

**SEIU LOCAL 1021 EXECUTIVE BOARD,
Saturday, April 24, 2021 - Zoom Meeting, 10:00am – 5:00pm
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 of Region-B Mary Sandberg, VP of Region-C Yeon Park, VP of Region-D Theresa Rutherford, VP of Region-E Marcus Williams, Nathan Dahl, Tina Tapia, Jim Wise, Karla Faucett, Angel Valdez, Sasha Cuttler, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Toni Fort, Mercedes Riggleman, Evelyn Curiel, Brandon Davis, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell

Executive Board Members Excused: John Arantes, Sandra Wall, Kendra Bruno, Sunny Santiago, Elizabeth Harrison

Executive Board Members Absent: Dellfinia Hardy, Monique Chaney-Williams

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

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Call the Meeting to Order:

President Joseph Bryant called the meeting to order at 10:03am. A quorum was established at 10:05am.

Review of the Agenda:

The following changes were made to the agenda: Add guest speakers Rebecca Kaplan and Pastor Emmett Neal; move the Alameda Health Systems Campaign presentation to the May meeting; add Announcements from Cynthia Landry, Sasha Cuttler and on SFGH Healthcare Chapter bylaws. The agenda was passed through consensus.

Guest Speakers:

Rebecca Kaplan, Vice Mayor of City of Oakland & Rabbinical Scholar, spoke to the AB257 protections for Fast Food workers. Rebecca also shared biblical verse on the act of solidarity and how this relates to the fights for social economic justice.

Pastor Emmett Neal, SEIU member at SF HSA, spoke to the fights for justice and his appreciate for all who work to seek justice.

Member Comments:

- SF HSA Chapter Members – Selina Keene, Jesse Stanton, Sagrario Medina: The members spoke about the SF HSA chapter bylaws amendments and is seeking the Board’s acceptance of the amendments.

- Debra Durazo, Sacramento City USD Chapter Secretary: Debra expressed gratitude for the support by the Board with the recent contract fight at SCUSD.

- Eric Stern, DD Council Committee: Eric spoke to the DD Council and the challenges faced by the Regional Centers & Providers. The DD Council members are currently working to schedule lobby visits with key State Legislature members, and he is seeking support from the Board.

New Member Experience Program:

Sandra Lewis, Lisa Morowitz, David Canham & Nely Obligacion presented a powerpoint of the Local's Together We Rise (TWR) New Member Sign-Up Program. Board members were polled on their experience with new employee sign-ups. A brief summary of our membership density was reviewed that includes our current turnover rate and sign-up rate. The TWR Local goals approved by the Board was reviewed. The New Member Sign-Up program goal is to be at a 75% sign-up rate by December 2021. The program includes Pre-NEO (New Employee Orientation), NEO, "Chase" Program and CallEvo Program. Details of these programs were shared, including information on trainings for member leaders on these programs. The next goal is to retain our new members. The five (5) levels of engagement was shared. The importance of recruiting non-members was also discussed. In the month of May, Board members were asked to sign-up and participate in the CallEvo program, which occurs every Friday afternoon. Lost-time can be provided, if needed. President Bryant added that TWR is an organizational priority.

The meeting was temporarily suspended at 11:30am for a short break and resumed at 11:35 am.

COVID-19 Update:

Robert Li provided an update on how the Local is working to return to the field and offices. The Local is moving to open offices with staggered schedules for staff and safety restrictions. Field & program activities in the field will be expanded. He gave an overview of progress points, such as policy updates and establishing regular *SIP* stakeholder meetings. The next steps were also reviewed, which includes defining the next stage clearly, staff survey & notices, staff trainings and holding an all staff engagement.

James Chiong spoke about the field outreach vaccination efforts. He reported that currently 70% of SEIU members have been vaccinated. Vaccination for SEIU family members have been offered as well. Demand for vaccinations have been slowing and more appointments are available at vaccination supersites. James also reviewed data on population by neighborhood or race that are lagging behind in vaccinations. SEIU will continue in advocating for outreach in these communities.

Review of the March 27, 2021 Minutes:

M/S/C (Balzarini/Sigala) to approve the March 27, 2021 minutes with a correction to a misspelled name (Sandy Sigala).

The meeting was temporarily suspended at 12:05pm for a lunch break and resumed at 12:35pm.

MRC Update:

Sandra Lewis and Robert Li provided key updates, such as launching SSO (single sign-on). Sandra and Boyan Biandov presented a demo of the new MRC Dashboard tool, which is available for Regional VP's, chapter leaders and field staff.

Political Report:

Ramses Teon-Nichols and James Chiong provided updates on the American Rescue Plan and additional Federal legislation that is pending. An overview of the political work ahead of us in the summer was reviewed. An election is pending to fill Rob Bonta's former Assembly District seat due to his appointment as the new state Attorney General.

Organizing Report:

Jennifer Esteen and Karen Ridley presented a report on external organizing. A video was shown on the state-wide action for Fight for \$15 in support of the Fast Recovery Act SB257. Jennifer introduced guest Madeline Cronin, Adjunct Professor at Santa Clara University (SCU). A rally was held at SCU for a free & fair election despite the university's attempts to shut down the campus prior to the rally. A breakout discussion and report back was held on the question: *Where does Higher Education fit into our Local's vision for racial, economic and social justice?*

The meeting was temporarily suspended at 2:19pm for a short break and resumed at 2:25pm.

Executive Board Member Reports:

Karla Faucett, Schools Industry Chair:

Karla Faucett spoke about the Sacramento City Unified School District (SCUSD) contract campaign and thanked the Board their support. The Board passed via poll on April 15th to authorize a strike sanction for the SCUSD chapter. Karla shared that the members felt supported and encouraged. A strike was averted, as the team was able to get management to come an agreement

Cynthia Landry, Retirement Security Committee Report:

Cynthia Landry shared a report on Retirement Security, which was also sent electronically to the Board. She shared that Amos Eaton was elected to the Sonoma County Employees' Retirement Association (SCERA) Board, which brings to three (3) SEIU members election to SCERA Board. She also reported that two (2) CalPERS trustee election seats are upcoming in September. The SEIU State Council has endorsed David Miller (Incumbent, Sr. Environmental Scientist) and Jose Pacheco (IT professional for San Jose Evergreen Community College District). Townhalls are being planned. Cynthia also provided updates on Public Bank, CalSavers and the Trust Act were presented.

Mercedes Riggelman, Sacramento Area Representative:

Mercedes Riggelman shared that language was achieved with Sacramento County around full-time release for members. She acknowledged Del Mallory for his assistance in developing this language.

Nicole Christian, SF City & County Chair:

Nicole Christian shared that Dandelion Chocolate in SF are moving to organize under ILWU. She encouraged the Board to support this campaign, as ILWU has been a partner with SEIU and has been supportive of our fights. At SF Community College District (SFCCD), the Aeronautics has lost their lease at SFO. The group is now trying to move a jet engine program to the Bayview Hunters Point are. SFCCD was aware this was happening, but did not plan for it. Nicole also spoke to the effects *free* MUNI rides would have on employees, and the need for this plan to be equitable.

Budget & Finance Committee Report:

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

The BFC approved the following proposals:

1. North Bay Labor Council:

The BFC approved a contribution of \$5,000 to the North Bay Labor Council (NBLC) to help fund a research project around pension. The project is to produce research-based issue briefs for the NBLC to address the cost and value of pension benefits in Marin County. The briefs will be used to push back against Marin County's anti-pension campaign.

2. Election Buddy:

The BFC approved an additional \$25k to Election Buddy to provide continued dedicated support to run chapter online elections.

3. State Association of County Retirement Systems (SACRS) Conference:

The BFC approved \$720.00 to cover registration fees for up to five (6) members to the State Association of County Retirement Systems (SACRS) virtual conference to be held Nov. 10-13.

The BFC approved the following Community/Allies Requests:

- Labor Council for Latin American Advancement:

The BFC approved a contribution of \$2,000 to the Labor Council for Latin American Advancement (LCLAA) in Sacramento to support an event in honor of Al Rojas, who recently passed away. Mr. Rojas was a long-time supporter of SEIU and served as an Officer with LCLAA (tier 2).

Action Items:

There were no action items presented.

Executive Director Report:

Josie Mooney reported on behalf of John Stead-Mendez. Written director reports were sent via email. Josie spoke about work the Local has been involved in with the IU around Social Economic Justice, which President Bryant has been asked to help lead. She also spoke about various actions held throughout the Local, such as a 3-day caravan for Fast Recovery Act, SCU campaign, as well as a victory for Gig workers where the SF Board of Supervisors passed a bill requiring companies to pay drivers to clean their vehicles between passenger and deliveries. Caitlin Prendiville spoke about a new tool the Local has invested in called *GovWin*. This tool is help us stay on top of contracting out by our government employers, as well as track outsourcing of contracts that our members' employers are soliciting. The tool also includes history on prior contracts.

Head of Operations & Labor Relations Report:

Robert Li and Operations directors presented a report on MRC/office, HR, Tech/Data and Membership teams 2nd quarter priorities. This includes a campaign to tag all the physical resources, training on electronic resources, HR analytics, elevating data analytic literacy and data analysis for accurate membership data.

Good and Welfare:

Felipe Cuevas shared the passing of two members from the City of Oakland chapter, Derrick Fluker and Rodney Lee. Both were long time members and supported the Union. A moment of silence was held in their honor.

Tazamisha Alexaner shared the passing of Al Roach, who suddenly passed.

Akbar Bibb shared he took part in a tribute for Al Rojas, who was a long time support of SEIU, and Mr. Rojas also served as an Officer with LCLAA. A moment of silence was held for Al Roach and Al Rojas.

Announcements:

SF General Hospital (SFGH) Healthcare Workers Chapter Bylaws:

President Bryant announced that the SFGH Healthcare Workers (non-RN's) chapter bylaws were reviewed and found to be in compliance. There were no objections raised.

Cynthia Landry:

Cynthia announced the Lavender Committee Movie Night, "The Way Home", will be held on April 30th from 6:30pm to 8:30pm.

Sasha Cuttler:

Sasha spoke to the cuts in the nursing program and SF City College. Many brave students have continued to show up every day over this past year during the pandemic to help. The plan is to decrease the number of nurses trained by 50%. Sasha announced an action and virtual press conference is planned on April 27th from 12pm to 1pm.

Jennifer Esteen:

Jennifer announced that April Verrett has been elected as the CA Democratic Party Controller.

President Joseph Bryant:

President Bryant announced that there will be a May Day parade on May 1st at 10am in SF. He also announced that Sunny Santiago has decided to step down from the Executive Board in her seat as a BFC Region-A representative.

The Board moved to closed session at 4:06pm.

Executive Session:

M/S/C (Landry/Esteen) to modify COVID-19 leave policies for staff to voluntary opt-in to the Federal paid sick leave and emergency FMLA expansion and replenish State recommended COVID-19 PTO banks for at least ten (10) days effective January 1, 2021, as recommended by the PSC.

(The Executive Board also passed via poll on April 15 to extend temporary employee Ludette Leung through up to April 30, 2021.)

The Board moved to open session at 4:45pm.

Secretary Mary Duncan reported out the motion passed during Executive Session around COVID-19 leave for staff.

Adjournment:

M/S/C (Meyers/Valdez) to adjourn the meeting at 4:48pm. The meeting was adjourned in honor of Derrick Fluker, Rodney Lee, Al Roach and Al Rojas.