues. If all of those employees stopped paying fees, their brief said, the union would still enjoy robust financial support and revenues in the hundreds of millions of dollars.

Ms. Cuen said the unions might need to improve to keep their members.

"If they're worried about not getting forced money from everyone, what does that say about their product?" she asked. "So maybe if we win the case and they're worried about people leaving in droves, they might need to improve their product and make it a little more user-friendly."

In 2014, in Harris v. Quinn, the Supreme Court stopped just short of overruling the Abood decision, ruling only that the home health care aides who had brought the suit did not have to pay union fees because they were not full-fledged government workers.

In dissent in the 5-to-4 decision, which divided along ideological lines, Justice Elena Kagan suggested that her side had dodged a bullet. "Readers of today's decision," she wrote, "will know that Abood does not rank on the majority's top-ten list of favorite precedents — and that the majority could not restrain itself from saying (and saying and saying) so."

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Karen Summers

From:	Luisa Blue
Sent:	Wednesda
То:	521 All Sta
Subject:	Fwd: AIT4

Luisa Blue Wednesday, January 20, 2016 8:58 AM 521 All Staff Fwd: AIT4P Newsletter: January edition

Good Morning,

Here is the latest All In Together4Power membership report & articles of work that is being done by SEIU members around the country. Jan. 11th, the U.S. Supreme Court held their hearing on the Friedrichs vs CTA suit and was covered by the press. The California Attorney General, Kamala Harris, as well as Santa Clara County submitted documents supporting the Unions.

The U.S. Supreme Court will issue their decision between now and the end of June. Labor attorneys are in agreement that Labor will not prevail, it's all about votes and we do not have the votes on the Supreme Court. This week, I am at the SEIU Executive Board meeting and the Public Division Board meeting. We have heard from our Sisters & Brothers from SEIU Local 925 who represent childcare providers and public sector workers in Washington state and SEIU Local 503 who represent state workers; homecare workers & childcare providers on the work that the Freedom Foundation is doing to destroy the voices of workers. But the Freedom Foundation is not only attacking labor but environmental organizations; LGBT organizations; Planned Parenthood and other pro-working family organizations.

Yes, we will see a decrease in resources once the Friedrichs decision is made as we will become a voluntary organization (we will lose agency shop) and we will have to do our work differently. We have formed the Transformation Committee which will help us determine what needs to be done. It is clear that we will need to Create the Next Forms of Worker Power, Build a Wider Worker Movement that goes beyond our union members because we cannot do it alone, and we need to increase our ability to Innovate our Current Work.

No Supreme Court decision will not stop us from what we have to do! UNITE FIGHT WIN!!

In Unity, Luisa

Sent from my iPad

Begin forwarded message:

From: "Megan Sweeney, AIT4P Campaign Director" <<u>megan.sweeney@seiu.org</u>> Date: January 20, 2016 at 8:59:38 AM EST To: Luisa Blue <<u>Luisa.Blue@seiu521.org</u>> Subject: AIT4P Newsletter: January edition Reply-To: "janet.veum@seiu.org" <janet.veum@seiu.org> THIS SHEET IS INTENTIONALLY LEFT BLANK



All in This Together 2015 Year in Review

2015 started with a bang when the DLB passed the All in this Together for Power resolution in January, A year later, lo unions continue to build momentum and power, racking up policy wins for working people, signing up fair shares, forg coalitions, and maintaining an upward trajectory in the face of increasing attacks from wealthy special interests.

Reporting locals signed up more than 70,000 members and three locals -- 73, 721 and HCPA -- surpassed the 85 percer membership density goal set in the AIT4P resolution.

AIT Report: January 2015 to 2016 Comparison				
Public Sector Bargaining Units	2015 Card Signups	Jan 2015 Member Density	Jan 2016 Member Density	Change
SEIU Local 73	4,936	77.90%	85.04%	1.14%
SEIU Local 99	4,835	71.00%	76.11%	1 5.11%
SEIU Local 221	1,440	50.00%	53.01%	3.01%
SEIU Local 284	1,400	74.93%	78.27%	1.34%
SEIU Local 500	915	81.00%	81.88%	1.88%
SEIU Local 503 OPEU	5,134	74.80%	77.11%	2.31%
SEIU Local 517 (Bank draft units)	669	54.78%	48.28%	4 -6.50%
SEIU Local 517 (Non-Draft units)		90.17%	94.17%	1 4.00%
SEIU Local 521	7,108	68.74%	71.56%	1 2.82%
SEIU Local 526M-MCO	504	95.82%	95.47%	4 -0.35%
SEIU Local 668	1,922	81.66%	81.36%	-0.30%
SEIU Local 721	17,451	79.00%	86.06%	1 7.06%
SEIU Local 1000	7,942	60.00%	61.11%	1.11%
SEIU Local 1021	9,665	76.40%	77.12%	1 0.72%
SEIU Healthcare Pennsylvania	517	78.40%	85.03%	6.63%
State Employees Assn of NH Inc	1,153	68.61%	70.15%	1.54%
ME State Employees Association	559	69.03%	71.73%	1 2.70%
CA State University Employees Union	2,270	65.00%	68.07%	3.07%
CT State Employees Assn	123			
SEIU Local 32BJ-PA	42			
CA Faculty Association Local 1983	1,708			
2015 Grand Total	70,293			

Click to view the report as a PDF

For an overview of all of our achievements in 2015, check out the Year in Review.

In DC, Members #WorkTogether at *Friedrichs* Training and Supreme Court Action

On January 10 and 11, over 100 member leaders and Fight for \$15 activists converged on our nation's capital for an All This Together (AIT) mobilization and training where they learned about the specifics of the Friedrichs v. California Teachers Association case, what's really at stake, how to have conversations with with friends, family members, and coworkers, and how to fight back against attacks on our union from big corporations and the wealthy few. At a communications training, members discussed their personal stories (and reasons for standing up) as well as best prac for talking to the media and for sharing information on social media. Bright and early Monday morning, working people from all over the country joined together in front of the Supreme Co to tell wealthy special interests that they cannot silence our voice. Despite the cold and wind, spirits remained high. Hundreds of people, including many from our coalition of public sector unions, held signs of support and heard stories hardships, victories, and determination. No matter what the court decides this year, we are building a movement to strengthen our communities and create a better future for our families.

Check out more awesome <u>pictures</u> from the steps of the Supreme Court!

Read blog posts from members <u>Anna Angeles-Farris</u> and <u>Peter MacKinnon</u> about why this cause is important to them.







Biweekly Report

Check out the new biweekly reports below for both the last period of 2015 and the first period of 2016. As mentioned earlier issue of the newsletter, the new chart format allows better information tracking over time, including the size of unit, and distinguishes between fair share conversions and new hires in many cases.

			Biweekly F	Report Dece	ember 16-31,	, 2015				
Local	Public Sector Bargaining Unit size, Last 30 Days	Member Dues Payers, Last 30 Days		New Hire Signups	Fee payer Conversion Signups	Total New Member Cards Collected	Exisiting Member Recommits	M2M Signups	COPE Cards Collected	C(Am
Local 99	33,458	25,603	76.52%	1	166	167	2	8	36	
Local 1021	50,505	39,421	78.05%	306	418	724	<u> </u>	<u> </u>	33	Ē
Local 1984	9,952	6,848	68.81%	<u> </u>	14	53	<u> </u>	9	12	
Local 1989	10,002	6,703	67.02%	50	5	55	<u> </u>	'	<u> </u>	Ē
Local 221	13,653	7,198	52.72%	<u> </u>	<u> </u>	75	<u> </u>	<u> </u>	3	Ē
Local 2579	15,551	10,238	65.83%	<u> </u>	<u>[</u>	290	<u>[</u>	<u> </u>	104	
Local 284	8,806	6,417	72.87%	3	32	35	135	<u> </u>	9	Ē
Local 500	9,102	7,451	81.86%	0	7	7	<u>[</u>	<u> </u>	12	
Local 503	26,857	19,439	72.38%	<u>['</u>	<u>['</u>	262	245	27	36	
Local 517M (bank draft units)	7,851	6,030	76.81%	6	<u> </u>	6	<u> </u>	<u> </u>	2	Í
Local 521	39,493	28,015	70.94%	152	52	204	<u> </u>	<u> </u>	25	
Local 526M - MCO	6,790	6,495	95.66%	<u> </u>	<u>[</u>	<u> </u>	<u>[</u>	<u> </u>	<u> </u>	Ē
Local 668	19,698	16,067	81.57%	['	[]	<u> </u>	<u>[</u>	'	<u> </u>	
Local 721	87,112	74,916	86.00%	<u>[</u>	['	272	<u>[</u>	'	58	
Local 73	30,052	25,448	84.68%	103	68	189	18	'	<u>[</u>	Ē
Local HCPA	2,881	2,437	84.59%	5	30	35	<u>[</u>	3	1	1
Totals	371,763	288,726	77.66%	626	792	2374	400	47	331	\$1
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Biweekly Report January 1-15, 2016										
Local	Public Sector Bargaining Unit size, Last 30 Days	Member Dues Payers, Last 30 Days		New Hire Signups	Fee payer Conversion Signups	Total New Member Cards Collected	Exisiting Member Recommits	M2M Signups	COPE Cards Collected	C Am
Local 73	29,882	25,411	85.04%	21	8	33	4			
Local 99	33,669	25,624	76.11%	193	16	5	11	2	1	
Local 221	13,759	7,293	53.01%	<u> </u>		33		'	2	
Local 284	8,205	6,422	78.27%	4	21	25		<u> </u>		
Local 500	9,098	7,449	81.88%	8	5	13		<u> </u>	7	
Local 503	26,857	19,439	72.38%	<u> </u>		64	32	11	4	
Local 517M (draft units)	1,802	754	41.84%	11		11		['	6	
Local 521	39,306	28,127	71.56%	56	18	74		['	2	
Local 526M - MCO	6,755	6,449	95.47%	<u> </u>						
Local 668	19,682	16,014	81.36%	45	56	101			60	
Local 721	87,093	74,956	86.06%	<u> </u>		313			54	
Local 1021	50,794	39,170	77.12%	434	51	485			13	
Local 1984	9,865	6,920	70.15%	<u> </u>	17	33		6	3	
Local 1989	10,096	7,242	71.73%	16	2	19		<u> </u>	1	
Local 2579	15,585	10,608	68.07%	<u> </u>		93		<u> </u>	37	
Local HCPA	2,892	2,459	85.03%	11	9	20		3		
Totals	365,340	284,337	77.83%	799	203	1322	47	22	190	

Click to view the report as a PDF

Resources

Monthly Field Directors/Chiefs of Staff Calls: Second Wednesday

Staff and field directors are encouraged to join us the second Wednesday of each month for our call with staff and field directors about getting ready for "right to work." Our next call is Wednesday, February 10, at 1 ET/10 PT. Call in: 888-8511 Meeting ID: 183-8636 Security code: 1111. Contact Megan Sweeney at <u>megan.sweeney@seiu.org</u> to receive caler invitations.

Monthly Communicators Calls: First Thursday

Join local union communicators in the Public Division for regularly scheduled calls leading up to the announcement of Friedrichs decision. Next call is **Thursday, February 4**, at 3 ET/noon PT. Dial-in Number: (712) 432-1212 Meeting ID 607-564-732. Contact Janet Veum at <u>janet.veum@seiu.org</u> or (202) 230-2143 for more information.

Smart Planning for Re-Signing, Adding Members Yield Big Results for Local 284

Taking a good, hard look at their 140 bargaining units of school workers that average 65 people each and setting strate re-sign the most members as efficiently as possible paid off for Local 284 in 2015. Planning began by identifying which units staff had strong relationships with members and which had the strongest member leaders. Staff then worked wit member leaders to set monthly goals in January, making steady progress throughout the year. Staff also had goals with share conversion, re-signing members, and COPE integrated into work already planned.

Planning drilled down to target shifts within buildings and identify when re-signing efforts would be best received at e unit, all in order to net the most members as quickly as possible. The result: membership density approaching 80 per with re-signs at 61 percent.

Another factor: the membership base at Local 284 is aging and more members are reaching retirement age. A renewed focus on back-to-school orientations and trainings for new employees -- with presentations made by more stewards as of the plan -- yielded 693 members from an estimated 694 new hires. The local has boosted membership every reporti period including the fall, a first in its history.

The best advice gleaned from these efforts includes:

- Because you can't do the work everywhere, start with your strongest bargaining units where you're most likely succeed.
- "Chunk out" the work over time for staff and member leaders.
- Don't stir the pot at units with potential issues early on. Engage them later after some successes elsewhere.
- Focus efforts on big groups of potential new members or re-signs such as orientations and employee trainings.

• Make re-signs and sign ups part of the everyday work for staff over time rather than only during short, intense periods.

Copyright © 2016 All in this Together for Power All rights reserved. 1800 Massachusetts Avenue NW, Washington, DC 20036 This email was sent to: <u>luisa.blue@seiu521.org</u> <u>http://action.seiu.org/unsubscribe</u> THIS SHEET IS INTENTIONALLY LEFT BLANK

Karen Summers

From: Sent: To: Subject:

Follow Up Flag: Flag Status: SEIU 521 <communications@seiu521.org> Tuesday, December 22, 2015 10:40 AM Karen Summers 2015 Year In Review #UniteFightWin

Flag for follow up Flagged





Karen,

As 2015 draws to a close, we can be proud that we stood up when it mattered: Fight for \$15; immigration reform; retirement security; quality affordable childcare; and more.

We are stronger and more committed than ever to putting Community First. At work and in our communities, we showed through our local actions and national campaigns for social and economic justice that we are all in this together for the safety, health and well-being of working people and families.

Go down memory lane to revisit SEIU Local 521's strongest moments of 2015:

Happy Holidays and Happy New Year!

SEIU Local 521

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 521

www.seiu521.org

This email was sent to: Karen.Summers@seiu521.org

To unsubscribe, go to: http://521.seiu.org/unsubscribe/seiu521actions

STAY INFORMED	Email	Home Email Addr
Register for Email Updates	Employer	

Go to My Workplace Events Campaigns Member Resources About SEIU 521 News Home

Year In Review: 2015



Service Employees International Union, Local 521 represents 41,000 public and nonprofit, private-sec in the central Bay Area region and in the Central Valley.

As 2015 draws to a close, we can be proud that we stood up when it mattered: Fight for \$15; immigratic retirement security; quality affordable childcare; and more. We are stronger and more committed than putting Community First. At work and in our communities, we showed through our local actions and n campaigns for social and economic justice that we are all in this together for the safety, health and well working people and families.

Go down memory lane to revisit SEIU Local 521's strongest moments of 2015.

Community First Contract Wins of 2015



Together, we won stronger contracts to help us recover from th cuts and stagnant wages we've endured since the Great Recessi

Our contract wins in the City of Santa Cruz, Fresno County, Kir Santa Clara County, Tulare County, and the Superior Courts of County all highlight the solidarity our members have shown ov despite the challenges.



These 2015 contract wins, along with wins in other chapters, w members to continue the important work we deliver in our con every day.

New Chapters and New Members

Santa Clara Family Health Plan, BARC, and Community Child Care Council of Santa Clara County, Inc. (4Cs) joined the SEIU Local 521 family. As we enter the new year, we will continue the fight for strong first contracts!

American Red Cross workers of SEIU 521 joined colleagues from across the country to win the first ever national union contract in October, standing as a shining example of the power of collective bargaining.



In addition to our new chapters and the new coalition of Red Cross workers, 10,045 new members joined SEIU during the "Unite, Fight, Win"

campaign in October. To our new members: Thank you for joining! You're part of a union of people wo build an economy that puts workers, students, families, and communities first.

Stewards Standing Up

All year, stewards stand up for our rights at work. This year was no different when stewards across the teamed up with CED (Contract Enforcement Division) to stop management's unlawful acts. Stewards ϵ workplace safety, the right to discuss employment matters with co-workers, and won members' unpaid Read more victories here: www.seiu521.org/category/victories

Learn how to become a steward: www.seiu521.org/steward

In Remembrance of our Local 721 Brothers and Sisters



Our entire SEIU family mourns with the families of those affe attacks in San Bernardino on December 2, 2015.

SEIU 521 members and community members held candleligh San Jose, Campbell, Salinas and Bakersfield to remember the of which were SEIU 721 members.

You can contribute to the SEIU 721 Member and Family Support Fund at 721.seiu.org/SBfund.

Better Care for Children, Seniors and People with Disabilities

This year we made strides in the fight better child care services and home health care services.

In July, we won the reversal of the 7% cut in IHSS (In-Home Supportive Services) hours so our most vulnerable people and seniors can receive the care they need at home.

Our child care providers continue to be at the forefront of the fight to improve child care for the future of California. This year 14,000 more working families gained access to quality child care or preschools, and providers won an increase of 4.5% in the reimbursement rates (Regional Market Rates) for the subsidized child care they provide in their communities.



Funding for our Public Health Care System



In 2015, we helped secure up to \$7.2 billion over 5 years for ou health systems through the renewal of the "1115 Waiver" progra funding will help our public health workers transform our publ into systems of first choice and develop innovative programs th holistic care and reduce health care disparities for the most vul our communities.

"This is a victory not only for SEIU 521 members in our health hospital systems, but also for the most vulnerable in our community."

-Enid Donato and Yvette Carreon, Natividad Medical Center

In October, The Kern Hospital Authority Bill (AB 1350) was signed into law by Governor Jerry Brown. we helped draft legislation that established Kern Medical Center as a stand-alone entity so staff can procare for patients in their community.

Protecting our Public Libraries

This year, Kern County prevailed against continued threats of privatizing county libraries.

While the option is still on the table, county Supervisors backed off their hard public stance towards privatization.



We continue to fight and win these legal and political victories thanks to member contributions to our Committee on Political Education (COPE).



Higher Wages through Fight For 15 and Local Actions



SEIU 521 members showed solidarity with underpaid workers i For 15 national actions in Fresno, Salinas, San Jose and Oaklar 15 and November 10.

"Fight for \$15 is about lifting the wage floor and building a be future for everyone. We won't stop until every hard working <u>p</u> is able to make enough to pay the bills and get the respect even deserves on the job."

– Elba Arciniega, SEIU 521 member and Patient Business Serv Clerk at Valley Medical Center

In Santa Clara County, we helped pass a comprehensive living August that set an hourly wage of \$19.06 for public employees increases tied to cost of living, plus earned sick days and incent health and retirement coverage. It is the first living wage ordin: country to include fair work week provisions that protect worke unpredictable work schedules which is a major cause of income and prevents workers from planning child care, getting a secon

going to school.

Community Building for Immigrant Rights

In May, we formed the Committee on Comprehensive Immigration Reform to help undocumented workers to come out of the shadows, to stop the theft of their wages, the abuse of their labor, and other degradation they experience as a result of their lack of a legal immigration status.

"I work with children whose parents are ripped from them and deported. It's wrong. If parents can be with their kids, it makes a huge difference in that child's life." -Leticia Hernandez, Child Support Officer for Kern County



Partnering with dozens of community groups, SEIU 521 hosted a series of free resource forums on the Action for Childhood Arrivals (DACA), and pending Deferred Action for Parental Accountability (DAPA programs. These programs could offer temporary relief from deportation for undocumented immigran families can stay together in the U.S.

The Future of Labor



We also formed Children Over Politics of SEIU Local 521, a you for the next generation of activists fighting for civic engagemen equality, racial justice, and immigration reform.

We saw in 2015 that when workers stand and fight together, we face even greater challenges in the year ahead, we have to be ev stronger.

The higher our membership, the more power we have at the ba table to win good contracts and help lift up our communities.

Join today as a full member of SEIU Local 521: <u>www.seiu521.org/membership</u>

Our victories are in large part thanks to our Committee on Political Education (COPE). COPE is an invour future and our voice in politics. Contributing to SEIU's Committee on Political Education allows in workers to band together to elect good leaders for city, county, state, and federal offices and to advocat funding, and laws that protect our working families and our communities. Sign up today to Unite, Fight, Win Together: www.seiu521.org/cope

Happy Holidays and Happy New Year!

SEIU Local 521

SEIU LOCAL 521

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SEIU Local 521 Officers' Meeting Motion

Motion Letter: C

Date: January 26, 2016

Motion Title: Approval of the Vendor for the Local's TeleTown Hall Meetings for 2016

Recommended By: Khanh Weinberg, Communications Director

Background:

This motion was heard by the Budget & Finance Committee who chose to send it on to the Officers because Khanh was unavailable to answer their questions during their meeting. Further information is now included in the motion and Khanh plans on being available for the Officers' Meeting should there be additional questions.

We have found that TeleTown Hall Meetings are a very positive means for distributing and receiving information to and from our members as well as other labor and progressive supporters regarding not only political issues but other crucial and time sensitive forums. As this will be a Presidential Election year there may be the need for more TeleTown Hall Meetings than has been typical.

We have received three bids for the TeleTown Hall Meetings we anticipate:

- 1) CHISM STRATEGIES the bid is \$4,750 per event if purchased individually and \$4,275 per event if purchased as a bundle of 5 events.
- 2) BRUSHFIRE STRATEGIES the bid is \$4,500 per event if purchased individually and \$4,050 per event if purchased as a bundle.
- STONES PHONES the bid is \$5,750 per event if purchased individually and \$4,650 per event – if purchased as a bundle of 5 events.

SEIU 521 has used all 3 vendors over the years.

Brushfire seemed to be a smallish operation with high staff turnover. Every time we used Brushfire, from TTH to TTH, we dealt with new people not familiar with SEIU 521 and how we typically want our events to be run. This was the chief reason we discontinued Brushfire and turned to CHISM and STONES PHONES. Also, when we went on Brushfire's website to try tracking down info, their email/staff contacts did not work.

Last year we chose STONES PHONES. Between CHISM and STONES PHONES, CHISM offered better packaged rates. Therefore, this year my recommendation is CHISM STRATEGIES as our TTH vendor for all the above reasons noted.

<u>Motion:</u> To approve contracting with CHISM STRATEGIES for the Local's TeleTown Hall Meetings in 2016.

Follow Up:

Moved by:			Second :		_
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SEIU Local 521 Officers' Meeting Motion

Motion Letter: D

Date: January 26, 2016

Motion Title: Recording Policy and Confidentiality During SEIU Local 521 Governance Meetings

Recommended By: Luisa Blue, Chief Elected Officer

Background:

Making recordings of anyone without their prior consent is illegal in the State of California. SEIU Local 521 has not had a written Policy regarding recording people or meetings without express advance consent of the participants. We ask that the following Policy be approved and enforced in the future.

Recording Policy and Confidentiality During SEIU Local 521 Governance Meetings

No participant in an SEIU Local 521 Executive Board Meeting, Officers' Meeting, or Sub-Committee Meeting, whether a member of the Executive Board, member of SEIU Local 521, staff of the Local, observer, or other individual, shall make an audio or video recording of an SEIU Local 521 Executive Board Meeting, Officers' Meeting, or Sub-Committee Meeting, without the express advance consent of a majority of the Executive Board. This Policy shall be strictly enforced. Any complaint regarding an alleged violation of this Policy shall be swiftly brought to either the Executive Board or Officers for determination and remedial action at the next calendared Executive Board or Officers' meeting.

Additionally, due to the sensitive, controversial, and/or confidential nature of information that may be discussed during Executive Sessions of SEIU Local 521, audio or video recording of Executive Sessions is not allowed under any circumstances. Additionally, none of the information discussed in Executive Sessions may be shared with anyone inside or outside the Local, except other current SEIU Local 521 Officers, legal counsel or advisors or assistants to the Executive Board. Information discussed during Executive Sessions may include, but is not limited to litigation and personnel issues.

Motion: To approve the Recording Policy as stated above.

Follow Up:

Moved by:_____ Second :

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Statement of President Barack Obama SEIU Community Candlelight Vigil December 7, 2015 San Bernardino, California

Our hearts are broken over the terrorist attack that occurred at the Inland Regional Center – a tragedy that took the lives of 14 innocent Americans. We stand with the people of San Bernardino. We stand with the families who lost loved ones. And we stand with the SEIU family, as you grieve for 10 of your own members. These Americans were not only dedicated to serving their community. They were also dedicated to making sure that they and their fellow service workers had the chance to earn the middle-class lives they worked so hard for. They embodied the values that make America great.

We are still gathering the facts about what happened in San Bernardino – but we now that the killers were terrorists who had stockpiled deadly weapons to kill innocent people. We know also know that we see this kind of violence too often – and we cannot accept it as normal in America, no matter how often it happens in America. Today, we mourn the beautiful lives of those we've lost. And as our nation comes together to help San Bernardino begin to heal, we must also come together against the kind of unspeakable violence that shatters too many communities. We have no greater obligation than to do everything in our power to keep our communities safe. That's how we honor the victims of this tragedy – and how we ensure that America stays the strong, resilient, free country we love. God bless those we've lost, and may He continue to bless the United States of America.

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Good news, Court has granted Cert in DAPA. Talking points and materials are being sent to your local communicators now. Below is President Henry's statement.

SEIU's Henry: Supreme Court has a chance to uphold justice in politically motivated lawsuit on DAPA/DACA+

WASHINGTON—In response to the Supreme Court's decision to hear the appeal of the Fifth Circuit Court of Appeals' decision blocking President Obama's immigration executive actions, SEIU International President Mary Kay Henry issued the following statement:

"At a crucial time when right-wing extremists are trying to manipulate the rules to further their own objectives by bringing politically motivated lawsuits before the Supreme Court to weaken and limit the rights of women, workers, voters and immigrants, the court has a chance to be on the right side of history. Instead of driving the same kind of politically motivated hate we have seen in the 2016 Republican political discourse, the court can uphold the values that have built our great nation and keep families together by upholding DAPA and expanded DACA. The choice is clear and the stakes could not be higher."

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Date: January 26, 2016

Motion Title: Report Consent Agenda

The Following Reports have been placed on the REPORT CONSENT AGENDA for approval/confirmation without discussion. If you wish discussion pull the report from the REPORT CONSENT AGENDA –

NO Motion is required to remove a report from the Report Consent Agenda.

Committee Reports Requiring Approval/Confirmation: (as noted below)

- 1. Approval of the Minutes for the Officers' Meeting October 27, 2015 (pages 5-8)
- 2. Notification of Officers' Email Poll Motion Regarding an emergency Staff cash out on 12/23/15. Approved – voting yes: Karen Nakatani, Alysia Bonner, John Gutierrez, RoseAnn Dominguez, Muriel Frederick; Matt Nathanson on vacation, Gwyn and Luisa do not vote.
- **3. Budget & Finance Committee Report** RoseAnn Dominguez, Local 521 Treasurer

January 20, 2016 Meeting – The Committee reviewed the October and November 2015 Financials and 2015 Budgets. - (pages 9-30)

- B&F Item 1 Approved The October and November 2015 Financial Documents
- B&F Item 2 Withdrawn Vendor for the TeleTown Hall Meeting Events in 2016. Will be heard at the January Officers' Meeting.
- B&F Item 3 Withdrawn Policy Regarding Submission of Motions, Information, and Reports for Budget & Finance, Officers', Executive Board Meeting Agendas..

Signed Motions - (pages 31-34)

- **4. Good and Welfare Committee Report** donations in December 2015 & January 2016: None
 - Please submit all Good & Welfare requests to both RoseAnn Dominguez and Karen Summers.



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* Motion A: To approve/confirm as presented ALL Reports on the Report

Consent Agenda **EXCEPT** those pulled and listed below which will be held for discussion:

Follow Up:

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SEIU Local 521 Officers' Meeting Motion



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Date: January 26, 2016

Motion Title: Political Consent Agenda - (pages 59-60)

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull the item from the CONSENT AGENDA -NO Motion is required to remove an item from the Consent Agenda.

Political Motions:

- B/1 Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County from the SEIU Local 521 Candidate PAC - (pages 61-62)
- B/2 Contribute to Dave Cortese for Supervisor \$1,000 from the SEIU Local 521 Candidates Account - (pages 63-64)
- B/3 Contribute \$10,000 to "Raise California's Wage and Paid Sick Days Act of 8 2016" Initiative from the SEIU Local 521 Issues Account - (pages 65-66)

* Motion B: To approve as presented ALL Motions on the Political Consent

Agenda **EXCEPT** those pulled and listed below which will be held for discussion and approval or denial:

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SEIU Local 521 Officers' Motion

Motion Number: B/1

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Date: January 26, 2016

Motion Title: Contribute to Cindy Chavez for Supervisor 2013 Santa Clara County – from the SEIU Local 521 Candidate PAC

Recommended By: the San Benito and Santa Clara County COPE Committee on January 5, 2016

Background: Cindy Chavez was elected by a special election in 2013 to replace George Shirakawa as Santa Clara County Board of Supervisors. Cindy's seat is up for her second term. Cindy has been a champion of Labor for many years and she was previously the Executive Manager of the South Bay Labor Council. Cindy has been instrumental in helping us close our largest chapter contracts since she has been in the office. Additionally, Cindy was a leader in getting the first comprehensive living wage policy passed in the nation and helping us get the 1115 Waiver implemented at Valley Medical Center, one of the public hospitals that we represent. Cindy has been endorsed by the South Bay Labor Council and we endorsed her for her 2013 election.

<u>Motion:</u> To contribute \$1,000 to the Cindy Chavez for Supervisor 2013 from the SEIU Local 521 Candidates account

Make Checks Payable To:Cindy Chavez for Supervisor 2013, FPPC# 1356465Address:6950 Almaden Expressway, PMB 181San Jose, CA 95120

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SEIU Local 521 Officers' Motion

Motion Number: B/2

C

Date: January 26, 2016

Motion Title: Contributions to Dave Cortese, Board of Supervisor Santa Clara County

Recommended By: the San Benito and Santa Clara County COPE Committee on January 5, 2016

Background: Dave Cortese, was a City Council member in San Jose who, when termed out, was elected to the County of Santa Clara Board of Supervisors in 2008. Dave has been an ally for our Union at the BOS. He lobbied, speaking out with us to get CALPERS to set aside \$800,000 specifically for California infrastructure projects.

Dave has been endorsed by the South Bay Labor Council covering Santa Clara and San Benito Counties. We endorsed Dave when he first ran for the Board of Supervisors back in 2008. Dave has been a partner with us over many issues important to our members at Santa Clara County Chapters and to working families. He has supported and fought to protect our defined benefit pension plans and was instrumental in getting a comprehensive living wage policy passed by the Board.

Motion: To contribute to Dave Cortese for Supervisor \$1,000 from the SEIU Local 521 Candidates Account

Make Checks Payable To: Address:

Follow Up:
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Votes in Favor: Votes Opposed: Abstentions: Motion: Carries A Fails:
LB:kns SEIU 521 CTW/CLC

SEIU Local 521 Officers' Motion

Motion Number: B/3

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Date: January 26, 2016

Motion Title: Contribution to "Raise California's Wage and Paid Sick Days Act of 2016" Initiative

Recommended By: the San Benito and Santa Clara County and Fresno COPE/Caucus Committee

Background: We are in the process of getting signatures for the above minimum wage initiative that will increase the minimum wage to \$15 by 2020. In addition, the initiative will provide six sick leave days for all workers in California. This initiative will increase the wages of our home care workers and any other workers (County, City and State workers) to at least \$15 an hour. This initiative is sponsor and supported by the SEIU State Council.

We are asking to contribute \$10,000 to this campaign because our Local has consistently fought for "Fight for 15" campaigns to improve the wages of our lowest paid workers. The \$10,000 contribution will allow us to have one representative on the steering committee for this initiative.

<u>The Steering Committee</u> or "Advisory Committee" is made up of organizations that are deeply involved and regularly engaged with their members or constituencies about the campaign, but do not have individual seats on the Executive Committee. Steering Committee members will have one (1) representative on the Executive Committee to ensure these partners have input into the decision making process.

The Steering Committee will consist of individuals acting as representatives of their respective organizations. To gain a seat on the Steering Committee, Labor organizations must commit a minimum of \$10,000.

In addition to having a vote on the Steering Committee and an appointed representative on the Executive Committee, the Steering Committee members will receive regular and occasionally confidential communication from the Executive Committee or Staff Leadership Team to ensure Steering Committee members are kept informed and engaged with the campaign.

<u>Motion:</u> To contribute \$10,000 to "Raise California's Wage and Paid Sick Days Act of 2016" Initiative from the SEIU Local 521 Issues Account.

Make Checks Payable To: Address:

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Follow Up:

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SEIU Local 521 Officers' Meeting Motion

Motion Letter: C

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Date: January 26, 2016

Motion Title: Approval of the Vendor for the Local's TeleTown Hall Meetings for 2016

Recommended By: Khanh Weinberg, Communications Director

Background:

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We have received three bids for the TeleTown Hall Meetings we anticipate:

- 1) CHISM STRATEGIES the bid is \$4,750 per event if purchased individually and \$4,275 per event if purchased as a bundle of 5 events.
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Motion: To approve contracting with CHISM STRATEGIES for the Local's TeleTown Hall Meetings in 2016.

Follow Up:

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SEIU Local 521 Officers' Meeting Motion

Motion Letter: D

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Date: January 26, 2016

Motion Title: Recording Policy and Confidentiality During SEIU Local 521 Governance Meetings

Recommended By: Luisa Blue, Chief Elected Officer

Background:

Making recordings of anyone without their prior consent is illegal in the State of California. SEIU Local 521 has not had a written Policy regarding recording people or meetings without express advance consent of the participants. We ask that the following Policy be approved and enforced in the future.

Recording Policy and Confidentiality During SEIU Local 521 Governance Meetings

No participant in an SEIU Local 521 Executive Board Meeting, Officers' Meeting, or Sub-Committee Meeting, whether a member of the Executive Board, member of SEIU Local 521, staff of the Local, observer, or other individual, shall make an audio or video recording of an SEIU Local 521 Executive Board Meeting, Officers' Meeting, or Sub-Committee Meeting, without the express advance consent of a majority of the Executive Board. This Policy shall be strictly enforced. Any complaint regarding an alleged violation of this Policy shall be swiftly brought to either the Executive Board or Officers' for determination and remedial action at the next calendared Executive Board or Officers' meeting.

Additionally, due to the sensitive, controversial, and/or confidential nature of information that may be discussed during Executive Sessions of SEIU Local 521, audio or video recording of Executive Sessions is not allowed under any circumstances. Additionally, none of the information discussed in Executive Sessions may be shared with anyone inside or outside the Local, except other current SEIU Local 521 Officers, legal counsel or advisors or assistants to the Executive Board. Information discussed during Executive Sessions may include, but is not limited to litigation and personnel issues.

Motion: To approve the Recording Policy as stated above.

Follow Up:			
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