



**Committee on the Future
Report & Recommendations
to the Board of Directors**

September 18, 2023

The Committee on the Future

- Ruth Anderson
- Maria Blaine
- Jennifer Cantore
- Lisa Davis
- Irene Green
- Bill Hall
- Kevin Healy
- Robert Holtz
- Karen Jefferies
- David Jimenez
- DeLonne Johnson
- Heather Markovich
- Nancy Martinez
- Eric Murray
- Jonah Paul
- Tommy Rico
- Susan Rodriguez
- Bobby Roy
- Miché Roy
- Vanessa Seastrong
- Robert Vega
- Anica Walls
- Brad Willis

Our Process

- **Asked ourselves: “What do members want?”**
- **Looked at Local 1000’s history**
- **Examined our structures**
- **Identified improvements needed**
- **Developed amendments to Bylaws & Policy File that would implement the recommendations**
- **Created a “Parking Lot”**

Findings

- **Most Local 1000 members share similar concerns**
- **The issues go back for many years**

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

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

“The Board meeting was supposed to start at 9:00 a.m., but the president spoke all day long and would not allow the meeting to begin. People started leaving. I was disappointed, frustrated, angry. We can’t have one person do that again.”

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

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

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

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

Based on what members said, we identified these priorities:

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

We asked ourselves some hard questions:

- Local 1000 has had in-fighting for years. Even when things were “running smoothly” many members felt excluded because they weren’t on the “winning team.” Other Unions don’t have this level of dysfunction. **WHY?**
- Is it because Local 1000 members and leaders are more “prone” to in-fighting than others?
- Or is there something about our structure that makes these problems worse for Local 1000?

Looking at Local 1000 and other Unions: What can we learn?

Scott Burns:

“Of all the unions I have worked with, Local 1000 has long been an outlier when it comes to the amount of power that was concentrated in the hands of the President and the politicization of all aspects of the union’s operations...”

Scott Burns:

“...You will always have politics in a democratic organization, but the other unions I deal with have been able to keep those discussions at the level of the Board of Directors and prevent them from impacting the day-to-day work of the union in terms of representation, bargaining, organizing, and political action.”

What made Local 1000 an “Outlier”?

- President controlled all staff and day-to-day operations
- Statewide VP’s with programmatic “turf”
- More opportunity for officers to prioritize political considerations in assigning staff, offering lost time, etc. than in other unions

What do other unions do differently?

- Have an Executive Director who reports to the full Board
- VPs engaged in governance but don't have separate (and potentially conflicting) “programmatically turfs.”
- Many have regional officers

Recommended Improvements to address member's concerns

- Make the Elected President the Principal Officer while retaining Board Chair for limited duties specific to the Board of Directors
- Establish 3-Person Executive Committee
- Establish 6 Regional Officers and Officers' Committee
- Remove the Positions of VP for Bargaining and VP for Organizing/Representation
- Give the Board the means to make new governance more durable
- “Clean Up” Policy File and Bylaws to make more consistent
- ✓ Establish Executive Director – adopted 7/23/23
- ✓ Electronic Voting – adopted 7/23/23
- ✓ Ranked Choice Voting for Statewide Officers – adopted 7/23/23

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

- **President elected by the membership to be Local 1000's principal officer with the authority to interpret policy set by the Board between Board meetings**
- **Retain a Board Chair elected by the Board to call and preside over meetings of the Board**
- **President would have authority to appoint members to committees subject to disaffirmation by the Board and serve on all committees ex officio**
- **Effective upon installation of officers on or about 6/30/2024**

Establish 3-Person Executive Committee

- **Executive Committee of President, Vice President/Secretary-Treasurer, and Board Chair charged with effectuating policies set by the Board of Directors**
- **Meetings called by President but must take place at least twice a month**
- **Provides guidance to the Executive Director between meetings of the Board**
- **Effective upon installation of officers on or about 6/30/2024**

Establish 6 Regional Officers and Officers' Committee

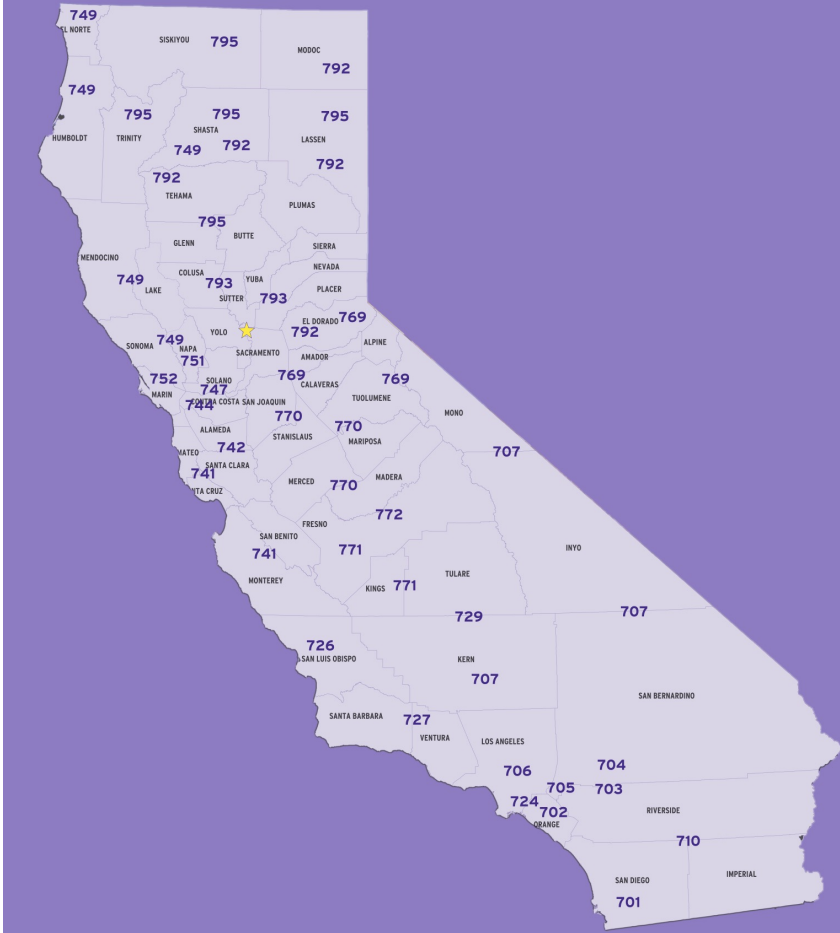
- Board will assign DLCs to 6 regions (To be completed by June 2024)
- After installation of officers in 2024, DLC Presidents in each region will choose one DLC President to be their Regional Officer
- Regional Officers would serve on Officers' Committee with President, VP/Secretary-Treasurer, Board Chair, and 2 BUNC Chairs (Chosen by all BUNC Chairs) that meets monthly with Executive Director
- Will strengthen connection between DLCs and the whole union and help move all programs – Representation, Bargaining, Organizing, Political
- Regional Officers will be able to enhance collaboration between DLCs and staff around execution of Local 1000 program

Which DLCs will be in which regions?

The Board of Directors can take the time needed to determine the best allocation of DLCs within six regions

- Regional Officers wouldn't be chosen until July of 2024
- Geography, number of DLCs, number of workers, etc. can all be considered
- Board could assign ad hoc committee to develop a recommendation

2022 SEIU Local 1000 **DLC MAP**



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

Reasons for this Recommendation:

- **These positions were created for historical reasons that no longer exist**
- **Bargaining, Organizing, and Representation are core functions of the union that need to be fully-aligned**
- **Regional Officers and Officers' Committee will be in place**

Make the Policy File and Bylaws Consistent with the new officer structure we are recommending

The Committee on the Future recognizes that the Policy File and Bylaws will need to be changed in order to reflect the new officer structure. These changes will be covered in greater detail in the next information sessions.

- Functions currently assigned to VP for Organizing/Representation and VP for Bargaining will need to be assigned to others**
- Board empowered to fill vacancies of statewide officers quickly and call special elections if appropriate based on time left in term, etc.**
- Policy File 9.0.04 to reflect changed structure and assure good cause for suspension of President**

Give the Board the means to make new governance more durable

The Committee on the Future is recommending that the process for amending the Bylaws and the Policy File be revised so that the Board has the ability to make governance changes more durable by requiring a 2/3 vote on specific items.

- Board would be able to put a provision into a list of items that cannot be amended without at a 2/3 majority**
- Changing these items would require at least 15 days notice of proposed amendment. Emergency consideration of amendments to listed sections would not be allowed.**

“Clean Up” Policy File and Bylaws to make them more consistent

As we reviewed the sections that needed to be amended, we found things that needed to be “clean up” to avoid confusion:

- Clarify that Chief Negotiator chosen by BUNC chairs (not Board of Directors)**
- Clarify that Board Chair is no longer responsible for “day-to-day” administration (Now role of Executive Director who reports to Board of Directors)**
- Change sections that say “Bargaining Committee” to “Bargaining Council” (for consistency and to clarify legal authority of Bargaining Council)**
- Clarify that VP/Secretary-Treasurer chairs Agenda Committee (Policy File inconsistent...reflects current practice.)**

Recommendations that were adopted at July 2023 meeting of the Board of Directors

- ✓ **Executive Director that reports to Board of Directors**
- ✓ **Electronic Voting**
- ✓ **Ranked Choice Voting**

The CoF is recommending additional amendments on union leave to make Policy File consistent with the role of the Executive Director and enhance transparency:

- **Clarifying that that day-to-day administration is no longer done by the Board Chair (PF 6 B)**
- **Clarifying that the Executive Director administers the work of members on Union Leave who are performing program functions not core to their duties as an elected officer or committee member. (PF 9 11B)**
- **Providing the Board of Directors with a List of all on Union Leave (PF 9 11B)**

Questions?

Please submit questions in writing with your name.