

SEIU Florida Publics Services Union
Summary of Minutes of Executive Board Meeting
October 2, 2010

Call to Order

Pledge of Allegiance

Roll Call

Review and Approval of Minutes

Agenda Review

I. Welcome

II. Discussion on Board Decorum

DISCUSSION: By Executive Board Member Sandy Gamble regarding Consent agenda. This is where items which board member are familiar with, and require minimal discussion, are placed on one agenda and approved by consensus. Executive Board Member Alphonso Mayfield stated that he is worried that too many rules will restrict people from bringing up points and comments that are important.

III. Committee Reports

DISCUSSION: By Executive Board Member Robin Kirkpatrick about the current organizing need in Jacksonville. There is a high need at this time due to the contract negotiations and the need for members to unite and fight together.

DISCUSSION: By Mayfield regarding Jacksonville. Jacksonville is the ideal model with over 75% membership and really good communication in place. Currently they need help regarding contract negotiations. In general, organizers are assigned based on member density for an area. The hiring of additional organizers is determined by the budget. Currently we are working on establishing the overall organizing plan for the Union. Once that is in place organizers can be moved around based on the needs of the area.

MOVED: By Executive Board Member Theo Webster that each executive board member go back to their units and find at least two people to work on the Political Sub-Committee. Seconded by Colgain.

DISCUSSION: By Executive Board Member Nathaniel Evans asking that due to the small number of PalmTran members, can they just find one person. Webster stated that there will be training and meetings will be done primarily by conference call.

Motion passed unanimously.

SIDEBAR: Colgain and Mayfield

DISCUSSION: By Henkle regarding the need for steward training for the Library System in Orlando. Henkle will be the contact for the library. The Lake County steward training is being coordinated. The Orlando members who have completed Steward training were not on the list provided by Colgain.

MOVED: By Executive Board Member Sandy Gamble that information gained by the MAC not be made available back to the membership. Seconded by Webster.

DISCUSSION: By Gamble to change the wording to any information concerning a grievance gained by the MAC will not be made available back to the member. Webster agrees.

Motion passed with Phillips opposed.

Presentation to Mr. James Martin, Sr

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MOVED: By Mayfield that a committee be formed to create the Arbitration Review Committee. Seconded by Executive Board Member Robin Kirkpatrick.

DISCUSSION: By Henkle concerning the time considerations with current cases. Mayfield stated that the current practice will continue to be used until the committee is in place and procedures have been determined.

MOVED: By McGibbon to vote. Seconded by Evans.

Motion passed unanimously

DISCUSSION: By Kirkpatrick regarding the uploading of board minutes to the website prior to their approval at the next meeting. Do we want a summary or a draft of the minutes uploaded until the minutes are approved?

MOVED: By MacDonald that a summary of actions taken at the board meeting be uploaded to the website in a timely manner. The complete minutes are to be uploaded after they are approved. Seconded by Kirkpatrick.

Motion passes unanimously

DISCUSSION: By MacDonald that hard copies of Executive Board minutes and COF minutes be kept in a binder in the offices for use by the Chapters and Units.

MOVED: By Consensus that COF documents, board meeting minutes and summaries of board meetings will be kept in binders in each FPSU office.

MOVED: By Kirkpatrick that a best practices committee is formed regarding mass text messaging.

Motion pulled by Robin K for communication committee to handle issue.

MOVED: By Mayfield that FPSU develop a strike fund of \$10,000.00 to help striking members with hardship issues. Seconded by Evans

DISCUSSION: By Executive Board member Carry Alderman – Who will oversee these funds and determine how they are distributed?

DISCUSSION: By Kirkpatrick updating the board on the possible Jacksonville strike. The bargaining unit has 350 members. If necessary, there will be a rolling strike at the large centers with 100+ people picketing. Small centers will be closed and people will picket at the large centers. The Head Start program is federally funded and money is lost when centers are closed.

Motion passed unanimously

MOVED: By Mayfield that the Finance committee looks at the feasibility of taking \$1500.00 per region to allow a series of holiday parties to be held in December. Budgets will be submitted by each region. Seconded by Webster.

DISCUSSION: By Executive Board Member Angela Aikens regarding the size of the Palm Beach region and what could be achieved with \$1500.00. Mayfield responded that potluck should be used and that budgets should reflect an honest expected attendance, not the size of the entire unit. Any money left over will be returned to the Union.

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Motion passes with 9 yays and 5 no's.

I. **Governance**

MOVED: By MacDonald to form a convention review committee. Seconded by Kirkpatrick.

DISCUSSION: Many of the people who worked on the last convention are no longer with FPSU but there is confidence that we are better prepared for the next convention. Committee will include Operations Manager, Meredith Solomon from staff and will be chaired by Richard MacDonald.

Motion passes unanimously

MOVED: By Mayfield that the board reaches out to chapters for recommendations of people to sit on the Ethics Committee. Seconded by Gamble.

DISCUSSION: Liza Jacobs will chair the committee.

Motion passed unanimously

MOVED: By Mayfield to adopt the recommendations of the Bereavement Committee (A gift or honorarium will be given up to \$150.00 dollars. Could be money, flowers, plaque, etc. In the event that a member's has a death in their immediate family, a gift or honorarium of up to \$75.00 would be given. Gift of a plaque will be based on years of service to the Union and voted on by the board. Committee will look at ongoing ways of raising funds specifically to support bereavement.). Seconded by Kirkpatrick.

Motion passes unanimously

II. **FPSU Operations Update – Meredith Solomon**

ACTION: Rick Smith requested that the next agenda include a time for a critical review of bargaining issue.

ACTION: Webster requested Rick Smith email a bargaining update to the board

III. **Chapter News: An opportunity for members to voice the latest news from their chapters**

IV. **Open Agenda time**

MOVED: By Mayfield that the next board meeting be the third weekend in Jan (15th) in Lake Co. Seconded by Webster.

Motion passes unanimously

V. **Closing Comments**

Executive Session 5pm to 5:20pm

VI. **Adjourn**

MOTION: By Evans to adjourn the meeting at 5:30pm. Seconded by Aikens.