

SEIU LOCAL 1021 EXECUTIVE BOARD
Saturday, January 23, 2021, Zoom Meeting, 10:00am – 5:00pm
DRAFT MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP of Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Sandra Wall, Kendra Bruno, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Sunny Santiago, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks

Executive Board Members Excused: Sasha Cuttler, Lorraine Bowser

Staff in Attendance: John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Lisa Morowitz, Del Mallory, Andrea Zanetti, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Karen Ridley, Carlos Rivera, Caitlin Prendiville, Boyan Biandov, Ed Hanley, Lisa Bui, Karin Hendrickson, Nely Obligacion, William Winfield

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Call the Meeting to Order:

President Joseph Bryant called the meeting to order at 10:03 a.m. A quorum was established. President Bryant shared opening remarks on the Presidential Inauguration. A video of Amanda Gorman reciting her poem at the Inauguration was shown.

Presentation - National Organizing Campaigns:

President Joseph Bryant introduced SEIU International Vice-President Heather Conroy, who gave an overview of SEIU National Organizing Campaigns. She spoke to the need for us all to come together to stand up for Racial Justice and to take on corporate power, as well as use politics to create change in our communities. Local 1021 has been on the front lines of this movement. An overview of the International goals was shared that includes creating a plan to grow our power and uniting workers across employers and across geography. Joseph Bryant was asked to join the National Steering Committee to help shape this work. Local 1021 was recognized for our contributions of time and resources on national organizing efforts.

Virginia gains in state legislature were highlighted. This has allowed for the VA government workers to now start organizing, as the ban on the prohibition of organizing was overturned. SEIU member Julius Reynolds spoke to appreciation to know that the Union has their back in VA. Due to this support, they have been able to make needed changes that have made it possible to normalize the union. Now they have the resources to reach out to thousands of county workers to be able to organize them.

SEIU also supported state efforts to allow state workers to organize. Through years of work of organizing & politics finally. SEIU member Julia Anderson shared her experiences in getting this legislation passed, which allowed them to win their first contract. They worked hard to elect legislature members and a governor, who were open to allowing organizing for government workers.

Division Director Neneki Lee spoke of her appreciation for the support from 1021. The work of 1021 brings strength to our local, but also impacts workers everywhere. The common thread in our wins has been that because we have pulled together and 1021 is always there.

Review of the Agenda:

M/S/C (Sigala/Eaton) to approve the agenda as presented.

Approval of the December 19, 2020 Minutes:

M/S/C (Balzarini/Esteen) to approve the Dec. 19, 2020 minutes, as presented.

Guest Speaker:

President Joseph Bryant introduced Shamann Walton, SFCC Board of Supervisors President. Supervisor Walton represents District 10 in San Francisco. He spoke to his priorities as the newly elected President of the SF Board. He spoke to the efforts being made by the city to address needs for un-housed neighbors, especially during the COVID crisis. Board members acknowledged Supv. Walton for his support on many issues that members and the community have faced.

Member Comments:

- Jon Meade, Retiree and M4A Committee Co-Chair:
Jon spoke to the M4A Resolution and the need to do more than just adopting the resolution.
- Nicole Christian, SF MUNI Chapter & SEJ Member:
Nicole spoke to the upcoming virtual SEJ Black History Month events planned in February. The flyer was shared with the Board.
- Alyssa Jones-Garner, SF Community Public Health & SEJ Member:
Alyssa spoke to the upcoming virtual SEJ Black History Month events planned in February. One goal is for everyone to have tangible take-aways from the events.
- Selina Keene, SF HSA Chapter:
Selina spoke to issues regarding representation for the Chapter.
- Darryl Morgan, SF HSA Chapter:
Darryl spoke to representation issues.
- Quenlin Davis, SF HSA Chapter:
Quenlin spoke to changes made at HSA without member consent.
- Jesse Stanton, SF HSA Chapter:
Jesse spoke to challenges with management at the chapter.
- Tami Bryant, SF HSA Chapter:
Tami spoke to issues facing the chapter.
- Melody Fountila, SF HSA Chapter:
Melody spoke to issues facing the Chapter.
- Sagrario Medina, SF HSA Chapter:
Sagrario spoke to issues facing Chapter.

- Darla Brown, Alameda Health System:
Darla spoke regarding her case.

The meeting was temporarily suspended for a lunch break at 12:14pm and resumed at 12:46pm.

Action Item:

Medicare for All Resolution:

A second reading of the *Resolution to Support Single-Payer Healthcare in California* was presented by Cynthia Landry. She reviewed a minor edit that was made since the first reading. M/S (Diep/Balzarini) to adopt the Resolution as presented. Discussion on the motion. Yeon Park called the question. The Board agreed to call the question. The Board moved to a vote on the motion made by Diep/Balzarini. The motion was carried.

Racial Justice Workgroup Report:

Derrick Boutte, Elizabeth Harrison and Lisa Morowitz presented on behalf of the Racial Justice Workgroup. A video on “Now, We Transform” was shown and discussed. The group gave a snapshot of the journey of how the 1021 Racial Justice Workgroup was formed. They also shared the goals and current phase of the work, as well as the next steps ahead. President Joseph Bryant acknowledged the work that the members of the workgroup have invested to help lead this work.

Head of Operations & Labor Relations Report:

2020 Review:

Robert Li, along with Operations managers presented a joint presentation. The team adapted to being resilient due to the pandemic, which included converting the work remotely overnight. Pushed forward digital advancements and virtual infrastructure. MRC increased outreach to members and provided powerful tools for member leaders. Improvements were made in our data collection and improved efficiencies in work processes. We have upped our ability to track performance and accountability. Several staff engagements were held to deepen staff commitment, increased staff capacity & elevated staff job descriptions. Weekly dashboards tracking of new members sign ups was also developed.

COVID-19 Update:

Robert Li presented a brief update. Cases in California have worsened, since last month. The Local stage for our union offices remain at Stage B. While the vaccine has started to roll out, we still need to reach critical mass in vaccinations. Masks are still recommended for those who have received the vaccine. Board members shared their experiences with the vaccine.

The meeting was temporarily suspended for a lunch break at 3:01pm and resumed at 3:06pm.

Budget & Finance Committee Report:

Organizing Budget:

Treasurer Amos Eaton explained that a draft budget was presented to the BFC at its January meeting, but it was not presented as a recommendation at the time. Since the BFC meeting, updates were made based on some questions from the BFC. Jennifer Esteen spoke about current organizing campaigns, including the Fast Food campaign. She announced that the International Executive Board awarded 1021 & Local 521 joint jurisdiction in Northern CA. This is a testimonial for the work of our member organizers.

John Stead-Mendez presented the draft budget. M/S/C (Rutherford/Arantes) to approve the Organizing budget as presented.

BFC January Meeting Report:

Treasurer Amos Eaton presented a summary report of motions passed by the BFC at its January meeting.

The BFC approved the following proposals:

1. **Consultant Contract:**

The BFC approved a consultant contract with Mark Mosher at a rate of \$6,500/per month at an estimate of 10-15 hours/per week for up to six (6) months. The scope of work includes mentorship to the communications director, guide and build skills of communications staff on various work, such as re-establishing union publications, media outreach, video production and social media.

2. **Capital and Main Renewal:**

The BFC approved to renew the Capital and Main contract at up to \$30k to come out of the Resource Agreement.

3. **SEJ Black History Month Events:**

The BFC approved up to \$6,000 for three (3) SEJ Black History Month events to be held virtually on Feb. 5, 19 and 26. The funds will cover items such as speaker fees and art work display.

The BFC recommends to the Executive Board to approve the following proposal:

A. **COVID-19 Hardship Fund:**

The BFC recommends to extend the COVID-19 Hardship fund timeline for lay-offs or unpaid furloughs through 3/31/2021. M/S/C (Sigala/Williams) to approve the extension.

Executive Director Report:

John Stead Mendez presented an honor for one of our long-term activist members/staff Ulysses Madison, who recently retired. Director reports were sent out by email.

Executive Board Member Reports:

Development Opportunities:

President Bryant shared that work is in process for the development of training opportunities for the Board. Sandra Lewis added that the hope is to bring more information to the Board next month.

In Memoriam:

Marcus Williams shared the recent passing of Theresa Breakfield, former Executive Board member, Retiree member and member leader. He also shared that her sister, Virginia, also passed away.

Theresa Rutherford shared that a member leader from the SF region, Demetrius Kato, passed away suddenly last week.

The Board honored those who passed away in a moment of silence.

The Board moved to closed session at 3:37pm.

Temporary Employee Extensions:

M/S/C (Valdez/Dawkins) to approve the following temporary employees through up to 3/31/2021:
Luddette Leung (Finance team) and Anna Campos (Sp. Assistant to the ED Team)

The Board moved to open session at 4:17pm.

Secretary Mary Duncan announced the motions passed during Executive Session.

Adjournment:

The Board agreed to adjourn the meeting at 4:20pm in memory of Theresa Breakfield and Demetrius Kato.

Respectfully submitted by,

Mary Duncan
Secretary