



OFFICERS' MEETING AGENDA

May 22, 2012, Start Time: 6:00PM

<p>A.</p>	<p>Call to Order – Gwyn Harshaw, President - 6:00PM – Open Forum Meeting starts at 6pm. 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 which ever 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.</p>
<p>A-1</p>	<p>Responses to Last Officers' Meeting Open Forum Issues</p> <ol style="list-style-type: none"> 1. Riko will give a full report after the upcoming elections at the June Executive Board Meeting regarding COPE Localwide meetings.
<p>B.</p>	<p>Roll Call – 6:15PM quorum determined - (John Gutierrez)</p>
<p>C.</p>	<p>Announcements:</p> <ol style="list-style-type: none"> 1. Update: All political contributions approved May 2nd received the necessary recommendations and contributions will be paid. 2. There will be an Executive Session after the meeting regarding charges filed by members in Unit F in Monterey County. 3. June Executive Board Meeting will be at the Bakersfield Office; both the Friday night and Saturday meetings will be voting meetings. Friday will be from 6:00pm – 9pm beginning with dinner; Saturday will be from 8:00am – 3pm beginning with light breakfast type food.
<p>D.</p>	<p>CONSENT AGENDA: If there is anything you wish to discuss prior to approval/denial, please pull the item from the Agenda for discussion under Items Pulled from the Agenda for Further Discussion. If not pulled the motions are considered approved without discussion.</p> <p>Motion 1 – Approval of Consent Agenda Items - (pages 3-4)</p> <p>Approval of Minutes from Officers' Meetings – April 24, 2012 - (pages 5-8);</p> <p>Approval of Minutes from Officers' Conference Call Meetings – May 2, 2012 - (pages 9-10). (Minutes from the Executive Board Meetings will be approved at the June Meeting)</p> <p>Officers' Reports</p> <ul style="list-style-type: none"> ▪ First Vice President Report - (pages 11) ▪ Trustees' Report - (pages 12) <p>Political and COPE Updates and Motions</p> <ul style="list-style-type: none"> ▪ PAC/PACE Totals - (pages 13) ▪ Motion 2 – Contribution Tax Initiatives in San Mateo County - \$5,000 SEIU Issues PAC - (pages 14) ▪ Motion 3 – Contribute from Tulare PACE to purchase a Rawhide Banner for the Tulare Coalition/FMTK CLC - \$500 - (pages 15) ▪ Motion 5 – Endorsement of Measures I, J, K in Santa Cruz County ▪ Motion 6 – Stanislaus County Library Measure – Issue PAC - \$2,000 <p>Committee Reports - (as noted below)</p> <ul style="list-style-type: none"> ▪ Budget & Finance Committee – RoseAnn Dominguez, Treasurer – Committee met; reviewed the financial documents and approved motions. The next meeting will be Wednesday, June 20, 2012 at 6pm - (pages 16-28)

	<ul style="list-style-type: none"> ▪ Good and Welfare Committee – no expenditures in May 2012 <p>Correspondence – None</p>
E.	<ol style="list-style-type: none"> 1. President’s Report: President Gwyn Harshaw <ul style="list-style-type: none"> ▪ There is an opening for Region 4 on the Budget & Finance Committee. Please notify your Regional VP, James Hackett, if you are interested in serving. ▪ Permanent Appointment as Chair of the SEJ Committee. Anyone interested please contact Gwyn.
F.	<p>Chief Elected Officer Report: Kristy Sermersheim – Luisa Blue</p> <ol style="list-style-type: none"> 1. Any Updates - (oral) <ul style="list-style-type: none"> ▪ Shawhan Lawsuit – Arbitration is scheduled for August. ▪ Lawsuit against Tulare County – PERB hearing was held on May 16th; we do not know the outcome as yet.
G.	<p>New Business</p> <ol style="list-style-type: none"> 1. Motion 4 – Contribute from Tulare PACE to Mount Whitney Band Boosters - \$1,000 - (pages 29) 2. Letter from Kern County members regarding increase of dues to 1.5% - (pages 30)
H.	<p>Old Business</p> <ol style="list-style-type: none"> 1.
I.	<p>Written Reports/Articles:</p> <ol style="list-style-type: none"> 1. Organizing Report – Catherine Balbas - (pages 31) 2. Communications Report – Khanh Weinberg - (pages 32-37) 3. Information Technology Report – Don Brown - (pages 38)
J.	<p>Adjournment:</p>

SEIU Local 521 Officers' Motion

Motion Number: 01

Date: May 22, 2012

Motion Title: Approval of Consent Agenda Items

The Following Items have been placed on the CONSENT AGENDA for approval without discussion. If you wish discussion pull it from the CONSENT AGENDA:

Approval of Minutes from the April 24, 2012, Officers' Meeting - (pages 5-8)

Approval of Minutes from the May 2, 2012, Special Officers' Teleconference Meeting - (pages 9-10)

Officers' Reports - (as noted below)

1st Vice President Report - (pages 11)

Trustees' Report - (pages 12)

PAC/PACE Totals - (pages 13)

Motion 2 – Contribution: Tax Initiatives in San Mateo County - \$5,000 from SEIU Issue PAC - (pages 14)

Motion 3 – Contribute from Tulare PACE to purchase a Rawhide Banner for Tulare the Coalition/FMTK CLC - \$500 - (pages 15)

Motion 5 – Endorsement of Measures I, J, K in Santa Cruz County

Motion 6 – Stanislaus County Library Measure - Issue PAC - \$2,000

Committee Reports - (as noted below)

Budget & Finance Committee – RoseAnn Dominguez, Treasurer – Committee met; reviewed the financial documents and approved the following motions:

Motion 1 – Additional funds for Shawhan Lawsuit - \$20,000 from Legal Defense Fund.

Motion 2 – Release \$75,000 from Laid Off Workers Project (originally from the Strike Fund) and Allocate to the Legal Defense Fund.

Motion 3 – Expand Confidential Administrative Assistant Payroll Range – add a lower training step and a top step.

The next meeting will be Wednesday, June 20, 2012 at 6pm - (Financials pages 16-28)

Good and Welfare Committee – no expenditures in May 2012

Correspondence – None

Motion: To approve all items on the Consent Agenda as presented.

Follow Up:

Moved by: _____ Second : _____

Pulled: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures



Minutes April 24, 2012 – Officers’ Meeting

- A. **Call to order** by Region 1 VP, Muriel Frederick at 6:02pm; President Gwyn Harshaw took over Presidential duties later in the meeting.

Officers Roll Call in Attendance on Video Conference or Teleconference:

Gwyn Harshaw	President	Henry Idefonzo	Region 3 Vice Pres.
John Gutierrez	Secretary	James Hackett	Region4 Vice Pres.
RoseAnn Dominguez	Treasurer	Ellen Rollins	Region 6 Vice Pres.
Muriel Frederick	Region 1 Vice Pres.	Kristy Sermersheim	CEO
Matt Nathanson	Region 2 Vice Pres.		

Officers Absent

Carmen Morales	1 st Vice President
Greg Gomez	Region 5 Vice Pres.

Executive Board also in attendance on Video Conference or Teleconference:

Scott Johnson	San Jose	Linda Sakata	Phone
Sam Avila	Phone	Dolly Clemente	San Jose

Local 521 Trustees on Video Conference or Teleconference:

Rachel Welch	Regional Trustee
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Local 521 Staff on Video Conference or Teleconference:

Luisa Blue	San Jose	Karen Summers	San Jose
Pamela Rodgers	San Jose		

Local 521 Members in Attendance:

wRen Bradley	Phone
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Open Forum for Member Presentations:

1. wRen Bradley announced the beginning of a Child Protective Services Industry Council for Social Workers working with children has begun. Robert Li is working to schedule dates for these meeting. She invited other childrens’ social workers to join the meetings. She said separate Child and Adult Protective Services Industry Councils were the model of Legacy Local 535.
2. Ellen Rollins announced the Disabled Worker May Day Celebration Tea Service as a Social networking tool – “Turning the Table” conference to be held in the San Jose Office May 18th and 19th.
3. Linda Sakata questioned when the Localwide COPE Meetings are held. Kristy stated that she would ask Riko and get a response.
4. wRen Bradley stated that she never gets emails of when the Regional COPE Meetings are. Rachel Welch, Co-Chair of the Santa Clara County COPE Committee, answered that because of the Town Hall Meetings the COPE meetings have been a little sporadic. However, they are published on the website. wRen was concerned that not all members have access to the website. She felt an email blast in every Region stating when COPE meetings are held would be helpful. RoseAnn suggested that since wRen does have access to the COPE Calendar that she could spread the word to co-workers. RoseAnn explained that this is her practice in her office.

A-1. Responses to Last Month's Open Forum Issues.

1. Kristy reported on the incident Rachel Welch brought to the Officers in April. An investigation was done by both the area Internal Organizer and wRen Bradley, the Santa Clara County Chapter Chair. It was found that the Santa Clara County Lab and other areas in the County are looking to consolidate job duties and lay off workers. The final determination as to whether Rachel's position will remain, be eliminated or be contracted out has not been made. Since the doctor's account of the incident, who was notified and how changed during the course of the investigation it is unclear whether the Chief Steward was informed of the issue or not. Now that we are aware of the threat of contracting out, we will carefully monitor progress toward a decision.

B. Roll Call and Quorum Determination: a quorum of Officers was present as determined by the Secretary John Gutierrez.

C. Announcements:

1. There will be an Executive Session following the meeting to discuss Labor Relation Issues.
2. Reminder that there will be a Special Executive Board Teleconference Meeting on Wednesday May 2nd at 6:00pm to discuss various Chapter Bylaws that were slated for approval by March 1, 2012. The vote on the various Chapter Bylaws will be concluded within 24 hours of the completion of the Executive Board Teleconference Meeting.

D. Consent Agenda:

A question about a line item on Financial Document #2 was asked and answered; then the Consent Agenda was passed as presented.

Motion 1 – Approval of the consent agenda.

Motion: To approve all items on the Consent Agenda as presented.
Moved; seconded; passed as presented.

Approval of Minutes from the March 27, 2012, Officers' Meeting

Approval of Minutes from the April 12, 2012, Special Officers' Teleconference Meeting

Central Labor Council Updates and Motions - None.

Governance – None

COPE Motion –

PAC/PACE Totals

Motion 2 – Contribution to Jane Parker for BOS Monterey County - \$4,000 – Candidate PAC

Motion: To contribute \$4,000 from the SEIU 521 Candidate PAC directly to the campaign of Jane Parker for Monterey County Board of Supervisors.

Moved; seconded; passed as presented

Old Business – None

Officers' Reports – 1st Vice President Report

Committee Reports –

Budget & Finance Committee – RoseAnn Dominguez, Treasurer – Financials are in the packet; the Committee met and approved the following motions:

Motion – Approve an additional \$284 in Fresno Strike Hardship payments.

Motion 1 – Authorize the Purchase of 25 Desktop Computers.

Motion 2 – Approve \$53 per Delegate advance payment for food costs at the International Convention.

Motion 3 – Approve payment of additional Legal costs incurred on behalf of the Fresno Public Defenders.

Motion 4 – Authorize Greg Gomez to seek funding for a Table at the 50th Anniversary of the Founding of UFW Union Event in Bakersfield from Tulare PACE.

The next meeting will be Wednesday, May 16, 2012 at 6pm.

Good and Welfare Committee – no expenditures in April 2012.

Nurse Alliance Report – in the packet

Correspondence - None

E. President's Report: President Gwyn Harshaw

Gwyn reported that Kristy had been awarded the "Lifetime of Struggling Award" and Luisa the "Mother of APALA Award" at this year's South Bay Labor Council Annual COPE Banquet entitled "Steel Magnolias".

Stanislaus County Union Elections were accepted. There was a decert vote in the Valley and the Local lost about 160 air pollution control workers. Because of concerns in Fresno County, Kristy will be covering both Hanford and parts of Fresno. Gwyn said that OPEIU Staff negotiations began yesterday with some tentative agreements. It is hoped that the contract will be settled on Thursday.

There is an opening on the Budget and Finance Committee for a Region 4 Delegate. Please notify James Hackett if interested.

F. Chief Elected Officer's Report: Kristy Sermersheim

Shawhan Suit – the lawyers met and moved the date back a little with the hope of resolving other things in Kings County before moving forward.

International Updates – the International Convention Delegate election is completed and candidates have been notified of results and what will happen. Luisa will be chairing a public sector teleconference meeting on May 10th and 14th.

At 5:45pm today the attorneys called and there will be a motion a little later in the meeting about an unfair labor action in Tulare County and a breach of contract court case.

At this point the meeting was turned over to the President to Chair.

G. Retirement Protection and Other Retirement Issues: None

H. New Business:

1. Discussion of the 2-Day Executive Board Meeting in Bakersfield. The budget will be more stretched due to the Board action increasing International Convention Delegates to 48.

It was decided not to change anything for the Bakersfield Executive Board meeting and have a discussion in Bakersfield with the entire Executive Board to determine what to do in future Executive Board meetings.

2. Formulation of an enforceable Bullying Policy - Tabled

3. **Motion 3 - Authorization for Local 521 to take Credit Card Payments**

Motion: To authorize the Local 521 Treasurer to sign the Bank of the West forms required to allow Local 521 to accept credit card payments.

Moved; seconded; passed as presented

4. **Extra Motion Tulare Lawsuit**

Motion: To authorize the Union to file a lawsuit against Tulare County regarding frozen merit steps and flexible staffing promotions in addition to taking up the same issue in a U.L.P. We will re-evaluate using both legal avenues after the upcoming negotiations. We will spend no more than \$2,000 from the Legal Defense Fund without further approval.

Moved; seconded; passed as presented

I. Old Business: None

J. Political Report and Additional Motions: None

Comment: Catherine Balbas ran an incredible campaign at Clinica de Salud del Valle de Salinas. It was a wonderful team effort with Ray Baeza helping.

K. Written Reports/Articles: in packet

L. Adjournment: The meeting was adjourned at 7:25pm to Executive Session which ended at 7:50pm



Minutes May 2, 2012 – Officers’ Conference Call Meeting

A. Call to order by President, Gwyn Harshaw at 7:05pm

Officers Roll Call in Attendance on Teleconference:

Gwyn Harshaw	President	James Hackett	Region4 Vice Pres.
RoseAnn Dominguez	Treasurer	Greg Gomez	Region 5 Vice Pres
Muriel Frederick	Region 1 Vice Pres.	Ellen Rollins	Region 6 Vice Pres.
Matt Nathanson	Region 2 Vice Pres.	Kristy Sermersheim	CEO
Henry Ildefonso	Region 3 Vice Pres.		

Officers Absent

Carmen Morales	1 st Vice President
John Gutierrez	Secretary

Executive Board also in attendance on Teleconference:

None

Local 521 Trustees on Teleconference:

Rachel Welch	Regional Trustee
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Local 521 Staff on Teleconference:

Luisa Blue	Karen Summers
Pamela Rodgers	

Local 521 Members in Attendance:

None

Purpose of the Meeting:

To entertain passage of various Political Contributions many with immediate timelines for the upcoming June Primary Election

Greg Gomez shared an event with the Tulare Board of Supervisors: He took the wind out of the Board of Supervisors’ sails after an event honoring employees with 15 years or more service to the County by reminding them that they have not truly treated their employees well. He reminded them that they had imposed on the employees twice, employees were currently working without a contract, and that they were holding money that rightfully belonged to the employees. He ended with a quote from Ronald Regan, a summons that they are being sued, and a box of diapers.

Motion:

Motion 1 – Various COPE and PACE Motions for Approval.

Motion: To approve the contributions as shown on the Spreadsheet for Requests Document attached. (see below)

Moved; seconded; passed as presented. Officers asked that we let them know if the pending recommendation motions do not go through.

IE PAC Contributions:

Maria Kril	Fresno County Board of Supervisors District 5	\$4,000
Isabel Barreras	Madera Board of Supervisors District 3	\$4,000
Brian O'Neill	San Jose City Council	\$5,000
Shelly Masur	San Mateo County Board of Supervisors	\$5,000
Xochitl Paderes	State Assembly – pay to SEIU Local 1000 IE	\$2,500
*Sam Ramirez	Kern County Board of Supervisors	\$5,000

Candidate PAC

Maria Kril	Fresno County Board of Supervisors District 5	\$1,000
Isabel Barreras	Madera Board of Supervisors District 3	\$1,000
*Luis Alejo	State Assembly	\$2,000
Xochitl Paderes	State Assembly	\$1,000
Kevin Mullin	State Assembly	\$1,000

PACE Candidate PAC

*Maria Kril	Fresno County Board of Supervisors District 5	\$ 500
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*These Motions are pending recommendation by an appropriate member group

E. Adjournment: The meeting was adjourned at 7:20pm

MAY 15, 2012
FIRST VICE PRESIDENT REPORT
Carmen Morales-Board
April 12 to May 10, 2012

April 12	Nurse Alliance of CA -Public Health Nurses Conference – Hosted by L521 Bakersfield	Bakersfield
April 18-19	Nurse Alliance Leadership Council Meeting	Las Vegas, NV
April 26	Safe Patient Handling Cal-OSHA Rulemaking Process Meeting – E. Harris, Lead I.O.	Oakland, CA
April 28	Pre Convention Meeting Teleconference w/Regina Kane, RN & Sharon Ingram, RN	Fresno, CA
May 1-2	Nurse Alliance Legislative Conference And Lobby Day	Sacramento, CA
May 4	Letter to Editor –Bakersfield Californian Celebrating the ACA this Nurses Week	
May 10	Orientation Meeting Teleconference for International Convention	Bakersfield

Trustees Report

Trustees Socorro Alfaro and Rachel Grocha Welch attended the Department of Labor Training Class on Union Elections. The class was held on April 17 at the Federal Bldg. in San Francisco. The DOL class was a very informative power point presentation.

About 40 trade unionists from several unions participated in the training. In conclusion, SEIU has been following all regulations and guidelines during all our elections.

The Trustees recommend that the DOL web site be made available to all members for review prior to elections via the SEIU 521 web site.

On April 21 Trustee Rachel Grocha Welch performed an audit covering two quarters. All records were in order, all records were reconciled and the audit forms for the two quarters were completed.

**SEIU Local 521
PACE and PAC
as of April 30, 2012**

Issues	
Bank Balance as of 4/30/12	\$ 68,023.37
<i>Outstanding Deposits: Mar, Apr</i>	2,473.38
<i>Outstanding Motions:</i>	
RSA polling	12,800.00
Measure H in Cupertino School District	10,000.00
<i>Available Funds - PACE</i>	1,707.06
<i>Available Funds - PAC</i>	45,989.69
	0.00

Candidates	
Bank Balance as of 4/30/12	\$ 55,016.93
<i>Outstanding Deposits: Mar, Apr</i>	8,244.60
<i>Outstanding Motions:</i>	
Otto Lee Meet and Greet (Joan Coston)	50.00
Alejo for Assembly 2010	2,000.00
Nora Campos for Assembly	1,500.00
Laura Basua Retirement Board	1,000.00
Elect Jane Parker	1,000.00
Dave Potter for Monterey Co Supervisor 5th District	1,000.00
Fernando Armenta for County Supervisor	1,000.00
Shelly Masur for Supervisor	1,500.00
Ramirez for Supervisor	1,500.00
Hammer for Supervisor	1,000.00
Friends of John Leopold	1,000.00
Team De La Cruz	1,000.00
Jim Beall for Senate 2012	1,500.00
Jerry Hill for State Assembly	1,500.00
Rudy Salas for Assembly	1,500.00
Friends of Mark Stone	1,000.00
Nora Campos for Assembly	1,000.00
Bill Monning for Senate 2012	1,000.00
Santa Clara County Democratic Central Committee	1,250.00
Elect Jane Parker	4,000.00
<i>Available Funds - PACE</i>	5,173.97
<i>Available Funds - PAC</i>	31,787.56
	(0.00)

Independent Expenditures	
Bank Balance as of 4/30/12	\$ 193,386.48
<i>Outstanding Deposits: Mar, Apr</i>	5,771.22
<i>Outstanding Deposits: COPE Overs 2011</i>	188,306.20
<i>Outstanding Motions:</i>	
O'Neill for District 10	10,000.00
Shelly Masur	15,000.00
Fernando Armenta for County Supervisor	15,000.00
Sam Ramirez	15,000.00
Jamie de la Cruz San Beninto County BOS	4,000.00
South Bay Labor Council	7,500.00
<i>Available Funds - PACE</i>	5,175.00
<i>Available Funds - PAC</i>	315,788.90
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SEIU Local 521 Officers' Motion

Motion Number: 02

Date: May 22, 2012

Motion Title: COPE Contribution for Tax Initiatives in San Mateo County - \$5,000

Recommended By: San Mateo County COPE Committee

Background: The San Mateo County Board of Supervisors has placed two Tax Measures on the June 2012 ballot. The first is a Transit Occupancy Tax (Hotel) and the second is a Commercial Parking Lot Tax.

These measures combined would raise an additional 13 million dollars per year for the County of San Mateo. At a time when county budgets are seriously strained and our San Mateo County members' contract negotiations beginning soon, our SEIU 521 support for these measures can benefit our member's significantly. San Mateo County members and the San Mateo County Labor Council are already participating in phone banking and precinct walking to support these measures. AFSCME also represents members in San Mateo County. AFSCME has already agreed to contribute an additional \$5,000 dollars to the campaign.

Motion: To contribute \$5,000 from the SEIU Local 521 Issues Account toward the campaign to pass the two tax initiatives in San Mateo County on June 5, 2012.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Officers' Motion

Motion Number: 03

Date: May 22, 2012

Motion Title: Contribution to Tulare Labor Coalition/FMTK CLC for a Rawhide Banner - \$500

Recommended By: Tulare County Chapter Executive Board

Background: The Tulare Labor Coalition was formed by our Political/Community Organizer, Adam Urrutia, as a way of collaborating with other unions with members in Tulare County and to assist our CLC in this effort. The coalition brainstormed different ways to increase union visibility in the community and it was agreed that we would promote and fund placement of a banner ad in the Visalia Rawhide Ballpark.

Motion: To contribute \$500 from Tulare PACE to the Tulare Labor Coalition/FMTK CLC for the Rawhide banner.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Officers' Motion

Motion Number: 05

Date: May 22, 2012

Motion Title: Endorsement of Various Santa Cruz County June Primary Election Measures

Recommended By: Santa Cruz County COPE Members at their meeting May 15th

Background: At the request of the local chapters of the American Federation of Teachers (AFT), Santa Cruz County COPE members voted at a meeting on May 15th to recommend that SEIU Local 521 endorse the following three measures to fund local schools. All three are temporary parcel taxes. None of these endorsement requests come with a request for any funds. We do not represent workers in any of these districts, but we do have members in all of these districts, and want to support their children.

Measure I

If this measure is approved by at least two-thirds of those voting on it, the Santa Cruz City High School District ("the School District") will be authorized to levy a special tax on real property. The tax would be imposed for eight years beginning July 1, 2013, at the rate of \$38 per year on each parcel within the School District. It would commence on the expiration of the District's existing \$28 per year voter-approved parcel tax.

Measure J

If this measure is approved by at least two-thirds of those voting on it, the Santa Cruz City Elementary School District ("the School District") will be authorized to levy a special tax on real property. The tax would be imposed for eight years beginning July 1, 2013, at the rate of \$85 per year on each parcel within the School District. It would commence on the expiration of an existing voter-approved parcel tax which is at the rate of \$70 per year.

Measure K

A three year special tax on real property of \$48 a year to support the Scotts Valley Unified School District.

Motion: To support our COPE committee and approve endorsement of Measures I, J, and K on the ballot in Santa Cruz County in the June 2012 primary.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

SEIU Local 521 Officers' Motion

Motion Number: 06

Date: May 22, 2012

Motion Title: To Contribute \$2,000 from the SEIU Local 521 Issues PAC to the Stanislaus County Library Measure

Recommended By: Stanislaus County Chapter leadership, SEIU 521. (the stipulation on participation and COPE participation has been added by Political Director Riko Mendez).

Background: Tom Abshere and his team have been working hard to get this motion approved by the Stanislaus Chapter. Now that it is done, I would like to see it on tomorrow's agenda. I fully understand that it is very short notice, as you all know these things are difficult to do given our process.

Tom and his team have had a huge amount of work on their plates lately with decert activity and staffing shortages. I fully support the motion below and hope we can add it to our agenda.

Motion: to contribute \$2,000.00 from the SEIU 521 Issues Account to the Stanislaus County Library Measure with the understanding that the Stanislaus members will participate in the campaign to pass the measure and leadership will encourage members to participate in the SEIU 521 COPE program.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

**Bank Balance on Saving and Investment accounts
as of April 30th, 2012**

DISCRETIONARY SAVINGS

ITEMS	GL#	ACCOUNT NAME	Bank	ENDING BALANCE as of 3/31/2012	+/- reason	ENDING BALANCE as of 4/30/2012
1	1005	CONTINGENCY FUND	Bank of The West	50,088.75		50,088.75
2	1006	STRIKE FUND	Bank of The West	131,167.60		131,168.60
3	1006	STRIKE FUND	Bank of The West - T- Bill Matures 7/12/12	800,000.00		800,000.00
4	1006	STRIKE FUND	Bank of The West - T- Bill Matures 5/24/2012	600,000.00		600,000.00
5	NA	STRIKE FUND per L521	@ INTERNATIONAL	79,007.30	Used up for American Dream fund	-
6	1016	LEGAL DEFENSE FUND	Bank of The West - T- Bill Matures 5/24/2012	87,058.63	Accrued \$0.12 per month & paid invoices	61,750.79
7	1017	GOOD & WELFARE FUND	Bank of The West - T- Bill Matures 5/24/2012	70,926.95		70,926.95
8	1003	AGENCY FEE	Bank of The West	100,805.17	\$40,000 accrual monthly, paid rebates in 3/2012	140,805.17
Total reserve				\$ 1,919,054.40		\$ 1,854,740.26

POLITICAL - PAC money

9		PAC - Candidates	US Bank - Olson	49,107.46	Olson Statement Reconciled as of 2/29/2012	31,787.56
10		PAC - Issues	US Bank - Olson	67,850.66	Olson Statement Reconciled as of 2/29/2012	45,989.69
11		PAC - Independent Expenditure	US Bank - Olson	181,091.63	Olson Statement Reconciled as of 2/29/2012	290,788.90
				\$ 298,049.75		\$ 368,566.15

MANDATORY SAVINGS

12	1002	ORGANIZING FUND	Bank of The West	604,863.31		668,730.31
13	1002	ORGANIZING FUND	Bank of The West - T- Bill Matures 7/12/12	950,000.00		950,000.00
14	1002	ORGANIZING FUND	Monterey County Employee Credit Union	201,806.56	CD with credit union	201,875.11
				\$ 1,756,669.87		\$ 1,820,605.42

Reserve Funds and Liabilities

15	2150-10	RETIREE BENEFIT TRUST	Reserve	515.00	+ \$1 / month	516.00
16	2150-11	CLARENCE DODGE SCHOLARSHIP	Reserve	13,381.04	+ \$1250 / mon	14,631.04
17	2150-12	CAPITAL RESERVE	Reserve	24,100.00	+\$1000/month	25,100.00
19	2150-14	BUILDING FUND	Reserve	2,364.91	+ \$1 / month	2,365.91
				\$ 40,360.95		\$ 42,612.95

A	B	C	D	2012 - 12 months												AQ	AR
				F	I	L	N	O	P		AO	AP	YTD - Four months				
				Jan	Feb	Mar		Apr									
		Budget		Actual	Actual	Actual	Budget	Actual	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Actual	Actual
3	Headcount	TOTAL DUES RECEIPTS		2,654,355	2,279,853	2,320,446	2,404,655	2,481,126	76,471					9,618,621	9,735,780	117,159	
4	55,831	OTHER INCOME		-													
5		Interest & Dividends		923	1,924	832	1,083	748	(335)					4,333	4,428	95	
6		SMIHSS Administrative Reimbursement		25,000	-	-	4,167	-	(4,167)					16,667	25,000	8,333	
7		Sublease Rent		6,997	5,872	5,629	6,414	6,056	(357)					25,655	24,553	(1,101)	
8	B	Misc. Income - SEIU Int'l subsidy		4,830	2,450	2,415	2,450	500	(1,950)					9,800	10,195	395	
9	A	Misc. items spend from saving accounts		-	56,455		-	29,947	29,947					-	86,402	86,402	
10		Total Misc. Income		37,750	66,701	8,876	14,114	37,251	23,138					56,454	150,578	94,123	
11		TOTAL GENERAL FUND INCOME		2,692,105	2,346,554	2,329,322	2,418,769	2,518,377	99,608					9,675,076	9,886,358	211,282	
12		GENERAL FUND EXPENSES															
13		ORGANIZING OFFSET		305,345	305,345	305,345	305,345	305,345	(0)					1,221,380	1,221,380	0	
14		SALARIES															
15	5	Administrative		37,245	37,245	37,245	37,277	37,245	32					149,108	148,979	129	
16	6	Admin Support		29,019	29,005	28,968	28,718	28,944	(226)					114,870	115,936	(1,065)	
17	11	Directors		80,656	80,656	61,761	76,931	74,578	2,353					307,726	297,651	10,075	
18	58	Internal Organizers/Research,CED,CESA,Po		299,637	301,155	312,706	341,437	311,135	30,303					1,365,749	1,224,632	141,117	
19	20	Clerical		83,236	84,504	83,223	82,374	81,018	1,357					329,498	331,981	(2,483)	
20	2	Facilities		7,317	7,156	7,156	7,166	7,304	(138)					28,664	28,933	(269)	
21	5	Data Base		22,532	22,923	22,486	24,780	22,486	2,294					99,120	90,426	8,694	
22	A	Special project - pay by other funding		-	-	-	-	-	-					-	-	-	
23		Temp. Internal Organizers/Research		304	284	1,186	2,890	865	2,025					11,559	2,639	8,920	
24		Temp. Clerical/Support		133	-	-	11	2,261	(2,250)					44	2,261	(2,217)	
25		Vacation & Comp Time		20,618	30,804	259,567	54,048	17,451	36,596					216,191	328,440	(112,249)	
26		Total Salaries		580,563	593,732	814,297	655,632	583,286	72,347					2,622,529	2,571,877	50,652	
27	107	PAYROLL RELATED EXPENSES															
28		Pension		77,088	76,257	75,207	83,816	75,721	8,095					335,263	304,272	30,991	
29		Payroll Taxes Expenses		88,030	59,804	44,539	64,499	44,327	20,172					257,995	236,699	21,296	
30		Travel Staff-Admin		786	2,770	208	3,142	1,643	1,499					12,567	5,407	7,161	
31		Travel Staff-Internal Organizers		4,835	9,420	12,966	5,029	6,475	(1,446)					20,115	33,696	(13,581)	
32		Mileage/Ins. Reimb.-Admin & Director		2,454	2,150	2,330	2,712	2,228	484					10,847	9,163	1,685	
33		Mileage/Ins. Reimb.-Internal Organizers		16,214	24,505	25,844	23,550	20,913	2,638					94,201	87,475	6,726	
34		Telephone Reimbursement		5,703	6,840	7,358	7,500	7,036	464					30,000	26,937	3,063	
35	10	Retiree Health Exp		7,063	5,752	7,172	5,834	4,864	970					23,335	24,851	(1,516)	
36		Retire Benefit Trust Fund		14	1	1	1	1	0					5	4	1	
37		Benefits(Health, Dental, Vision,life,401K,Fle		217,303	214,558	210,790	207,103	215,809	(8,706)					828,412	858,459	(30,048)	
38		Workers Comp Insurance		15,924	10,289	16,931	22,700	14,206	8,494					90,800	57,349	33,451	
39		Recruiting exp		140	176	176	833	33	801					3,333	525	2,809	
40		Total Payroll Related Expenses		435,540	412,522	403,522	426,718	393,253	33,465					1,706,873	1,644,837	62,036	
41		Total Salaries & Payroll Expenses		1,016,103	1,006,253	1,217,819	1,082,351	976,539	105,812					4,329,403	4,216,714	112,688	

A	B	C	D	2012 - 12 months												AQ	AR
				F	I	L	N	O	P		AP		AO	YTD - Four months			
1				Jan	Feb	Mar		Apr									
2		Budget		Actual	Actual	Actual	Budget	Actual	Budget	Actual	Actual	Actual	Actual	Budget	Actual	Actual	NOTE
42	MISCELLANEOUS	-															
43	Agency Fee/Assoc. Exp.	480,000		30,000	50,000	40,000	40,000	40,000						160,000	160,000	-	
44	Capital Fund Expense	12,000		1,000	1,000	1,000	1,000	1,000						4,000	4,000	-	
45	Admin exp share w. chapter	9,933		932	1,017	989	828	919						3,856	3,856	(545)	more activities than we anticipated
46	Free Life insurance to members (SCR, MRY)	7,056		452	441	442	588	448						1,783	1,783	569	
47	Dodge Scholarship	15,000		1,250	1,250	1,250	1,250	1,250						5,000	5,000	-	
48	Computer Database UnionWare	90,392		6,848	6,848	6,848	7,533	6,848						30,131	27,392	2,739	
49	Accounting Software Gp	12,000		-	-	-	1,000	-						4,000	-	4,000	
50	Total Miscellaneous	626,382		40,482	60,556	50,528	52,198	50,464						208,794	202,031	6,763	
51																	
52	ARBITRATIONS & LEGAL																
53	Arbitrations Fees & legal fees - representation	55,570		8,805	7,257	3,447	4,631	(14,035)						18,523	5,473	13,050	
54	Arbitrations Fees & legal fees - admin.	83,826		-	-	-	6,985	20,265						27,942	20,265	7,677	
55	Retainer	254,667		21,150	21,150	21,150	21,222	21,150						84,889	84,600	289	
56	Automatic Legal Defense Fund (\$0.12 per mo)	80,397		6,700	6,700	6,700	6,700	6,700						26,799	26,800	(1)	
57	Total Arbitrations & Legal	474,459		36,655	35,107	31,297	39,538	34,079						158,153	137,138	21,015	
58																	
59	FACILITIES																
60	Rent-SJC	456,000		37,048	37,048	37,048	38,000	37,048						152,000	148,192	3,808	
61	Rent-SQL	57,743		4,711	4,711	4,711	4,812	4,711						19,248	18,845	402	
62	Mortgage - Monterey & Parking	3,000		-	-	-	250	-						1,000	-	1,000	
63	Rent-Santa Cruz, Watsonville & Hollister	60,290		3,550	3,550	3,550	5,024	3,300						20,097	13,950	6,147	
64	Rent-Visalia & Hanford	15,000		1,295	1,100	1,394	1,250	1,100						5,000	4,889	111	
65	Utilities	159,646		10,948	10,486	11,141	13,304	9,702						53,215	42,278	10,938	
66	Kitchen Sundries	26,699		1,459	1,593	2,116	2,225	2,054						8,900	7,223	1,677	
67	Gen. Liab. Ins. & Property Tax	195,448		12,714	12,188	13,293	16,287	12,542						65,149	50,737	14,412	
68	Building Maintenance/Security/Janitorial	182,664		12,056	14,442	11,658	15,222	14,549						60,888	52,705	8,183	
69	Total Admin - Facilities	1,156,491		83,781	85,118	84,912	96,374	85,008						385,497	338,818	46,679	
70																	
71	ADMINISTRATIVE - OFFICES																
72	Audit/Acct. Fees	158,000		3,056	1,882	15,979	13,167	2,207						52,667	23,123	29,544	
73	Staff NEG Consultant	3,594		-	-	-	299	-						1,198	-	1,198	
74	Subscriptions	2,238		309	206	310	187	73						746	897	(151)	
75	Office Sundries	42,084		1,992	2,768	2,662	3,507	2,102						14,028	9,523	4,505	
76	Office Equipment Leases	236,113		6,201	25,630	16,099	19,676	14,758						78,704	62,688	16,016	
77	Equipment Maintenance & Repair Contracts	65,632		5,796	2,815	4,927	5,469	5,351						21,877	18,889	2,989	
78	Contributions	3,075		-	124	132	256	57						1,025	312	713	
79	Research Material & Data	7,288		-	2,696	506	607	-						2,429	3,202	(772)	
80	Total Admin - Offices	518,024		17,354	36,119	40,613	43,169	24,547						172,675	118,633	54,041	
81																	

Financial Statement for the year of 2012

A	B	C	D	2012 - 12 months												AQ	AR
				F	I	L	N	O	P		AP		AO	YTD - Four months			
1				Jan	Feb	Mar		Apr									
2		Budget		Actual	Actual	Actual	Budget	Actual	Budget	Actual	Actual	Actual	Actual	Actual	Actual	Actual	NOTE
82	COMMUNICATIONS																
83	Printing	25,000		2,419	413	6,820	2,083	3,649							13,301	8,333	(4,968)
84	Paper	30,606		756	3,800	2,051	2,551	1,212							7,819	10,202	2,383
85	Website/Station/communication	8,444		397	604	1,266	704	458							2,725	2,815	90
86	Telephone & Internet & Tele conference	223,186		21,248	17,274	16,572	18,599	15,767							70,861	74,395	3,534
87	Postage	50,000		2,367	3,346	6,711	4,167	5,901							18,325	16,667	(1,658)
88	Professional Fees/Translations	1,326		2,602	2,739	-	111	5,762							11,103	442	(10,661)
89	Total Communications	338,562		29,791	28,175	33,420	28,213	32,748							124,134	112,854	(11,280)
90																	
91	CONFERENCES/MILEAGE																
92	Staff-Misc. Conf/Seminar	3,593		-	-	75	299	-							75	1,198	1,123
93	Exec. Board-Conferences	-		-	-	-	-	-							-	-	-
94	Misc. Members-Reimbursed	-		-	-	-	-	-							-	-	-
95	Total Conferences/Mileage	3,593		-	-	75	299	-							75	1,198	1,123
96																	
97	STAFF MEETING & TRAINING																
98	Staff / Director Training	4,605		67	1,991	169	384	16							2,244	1,535	(709)
99	Staff - representation & political & community	37,628		1,363	3,643	2,829	3,136	6,321							14,155	12,543	(1,613)
100	Clerical Staff	494		195	-	-	41	335							530	165	(365)
101	Executive Staff	1,200		-	-	-	100	100							-	400	400
102	Tuition Reim.-Internal Organizers	1,000		-	-	-	83	-							-	333	333
103	Tuition Reim.-OPEIU	1,000		-	-	-	83	-							-	333	333
104	Total Staff Training	45,928		1,625	5,634	2,998	3,827	6,672							16,929	15,309	(1,620)
105																	
106	EDUCATION & TRAINING																
107	Steward & Chief Steward & Leader Training	7,500		202	505	501	625	211							1,419	2,500	1,081
108	Education & Training Committee Meeting & Industry Training Events	500		92	-	-	42	52							52	167	114
109		3,000		294	1,389	299	250	2,113							3,893	1,000	(2,893)
110	Total Education & Training	11,000		294	1,894	800	917	2,376							5,364	3,667	(1,698)
111																	
112	POLITICAL/SOCIAL INVOLVEMENT																
113	Candidates, Issues, IE Account (\$0.12 per member)	107,100		8,211	8,138	8,229	8,925	8,260							32,838	35,700	2,862
114	Legal & Accounting	25,000		3,877	2,510	7,912	2,083	3,809							18,107	8,333	(9,774)
115	Committee Meetings	5,924		406	762	1,421	494	1,121							3,709	1,975	(1,735)
116	Conferences	1,000		-	-	-	83	-							-	333	333
117	Electoral Staff/ Activity	1,000		-	-	-	83	-							-	333	333
118	Polls & Surveys	1,000		-	-	-	83	-							-	333	333
119	Special Printing	66		-	-	-	5	-							-	22	22
120	Subscriptions	200		-	-	-	17	-							-	67	67
121	Total Political/Social Involvement	141,289		12,494	11,409	17,562	11,774	13,190							54,655	47,096	(7,558)
122		-															

A	B	C	D	2012 - 12 months												AQ	AR
				F	I	L	N	O	P	YTD - Four months		NOTE					
				Jan	Feb	Mar		Apr					Budget	Actual			
		Budget		Actual	Actual	Actual	Budget	Actual	Actual	Actual	Actual	Budget	Actual	Actual	Actual		
123	SOCIAL & ECONOMIC JUSTICE	-															
124	Committee Meetings	5,000		92	95	150	417	16	401			1,667	353	1,314			
125	Conferences	350		-	-	-	29	-	29			1,117	-	117			
126	Contributions/Solidarity	4,530		350	2,000	1,250	378	-	378			1,510	3,600	(2,090)			
127	Caucus Activities	80,670		1,112	5,113	6,515	6,723	1,868	4,855			26,890	14,608	12,282			
128	Total Social & Economic Justice	90,550		1,554	7,208	7,915	7,546	1,884	5,662			30,183	18,561	11,622			
129																	
130	MEMBER INVOLVEMENT																
131	Memorabilia/Give away Member Pride	7,500		1,333	(28)	5,294	625	701	(76)			2,500	7,301	(4,801)	stocked up inventory		
132	Awards/Recognition	1,000		-	-	209	83	-	83			333	-	333			
133	Ex Board Reimbursement	973		-	10	209	81	44	37			324	263	61			
134	Rally Rental & Bus	3,979		82	1,703	528	332	-	332			1,326	2,313	(987)	IHSS rally bus rental		
135	Member Reimbursement/Lost time	4,050		196	10	1,782	337	481	(144)			1,350	2,469	(1,119)			
136	Transportation & Vehicle Expenses	10,000		340	633	242	833	1,644	(811)			3,333	2,859	474			
137	Total Member Involvement	27,502		1,952	2,328	8,055	2,292	2,871	(579)			9,167	15,206	(6,039)			
138																	
139	NEGOTIATIONS																
140	Printing Contracts - outside vendor	30,000		-	2,273	1,705	2,500	-	2,500			10,000	3,978	6,022			
141	Meetings & Supplies	34,934		592	1,561	7,650	2,911	2,407	505			11,645	12,209	(565)			
142	Strike Preparations	10,000		31,290	5,453	178	833	409	424			3,333	37,330	(33,997)	offset by Strike saving - line 9		
143	Automatic Strike Fund Transfer - reduction to	12		1	1	1	1	1	-			4	4	-			
144	Total Negotiations	87,949		31,882	9,288	9,534	6,246	2,817	3,429			24,982	53,522	(28,540)			
145	MEETINGS & EVENTS																
146	Executive Board Meetings	25,000		65	124	5,735	2,083	525	1,558			8,333	6,449	1,884			
147	Steward/Council meetings	3,941		-	156	184	328	174	154			1,314	514	799			
148	521 Party & other events	10,000		137	833	137	833	153	680			3,333	290	3,043			
149	Int'l Convnt 2012 - 48* 1000; 2011-MLAC & t	48,000		-	-	-	4,000	-	4,000			16,000	-	16,000			
150	Officer Election	92,000		-	-	-	7,667	-	7,667			30,667	-	30,667			
151	Industries & Members conference	8,016		-	1,031	-	668	-	668			2,672	1,031	1,641			
152	Miscellaneous	1,000		65	1,311	6,056	15,663	853	14,810			333	-	333			
153	Total Meetings & Events	187,956		65	1,311	6,056	15,663	853	14,810			62,652	8,285	54,367			
154																	
155	REPRESENTATIVE DUES																
156	SEIU \$7.65 ea	5,125,286		420,880	416,826	423,269	427,107	427,773	(666)			1,708,429	1,688,747	19,681			
157	SEIU Unity Fund \$5.00ea	3,217,860		248,690	231,595	232,585	268,155	244,880	23,275			1,072,620	957,750	114,870			
158	SEIU Retirees \$1.00ea	6,516		739	420	-	543	402	141			2,172	1,561	611			
159	SEIU/ State Council-\$2.53ea	1,695,029		136,668	134,331	135,974	141,252	138,462	2,791			565,010	545,435	19,575			
160	Nurse Alliance \$1.45ea	15,660		1,318	934	990	1,305	972	334			5,220	4,214	1,006			
161	So Bay CLC Jul/10 2\$0.60, Jun/11 2\$0.63	217,876		15,045	15,809	16,083	18,156	16,030	2,126			72,625	62,967	9,659			
162	SMCO CLC \$0.60ea	31,240		2,268	2,236	2,456	2,603	2,288	316			10,413	9,248	1,166			
163	Fresno CLC \$0.45ea	37,625		2,749	2,700	2,766	3,135	2,800	335			12,542	11,015	1,526			
164	Bakersfield CLC \$0.25ea	26,440		2,092	2,074	2,094	2,203	2,090	113			8,813	8,350	464			
165	Monterey & Santa Cruz LC \$0.55ea	39,460		3,390	3,346	3,405	3,288	3,337	(49)			13,153	13,478	(325)			

Financial Statement for the year of 2012

A	B	C	D	F		I		L		N		O		P	AQ	AR
				Jan	Feb	Mar	Apr	Budget	Actual	Budget	Actual	Budget	Actual			
1		2012 - 12 months		Actual	Actual	Actual	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Actual	Actual	
2		Budget														NOTE
166	110 North Valley CLC	1,320		110	110	110	110	110	110	110	110	440	440	440	-	
167	55,831 CA Labor Fed 25% X .70ea, pd old rate \$0.4	117,245		4,847	4,802	4,869	4,928	9,770	4,843	9,770	4,843	39,082	19,446	19,446	19,636	
168	Building Trades-SMCO	3,600		300	300	300	300	300	-	300	-	1,200	1,200	-	-	
169	Total Representative Dues	10,535,157		839,096	815,481	824,902	844,371	877,930	33,559	877,930	33,559	3,511,719	3,323,850	3,323,850	187,869	
170		-														
171	TOTAL EXPENSES	31,644,189		2,418,474	2,411,226	2,641,832	2,383,762	2,573,682	189,920	2,573,682	189,920	10,294,729	9,855,295	9,855,295	439,435	
172								0	0	0	0	-	-	-	-	
173	TOTAL INCOME LESS TOTAL EXPENSES	(2,618,962)		273,631	(64,672)	(312,511)	134,615	(154,913)	289,528	(154,913)	289,528	(619,654)	31,063	31,063	650,717	
174																
175	VOLUNTARY TRANSFERS															
176	Building Funds	12		1	1	1	1	1	-	1	-	4	4	4	-	
177	Strike Fund	-		-	-	-	-	-	-	-	-	-	-	-	-	
178	Total Transfers	12		1	1	1	1	1	-	1	-	4	4	4	-	
179	TOTAL INCOME LESS EXPENSES & T	(2,618,974)		273,630	(64,673)	(312,512)	134,614	(154,914)	289,528	(154,914)	289,528	(619,658)	31,059	31,059	650,717	

SEIU Local 521
Organizing Statement for the year of 2012

Doc # 3

	A	B	D	G	J	L	M	N	AM
1		Year 2012	Jan-12	Feb-12	Mar-12	Apr-12			
2		12 months Budget	Acutal	Acutal	Actual	Budget	Acutal	Better / Worst	Actual YTD - 4 months
3									
4	Budget from SEIU Local 521	3,664,141	305,345	305,345	305,345	305,345	305,345	(0)	1,221,380
5									
6	Expenses								
7	Legal - Organizi	28,200	2,350	2,350	2,350	2,350	2,350	-	9,400
8	Arbitration - Organizing	4,983	-	-	-	415		415	-
9	Lost Time - Organizing	497,170	-	-	15,393	41,431	-	41,431	15,393
10	Salaries - Organizing (bgt 23+2), 15+2	1,679,833	92,909	93,165	85,654	129,218	81,626	47,592	353,354
11	Workers Comp. Ins. - Org	58,794	2,388	1,543	2,540	4,900	2,131	2,769	8,602
12	Payroll Tax Exp - Organ.	201,580	7,616	7,422	8,321	16,798	6,277	10,521	29,636
13	401K Matchering	50,395	1,982	1,849	2,404	4,200	1,596	2,603	7,830
14	EMPLOYEE BENEFITS - Organizing	651,357	33,741	31,717	32,728	54,280	31,318	22,962	129,505
15	Pension Plan Exp - Organi.	235,177	12,220	12,421	11,858	19,598	11,303	8,295	47,802
16	Staff Recruiting Exp-Org.	100	-	-	-	8	-	8	-
17	Vacation / Comp Time - Org	139,986	2,556	11,639	40,044	11,666	9,365	2,300	63,604
18	Training Exp - Org.	8,000	-	37	97	667	-	667	134
19	Mileage reimb exp - Organizing	194,724	9,516	6,090	7,533	16,227	5,558	10,669	28,698
20	Vehicle Expenses	11,000	2,284	1,450	1,555	917	2,818	(1,901)	8,106
21	RENT EXPENSES - Organizing	88,114	3,748	2,100	2,100	7,343	2,100	5,243	10,048
22	Telephone Expenses - Organizin	19,617	1,267	1,121	1,294	1,635	1,500	135	5,182
23	Utilities Expenses	2,464	-	-	-	205	-	205	-
24	Office Supplies & Other Allocation - Or	6,700	795	600	3,556	558	1,320	(762)	6,271
25	Printing Expenses - Organizing	200	-	-	312	17	-	17	312
26	Postage Expenses - Organizing	600	-	-	-	50	-	50	-
27	PT Organizing		185	1,289	-	-	-	-	1,474
28	Communication Cost Expenses	3,600	-	-	-	300	-	300	-
29	Referral lead/DATA - Organizing	940	-	-	-	78	-	78	-
30	Professional Fee Expenses	2,500	-	-	-	208	-	208	-
31	Translation Expenses - Organ	1,200	-	-	-	100	-	100	-
32	Equipment Leasing Exp - Organi	1,000	-	-	-	83	-	83	-
33	Equip. Maint. & Repair -Organi	1,200	-	-	-	100	-	100	-
34	Building Maint. & Repair -Organi	1,200	-	-	-	100	-	100	-
35	Computer Database Services	7,762	725	725	725	647	725	(78)	2,900
36	Subcriptions - Organizing	500	135	-	-	42	-	42	135
37	Travel Expenses - ORGANIZING	284,061	30,603	23,213	19,992	23,672	24,617	(946)	98,426
38	Conference - Organizing	-	-	3,858	1,658	-	-	-	5,516
39	Rally / Bus Rental-Organizing	-	-	-	-	-	-	-	-
40	Memorabilia / Give Away-Org	1,414	-	2,557	1,278	118	-	118	3,835
41	Meeting - Organizing	11,379	351	793	87	948	1,385	(437)	2,616
42	Donation - Organizing	4,132	-	-	-	344	-	-	-
43	SEIU Int'l share cost	300,000	300,000	-	-	-	-	-	300,000
44									
45	Total Expenses	4,499,882	505,370	205,938	241,478	339,222	185,989	153,233	1,138,776
46									
47	Net Income	(835,740)	(200,025)	99,407	63,867	(33,877)	119,356	(153,233)	82,604

		E												CITIES														
		COUNTIES												CITIES														
	A	B	C	D																								
	County office	B	C	D	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	AVERAGE											
		FAT	FAT	FAT	2,653	2,648	2,625	2,639									2,641											
3	FAT	FAT	26 M	Fresno County	1,080	1,107	1,129	1,129									1,111											
4	FAT	FAT	26 A	Fresno County - Agency	3,158	3,137	3,200	3,194									3,172											
5	KER	BFL	26 M	Kern County	1,633	1,647	1,601	1,581									1,616											
6	KER	BFL	26 A	Kern County - Agency	335	329	323	327									329											
7	KIN	HAN	26 M	Kings County	70	69	69	72									70											
8	MAD	FAT	26 M	Madera County COMPA	27	27	27	27									27											
9	MAD	FAT	26 M	Madera County SEMC	223	225	226	224									225											
10	MAR	FAT	26 M	Mariposa County	2,167	2,188	2,145	2,142									2,161											
11	MRY	SNS	26 M	Monterey County	393	382	436	439									413											
12	MRY	SNS	26 A	Monterey County - Agency	121	119	119	126									121											
13	SB	SNS	26 M	San Benito County	128	123	123	116									123											
14	SB	SNS	26 A	San Benito County - Agency	781	778	777	777									778											
15	SMC	SQL	26 M	San Mateo County	659	661	681	700									675											
16	SMC	SQL	26 A	San Mateo County - Agency	7,830	7,719	7,778	7,819									7,787											
17	SC	SJC	26 M	Santa Clara County	972	978	997	1,035									996											
18	SC	SJC	26 A	Santa Clara County - Agency	1,453	1,472	1,478	1,491									1,474											
19	SCR	SCR	26 M	Santa Cruz County	67	67	67	66									67											
20	SCR	SCR	26 A	Santa Cruz County - Agency	403	402	401	396									401											
21	STA	FAT	26 M	Stanislaus County	85	78	77	82									81											
22	STA	FAT	26 A	Stanislaus County - Agency	806	794	795	803									800											
23	TUL	VIS	26 M	Tulare County	517	511	550	557									534											
24	TUL	VIS	26 A	Tulare County - Agency	16	16	16	16									16											
25	TUO	FAT	26 M	Tuolumne County																								
26																												
27	KER	BFL	26 M	City of Arvin	25	20	21	21									22											
28	KER	BFL	26 M	City of Bakersfield	698	698	696	697									697											
29	FAT	HAN	26 M	City of Coalinga	22	22	23	27									24											
30	FAT	BFL	26 A	City of Coalinga - Agency	7	6	6	2									5											
31	KER	BFL	26 M	City of Delano	133	133	134	133									133											
32	SMC	SQL	26 M	City of East Palo Alto	20	21	20	20									20											
33	SMC	SQL	26 M	City of East Palo Alto - Agency	6	7	9	10									8											
34	MRY	SNS	26 M	City of Greenfield	13	13	13	13									13											
35	KIN	HAN	26 M	City of Hanford	103	103	103	104									103											
36	KIN	HAN	26 A	City of Hanford - Agency	21	21	20	19									20											
37	SB	SNS	26 M	City of Hollister	31	-	30	30									23											
38	SB	SNS	26 A	City of Hollister - Agency	7	-	8	8									6											
39	KIN	SNS	26 M	City of Kings	10	10	10	10									10											
40	KIN	SNS	26 A	City of Kings - Agency	2	2	2	2									2											
41	TUL	VIS	26 M	City of Lindsay	6	6	6	5									6											
42	SMC	SQL	26 M	City of Menlo Park	98	97	99	96									98											
43	SMC	SQL	26 A	City of Menlo Park - Agency	154	154	154	174									159											
44	SC	SQL	26 M	City of Mountain View	125	122	122	122									123											
45	SC	SQL	26 A	City of Mountain View - Agency	34	32	32	33									33											
46	SC	SQL	26 M	City of Palo Alto	-	-	343	424									192											
47	SC	SQL	26 A	City of Palo Alto - Agency	-	-	132	224									89											
48	SMC	SQL	26 M	City of Redwood City	251	252	251	251									251											
49	MRY	SNS	26 M	City of Salinas	210	210	210	209									210											
50	SMC	SQL	26 M	City of San Mateo	113	110	110	109									111											
51	SMC	SQL	26 M	City of San Mateo - Agency	53	53	52	54									53											
52	SCR	SCR	26 M	City of Santa Cruz	502	472	487	494									489											
53	SCR	SCR	26 A	City of Santa Cruz - Agency	127	123	129	131									128											
54	SCR	SCR	26 M	City of Scotts Valley	23	23	23	23									23											
55	KER	BFL	26 M	City of Shafter	11	11	11	11									11											
56	MRY	SNS	26 M	City of Soledad	37	35	37	35									36											

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
	County	office	B	C		Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	AVERAGE
2	SC	SOL	26M	City of Sunnyvale		44	42	43	41									43
57	KER	BFL	26M	City of Taft		14	13	13	12									13
59	KER	BFL	26M	City of Wasco		46	48	48	48									48
60	SCR	SCR	26M	City of Watsonville		53	52	52	52									52
61				SCHOOLS														
62	SC	SJC	12M	Campbell Union High School District		61	64	64	65									64
63	SC	SJC	12M	Cupertino Union School District		51	154	145	155									126
64	SC	SJC	12A	Cupertino Union School District - Agency		16	27	35	23									25
65	KER	BFL	12M	Edison Elementary School District		21	20	20	18									20
66	FAT	FAT	12M	FASTA		229	197	240	265									233
67	FAT	FAT	12A	FASTA - Agency		405	304	403	503									404
68	FAT	FAT	12M	Fresno Unified School District		466	464	468	465									466
69	FAT	FAT	12A	Fresno Unified School District - Agency		86	86	85	88									86
70	MRY	SNS	12M	Gonzales Unified School District		5	5	5	5									5
71	SC	SJC	12M	Morgan Hill Unified School District		305	305	310	310									308
72	SC	SJC	12M	Orchard School District		24	-	25	23									18
73	FAT	FAT	12M	Riverdale Unified School District		56	57	57	57									57
74	STA	FAT	12M	Salida Union School District - Headstart		37	38	38	38									38
75	SCR	SCR	12M	San Lorenzo Valley Unified School District		100	100	101	101									101
76	SC	SJC	12M	Santa Clara COE		1,341	1,344	1,342	1,332									1,340
77	KER	BFL	12M	Standard School District		50	53	52	51									52
78	KER	BFL	12M	Taft Union High School District		47	47	47	46									47
79				PRIVATE NON-PROFIT														
80	SC	SJC	12M	Achievekids		98	96	95	96									96
81	SC	SJC	12M	American Red Cross Blood Services Northern California Region		42	43	43	45									43
82	FAT	FAT	26M	Central California Legal Services		40	44	45	45									44
83	SB	SNS	26M	Chamberlain's Children Center		-	37	34	-									18
84	MRY	SNS	26M	CHISPA Housing Management		30	-	30	30									23
85	KER	FAT	26M	Community Action Partnership of Kern		322	318	325	325									323
86	MAD	FAT	26M	Community Action Partnership of Madera		121	121	119	64									106
87	SCR	SCR	26M	Community Bridges		103	105	107	106									105
88	SC	SJC	24M	Community Solutions		117	114	117	114									116
89	FAT	FAT	12M	First Student / Laidlaw		191	190	189	183									188
90	SC	SJC	26M	Gardner Family Care Corporation		-	120	118	120									90
91	MER	FAT	26M	Golden Valley Health Center		421	412	415	421									417
92	SC	SJC	24M	Hope Services		170	172	179	179									175
93	SC	SJC	26M	Humane Society of Silicon Valley		12	12	12	12									12
94	SC	SJC	26A	Humane Society of Silicon Valley - Agency		16	18	19	19									18
95	SC	SJC	12M	Institute on Aging/Older Adults Care Management		104	107	111	119									110
96	KER	FAT	26M	Kern Regional Center		154	151	148	150									151
97	KIN	VIS	26M	Kings Community Action Organization		22	-	30	29									20
98	SC	SJC	24M	Law Foundation of Silicon Valley		49	50	49	52									50
99	SC	SJC	24M	MACSA, Inc.		7	8	-	6									5
100	MRY	SNS	12M	MAOF (Formerly Childrens Center of MRY)		89	79	80	91									85
101	SC	SQL	26M	Momentum for Mental Health		209	210	208	218									211
102	SC	SQL	26A	Momentum for Mental Health - Agency		30	32	32	24									30
103	SB/MR	SNS	26M	MV Public Transportation		110	106	108	108									108
104	SMC	SQL	12M	Peninsula Jewish Community Center		54	-	54	58									42
105	SC	SJC	26M	Rebekah Children's Services		61	61	63	64									62
106	SCR	SCR	26M	Salud Para La Gente Inc.		148	145	146	150									147
107	SC	SJC	26M	San Andreas Regional Center		223	220	220	219									221
108	SCR	SCR	26M	San Andreas Regional Center		92	91	91	92									92
109	SC	SJC	26M	Santa Cruz Community Counseling Center		68	68	-	63									50
110	TUL	VIS	12M	Starlight Community Services		36	-	37	37									28
111	SCR	SCR	26M	Student Transportation of America		21	-	21	-									11
111	SCR	SCR	26M	Womens Crisis Support-Defensa De Mujeres		21	-	21	-									11

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R
2	County office	SCR	B	C	D	Jan-12	Feb-12	Mar-12	Apr-12	May-12	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	AVERAGE
112	SCR	26	M		YWCA of Watsonville	10	10	11	11									11
113					HOME CARE													
114	SC	SJC	24	M	Addus Healthcare Inc.	42	44	46	45									44
115	SMC	SQL	12	M	IHSS San Mateo	1,845	1,780	1,832	1,804									1,815
116	SMC	SQL	12	A	IHSS San Mateo - Agency	1,109	1,068	1,047	1,037									1,065
117	SC	SJC	12	M	IHSS Santa Clara	8,883	8,802	8,670	8,688									8,761
118	SC	SJC	12	A	IHSS Santa Clara - Agency	4,971	4,892	4,902	5,175									4,985
119	SMC	SJC	12	M	Pathways Continuous Care	133	140	-	141									104
120					SPECIAL DISTRICTS													
121	KER	BFL	12	M	Bear Valley Community Services District	30	30	30	29									30
122	FAT	FAT	26	M	Court - Fresno County	270	269	268	266									268
123	FAT	FAT	26	A	Court - Fresno County - Agency	54	55	56	53									55
124	KER	BFL	26	M	Court - Kern County	313	312	302	299									307
125	KER	BFL	26	A	Court - Kern County - Agency	100	99	97	99									99
126	KIN	VIS	26	M	Court - Kings County	58	58	57	58									58
127	KIN	VIS	26	A	Court - Kings County - Agency	1	1	1	1									1
128	MAR	FAT	26	M	Court - Mariposa	8	8	8	8									8
129	MRY	SNS	26	M	Court - Monterey County	90	89	89	-									67
130	MRY	SNS	26	M	Court - Monterey County - Agency	44	45	45	-									34
131	SB	SNS	26	M	Court - San Benito	26	26	26	26									26
132	SCR	SCR	26	M	Court - Santa Cruz	86	85	85	86									86
133	SCR	SCR	26	A	Court - Santa Cruz - Agency	1	-	-	-									0
134	SC	SJC	26	M	Court - SCCC Superior	570	571	566	564									568
135	SC	SJC	26	A	Court - SCCC Superior - Agency	10	10	11	11									11
136	SMC	SJC	26	M	Court - SMC	150	149	151	147									149
137	SMC	SJC	26	A	Court - SMC - Agency	57	57	57	56									57
138	TUL	VIS	26	M	Court - Tulare	188	187	185	185									186
139	FAT	FAT	12	M	Fresno Housing Authority	106	108	109	108									108
140	FAT	FAT	12	A	Fresno Housing Authority - Agency	31	31	30	30									31
141	MRY	SNS	26	M	Housing Authority of the County of Monterey	56	55	57	56									56
142	SC	SJC	26	M	Housing Authority of the County of Santa Clara	85	84	82	83									84
143	SC	SJC	26	A	Housing Authority of the County of Santa Clara - Agency	15	15	14	14									15
144	KER	BFL	26	M	Kern County Water Agency	27	27	27	27									27
145	KER	BFL	26	A	Kern County Water Agency - Agency	27	27	26	26									27
146	TUL	BFL	26	M	Lindsay-Srathmore Irrigation District	2	2	2	2									2
147	MRY	SNS	26	M	Monterey Bay Unified Air Pollution Control District	27	27	27	26									27
148	KER	BFL	26	M	Public Cemetery District #1	4	4	4	4									4
149	SB	SNS	26	M	San Benito County Water District	12	12	13	13									13
150	KER	FAT	26	M	San Joaquin Valley Air Pollution Control District	124	123	120	116									121
151	KER	FAT	26	A	San Joaquin Valley Air Pollution Control District - Agency	71	72	79	83									76
152	SC	SJC	26	M	Santa Clara Valley Transportation Authority	256	253	257	258									256
153	SCR	SCR	26	M	Santa Cruz County Regional Transportation Commission	12	12	12	12									12
154	SCR	SCR	26	M	Santa Cruz Metro	81	80	86	86									83
155	SCR	SCR	26	A	Santa Cruz Metro - Agency	1	1	1	1									1
156	SCR	SCR	26	M	Soquel Creek Water District	12	11	11	12									12
157					OTHER													
158	SC	SJC		M	Associate Members	-	-	-	-									-
159	SC	SJC		M	Retired Members	739	420	409	315									471
160	SC	SJC		M	Cal-Per Retirees	84	83	167	87									105
161	SC	SJC		M	521 Staff	32	32	31	34									32
162																		
163					TOTAL	55,889	55,049	55,877	56,368									55,796

SEIU Local 521 Officers' Motion

Motion Number: 04

Date: May 22, 2012

Motion Title: Contribution to the Mount Whitney School Band Boosters - \$1,000

Recommended By: Tulare County Chapter Executive Board

Background: The Tulare County Chapter has been looking for different ways of promoting our Chapter in the Community. The Chapter Officers were asked to go into the Community and look for various sponsorship/volunteer opportunities. We have been approached by the Mount Whitney School Band in hopes of having Local 521 sponsor them. The Band has a goal of reaching \$150,000 with this sponsorship drive to purchase instruments, uniforms and a box truck to haul their equipment to various concerts and to tow their parade trailer. So far, they have raised \$25,000.

Motion: To allow Tulare PACE to contribute \$1,000 to the Mount Whitney School Band Boosters from the Tulare PACE fund.

Follow Up:

Moved by: _____ Second : _____

Amendment: _____

Amended By: _____

Votes in Favor: _____ Votes Opposed: _____ Abstentions: _____

Motion: Carries Fails: Tabled Until: Date: _____

Signatures

Since we will be losing a max of \$250+ with a 2% raise will hardly fill the hole in our pay check. When a raise in union dues is factored in the 2% is lost as it will go to overdues. Would it be possible to exempt the members who now are taking a large cut in pay from the dues increase? It would show that the senior members of this local do matter and acknowledge the injustice done by the BOS,
Sincerely,

Charles M. Jones Shop Steward KMC

Ruth Smith, Radiology KMC

Maria Cruz - Radiology

Under Pay Radiology
EABEN PA-C

WILL R

Wynona May

Sarah Salter

Rosalyn LYN

Sharon Gulevich

Monique Paul RN

Epiphany Anderson RN

Andrew Jamnick RN Bargaining Team Profession unit

MARILENE BATCA RN

Ginette Costa RN

MANNIA RN

Ni Lopez

ASUWA



May Organizing Report

By: Catherine Balbas

Child Care

The Child Care Team has focused on membership building. The Team has expanded into several other counties this month. At this time we have organizers building membership in Kern County, Fresno County, Tulare County, Kings County, Madera County and Santa Clara County.

Organizers are also preparing for a lobby day on May 21 in Sacramento to fight back on cuts to child care funding. Child care providers from Kern County, Tulare County, Kings County and Santa Clara County will be participating in this lobby day.

Clinica de Salud del Valle de Salinas

Clinica workers are now working on preparing for bargaining their first contract. They have elected their bargaining team and continue to develop their CAT team. After some initial reluctance by the employer, we have now agreed on dates to begin the contract negotiations this month.

Clinica Organizing Committee members, Gina Izqueirdo and Daisy Rodriguez, have participated in a statewide training for members and are excited about using what they learned to build their union and win their first contract.

Clinica workers were also honored at the annual CLC dinner in Monterey and their organizing work was recognized by the CLC.

New Organizing

External organizers continue to meet with workers at our 2012/2013 targets. We are focusing on research and planning in preparation for launching new campaigns in June.

SEIU Local 521 Communications Department Executive Board Report – May 2012

Member Engagement & Education

Healthcare Reform and Eligibility Workers: Collaborated with member leaders, 521 Research, and State Council to draft educational literature and training script for worksite presentations on how healthcare reform will affect eligibility workers.

Pension Reform & Retirement Security for All: Developing worksite literature to educate members on AB 1234 [DeLeon pension reform legislation] to help mobilize membership for lobby visits as the Senate prepares for a vote in June.

CalPERS & WellPoint: Prepared speeches for 521 Pension Committee members to address CalPERS board on May 15. WellPoint is a service provider for CalPERS and WellPoint engages in secretive politics that attack working families. As part of an SEIU International campaign, 521 is helping shine the spotlight on this and calling on CalPERS to adopt better “code of conduct” for those it does business with.

Contract, Chapter & Industry Campaigns

Fresno County: Assisting in contract negotiations and bylaws ratification. Communicating negotiation updates to membership via text, email, facebook, website. Created online survey form for members to provide input on contract priorities.

Tulare County: Prepared press release in support of 521 lawsuit against Tulare County for breach of contract (clips attached). Researched issue and coached member on Tulare County Courts pension issue for newspaper. (clip attached)

Natividad Medical Center: Ensuring members receive regular updates [via email, leaflets, website posts] on possible changes to the operation / administration of the public hospital. Worked with political staff to coordinate a visit from Monterey County Supervisor with members during National Public Workers Recognition Week May 6-12.

Nurses Week 2012: Created web page to recognize nurses, the work they do and remind members about the importance of the Affordable Care Act.

IHSS: Promoted 4/27 town hall for home care on and sent email blasts in various languages to home care workers reminding them to sign the petition.

<http://letsgethealthyathome.org/521ihss>

June 5 Primary Election

Created voter information pieces highlighting SEIU 521 endorsements. All election materials posted online.

Generated letters to editors in support of Fernando Armenta for Monterey County Board of Supervisors.

The Bakersfield Californian

LETTERS TO THE EDITOR

Tuesday, May 08 2012

Act removes barriers to health care services

As a perioperative nurse practitioner and certified diabetes educator, I daily witness the devastating effects of unmanaged chronic disease on the patients in my care. Limb amputation, stroke and kidney failure due to uncontrolled diabetes and hypertension is a sad reality for those unable to access essential primary/preventive care services and lifesaving medications.

The Affordable Care Act removes financial barriers to front-line care by eliminating copayments for basic health care services. There are new initiatives and programs to provide care and promote wellness. In 2011, copays were eliminated for 9 million Californians, and 245 new community health centers are providing basic health care services in areas of the state where they are most needed. Through the county Public Health Services Department's Community Transformation Grant, we're going to start seeing more community gardens farmers markets, and increased walkability.

Best of all, millions of Americans will receive insurance rebates this summer via the act's 80-20 rule. Insurance companies must now put 80 percent of premiums toward health care services or care improvement; they cannot spend more than 20 percent of premiums on operating costs.

During this National Nurses Week, many of my colleagues and I are celebrating the fact that more of our patients are getting much needed health care through the many benefits of the Affordable Care Act. Now, we can focus on providing our patients the best care possible, rather than navigating the limits and barriers posed by their insurance status.

Carmen Morales-Board
Bakersfield

May 14, 2012

<http://www.visaliatimesdelta.com/article/20120514/NEWS01/205140320/Pension-plan-agreement-Tulare-County-Supervisors-agenda>

Pension plan agreement on Tulare County Supervisors' agenda

Tulare County supervisors are expected to approve on Tuesday an agreement that will allow state employees in the county's court system to continue participating in an alternate retirement plan with county workers.

Superior Court employees here have had the option for years to pay into the county's 457(b) plan, a defined contribution plan that local governments and tax-exempt organizations can offer similar to private-sector 401(k) retirement plans.

It dates back to the days when court workers were employed by the county, before the state took over the local court systems in 2004.

But court workers here wanted to continue participating in the county's 457(b) plan, which each can voluntarily contribute money toward.

"The money is all contributed by employees and belongs to them. It is not Tulare County's money; it is the employees' money" that they can collect — if they chose to invest — after retiring, along with their separate pensions, said Rita Woodard, Tulare County's auditor-controller/treasurer-tax collector.

After the state took over the courts, the county entered into an agreement with the court workers so they could leave their money in the defined contribution plan while state officials decided what to do.

"The state eventually decided to let them continue to participate. However, no one on either side realized the original agreement had an end date," Woodard said.

That date was Dec. 31, 2006, but it went by unnoticed, and court workers have since continued having the option to participate in the county employees' 457(b) plan.

Last year, while reviewing contracts related to the plan, county officials discovered the agreement's end date and that it had passed.

On Tuesday, during their regular weekly meeting, the supervisors will decide whether to approve a new agreement that would allow the court workers to continue participating in the 457(b) plan.

"We're thankful that the mistake was caught and we would like to get it rectified," said Lesia Mervin, a court reporter speaking on behalf of Service Employees International Union Local 521, which represents nearly 200 of the current 238 Tulare County Superior Court employees.

"Everything has been working smoothly with the retirement system and, of course we want to stay with the retirement system," she said.

The county's 457(b) plan currently is valued at \$65 million, about \$2 million of which belongs to 481 current and former Superior Court employees, Woodard said.

"The more people and more money in the plan, the lower the investment costs for everyone," as the higher plan value allows the county to negotiate lower fees from the investment firms contracted to handle the plan's money, she said.

In her report to the supervisors, she recommends approval of the new agreement, which already has been approved by representatives of the court employees.

As such, "... it is to both parties' advantage to stay together in the plan," the report states.

If the board approves the agreement, it would be retroactive to Jan. 1, 2007, with no end date, but both the county and court workers have the option of terminating the contract.

Tulare County union sues over labor contract

By Lewis Griswold - The Fresno Bee

Tuesday, May. 01, 2012 | 10:23 PM

With a flourish Tuesday morning, the president of a union representing Tulare County employees handed county supervisors a manila envelope containing a lawsuit that claims the county breached its labor contract.

The envelope also held baby diapers, Greg Gomez said.

"As Ronald Reagan said, 'Government is like a baby -- an alimentary canal with a big appetite at one end and no sense of responsibility at the other,' " Gomez said.

After Gomez, a county employee, left the room and supervisors moved on to other matters, Supervisor Phil Cox said, "I hope those diapers are not dirty."

The five-page lawsuit, filed last week in Tulare County Superior Court by Service Employees International Union Local 521, alleges that a memorandum of understanding between the union and the county granted pay raises that never were awarded.

- [PDF: Employees union lawsuit against Tulare County](#)

Gomez said that in exchange for giving up pay raises when the county cut its budget in the recession, the two-year contract called for employees to be placed at higher salary steps when the contract ended on July 30, 2011.

"We saved the county millions of dollars over the course of two years," Gomez said. Instead of giving raises, the county bought office furniture and fleet cars, he said.

Board chairman Supervisor Allen Ishida said later that the county never made such a promise.

In a statement issued late Tuesday, the county said it properly suspended pay raises and promotions for a year. The union took the same issue to a state labor panel; a hearing before an administrative law judge is scheduled for May 16, the county said.

Meanwhile, the union and the county have begun new labor negotiations, Gomez said.

SEIU represents 2,500 Tulare County employees, including clerical workers, jailers, dispatchers, court security officers and public health nurses.



April 2012 Information Technology Report By: Don Brown, Information Technology Director

1. **Central Valley upgrade preparation:** IT worked on getting all the computer upgrades ready for Central Valley. IT pre-loaded images on the new pcs and configured user's profiles for an easy production roll out.
2. **Bakersfield computer upgrade:** IT upgraded Bakersfield clerical computers, reassigned clerical computers to organizers; reimaged and configured organizers' computers including backing up data on each pc then restoring data after image was installed.
3. **Symantec antivirus software upgrade:** IT updated all the servers and computers with the latest antivirus definitions to ensure Local 521's computers and servers remain virus free.
4. **Help Desk:** In the month of April the Information Technology Department successfully closed 278 Information Technology Trouble requests from all L521 staff.
5. **Server updates and network security Patches:** All the servers and network have been updated with all the latest security updates and patches and are monitored and configured for the health and the security of our data.
6. **Backups:** Monitored and configured all the servers' backups to be performed and monitored for disaster recovery on one central system.