

SEIU Local 1021 Executive Board Zoom Meeting
Saturday, March 28, 2020, 10:00 a.m. to 5:00 p.m.
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 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, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Robert Taylor, Todd Nosanow, Tula Biederman, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Elizabeth Harrison, Tom Popenuck, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Jessica Nila

Executive Board Members Excused: Geneva Haines, Sunny Santiago

Staff Participating: John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Kaden Kratzer, Peter Masiak, Del Mallory, Karen Ridley, Caitlin Prendiville, James Chiong, Andrea Zanetti, Jason Klumb

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President Bryant called the meeting to order at 10:08 a.m. A quorum was established.

Review of Agenda:

The following modifications were made: move up action item (Sonoma County Area Representative Vacancy) to after the agenda review. M/S/C (Park/Powell) to approve the agenda.

Action Item:

Sonoma County Area Representative Vacancy:

President Bryant introduced Sandy Sigala (Santa Rosa Jr. College chapter member). He is recommending to appoint Sandy as the *Sonoma County Area Representative*. Mary Sandberg spoke to Sandy's experience and background. M/S/C (Popenuck/Eaton) to approve the appointment of Sandy Sigala, as recommended. Sandy was sworn in to Office by President Bryant.

Member Comments:

- **David Williams, Retiree:**
He commended the Local on partnering with community partners to get information to people during the pandemic. He also spoke about the upcoming virtual SEIU convention and requested to participate as a guest to be able to attend the People's with Disabilities Caucus or Retiree meetings.

Approval of the February 22, 2020 Minutes:

M/S/C (Wise/Dawkins) to approve the minutes, as written.

COVID-19 Updates /Reports (continued):

President Bryant gave an overview of the current crisis and situation. The Union continues to advocate for healthcare workers and other essential service workers to have access to Personal Protective Equipment (PPE), that workers need to continue to provide services. In addition, the Union has sought to ensure that those workers, who were not considered essential continue to be compensated and be provided with opportunities to work remotely.

Board members expressed several questions, such as information for members on accessing benefits, a legal summary from the recently passed relief bills, as well as basic requirements employers are supposed to provide that members should be made aware of. Joseph Bryant shared that he would like to hold weekly check-ins or updates, in order to keep members abreast. Lisa Morowitz shared that our law firm will be holding an upcoming informational webinar; and Nathan Dahl added that the UC Berkeley Labor Center can also offer information to the Union from this effort.

Breakouts:

John Stead-Mendez introduced the breakout sessions and poll questions.

- #1: The first poll question was around priorities about member concerns. The poll was conducted, then the Board moved to breakout groups. The discussion was on how we are addressing these issues in our chapters.
- #2: The second poll question was around what resonates with members when viewing the COVID-19 pandemic through a racial justice lens. The poll was conducted, then the Board moved to breakout groups.

The meeting was temporarily suspended for a short break at 11:45 a.m. and resumed at 12:01 p.m.

COVID-19 Updates/Reports (continued):

Field Report:

John Stead-Mendez provided an overview. All field & program teams are up and running. Teams are meeting daily.

He spoke about COVID-19 Representation & Advocacy that includes immediate outreach and bargaining, demands for PPE, COVID-19 testing, COVID-19 specific paid leave, telework where possible and communication. Developed a centralized tracking of employer outreach, communications, agreements and other documents. Political pressure and legislative advocacy at state and local levels is being applied. He also spoke about Organizing for the Post-Pandemic Reality.

John also shared the communications work and efforts to boost our COVID-19 response. The communications staff are using tools to lift up the work of our Local, including a COVID-19 website landing page that is meant to be our primary home for all COVID-19 related information. This includes chapter specific pages with summaries, victories, news and updates. He also shared earned media coverage featuring our members on the frontlines, which captured local and national media coverage. The communications team will continue to expand this work in the coming weeks.

Operations Report:

Robert Li reported that the Operations core functions continue: Dues, Data, Payroll and Hiring. He also gave an overview of the Operations Infrastructure for virtual outreach that includes video conference technology and online sign-ups.

MRC Report:

Sandra Lewis gave an MRC report. The MRC remains up and running with staff working from home. Since the shelter-in-place order, 95% of calls have been related to COVID-19. Daily reports have been established. *NEO* work also continues – doing virtual onboarding. Welcome packages will be sent by email, along with a follow up call. A request was made to notify chapter leaders in advance prior to sending communication or bargaining requests to management.

The meeting was temporarily suspended for a lunch break at 1:28 p.m. and resumed at 2:00 p.m.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reported on the motions approved by the BFC at its March meeting.

The BFC approved the following items:

1. Cision:
The BFC approved to upgrade our package with *Cision* at a contract rate of \$29,510. The new package expands our tools with *Cision*, including combining other tools from other vendors into *Cision*. This resource provides many aspects of our communication needs (media monitoring, media database, PR newswire).
2. Alliance for Retired Americans Conference:
The BFC approved up to \$1,600 for 2 participants to attend the *Alliance for Retired Americans* conference, with the caveat that the funds will be accessed only if a new date/location for an in-person conference has been scheduled. The original dates of the conference was May 12-13 in Las Vegas; however, due to the COVID-19 pandemic, the event was postponed.

The BFC approved the following Community/Allies Requests:

- Organize Sacramento:
The BFC approved to contribute \$5,000 to Organize Sacramento for their annual fundraiser (tier 1).
- Sacramento Housing Alliance:
The BFC approved to pay organizational membership dues of \$650.00 to Sacramento Housing Alliance (tier 2).
- North Bay Jobs w/ Justice (NBjwJ):
The BFC approved to pay \$10,000 to North Bay Jobs with Justice for our membership annual dues, with the caveat that the BFC will look at the costing the organization's use of the 1021 Santa Rosa office space, per our MOU with NBjwJ (tier 1).
- North Bay Organizing Project:
The BFC approved to pay \$4,000 to North Bay Organizing Project for our annual dues (tier 1).
- San Francisco Jobs with Justice (SFjwJ):
The BFC approved to pay \$20,000 to SF Jobs with Justice for our annual dues (tier 1).
- Support Life Institute:
The BFC approved a donation of \$500.00 (tier 3) to the Support Life Institute (tier 3)
- Youth Violence Prevention Council:

The BFC approved a donation of \$500.00 to the Youth Violence Prevention Council in Redding (tier 3).

- The Resource Connection:

The BFC approved a contribution of \$500.00 to The Resource Connection Food Bank in Calaveras County (tier 3).

Action Items (continued)

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

A. Political Action Committee (PAC) Funds:

The BFC recommends to the Board to adopt the following PAC transfers formula:

- i. Candidate PAC Account: \$4.57 per member, per month, at up to \$1,098,900 – starting in April 2020 through September 2020.
- ii. Issues PAC Account: \$2.50 per member, per month, at up to 600,600 – starting in April 2020 through September 2020.

M/S/C (Park/Hardy) to approve the PAC transfers formula, as recommended by the BFC.

B. AB5 Campaign:

The BFC recommends to the Board for the authority contribute \$1 million from 2019 the unspent Organizing budget to fund AB5 defense campaigns with stipulation that SEIU 1021 will have a voice & seats at a table for making decisions. A presentation of the campaign plan will be presented to the BFC before releasing the funds.

M/S/C (Valdez/Sandberg) to approve the requests, as recommended by the BFC.

Chapter Elections:

Joseph Bryant gave an overview of the request. There have been inquiries from chapters regarding how to move forward with chapter elections while the shelter-in-place mandate is in place and all 1021 offices and some worksites are closed. There are some chapters who have elections that were already in progress, prior to the mandate. Some chapters have decided to do a mail ballot, while others have elected to postpone their elections or temporarily suspend their election. These circumstances will be decided on a case by case basis.

For chapter elections that have not started, he presented a request for a moratorium of any new chapter elections until at least May 1, 2020. One of the reasons for this request is an effort to give some direction to those chapter bylaws that may have timelines to comply with. We also don't want to put members or staff in un-safe situations while the stay-at-home order is in place. M/S/C (Faucett/Hardy) to approve a moratorium on any new Chapter Election until at least May 1, 2020.

Executive Board Member Reports:

Political Report:

Ramses Teon-Nichols and James Chiong presented.

- Schools & Communities First:

We exceeded our goal on the total of signatures that were collected (19,424). We were slightly short on our goal for contacts.

- March Primary Election:
The election results from the various regions were presented. The results were mostly positive, with a few runoffs and a couple of losses. Most of our endorsed candidates won throughout all of the county elections.

- Sasha Cuttler:
He reported on his work in San Francisco, as an RN. He went out to homes to help test people. In addition, he worked on the Nurse Help Line. He helped answer questions that Board members addressed regarding COVID-19, as there is a lot of confusion going around.

The Board moved to closed session at 4:02 p.m.

Executive Session:

Temporary Employee Extensions:

M/S/C (Taylor/Riggleman) to extend the following temporary employees through up to May 31, 2020: Marcos Zepeda, Michael Floyd, Tonesha Russell and Kim-Shree Maufas.

Organizer/Lead Organizer:

M/S/C (Bibb/Curiel) to allow flexibility to hire additional organizers using the “lead organizer” vacancies (currently 5 vacancies), to be reevaluated in the budget process at the end of 2020.

The Board moved to open session at 4:10 p.m. Secretary Duncan announced the motions passed during closed session.

By consensus, the Board agreed to adjourn the meeting at 4:11 p.m.

Respectfully submitted by,

Mary Duncan
Secretary