

(The Executive Board did not meet in July 2021)

SEIU LOCAL 1021 EXECUTIVE BOARD
Saturday, August 28, 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 Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Tina Tapia, Jim Wise, Karla Faucett, Angel Valdez, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Sandra Wall, Toni Fort, Kendra Bruno, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Taffie Walter, Geneva Haines, Sandy Sigala, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell, Amanda Ayers

Executive Board Members Excused: Dellfinia Hardy, Sasha Cuttler, Lorraine Bowser, Tazamisha Alexander

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Del Mallory, Andrea Zanetti, Bill Petrone, Kaden Kratzer, Jason Klumb, James Chiong, Carlos Rivera, Caitlin Prendivile, Ed Hanley, Karin Hendrickson, William Winfield

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Call the Meeting to Order:

The meeting was called to order by President Joseph Bryant at 10:03am. A quorum was established. President Bryant opened the meeting with remarks regarding the upcoming Governor Recall Election.

Review of the Agenda:

The agenda was approved by consensus, with the addition of reports from the SEJ and Retirement Security Committee to Executive Board Report.

Member Comments:

- David Williams, West Bay Retirees Chapter President: David spoke to a message from the chapter to board asking SEIU to encourage all members & staff to get vaccinated.
- Felix Thomson, Alameda Health Services RN: Felix spoke to concerns for safety of members at work due to COVID and for the union to embrace vaccines for all members.
- Alyssa Jones-Garner, SF DPH: Alyssa spoke to the issue of members being forced to be vaccinated.
- Ed Kinchley, Retiree: Ed spoke to vaccine mandates within the Dept of Health. He also spoke to changes that will presented later for the COPE Manual.
- Maria Guillen, Retiree: Maria spoke in support of vaccinations.
- Phyllis Fogg, Retiree, SCUSD Chapter: Phyllis spoke to requesting information in regards to starting a Sacramento Retiree Chapter.

- Mary Magee, Retiree: Mary spoke to vaccination status already being tied to employment status for many positions.
- Jonathan Meade, Retiree: Jonathan spoke to concerns regarding revisions to the COPE Manual. He also spoke in support of the vaccinations.

Political Report:

Ramses Teon-Nichols and James Chiong presented. The need for Board members to help with turn out and voting “No” on the Governor recall election was expressed. We have members, who are working on *Get Out the Vote* (GOTV) efforts for the recall. Approximately 17% of SEIU members have returned their ballots. Campaign messaging and strategy were shared. Lily Starling shared how the E-Board and members can sign-up to help GOTV. Information on the special election in support of Mia Bonta for the State Assembly District 18 seat was also shared. Ramses and James also reported that SEIU is tracking a ballot measure that is being promoted to ban unions in CA. An update was also provided on the CalPERS election, where we have SEIU/Labor endorsed candidates.

Organizing Report:

Jennifer Esteen and Horacio Viveros presented an update on the *We Drive Progress Fight*, which is the No on Prop 22 campaign. Prop 22 was ruled unconstitutional by the Alameda County Superior Court, as it only protected the employer. Hector Castellanos, Driver, shared his experiences.

The meeting was temporarily suspended at 12:13pm for a short break and resumed at 12:18pm.

COVID-19 Update:

Robert Li and David Canham, along with Xochitl Lopez with the law firm presented. Information was shared on major shifts regarding vaccinations. Expectation is that things will start moving faster with the full approval of the Pfizer vaccine. Some employers are starting to mandate vaccines with exceptions for religious or medical reasons. The courts have upheld vaccine mandates. The Union will continue to bargain regarding the impacts of these mandates. Suggestions were made to develop a member survey regarding vaccinations and to develop a *Frequently Asked Questions* document.

The meeting was temporarily suspended at 1:40pm for a lunch break and resumed at 2:10pm.

Member Intern Report:

Sandra Lewis and Horacio Viveros reported on the Member Internship Program. Member interns Shonda Williams, Christian Benitez and Kimberly Cox, who recently graduated from the program, were introduced. The members shared their experience and would recommend the program to other member leaders. The program runs for about 3 months.

Convention Presentation:

Carlos Rivera presented an overview of the convention program, including guest speakers who we have confirmed to participate. Six convention *planks* (Racial Justice, Economic Justice, Environmental Justice & Climate Action, Unions for All, Member Unity & Power and Reclaiming Our Democracy) will be presented, where Delegates will be asked to vote on adopting each plank. Pre-Convention Delegate convenings will be held to review and receive input on the proposed planks. The *plank* documents, as well as information on the pre-convention meetings will be shared with the Board. The convention team is continuing to work on certifying delegates. In addition, participation by non-Delegate members-at-large have also been opened.

Executive Board Election Committee Report:

Donna Shane reported on behalf of the Election Committee.

Election Rules:

An overview of revisions on the election rules from the last election (2019) was presented for the Board's consideration. The revisions include dates to reflect the current election year, and revisions in Item #6 (Nominations) and Item #14 (Membership Lists) of the *Nomination and Election Notice*. Donna explained that the revisions were mainly due to the union offices not being open. M/S/C (Park/Meyers) to adopt the Elections Rules, as presented.

Election Administrator:

The Election Committee is recommending *Unilect* as the Election Administrator. It was shared that Unilect is also the same vendor that was secured for the previous election. M/S/C (Eaton/Meyers) to accept *Unilect* as the Election Administrator, as recommended by the Election Committee.

Approval of the June 26, 2021 Minutes:

M/S/C (Thoele/Sigala) to approve the June 26, 2021 minutes, as presented.

Budget & Finance Committee Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its July and August meetings.

The BFC approved the following proposals:

1. State Association of County Retirement Systems (July meeting):
The BFC approved to pay the State Association of County Retirement Systems (SACRS) annual dues of \$250.00 for 2021/2022.
2. City of Chico Contract Campaign (Aug meeting):
The BFC approved the City of Chico contract campaign budget of up to \$19,650. The goals of the campaign include negotiating wage increases, improve benefits, build political power in the community and strengthen member participation. The budget includes costs for items such as communication needs, purple items and food costs for various actions.

The BFC approved the following Community/Allies Requests:

- APALA Convention (July meeting):
The BFC approved \$1,250 for a half-page Ad in the convention program for the APALA Biennial Virtual Convention on Aug. 5-8 at (tier 1).
- Causa Justa (July meeting):
The BFC approved a sponsorship of \$2,500.00 for the Causa Justa 10th Year Anniversary virtual event on July 29th (tier 2).
- California Alliance for Retired Americans (CARA) (July meeting):
The BFC approved \$600.00 for a full page Ad in the convention program for the CARA virtual convention on Oct. 26-27.
- Support Life Institute (Aug):
The BFC approved a sponsorship of \$500.00 to support the *Support Life Institute* annual 2021 conference (tier 3).
- Coalition of Homeless (Aug):
The BFC approved a sponsorship of \$500.00 for the Coalition of Homeless Art Auction & Dinner event on September 9th (tier 3).

- Oakland Pride Festival (Aug):
The BFC approved to cover costs for a booth at \$420.00 for the Oakland Pride Festival (tier 3).
- Stockton Black Family Day (Aug):
The BFC approved to match the San Joaquin Chapter's donation of \$500.00 to the Stockton Black Family Day (tier 3).

Action Items:

BFC Recommendations:

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

- A. City of Hayward Contract Campaign (Aug)
The BFC recommends to approve the City of Hayward contract campaign budget of up to \$65,740. The goals of the campaign include improvements on healthcare and leave accrual language, equity adjustments, increase COPE contributions and leadership development. The budget includes costs for items such as purple items, communication needs, lost-time and food costs. M/S/C (Bibb/Sigala) to approve the campaign budget, as recommended by the BFC.
- B. Higher Education Contract Campaign (Aug)
The BFC recommends to approve the Higher Education contract campaign budget of up to \$96,500. The campaign includes four (4) chapters: CA College of the Arts, Holy Names University, Notre Dame de Namur University and Mills College. The goals include building membership power, joint public campaigns and win good contracts. The budget includes costs for items such as campaign t-shirts, purple items, lost-time, communication needs and food costs. M/S/C (Park/Dawkins) to approve the campaign budget, as recommended by the BFC.

Temporary Policy for Adjunct Professor lost-time:

Treasurer Eaton explained that a separate motion would need to be considered by the Board in regards to the lost-time request for the campaign, which doesn't line up with our traditional lost-time process, per our policy. Robert Li gave an overview of the *Temporary Adjunct Professor 2021 Contract Member Compensation Policy* was presented.

The scope of the interim policy includes:

- The temporary policy shall only apply to the adjunct professor negotiations of 2021 and shall sunset upon conclusion of the contract campaign.
- Funding will only be limited to the lost time funding in the negotiations campaign budget approved by the Executive Board.
- The temporary policy is non-precedent setting and is only unique to the specified adjunct professor campaign.
- The temporary policy shall apply for those adjunct professor dues-paying members covered by the contracts in negotiations.

Authorization: The Executive Director in consultation with the President may authorize qualifying adjunct professors SEIU 1021 members within the budget limits to be brought on to assist directly on the adjunct professors contract campaign.

Administrative Procedures: The board authorizes the Finance Director to establish reasonable procedures to administer the policy above.

M/S/C (Park/Rutherford) to approve the temporary policy, as presented.

C. Working Families Party (Aug):

The BFC recommends to partner with the *Working Families Party* in California with an affiliation cost of \$50k. M/S/C (Sigala/Balzarini) to approve the request, as recommended by the BFC.

D. After-Convention Events (Aug):

The BFC recommends to waive the per person food cost (\$10.50) per the current food policy, and to allow the purchase of alcohol for the After-Convention events. M/S/C (Park/Bibb) to approve the requests, as recommended by the BFC.

Executive Board Reports:

COPE Manual Revisions:

Ramses Teon-Nichols presented a first-reading of recommended changes to the COPE Manual. He gave an overview of highlights of the recommended revisions. E-Board members were asked to reach out to Ramses or James Chiong with any feedback. A request for acceptance will be brought back to the Board.

Code of Conduct Draft Policy:

A first-reading of the proposed policy was presented. This policy comes forward as part of the resolution against Harassment & Bullying that was previously passed by the Board. The team who helped develop the draft policy includes Yeon Park, Mary Sandberg, Ramses Teon-Nichols, Theresa Rutherford and Robert Li. The group also initiated feedback from our law firm. In addition, the draft policy was sent to the Policy Committee, and it will also be presented to the staff unions. A second reading and request for acceptance will be brought back to the Board.

SEJ Report:

Derrick Boutte shared that SEJ is putting together a panel discussion regarding the Eviction Moratorium. The ending of the Moratorium may affect up to 3.5m people. In addition to a large number of people potentially becoming unhoused, evictions may have long term effects on people's ability to obtain future housing. Goal is to obtain more information about resources available.

M/S/C (Park/Dawkins) to extend the meeting until 5:30pm.

Retirement Security Report:

Cynthia Landry provided a reminder to the Board regarding the CalPERS Board election. SEIU Newswire will have an article on the endorsements on Jose Luis Pacheco & David Miller. The voting period ends September 27th. Members can vote by mail or by phone. A debate will be held 9/8 with the candidates; information is available on the CalPERS website. Those who have not received their ballot by 9/3 should contact CalPERS. Cynthia encouraged the Board and others to vote in this election. Phone banking will also be held.

Retiree Council:

Pete Albert shared that he has followed up with Phyllis Fog at lunch regarding forming a Sacramento Retirement Chapter. The Retiree webpage was shared with the board for more info on the Retiree program.

Announcements:

- E-Board Poll Announcements:
Resolution Against Bullying and Harassment: The Board passed via poll on July 16, 2021 to adopt the Anti-Bullying and Harassment Resolution.

Mark Mosher Contract Extension: The Board passed via poll on Aug. 6, 2021 to extend Mark Mosher's contract through up to January 3, 2022 and to modify the contract terms at \$10,000/per month at an estimate of 25-30 hours per week.

- President Bryant shared that Nathan Dahl has stepped down from his seat as the City Industry Chair.
- President Bryant announced that due to the Convention in September, we do not have a regular Executive Board meeting scheduled. However, a brief meeting may be called away from the convention date, if needed.
- SEIU has adopted a block on *Pajon* Street in Hayward. A photo op will be held on Monday, 8/31, at 8:15am with Alameda County Supervisor Richard Valle.

Good & Welfare:

Karla Faucett shared that retired former Board member, Robert Taylor, was recently released from the hospital.

Richard Thoele shared that he attended the Alameda Labor Council and encouraged others to attend their local Labor Councils. He also shared a TA for his Chapter.

Greg Marro requested recognizing the passing of AFL-CIO President Richard Trumka. A moment of silence was observed.

The meeting was temporarily suspended at 5:13pm and resumed into closed session at 5:18pm.

Executive Session:

Temporary Employee Extension Requests:

M/S/C (Park/Curiel) to extend the temporary employees Misty Montoya, Darryl Richardson and Donald Brown through up to 12/31/2021

M/S/C (Fort/Sigala) to extend the meeting to 5:50pm.

Executive Director Compensation:

M/S/C (Park/Meyers) to approve the salary compensation for the new Executive Director, as recommended by the BFC and PSC.

The Board moved to open session at 5:42pm.

Secretary Mary Duncan announced the motions passed during closed session.

Adjournment:

By consensus, the Board agreed to adjourn at 5:44pm.

Respectfully submitted by,

Mary Duncan
Secretary