

**SEIU Local 1021 EXECUTIVE BOARD ZOOM MEETING**  
**Saturday, December 18, 2021, 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 Taffie Walter, Tina Tapia, Jim Wise, 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 Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Elizabeth Harrison, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell, Amanda Ayers

**Executive Board Members Excused:** Karla Faucett, Sasha Cuttler, Travis Balzarini

**Executive Board Members Absent:** Dellfinia Hardy

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Del Mallory, Jason Klumb, Bill Petrone, Kaden Kratzer, Carlos Rivera, James Chiong, Caitlin Prendiville, Boyan Biandov, Ed Hanley, Karin Hendrickson, Lisa Bui, 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. President Bryant took a moment of reflection on the past year.

**Review of the Agenda:**

M/S/C (Park/Bibb) to approve the agenda with the following changes: table approval of the November 2021 Minutes; add Ethics Code Certification announcement, under Action items - 100 Oak St. Security, Handyperson Contract; add under Executive Board Reports – Peter Albert, Mary Sandberg, Richard Thoele, Cynthia Landry and Theresa Rutherford.

**Member Comments:**

- Leticia Araujo Perez, Oakland USD: Leticia inquired about strike funds, chapter elections, dues information to members and chapter website.
- Amber Bales, CA College of the Arts: Amber spoke to the request to support a strike sanction for the chapter. A majority of members voted in favor of a strike.
- Matt Kennedy, CA College of the Arts: Matt spoke in support of the strike sanction request for the chapter and shared the bargaining history.
- Jon Meade, Retiree: Jon spoke to retiree membership.

**Action Items:**

### CA College of the Arts Strike Sanction:

The chapter has been bargaining for a first contract in the past 2 years. A strike vote was held where the members overwhelmingly voted in favor of a strike. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Eaton/Bibb) to approve the strike sanction.

### Ethics Code Certification:

Yeon Park announced that the SEIU Ethics Policy and Code Certification form was sent to the Board. All Board members are required to complete the Ethics test, as well as complete the form. Those who have not completed their forms were asked to submit their completed forms before the conclusion of today's meeting.

### 2021 Contract Campaign Highlights:

David Canham and Nely Obligacion presented highlights of contract campaign victories in 2021. Issues we fought and won include COVID Leave Pay, protected members from layoffs, won contracts with wage and benefit improvements, telecommuting agreements and amnesty on COVID-19 employer mandates. Factors that were fundamental in these fights include member unity at the workplace, exercising our political , as well as leadership and support of members and staff.

### Post-SIP Update:

Robert Li presented an update. The Local is moving to requiring COVID Testing weekly for unvaccinated staff. Social Distancing will shift from mandatory to strongly encouraged. In person meetings will no longer be differentiated between essential vs. non-essential meetings (prior approval remains required). Air travel is permitted per CDC guidelines. No prior approval required other than noticing the HOLR or designee. Union Office Occupancy limits will be raised to around 75% instead of 50% occupancy levels. The use of breakroom water dispenser, microwaves, coffee/tea makers are permitted.

### Organizing Report:

Jennifer Esteen shared a report highlighting the success of the NEMO (New External Organizing Organizing) program during the past year. In 2022, the Local will work to expand our work to grow the labor movement in California and beyond.

**The meeting was temporarily suspended for a short break at 11:43am and resumed at 11:51am.**

### Election Committee Report (2022 Executive Board Election)

Election Committee members Donna Shane, James Petrella, Eric Stern and Rachel Ugale reported, along with Catherine Burkhart (election vendor). The Committee reported on three (3) candidate disqualifications and reviewed the reason for the disqualification, per the election rules and procedure:

- Lucretia Bolin, seeking candidacy for RN Industry Chair. The disqualification is due to not enough qualified signatures from the nominated Industry (per election rules item #6, Nominations). The election committee discussed the appeal Ms. Bolin submitted and agreed to uphold the disqualification.
- Kristin Hardy, seeking candidacy for SF City & County Industry Chair: The disqualification is due to not being a member of the same industry seeking office for (per election rules #4, Eligibility). The election committee discussed the appeal Ms. Hardy submitted and agreed to uphold the disqualification.

- Nicole Christian, seeking candidacy for Social & Economic Justice Committee Chair: The disqualification is due to a lapse in dues (per election rules #4, Eligibility). Candidates, who have a lapse in dues, are notified of the missing dues payment(s), and must submit payment by the specified deadline date. If missing dues are not paid by the specified deadline, the candidate is disqualified. The election committee met and agreed to uphold the disqualification, as the missing dues payment(s) was not received by the specified deadline. It was shared that the lapse in dues was due to when the member was out on lost-time for the Local. Discussion followed in regards to the Local's process of informing members, who come out on lost-time, of continuing membership dues.

M/S/C (Thoele/Curiel) to accept the Election Committee's disqualified candidates report, as presented.

**The meeting was temporarily suspended for a lunch break at 12:44pm and resumed at 1:18pm.**

**The Board moved to closed session at 1:21pm.**

**Executive Session:**

**2022 Budget Recommendations:**

The Board reviewed 2022 budget investment proposals recommended by the Budget & Finance Committee (BFC), and staffing proposals recommended by the BFC and Personnel & Staffing Committee.

**Temporary Employees Extensions:**

M/S/C (Eaton/Walter) to extend temporary employees Donald Brown and Misty Montoya through up to March 31, 2022.

**The Board moved to open session at 2:26pm.**

Secretary Mary Duncan reported out the motion passed during Executive Session in regards to the temporary employee extensions.

**Budget & Finance Committee Report:**

**2022 Draft Budget Review:**

Treasurer Amos Eaton and Karin Hendrickson presented the line by line proposed budget for 2022. The proposed budget includes on-going and one-time costs for field and operations investment proposals, such as:

- Implementing Breakthrough Campaigns: change OIT positions to be flexible in-training/external organizer positions.
- Political Outreach: add 1.0 FTE Political Organizer
- Operational Administrative Needs: add 1.0 FTE Administrative & Operations Coordinator (AOC) for support at 100 Oak St.; add 1.0 FTE AOC for support in Regions A and B; add 1.0 FTE AOC for support in the MRC; add 1.0 FTE Administrative Specialists for support in Stockton.
- Leads Program: Region E pilot Leads assignment to become permanent, and Regions A & B Leads pilot to be reviewed in June 2022.
- Talent Recruitment: funding to strengthen staff recruitment and better manage projected & existing staff gaps.

- Managing Field/Program Campaigns on Platform: funding to obtain and customize campaign platforms/software.
- Member Leader Development on TWR: expand lost-time funding to develop leaders and achieve TWR objectives.
- Member E-Learning: funding to expand E-Learning.
- Member Access to MRC: request funding for user experience modifications, improvements and platform upgrades.
- Actionable Data: funding to upgrade staff's Union Intelligence.
- Support Staff Leaders to lead Projects & Campaigns: funding for temporary staff, contractors and vendors.
- Payroll and Pay Cycle System: funding to upgrade and help streamline our payroll and pay cycle process.
- Membership Productivity: request funding for productivity tools, work improvements and vendor support to help strengthen our membership department.
- Property Management: funding to assess our union-owned facility conditions and conduct facility maintenance/replacement schedule.
- IT Infrastructure: funding to purchase and install new switchboards for our offices

M/S/C (Arantes/Walter) to adopt the 2022 Budget and Investment Proposals, as presented. Treasurer Eaton shared that at the January E-Board meeting, the Organizing budget will be presented.

December BFC Meeting Summary Report:

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

The BFC approved the following items:

1. Union City Contract Campaign:  
The BFC approved the Union City Contract Campaign budget at up to \$24,415.00. The campaign plan includes chapter building and leadership development, along with a political/community campaign. The budget includes costs for items such as purple items, communication needs (printed materials, media), food for various worksite meetings, t-shirts and bargaining/meeting space.
2. Racial Justice Budget Request:  
The BFC approved to fund up to \$32k to help support the Racial Justice (RJ) Workgroup priorities for 2022. This work is in collaboration with the International. The funding is to secure support from the *BOLD Center* (planning, co-facilitating meetings, education, implementation), a contract with *We Make the Future*, software & consultant to support analytics, and an honorarium for RJ scholars/speakers.
3. Oak Street Office Security:  
The BFC approved to modify the Oak Street Office Security funding to up to \$22,000 (one-time cost) and the monthly service fee to \$320.00 per month. (The BFC previously approved to fund up to \$19,000 (one-time), plus \$268.00/per month).

The BFC approved the following Community/Allies Requests:

- Berkeley Progressive Alliance:  
The BFC approved \$5,000 for annual dues to the Berkeley Progressive Alliance (tier 1).
- California Alliance for Retired Americans (CARA):  
The BFC approved \$1,000 for annual dues to CARA (tier 1).
- North Bay Jobs with Justice (NBjwJ):  
The BFC approved \$10,000 for annual dues to the North Bay Jobs with Justice (tier 1).
- Oakland Rising:  
The BFC approved \$5,000 for the Oakland Rising annual fundraiser held virtually on Dec. 2 (tier 1).
- St. Mary's College John F. Henning Institute:  
The BFC approved a contribution of \$10,000 to the John F. Henning Institute (tier 2). This organization develops and places interns with organizations and raises awareness of Labor issues among the St Mary' community.
- Wilma Chan Legacy Fund:  
The BFC approved a donation of \$5,000 to the Wilma Chan Legacy Fund. This is a newly formed legacy fund by the Alameda County Board of Supervisors, in collaboration with the non-profit Vision Alameda County to provide grants to community organizations.

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

- North Coast Region Contract Campaigns (Small Chapters):  
The BFC recommends to approve the North Coast Small Chapters Contract Campaigns at a budget of up to \$94,900. The campaign plan covers 19 small chapters with similarities in Industry or Region. Bargaining is coordinated where possible to increase strength, impact & solidarity. The budget includes costs for items such as purple items, communication needs (printed material, social media), food for various meetings/rallies, law firm negotiator and 3 lost-timers.
- Oakland Unified School District Contract Campaign:  
The BFC recommends to approve the Oakland Unified School District Contract Campaign budget at up to \$72,373.00. The chapter covers 2 units, who are in bargaining now. The goals of the campaign plan include increasing member density, engage members to become Stewards and CAT activists, build political power in the community and increase COPE contributions. The budget includes costs for items such as communication needs (printed materials, media), purple items, t-shirts, food for various actions and 1 lost-timer.
- SF Region Contract Campaigns (SFCC Citywide, RN's, SFMTA Service Critical, Non-Profits):  
The BFC recommends to approve the SF Region Contract Campaigns (SFCC Citywide, RN's, SFMTA Service Critical, Non-Profits) budget at up to \$602,800. This campaign covers 3 bargaining teams (City-wide, RN's and SFMTA Service Critical) representing 15,475 workers in 30 chapters; and the non-profits representing 2,389 workers in 22 chapters. The campaign is built

to go to June 2022, with the potential of building to strike if needed. The campaign plan includes chapter building, tackling understaffing, addressing temp staffing, improving City EEO practices, improve opportunities for career advancement, improving wages for non-profits and local good campaigns around housing. The budget includes costs for 5 lost-timers (non-RNs), 2 RN lost-timers, purple items, events/actions costs (food, entertainment), additional research assistance (economist/researcher), interest arbitrator and communication needs (media, social media Ads, printed material).

**M/S/C (Sandberg/Rutherford) to approve the budget requests, as presented for the following contract campaigns:**

- North Coast Region Contract Campaigns (Small Chapters);
- Oakland Unified School District; and
- SF Region Campaigns (SFCC Citywide, RN's, SFMTA Service Critical, Non-Profits):

D. Mark Mosher, Consultant Contract:

The BFC recommends to extend Mark Mosher's contract through up to 6/30/2022 at the same contract terms (\$10k per month, plus expenses at an estimate of 25-30 hours per week). The current contract expires on 1/3/2022. The scope of the work is to support our communications strategy in bargaining, politics and organizing for big campaigns in 2022. **M/S/C (Park/Bibb) to approve the extension.**

E. Fairfield Office Lease Renewal and Expansion:

The BFC recommends to renew the Fairfield office lease and to expand the office space by approximately 10,731 in square footage at \$21,998 per month, for a five (5) year lease. **M/S/C (Park/Curiel) to approve the new lease agreement with the office space expansion of \$21,998 per month for 5 years.**

F. Handyperson Services/Maintenance Contract Agreement:

The BFC recommends to authorize the Head of Operations & Labor Relations (HOLR) to secure maintenance and general handyperson services through a temp agency, vendor and/or independent contractor (including our current handyperson services). Robert Li also presented a request to authorize entering into a new 2022 vendor contract with Emma Velasquez for handyperson/maintenance services for a contract max of up to \$80,000. Payment will be based on hours worked at up to \$45.00 per hour for up to 2 handy/maintenance persons. (Note: negotiations with vendor is pending and we will also be exploring breaking the hourly rate into two rates). **M/S/C (Park/Curiel) to approve.**

**Action Items (continued):**

100 Oak Street Office Security:

Amos Eaton, Robert Li and Pattie Tamura gave an update on quotes we received for addressing the security concerns at the 100 Oak St. office in Oakland. A small sub-committee will be formed to assess timeline and costs. The request is to consider funding for the following:

- Gating/Fencing:  
The first quote is for \$83.5k. Additional costs of up to \$20k may also be required for permits, depending on the type of fencing used. The second quote is lower (\$54k), however it is for a

6' fencing instead of 8'. A third quote is still pending. **M/S/C (Park/Lewis) to approve funding of up to \$110k to negotiate a contract for the 100 Oak St. office fencing/gate.**

- Security:  
Amos Eaton shared there is a proposal for a temporary on-premise security guard, while the fencing issues is resolved. Robert Li presented a request to approve up to \$10k for up to 3 months of on-premise security guard services (unarmed) at a rate of \$45.00 per hour covering Monday-Thursday, 5:00pm-9:00pm. **M/S/C (Rutherford/Bibb) to approve.**

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

**Action Items (continued):**

LaClinica Strike Sanction Request:

Angel Valdez shared an update on bargaining and presented the request. Management has only recently brought forward proposals after 7 months. The members have taken a strike vote where 98% of members voted in favor of a strike. The chapter is seeking the Board's approval to authorize a strike sanction. **M/S/C (Dawkins/Diep) to approve.**

401k Advisory Committee:

Robert Li gave an overview of the request. The Local has staff who serves as a member of the SEIU 1021 401k Advisory Committee with RBC Wealth Management. William Winfield currently serves in this committee role for the Local. However, due to William's recent resignation, a replacement will need to be appointed in the interim. **M/S/C (Lewis/Curiel) to appoint Robert Li in the interim until the Personnel Director is replaced.**

**Vice President of Representation Report:**

Sandra Lewis gave an update on the *CallEvo* phone bank participation contest. Region E staff were recognized for leading with the most phone bank sessions and the most non-member/new hire sign ups. Another competition is being planned. The MRC and Training reports will be tabled.

**Executive Board Reports:**

Retiree Council Report:

Pete Albert announced that a report was sent to the Board regarding accomplishments over the past year. He also shared that the Retiree Council is recommending to the Board to form a committee regarding review of the different types of retiree memberships.

Region-B Report:

Mary Sandberg shared the successful campaign for Sonoma County Chapter Hazard Pay. There was an incredible organizing campaign of letter writing, board meeting & organizing by Chapter Officers. The team was able to get \$1,500 per member, who worked over 200 hours. She also reported that Jana Blunt, Sonoma County Chapter President, was honored with the "Kicking Ass for the Working-Class" award at the North Bay Labor Council (NBLC) COPE banquet. Representatives Thompson and Huffman presented Jana with the award. President Joseph Bryant was also a keynote speaker at the NBLC event.

Richard Thoele:

Richard Thoele reported on a win at his chapter, Peralta Community College District. The chapter was successful in stopping management direct dealing with members. They were also able to get language to enforce the COVID protocols, extend COVID leave and weekly COVID testing will be made available for all. Assurances that campuses will be shut down in case of exposures.

**Retirement Security Report:**

Cynthia Landry reported out that the CalSavers plan is continuing to grow. There are two candidates running for CalPERS. The *One Voice* process is being planned for January. She also shared an issue regarding a hold by Feds for transportation workers related to PEPRA that has been brought up to the State Council for legislation to address.

**Region-D Report:**

Theresa Rutherford shared the amnesty agreement with the City and County of San Francisco for the 2% of members, who have not been vaccinated. SF mandates that any employee, who is not vaccinated and does not have an approved exemption, will be dismissed. We were unable to prevent this, and moved forward to secure 120 days abeyance and will keep insurance for members. Accrued time-off will be allowed to be used. Brandon Dawkins shared the successful Career Fair for member to explore career opportunities. Another fair will be held in February.

**Announcements:**

**S.F. Library (LEUC Unit) Chapter Bylaws:**

President Bryant announced that the S.F. Library (LEUC Unit) Chapter Bylaws were reviewed and found to be in compliance with our bylaws template. There were no objections raised.

**Good and Welfare:**

President Bryant announced that William Winfield has resigned from the Local, and we wish him the best with future endeavors.

President Bryant announced that Gary Jimenez, SEIU leader and former Board member, as well as staff, has retired. He acknowledged the many years of work Gary has been involved with in the labor movement.

Nicole Christian shared that a PERB ruling was upheld, where SF will not be held to arbitrary timelines for bargaining, which had been restricted by the SF City Charter.

**Adjournment**

M/S/C (Alexander/Rutherford) to adjourn the meeting at 5:18pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary