

**SEIU Florida Public Services Union
Minutes of Executive Board Meeting
July 31, 2010**

Note: These minutes do not encompass the entirety of the Executive Board meeting but rather only the "action" portion of the agenda.

Call to Order

The meeting was called to order by President Alphonso Mayfield at 10:08am.

Pledge of Allegiance

Roll Call

Board Members in Attendance were:

- Angela Aikens - Palm Beach County School
- Carry Alderman - Palm Beach County Schools
- Andre Allen - City of St. Petersburg
- Sherrie Colgain - VP for Member Strength
- Lee Davis - Pinellas County Schools
- Nathaniel "Bamm Bamm" Evans -Palm Tran
- Sandy Gamble - Lake County Schools
- Lynette Gibbs - Jacksonville Head Start
- Donald Graham - City of Orlando
- John Henkle - Orange County Library System
- Robin Kirkpatrick - Jacksonville Head Start
- Richard "Mac" MacDonald - VP for Finance
- John McGibbon - VP for Operations
- Alphonso Mayfield - President
- Paul Rich - Palm Tran
- Sony Roundtree - Pinellas County Schools
- Robin Turner - VP for Organizing
- Theo Webster - VP for Political Strength

Absent were:

- Josh McDermott - City of West Palm Beach (Excused)
- Gene Phillips - Lake County Schools (Excused)
- Maurice Spence - City of Riviera Beach
- Ken Turley - Hillsborough Community College (Excused)
- Vergia Virgil - Palm Beach County Schools

Swearing In of Absent Board Members

The following were sworn into office by President Alphonso Mayfield:
Lee Davis – Pinellas County Schools

Review and Approval of Minutes

MOVED: By Executive Board Member Sherrie Colgain to approve the minutes from 5/22/10 as written. Seconded by Executive Board Member Sandy Gamble. Motion passed unanimously.

Agenda Review

DISCUSSION: By Executive Board Member Richard MacDonald to establish a convention committee and VAN training. It was determined that a committee would be established about a year and half out

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from the next scheduled convention. The VAN training needs to take place for staff prior to training the board.

MOVED: By Executive Board Member Sandy Gamble to approve the agenda as read. Seconded by Colgain. Motion passed unanimously.

Welcome From the President

- Welcome, introduction of HCC Chapter members by Sherrie Colgain, HCC Chapter Chair
- Thank you to HCC Chapter for providing such a nice meeting space by President Alphonso Mayfield

I. Governance

a) Absence Policy – Legal Update

- The Absence Policy created at the 5/22/10 board meeting has been deemed unconstitutional by Katie Roberson-Young, Assistant General Counsel, SEIU South/Southwest Region. See email below:

“The E-Board's absence policy is unconstitutional. Under Article IX, Section 8, officers can only be recalled by a membership election, which can be triggered mid-term by a petition of 40% of the officer's constituency. Once someone is elected by the membership, only the membership itself or democratic disciplinary proceedings (set forth in the C&B approved by the membership) can remove them from office. This is to protect members' choices and to make sure that the E-board acts subject to the membership.

I sympathize with the E-board's policy because I know getting people to attend meetings far from home may be difficult. But you can imagine, under different circumstances, that the power could easily be abused if an E-board could set policies that result in democratically elected officers being stripped of office.

Under Article IX, Section 7, vacancies can be filled by the E-board appointing a qualified individual to serve the remaining term of office. So the current vacancy can be filled by an E-Board appointment. And anyone else who resigns may be replaced by appointment.

If attendance is an ongoing problem (and especially if you can't get a quorum to attend), we can discuss possible ways for the E-board to address this. Here are a few ideas:

1. After someone misses 3 E-board meetings, Alphonso or a VP has a conversation with that person and encourages them to resign from the Board if they can't commit to participating. (You obviously can't coerce them to resign.) If they continue to miss meetings and refuse to resign, you could resort to #2, below, and initiate a disciplinary proceeding against them.
2. Under Article XII, elected officials may be charged with offenses set forth in the IU C&B or violations of the FPSU C&B. When charges are filed, the E-Board appoints 3 regular union members to a Disciplinary Committee, who conducts a trial, and who has the authority to impose penalties it deems appropriate, including removal from office.

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Generally, filing charges against a member or officer is very serious, and you would probably need more than 3 missed meetings to establish a chargeable offense severe enough to get someone removed from office. A few potential charges would be: (a) gross inefficiency which might hinder or impair the interests of the IU or FPSU; (b) violation of an oath of office (I don't have the text of the oath E-board members took, so this may or may not be an option); (c) if they don't attend at least once every 90 days (4 times per year), we could argue this is a violation of FPSU's C&B requirement that the E-board meet every 90 days. (this is a bit of a stretch, but would be a possible charge if someone's absence without notice resulted in the meeting lacking a quorum)."

MOVED: By Gamble to send a letter to board members after two consecutive unexcused absences informing them that they have missed two meetings and if they miss a third, they will be asked to resign. If they do not resign, their constituency can be notified that they may petition for a recall. Seconded by Executive Board Member Andre Allen.

DISCUSSION: Article IX, section 8, page 18 of the FPSU Constitution and By-Laws:

Section 8. Recall

- A. Executive Board members, including Officers, may be recalled by a vote of the constituency that elected her/him to office.
- B. A vote to recall an elected official shall be held within sixty (60) calendar days of receipt of a petition signed by at least forty percent (40%) of the membership of the constituency that elected her/him to office.
- C. All signatures shall be dated and be no more than ninety (90) calendar days old at the time of submission in order to be considered a valid signature.
- D. A special election committee shall be designated by the Executive Board to conduct the recall election pursuant to the provisions for elections contained within this Constitution and Bylaws.
- E. If an Executive Board member or officer is recalled, her/his office shall be declared vacant and filled in accordance with the provisions contained within this Constitution and Bylaws.
- F. Recall elections shall not be scheduled if a petition is received within one hundred eighty (180) calendar days of a general election.
- G. If a recall vote is not approved by a majority of those voting in the recall election, no new petition shall be considered valid if received within one year from the date that the recall election results were certified.

Motion passed unanimously.

DISCUSSION: By Executive Board Member John Henkle to establish defined steps to be taken after a board member has a third unexcused absence. Article 6, Section 2 of the FPSU Constitution and By-Laws:

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Section 2. Members' Responsibilities

A. The responsibility to help build a strong and more effective labor movement, to support organizing of unorganized workers, to help build a political voice for working people, and to stand up for one's co-workers and all workers;

B. The responsibility to be informed about the internal governance of the Union and to participate in the conduct of the Union's affairs;

C. The responsibility to contribute to the support of the Union;

D. The responsibility to treat all workers and members with fairness and respect;

E. The responsibility to offer constructive criticism of the Union; and

F. The responsibility to protect the Union from all harm and ensure its vitality.

- There is a constitutional obligation for elected members to serve. It would need to be addressed in the Constitution for the Board to remove Board Members. Currently, if the board member is not a dues paying member of the Union their seat is automatically vacated.
- Executive Board Member Theo Webster suggested an annual report/review of what has been accomplished by the board, what board member attendance has been, etc that is mailed to membership. Henkle suggested that the minutes always reflect the number of board meetings and member attendance. Executive Board Member Sonya Roundtree seconded Webster's suggestion but suggested it be quarterly.
- President Mayfield mentioned that there are currently allegations of an Executive Board Member circulating a petition for members to drop from the Union. If this is true, the Board Member can be brought up on charges.

Consensus: Once a Board Member misses two meetings unexcused, they will receive a letter from the President on behalf of the Board and the elected leadership of the area they represent will be notified. If they miss a third meeting, the constituency will be notified of the issue and their rights.

b) Business Cards – Update - Meredith

- A template was created by Executive Board Member Richard "Mac" MacDonald and circulated to the Communications Committee. That template will be forwarded to every board member. Members should then notify Executive Board Member Robin Kirkpatrick and Operations Manager Meredith Solomon of how they would like their card designed.

c) Vacated Executive Board Seat Discussion

- Lovie Fulse is no longer a dues paying member of the Union. Therefore, his seat on the Executive Board is vacated and the Board has the option to fill the seat.
- The consensus was that a formal announcement be made to the constituency that the seat has been vacated. Members who are interested in filling the seat would need to submit a letter to the Executive Board along with a petition letter of member support within the

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constituency. Potential members will need to come before the board and the board will appoint someone to fill the vacated seat, no election.

MOVED: By Henkle to notify affected membership that there is a vacancy on the Executive Board and that the Board is seeking applicants. All interested applicants must submit an application letter and petition letter of member support with at least 20 member signatures. Interested applicants should be able to travel to board meetings and will be required to attend a meeting to represent themselves for selection. Seconded by Roundtree.

- In situations where a board seat is vacated and the constituency is a chapter, the board will approach the chapter leadership for nominations to fill the seat.

AMMENDED: By Henkle that all applications must be received within 30 days of the issuance of the formal announcement letter to the constituency. Motion passed unanimously.

d) Staff Confidentiality Agreements

- All new staff is being required to sign confidentiality agreements. Would like to require ALL staff to sign confidentiality agreements.

MOVED: By Mayfield that all staff be required to sign confidentiality agreements. Seconded by MacDonald. Motion passed unanimously.

*****Note change in agenda schedule to move item III. American Income Life presentation in front of item II. FPSU Bargaining Update.**

II. American Income Life – Member insurance program renewal proposal – Christina Cassatta

MOVED: By Henkle to allow President Mayfield to renew the American Income Life member insurance program. Seconded by Sherrie Colgain. Motion passed unanimously.

III. FPSU Bargaining Update – Rick Smith

a) Good News/Bad News

- Layoffs stabilized in most all FPSU locations.
- Officially in a double dip recession.
- A lot of FPSU bargaining is not about this year but about next year.

b) Palm Beach County School District

- Fundamental change in labor management relationships. We want to expand the scope of Collective Bargaining.
- We aren't getting raises but we are getting:
 - Layoff language with bumping
 - Involuntary transfer language
 - Bidding changes
 - "Teaching" session with management to educate them on new language in contract

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- Councils for workers to sit in council with management and help make changes
- Computers
- Moved expiration date to organize Food Service Manager's
- c) City of Boca Raton**
 - Status Quo after several initial concessionary demands
 - Instead they got status quo and one floating holiday
- d) City of St. Petersburg**
 - Agreed to lend them 1%
 - Healthcare proposal to save city money
 - Asked for councils, city rejected entire proposal because they did not agree with worker/management councils.
 - Bargaining committee members and staff met with city leaders and the Mayor agreed to 2.5% raise and no layoffs, but they will not prepare for next year.
- e) Jacksonville/Pinellas Head Starts**
 - Pinellas minor changes
 - Jacksonville is pretty much a total rewrite of the agreement. It is about respect for the Union and its members.
 - Still serious about possible job actions
- f) Palm Tran**
 - Indicated status quo but they are projecting \$100,000 in raises in their budget
 - We want non-economic gains, language from the ATV
- g) West Palm Beach**
 - They want 5 furloughs
- h) Orlando**
 - Facing serious layoffs
 - Police have agreed to give up raises; Fire, us, and LIU not yet
 - Not moving at this time; options are still there
- i) Pinellas**
 - Terrible shape, layoffs most likely
 - Lots to potentially gain on the non-economic side
- j) HCC**
 - College attendance goes up in hard times; hard time = good times for HCC
 - They are offering 2.5%, we want more
 - History shows that HCC never uses budget to justify – bargaining is pretty simple

IV. Ethics Training – Caitlin Fishman

Lunch

V. Sub-Committee Reports

- a) Member Strength – Sherrie Colgain**
 - MASC Implementation update – Henry Martin, Director of the Member Action Center and Martie Voland, Implementation Manager
 - HCC and Jacksonville are currently live with the Member Action Center

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- Phase 2 of the roll out will be schools – tentatively August depending on when each chapter or area provides the necessary information to Martie.
- Phase 3 of the roll out will be the cities
- **Representation Report**
 - The Representation Committee presented the following Steward Incentives and Standards:

Incentives for Stewards – in order to have educated and effective stewards they must be trained and have the proper tools to do their job. The committee came to a consensus that the following 5 items were essential to each steward and would cost approximately \$100 per steward and we would cover 50 stewards by the end of training the first year.

1. Badge/ id – may be done in-house to save cost and would contain the stewards' name and facility/ location.
2. Collared shirt – polo or button down to promote a professional image and so steward is taken seriously by management. www.imagepoint.com Consensus to add FPSU logo to shirt.
3. "The Union Steward's Complete Guide", 2nd edition.
4. UCS – union/labor newsletter subscription www.unionist.com
5. Bag – to carry/store materials and have within reach.

These items would be distributed in the following manner after the completion of steward training of Levels 1-3. The steward would receive #1 Badge/id and #4 Union/labor newsletters. After completion of 3 months of on the job training or at the discretion of the Chapter Chair/Leadership the steward would receive #2 collared button-down shirt or polo shirt of their choice, #3 the Steward's Complete Guide book and #5 a Union bag.

Steward Standards – the following list of standards will be required of each steward. It will hold them accountable and requires them to communicate with others.

1. Complete mandatory training classes
2. Be an active steward – available to members' needs, follow the Union guidelines as set by the membership, the Chapters, and the E-Board.
3. Keep Chapter Chair/Leadership aware of issues
4. Understand/know their contract
5. Meeting attendance – should attend at least half of the scheduled Chapter and/or steward meetings each year
6. Communication– (a) distribution of materials/flyers and update bulletin boards and (b) communicating with members and Chapter Chair/Leadership

Removal of a steward for violations listed below:

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1. Negative comments/actions against the Union
2. Multiple member complaints (legitimate) about a steward refusing or not being able to represent a member

Chapter Chair and/or Chapter Leadership can remove a steward for violations. If the steward is unhappy with the decision, then the removed steward can appeal the decision to the E-Board.

MOVED: By Colgain to accept Steward Incentives and Standards as presented by the committee. Seconded by MacDonald. Motion approved unanimously.

MOVED: By Roundtree for each Chapter/Unit to hold Steward meetings at least quarterly. Meetings can be attended via conference call. Seconded by MacDonald. Motion approved unanimously.

- Update on steward trainings

ACTION: Sherrie Colgain needs the names of stewards who have attended training.

- **Arbitration Review Committee – Alphonso Mayfield**
 - President Mayfield proposed the Member Strength Committee look into the concept of Arbitration Review and report back to the board.

MOVED: By Mayfield to create a letter from Mayfield and Colgain to Stewards who refuse to attend Steward Training but continue to represent themselves as Stewards. Seconded by Executive Board Member Nathaniel Evans. Motion passed unanimously.

b) Organizing Committee – Robin Turner

- Thank you to those who participated in the Tallahassee campaign. 10% was achieved in the first five days. The PERC filing was done on July 28th with 44% achieved.
- Since the last board meeting:
 - 104 new members in eight weeks
 - 1,375 people talked to in eight weeks
 - 508 non-members talked to in eight weeks
- St. Petersburg – 10% increase in membership in eight weeks
- Working on social event to increase knowledge share and bonding of members.
- Sonya Roundtree – Pinellas Blitz
- Overall drops for the Union are down and adds are up.
- Alphonso Mayfield – Organizing Director Susan Slohm was demoted. The President is responsible for hiring and firing. Mayfield would like to create a committee of board members and staff to hire the next Organizing Director. Anyone, including staff can apply.
 - The committee will include Andre Allen, Sonya Roundtree, Cheryl Lewis-Hamilton, Robin Kirkpatrick, Nathaniel Evans, Robin Turner, Richard MacDonald, John Henkle, John McGibbon, Paul Rich, Rick Smith and Alphonso Mayfield.

c) Communications

- Van Church – Below is a summary of the work I have performed since May 22nd to advance our local union's goals.

Communications:

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- Constantly added current happenings (with photos) to website while creating new articles which I'm listing under our various employer areas (will shorten the very long, center section of our homepage)
- Made slight progress in updating steward, worksite, contract info for our various employers on the website
- Emailed five timely, news articles to executive board members and changed those posted in the "Important News for Members" section of our website 19 times
- Recruited and prepped Palm Beach County School System's bargaining team members for presentations before a school board meeting
- Produced our June newsletter, had it translated, refit it to pages and posted on website
- Added combination of 31 group and headshots to graphics library
- Helped with design and production of promotional stickers for West Palm Beach campaign
- Aided in composition, layout and production of City of West Palm Beach contract survey and flyer for that campaign
- Edited and helped produced Alphonso's letter to Palm Beach County food service managers for that campaign
- Produced mailers in support of our endorsed school board candidates in each of Lake, Palm Beach and Pinellas Counties
- Had the Palm Beach County mailer translated and refit to page
- Requested and received 1199 Florida member addresses for Palm Beach County mailer and requested them for Pinellas County mailer
- Researched and rehabilitated FPSU's Nonprofit Standard Rate Mail Privileges permit in prep for endorsed candidates mailings
- Researched Orlando mail houses and requested bids from them on the endorsed candidates mailings
- Helping with extensive revision of membership card with photos of FPSU members
- Helping Carl Booth with composition and delivery of MAC info letters to our various employers
- Collected photos and quotes at first Western Region member meeting
- Aided Tallahassee and Southwest Florida Water Management District organizing campaigns with addition of member photos and edits to a combination of four letters and a flyers

Political:

- Collected photos and quotes at Pinellas County School Board, candidate screening
- Helped coordinate appearance of candidates, did repetitive member turnout (including Workers United members), produced questionnaire and evaluation material, helped conduct and facilitate endorsement recommendation discussion at two Orange County and three Palm Beach County candidate screenings
- Conducted extensive communication with the 36 candidates involved in the screenings
- Both facilitated and helped notify both those we endorsed and those we didn't of our decisions

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- Participated in weekly conference calls with the state council's executive director and the political directors of Florida's various SEIU locals
- Helped facilitate and collected photos and quotes at statewide, Member Political Organizer (MPO) conference in West Palm Beach
- Delivered information and logos to our endorsed candidates
- Requested and provided information for FPSU campaign contribution checks for our endorsed candidates
- Arranged campaign contribution check presentation opportunities where I collected photos and quotes (ongoing)
- Represented SEIU at two of Congressman Alan Grayson's campaign events
- Facilitated and attended meeting with Orange County Commissioner and Orange County mayoral candidate, Bill Segal
- Compiled and submitted our Committee of Continuous Existence (CCE), Division of Elections, F-1 report (our local's issue or candidate, campaign contributions)
- In process of arranging SEIU participation at 8/1, Orlando, press conference in support of FMAP
- In process of coordinating SEIU attendance at Kendrick Meek's Orlando, statewide campaign kickoff on 8/4

General:

- Helped with packing and move to new Orlando office as well as preparing furniture and other items for storage
- Trained in prep for upcoming probe of Orlando International Airport workers
- Arranged and facilitated member and staff meetings with Edward Taub on his two visits to Palm Beach County, Jacksonville and Tampa Bay region.
- Helped with process of renewing PERC registration in prep for filing of City of Tallahassee, blue collar representation petition

d) Finance

- Executive Board member Mac MacDonald reviewed the financial statements that were included in the board packets for May and June.
- The 2009 audit was presented.
- The expenses for external organizing, including the Tallahassee campaign, will be predominantly absorbed by the International. Some expenses such as staff cost will be absorbed by FPSU.
- Operations Report – Meredith Solomon
 - The deficiencies in internal financial control outlined by the CPA in May 28th letter are currently being corrected.
 - New IP Flex lines by AT&T should be installed in both St. Petersburg and Orlando by mid-to-late August. These accounts will incorporate phone lines, wireless access, internet, and fax into one package cut down on both the number of AT&T accounts as well as the overall costs. Once this process has successfully been completed in St. Petersburg and Orlando, we will switch to the same system in Palm Springs.

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- Organizing staff has been switched from Blackberry's to Nokia phones. This will drop the wireless costs by \$45 per person.
- Transfer to the MASC financial system (NAV) began July 1. Continuing to work on transfer of historical data from QuickBooks to NAV. Making progress with entering checks in the NAV system and establishing a printing schedule. Currently running QuickBooks and NAV parallel. Implementing system to prevent duplicate entries and improve overall coding of financial transactions.
- We can do mass texting through the system currently being utilized by the International. Members must complete a "double opt-in" process to receive text messages. Currently distributing petitions for members to sign as the first phase of the opt-in.
- Changing banks from SunTrust to Chase

MOVED: By Mayfield that the rules for check approval be as follows:

- *Charges under \$3,000 will be approved by the Office.*
- *Non-recurring charges above \$3,000 will be approved by the Office, President, and VP of Finance or VP of Operations.*
- *Non-recurring charges above \$5,000 will be approved by the Office, President, VP of Finance and VP of Operations.*
- *Recurring charges are per cap, rent, telecommunications, pension, insurance, etc.*

Seconded by MacDonald. Motion passed with 17 Aye's and 1 opposed.

MOVED: By Executive Board Member John McGibbon that the Executive Board of SEIU Florida Public Services Union grants authority to open new bank accounts with Chase Bank. Authority is granted to: President, Alphonso Mayfield, VP for Operations, John McGibbon, VP for Finance, Richard MacDonald, and Operations Manager, Meredith Solomon. Seconded by Mayfield. Motion passed with 17 Aye's and 1 opposed.

- **Eye Glass Reimbursements for West Region – Alphonso Mayfield**
 - Local 1220 (HCC, St. Petersburg, Pinellas), prior to the merger, had a benefit where members could submit their receipt for the purchase of eye glasses every other year and the Union would pay them \$25.
 - Since the merger, FPSU has no paperwork documenting this program.
 - Mayfield suggested that members in those units, prior to this date, be grandfathered in but all new members from this date forward in those units not be given this benefit.

MOVED: By Evans that if the benefit not be given to every FPSU member, then the benefit should be given to no one. Seconded by John McGibbon.

DISCUSSION: By Executive Board Member Theo Webster to eliminate the eye glass reimbursement program.

RESCINDED: Motion by Evans that if the benefit not be given to every FPSU member, then the benefit should be given to no one. Second John McGibbon agrees to rescind.

MOVED: By Webster to discontinue eye glass program and encourage members to use the American Income Life Discount Program. Seconded by Executive Board Member Carry Walker Alderman.

MOVED: By McGibbon to end discussion and the call the vote. Seconded by MacDonald.

VOTE: On Webster motion, passed with 10 Aye's and 8 opposed.

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- FPSU Promotional Items
 - There is a line item in the budget for \$11,500 to be spent on promotional items such as lanyards, shirts, key chains, hats, etc.
 - The purchase of promotional items will be directed to the Member Strength sub-committee to research and make a recommendation. Meredith will work with the committee on the financial aspects.

e) Political Strength Report – Theo Webster

- Very successful MPO conference held in Palm Beach. There were workshops including ones on campaign tactics, budget issues, and ways to effectively communicate with leaders.
 - US Senate candidate Kendrick Meek spoke to the conference.
 - Executive Board member Lynette Gibbs spoke on Meeks response to issues in Jacksonville Head Start and head start in general.

ACTION: Meredith will email the Meeks political video to all board members.

- Discussion on the list of political candidates screened and endorsed by FPSU. There are still screenings to be held in Lake and Pinellas Counties.
- Captains are being set-up for each region to coordinate candidate support.
 - North Region – Lynette Gibbs
 - Central Region – Theo Webster & John Henkle
 - West Region – Barbara Mitchell
 - East Region – Still looking for a volunteer
- Working to increase COPE dollars
- August 9th is early voting
- State Council Political Plan – Caitlin Fishman (handout in board packet)
 - 6 key areas: Building member strength, Focused targeting of issues effecting members, working with coalition partners
 - Amendment 7 & 9 have been thrown out
 - Amendment 5 & 6 focus on district mapping
- Florida Attorney General Race
 - Two candidates, Dan Gelber & David Aronberg, are both SEIU supporters
 - Review of the candidate voting history reveals stronger support from Gelber

MOVED: By Mayfield for FPSU to support Gelber in AG race. Seconded by Evans. Motion approved unanimously.

f) Bereavement

MOVED: By Mayfield to set aside \$2,000 for flowers or donations to a charity of the family's choice when a Union member dies. Seconded by MacDonald.

DISCUSSION: By Executive Board Member Andre Allen on the need for something more than just flowers. Also discussion on what the benefits for Union members are under American Income Life.

RESCINDED: Motion by Mayfield to set aside \$2,000 for flowers or donations to a charity of the family's choice when a Union member dies. Second Richard MacDonal agreed to rescind.

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MOVED: By Mayfield for the Bereavement Committee to discuss and make a recommendation to the board about what should be done with a Union member dies. Seconded by Evans. Motion passed unanimously.

VI. Chapter News

- None

VII. Open Agenda Time

- Caitlin Fishman needs to be replaced as the treasurer on the CCE Committee.

MOVED: By Mayfield to appoint Theo Webster as CCE treasurer. Seconded by Colgain. Motion passed unanimously.

- Cheryl Lewis-Hamilton – comment on the bereavement issue – financial support may benefit the family much more than flowers. This should be based on a case-by-case basis.
- Thank you to HCC for their hard work around this board meeting.
- President Mayfield needs to use the new letterhead and Meredith needs to catch when he doesn't use it.
- Richard MacDonald – Are we exclusive with American Income Life Insurance or can we go with other insurance options?
- John Henkle – clarification on part-timers
- Lynette Gibbs – clarification on the bereavement suggestion of a line item in the yearly budget of \$2,000
- Theo Webster – congratulations to the recent Leadership Academy graduates. Graduation was held at the MPO Conference.

MOVED: By Gamble to hold the next Executive Board Meeting in Jacksonville on October 2, 2010. Seconded by Mayfield. Motion passed unanimously.

VIII. Closing Comments

- None

IX. Adjourn

MOVED: By Gamble to adjourn at 6:17pm. Seconded by MacDonald. Motion passed unanimously.