

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, April 27, 2024, 10:00am to 5:00pm
Fairfield Office/Zoom
MINUTES

Executive Board Members Participating: President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, Vice President of Organizing Brandon Dawkins, Vice-President of Politics Ramsés Teón-Nichols, Region-A Vice-President Akbar Bibb, Region-B Vice-President Mary Sandberg, Region-C Vice-President Yeon Park, Region-D Vice-President Kristin Hardy, Region-E Vice-President Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Sandra Wall, Charito Casanas, Debbie Dobson, Desiree Collins, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Monique Baca, Mariette Shin, A’Kesh Edi, Moisés Vega

Executive Board Members Excused: Sandra Lewis, Todd Nosanow, Lorraine Bowser, Geneva Haines

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Carlos Rivera, Horacio Vivero, Lisa Morowitz, Caitlin Prendiville, Boyan Biandov, Lisa Bui, Karin Hendrickson, William Winfield

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:05 a.m. A quorum was established. Region-C VP Yeon Park reviewed the Code of Conduct.

Review of the Agenda:

M/S/C (Tapia/Landry) to accept the agenda with the following amendments: under Executive Board reports add DD Council (Mary Duncan), Peralta Bargaining update (Richard Thoele) and Concur (Sandra Wall); under closed session add a *buildings* item (Akbar Bibb), a personnel matter (Nicole Christian) and a BFC report on Napa Valley Chapter Funds; and add an item under Good & Welfare from Cynthia Landry.

Action Items:

Executive Board Vacancy Appointments:

M/S/C (Bibb/Boutte) to appoint the following to the Executive Board, as recommended by President Theresa Rutherford:

- i. **Budget & Finance Committee (BFC) Region-D Seat:**
Recommendation is to appoint Moisés Vega to fill one (1) of the *BFC Region-D* position. VP of Organizing Brandon Dawkins spoke in support of this appointment.

- ii. **Marin County Area Representative:**
Recommendation is to appoint Mariette Shin to fill the vacant *Marin County Area Representative* position. Region-B VP Mary Sandberg spoke in support of this appointment.

iii. Mendocino County Area Representative:

Recommendation is to appoint A’Kesh Edi to fill the vacant *Mendocino County Area Representative* position. Region-B VP Mary Sandberg spoke in support of this appointment.

Moisés Vega, Mariette Shin and A’Kesh Edi were sworn in to office by President Rutherford.

Acknowledgement:

President Rutherford acknowledged Arab American month in April and spoke to the Local’s commitment to diversity. She also thanked all our members and staff, who are Administrative Professionals in recognition of Administrative Professionals’ Day.

Member Comments:

There were no members who wished to address the Board.

Organizing Report:

Vice-President of Organizing Brandon Dawkins and Horacio Viveros presented. The recent Organizing wins were shared. The Fast Food Sector Council has been established, which includes fast food workers Anneisha Williams and Angelica Hernandez, Maria Maldonado, Field Director with CA FFWU and Joseph Bryant, SEIU International Executive Vice-President. They spoke about the San Jose Fair Work Ordinance, which will give Fast Food workers the right to *Know Your Rights* training and allow accrual of paid time off. This ordinance was presented to the City of San Jose Council on 3/19. Two more Starbucks shops have won their Union and have started bargaining their contract. Planned Parenthood (PP) NorCal has won their union and joined Local 1021. Planned Parenthood leaders Julia Lowenthal (Nurse Practitioner), Debbie Nguyen (Clinician), Lacey Christensen (Reproductive Health Specialist), Caitlin Quin (Admin) and Kim Delhonte (Reproductive Health Specialist) spoke on their organizing victory. Organizer Crystal Grisby spoke to the campaign and the next steps. Uber and Lyft drivers and Gig team members participated in a blitz to sign-up new drivers in the state of Massachusetts.

Member Intern Report:

Courts Industry Chair Kasha Clarke and staff Jonathan Nunez-Babb introduced the most recent Member Intern cohort. This was our 8th and largest cohort to date. Member Interns Sabrina Nelson (Alameda County chapter), Shelly Martin (Vacaville USD chapter) and Sharon Richardson (Calaveras County chapter) shared their experiences. The next cohort starts on April 29th.

Executive Director Report:

David Canham reported. Written field and program director reports were also sent by email to the Board.

He spoke about highlights from the recent City & County Citywide tentative agreement, which represents about 15,000 members. We lead a coalition of 24 other unions when bargaining. We remained unified and held multiple large actions, including a successful strike school where approximately 1,600 members attended. Nato Green shared key wins, including winning the right to strike by city workers, \$25.00 minimum wage for city workers and significant raises across the board. Additionally, new language was added regarding use of temporary workers and contracting out, and should be used sparingly as a last resort. Bargaining team members Nicole Germain, Cheryl Thornton, Trevor Adams, Laura Ocon and Jerry Medrano, as well as Region-D VP Kristin Hardy shared their experiences with bargaining. SF MTA and SF RN campaigns remain at the table.

Manual of Common Procedure Review:

Parliamentarian Dennis Kelly gave a brief overview of the *Manual of Common Procedure*, which consists of 29 rules that the Local is governed by, per our Bylaws. He suggested that the Board review the rules to consider any changes or updates. There is a plan to provide additional training on the Manual of Common Procedure.

The meeting was temporarily suspended for a lunch break at 11:58 a.m. and resumed at 1:00 p.m.

Budget & Finance (BFC) Committee Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its April 27, 2024 meeting.

The BFC approved the following proposals:

1. City of Jackson Contract Campaign:

The BFC approved the City of Jackson contract campaign budget at up to \$1,720. This is a small chapter with twelve (12) members. The goals of the campaign include building political muscle, chapter strength, COPE contributions and increase in wages and benefits. The budget includes costs for items such as purple swag, food for meetings/bargaining and communication needs.

2. Vacaville Unified School District Contract Campaign:

The BFC approved the Vacaville Unified School District contract campaign budget at up to \$24,815.75. The current contract is due to expire on 6/30/2024. The chapter member density is approximately at 87%. The goals of the campaign include increasing member leadership per worksite, increasing COPE and developing a strong Contract Action Team. The plan also includes aligning the campaign with the Teachers. The budget includes costs for items such as communication needs, t-shirts, purple items for visibility and food for meetings/bargaining/actions.

3. City of Berkeley Clerical and Maintenance Chapters Contract Campaign:

The BFC approved a budget of up to \$42,900 for the City of Berkeley Clerical and Maintenance Chapters Contract Campaign. The current contract is due to expire on 6/26/2024. The current membership density for both chapters is 89%, with a new hire density at 92/95%. The goals and strategies of the campaign include continuing to build unity between both chapters, increase COPE contributions, and to increase Stewards and CAT teams. The budget includes costs for items such as food for membership/bargaining team meetings, lost-time for 1 member, purple items including t-shirts and communication needs.

4. National Black Nurses Association Conference:

The BFC approved to fund up to \$8,620 to send up to ten (10) RN's to the National Black Nurses Association 52nd Annual Institute Conference on July 23 – 28, 2024 in San Francisco. The funds will go towards purchasing tickets, as well as lodging, for members who are eligible, per the Local's hotel policy.

5. Oakland Office (Broadway Ave) Key Card Access

The BFC approved costs to activate the key card system for the Oakland Office (Broadway Ave) at a cost of \$1,687 per year, plus a one-time installation cost of \$700.00.

6. International Convention:
 - Purple Gear:
The BFC approved up to \$11,000 to purchase “purple swag” gear for the 1021 Delegation attending the International Convention.
 - Local Hosted Dinner:
The BFC approved up to \$9,000 to host a Local hosted dinner for the 1021 Delegation attending the International Convention.
7. AAPI Day Celebration:
The BFC approved a budget of up to 26,650 to hold an SEIU Local 1021 Heritage Day Celebration in June. The funds will go towards rental fees for a venue, food, DJ, entertainment, port-a-potties and other supplies.
8. SEIU Asian Pacific Islanders (API) International Caucus Sponsorship:
The BFC approved \$5,000 to sponsor a booth at the International Convention in Philadelphia. for the SEIU API International Caucus.

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

- A. SF RN Negotiator:
The BFC recommends to approve to increase the *SF RN Negotiator* line item by \$60,000 in the SF RN Contract Campaign budget by reallocating funds within the overall budget for the SF City & County campaigns. Note: The previous amount in this line was \$90,000.
M/S/C (Sigala/Bibb) to approve, as recommended by the BFC.
- B. City of Oakland Budget Deficit Campaign:
The BFC recommends to approve the City of Oakland Budget Deficit Campaign at up to \$181,000. The City of Oakland is projecting a budget deficit and plans on balancing the budget with the intent for furloughs and to lay off members. The primary goal of the campaign is to avoid layoffs, furloughs, as well as delay in wage increases and freezing steps. The budget includes costs for items such as communication needs including Ad buys and social media Ads, t-shirts, purple items, lost-time costs and other logistics costs, such as food for actions/rallies/meetings and transportation (busses) for actions.
M/S/C (Cuevas/Diep) to approve, as recommended by the BFC.
- C. Building Committee Recommendation (Novato Office, Region-B):
The BFC recommends to enter into a five (5) year lease in Novato at a rental fee of \$4,200 per month. This space is to replace the current San Rafael office.
M/S/C (Sandberg/Sigala) to approve, as recommended by the BFC.

The BFC approved the following Community/Allies Requests:

- Dolores Street Community Services – May Day Sponsorship:
The BFC approved a donation of \$200.00 to the Dolores Street Community Services for *May Day* activities on May 1st in San Francisco (tier 3).

- Mujeres Unidas y Activas (MUA) (w/ Oakland Sin Fronteras) – May Day Sponsorship:
The BFC approved a donation of \$100.00 to the Mujeres Unidas y Activas (w/ Oakland Sin Fronteras) for *May Day* activities on May 1st in Oakland (tier 3).
- North Bay Organizing Project (NBOP):
The BFC approved a sponsorship of \$4,000 to the NBOP Cultura Y Cambio event on June 8, 2024 in Penngrove, CA (tier 1).
- Sierra Club SF Bay Chapter Awards Ceremony:
The BFC approved a sponsorship of \$1,000 to the Sierra Club of SF Bay Chapter 100th Anniversary Ceremony on May 18, 2024 (tier 3).
- Supported Life Institute Conference:
The BFC approved a sponsorship of \$500.00 to the Supported Life Institute 28th Annual California Statewide Self-Advocacy Conference on May 17-18, 2024 (tier 3).
- City of San Jose Cinco de Mayo Celebration:
The BFC approved a sponsorship of \$1,000 to the City of San Jose Cinco de Mayo Celebration (tier 3).

Other recommendations:

The BFC recommends to the Executive Board to sign on as a sponsor the following International Workers’ Day (May Day) events: The *Dolores Street Community Services May Day Event* and the *Mujeres Unidas y Activas (MUA) (w/ Oakland Sin Fronteras) May Day Event*. M/S/C (Landry/Teón-Nichols) to approve.

Reports:

Treasurer Eaton shared that the BFC was not able to complete the consideration for San Joaquin Courts contract campaign budget. This request will be brought back to the BFC next month.

Treasurer Eaton reported out on the discussion regarding the review of food costs. Current usage and costs were reviewed by the BFC, as well as how increasing costs would potentially affect the budget. The pilot with *Club Feast* was shared. Strategies to address this, including procurement issues were shared.

Action Items (continued):

Lost-Time Policy Exemption:

David Canham presented the request for an exception to the Lost-Time policy around the 21-days submission deadline for reimbursement. A request was recently received from an E-Board member that was submitted after the deadline. M/S/C (Dawkins/Bibb) to approve the exemption.

Local Convention:

David Canham presented the request. He presented the following proposed criteria for *Lodging for Delegates & Guests, Lost-time for Delegates and Non-Delegates/Members-at-Large Requirements (Registration & Lodging)*:

- A. Lodging for Delegates & Guests:

Lodging will be provided for Delegates¹ and Guests². The room and tax fees will be paid for by the Union. Delegates and Guests are responsible for incidental costs and will be required to present a credit card to the hotel, upon check-in.

Delegates and Guests who travel 75 miles or more (one way) are qualified for Friday night lodging. All Delegates and Guests are entitled to Saturday night lodging (there is no required miles to qualify).

Note:

¹*Delegates: Delegates represent their chapter at the convention, communicate convention decisions to chapter members, and provide leadership in enacting the major plans and projects of the Union, as approved at the convention. Delegates must be available and committed to attending the September 28-29, 2024 convention.*

²*Guests: Guests such as speakers or other special guests may attend by invitation only.*

B. Lost-time for Delegates:

Lost-time will be covered under the Local's lost-time policy for convention Delegates whose regular work day falls between 12:01am on Saturday, Sept. 28th to 12:00am on Monday, Sept. 30th, with the understanding that flexibility beyond the stipulated dates and times will be considered due to hardship.

C. Non-Delegates/Members-at-Large Requirements (Registration & Lodging):

Registration Deposit for Non-Delegates/Members-at-Large:

³*Non-delegate SEIU Local 1021 members at large may attend the Convention. They will be required to pay a \$75.00 refundable registration fee deposit to attend the Convention. Online registration must be paid by credit card. Credit card payments will be pre-authorized. Paper registration must be mailed, along with the registration deposit check in the amount of \$75.00. A check deposit payment will be held (it will not be cashed), then returned to the member at the Convention during registration. Deposits will be refunded to members, who attend the Convention or cancel their registration at least five (5) days prior to the Convention. The deadline for cancellation must be received by 3:00 p.m. on Monday, September 23, 2024. No refunds (checks or credit card) will be issued to registrants, who do not show up or cancel their registration by the designated deadline. (The registration fee will not apply to Delegates and invited Guests.)*

Lodging for Non-Delegates/Members-at-Large:

Non-Delegate SEIU Local 1021 members at large may book and pay for their own hotel room at a discounted group rate, if they choose to stay overnight. Room availability will be on a first come first serve basis and cannot be guaranteed.

Note:

³*Non-delegate SEIU Local 1021 members at large attending may participate in all aspects of Convention except voting, if there should be voting on the agenda.*

M/S/C (Dawkins/Marro) to approve the above criteria, as presented.

May Executive Board Meeting:

President Rutherford shared that initially a recommendation to hold a *dark hall* in the month of May was going to be presented. However, given items around the SEIU International Convention, the plan is to have a shortened meeting next month.

Approval of the March 23, 2024 Draft Minutes:

M/S/C (Sigala/Tapia) to approve the March 23, 2024 minutes, as presented.

Executive Board Member Reports:

Non-Profit Industry Report:

Non-Profit Industry Chair Angel Valdez presented the report. Non-Profits are the 3rd largest industry in the Local and is comprised of 69 Chapters. The Non-Profit Industry has started holding Council meetings and have elected a Council structure. Angel has been reaching out to the Regions to identify members to join the Council. Common themes among the Chapters include aggressive, anti-union employers & low participation in chapters.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nicole Christian presented the report. The various committees & caucuses have been working on ideas on tabling at the upcoming convention, and plan to use the convention for membership outreach. She also spoke about a new bill that is being sponsored in the State Legislature. In May, the SEIU State Council will be hosting on Environmental issues and a just transition. A flyer was shared with the Board.

President's Report:

President Rutherford shared that a conversation has been started with Lost-Time Officers regarding Uniform Dues. She shared that a lot of work has been previously done with regards to data. There is a committee she would like to reconvene, with the Treasurer's assistance, to continue discussion and to develop a plan and potential recommendation. It was explained that passage of a dues structure will require a vote by the membership. Board members provided feedback such as to do a study of other Locals, who have successfully made similar changes in their dues structure.

Peralta Community College District:

Richard Thoele reported on a recent tentative agreement at the chapter. He shared that the contract was ratified and received 17% increases, an extra step 5% district-wide, compensation/classification study & remote work language. There are re-openers this year. Other wins included a wage study, increases to longevity & bilingual pay. Bargaining took a year and a half and resulted in many improvements in many areas, including parity for hourly workers, and alignment of both contracts. He also shared a statement from a member regarding this contract win.

Building & Utilities:

Akbar Bibb shared regarding in Sacramento and how the office bills are being paid. He shared that internet and water went out in a couple of areas. Robert Li & Boyan Biandov shared that the issue occurred due to a transition in our internet service and are working to prevent these issues from occurring in the future.

DD Council Report:

Secretary Mary Duncan presented the report on behalf of the DD Council regarding the recent Lobby Day event advocating for the statewide DD system.

Head of Operations & Labor Relations:

Robert Li and team presented the report. He spoke about a recent all operations staff meeting.

Karin Hendrickson shared that we have an entirely new finance team. Training and onboarding is being conducted. She spoke to the reporting requirements completed by Finance. Our LM-2 was completed and will be presented at a later meeting. The Senior Internal Auditor position was filled.

William Winfield shared on the HR analytics, including time it takes to hire, retention rates and more information necessary for workforce hiring. A Local emergency process is also being developed.

Lisa Bui shared on compliance regarding the members rights. The first phase has been completed. A flyer was shared with non-profits on contract wins and the *Beck* notice was provided. Work continues on managing our Bargaining Unit lists and have reached 89% compliance. The team continues to monitor performance of receiving Bargaining Unit lists from employers.

Boyan Biandov shared on progress on COPE e-cards. This will allow members to change their COPE status at COPE1021.org.

The meeting was temporarily suspended at 3:35 p.m. and resumed into closed session at 3:41 p.m.

Executive Session:

Temporary Employee Extension Request:

M/S/C (Bibb/Dawkins) to extend temporary employee Shannon Rowden to 8/11/2024, as recommended by the PSC.

The Board moved to open session at 4:55 p.m.

Secretary Duncan reported out the motion passed in Executive Session.

Announcements:

Poll Announcement: Proposed Resolutions to International:

The E-Board approved via poll to submit the following resolutions to the 2024 SEIU International Convention: *Resolution Calling for Ceasefire, Humanitarian Aid, and an End to the Occupation of Palestine*; and *Resolution to End the Privatization of Medicare – Abolish ACO REACH*.

Good & Welfare:

Cynthia Landry inquired about what meetings should the *Code of Conduct* be read at. She expressed that reading the *Code of Conduct* can set the tone of how members should interact with each other. Yeon Park shared that chapters can be encouraged to read it, but it is not mandatory.

Brandon Dawkins shared his gratitude with the Board for the support in Organizing and welcoming of the newly organized chapters.

Adjournment:

M/S/C (Park/Christian) to adjourn the meeting at 5:04 p.m.

Respectfully submitted by,

Mary Duncan
Secretary