

SEIU Local 1021 Executive Board Meeting
Saturday, August 24, 2024, 10:00 a.m. to 5:00 p.m.
MINUTES

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

Executive Board Members Excused: Yeon Park, John Arantes, Alicia Ramirez,

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Bill Petrone, Kaden Kratzer, Lisa Morowitz, Oumar Fall, Peter Masiak, Carlos Rivera, Andrea Zanetti, Lisa Bui, William Winfield, Karin Hendrickson

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:06 a.m. A quorum was established. The Code of Conduct was read by Cynthia Landry.

Review of the Agenda:

The following requests were made: follow up question regarding the finance department (added to BFC), add an announcement on the Latino Heritage Month, follow on complaints (added to Executive Session), update on the Political Director recruitment (added to Executive Session), discussion on 3 legislative bills, Code of Conduct response (added to Executive Session) and Legal Funding request (added to Executive Session). There was also a request to move up Executive Session to after member comments. M/S/C (Marro/Sigala) to approve the agenda with changes.

Member Comments:

- Arlette Jacome, Regional Center of the East Bay: Arlette shared the excitement in the community regarding our divestment resolution, and spoke in support of the Bay Area Divestment campaign. She also shared regarding a student event regarding unions, and shared concerns regarding several legislative bills.

- Julia Rapkin, County of Sonoma: Julia shared remarks concerning legislation SB1287, SB1277, AB2925 and AB2918. 1021 COPE voted to oppose these bills, which conflict with our values and will potentially put members at risk; the State Council has taken a neutral stance and she is requesting the Local oppose.

The Board moved to closed session at 10:32 a.m.

Executive Session:

Legal Funding Adjustment:

At the July E-Board meeting, the Board approved to fund up to \$75,000. The request is for additional funding. M/S (Boutte/Palacios) to approve an additional \$25,000 to cover the total deductible for preparation of a legal defense for the Local pertaining to a charge that was filed against the Local. M/S/C (Christian/Dobson) to call the question. The Board proceeded to vote on the motion made by Boutte/Palacios. A roll call vote was requested. President Rutherford proceeded with tallying the votes, with assistance from Joanne Cansicio:

Mary Duncan = No
Amos Eaton = No
Brandon Dawkins = No
Ramsés Teón-Nichols = Yes
Sandra Lewis = Yes
Akbar Bibb = No
Mary Sandberg = No
Kristin Hardy = No
Taffie Walter = No
Felipe Cuevas = Yes
Tina Tapia = Yes
Kasha Clarke = Yes
Maria Salazar Colón = Yes
Angel Valdez = No
Norlissa Cooper = Yes
Greg Marro = Yes
Derrick Boutte = Yes
Evelyn Curiel = Yes
Nicole Christian = Yes
Tina Diep = Yes
Veronica Palacios = Yes
Richard Thoele = No
Patricia Orey = Yes
Todd Nosanow = No
Sandra Wall = No
Marianne Shin = Abstain
A'Kesh Edi = No
Lorraine Bowser = Yes
Charito Casanas = Yes
Debbie Dobson = Yes
Geneva Haines = No
Elizabeth Harrison = No
Sandy Sigala = No
Tazamisha Alexander = No
Karla Faucett = Yes
Travis Balzarini = No
Rhea Davis = Yes
Cynthia Landry = Abstain
Trevor Adams = Yes

Moisés Vega = No
Monique Baca = No

The motion passed with 20 in favor; 19 against and 2 abstentions.

The Board temporarily moved to open session at 11:32 a.m.

Action Items:

Executive Board Election Committee:

Election Committee Members Donna Shane, Eric Stern, James “Rusty” Petrella, Eric Stern, Darrell Drew and Sabrina Nelson presented.

- Election Administrator Request: M/S/C (Marro/Cuevas) to approve *Unilect* as the vendor to help administer the election at a cost of \$396,550.
- Nomination and Election Notice Rules:
The proposed *Nomination and Election Notice* rules was presented. It was explained that this notice was not changed from prior elections. Information on the PO Box and the Election Administrator contact number will be added to the notice, pending approval, and will be obtained. M/S/C (Boutte/Teón-Nichols) to approve the *Nomination and Election Notice* for the 2025 Executive Board Election, as presented.

The Board resumed into closed session at 11:53 a.m.

Executive Session (continued):

Political Director Recruitment:

An update on the political director recruitment was provided by David Canham.

Code of Conduct:

There was a lengthy discussion around conduct of a Board member(s) and the matter in which it was addressed.

M/S (Landry/Dobson) to hold an Executive Board retreat. M/S/C (Christian/Valdez) to call the question. The Board proceeded to the vote on the motion made by Landry/Dobson. The motion failed.

M/S (Sandberg/Sigala) to refer the *Code of Conduct* policy to be sent to the Policy Committee for review and revision. There was a suggestion to be inclusive in the process and allow other Board members outside of the committee to participate in order to round out the list to ensure that all affected be included. M/S/C (Christian/Curiel) to call the question. The Board proceeded to the vote on the motion made by Sandberg/Sigala. The motion was carried.

Follow-up on Complaints/Investigations:

There was discussion on the status of outstanding complaints filed by union officers, and the status of the 3rd party investigator’s findings.

M/S/C (Valdez/Thoele) for a report on the complaints be presented to the Board as soon as possible or by mid-September. President Rutherford committed to holding a Special E-Board meeting, once an update becomes available.

Vice-President of Representation:

President Rutherford reported that VP Sandra Lewis recently retired from City of Berkeley, and she has served 60% of her term as VP of Representation and is eligible, per our bylaws, to finish the remainder of her term through March 2025. M/S/C (Curiel/Bibb) to compensate VP of Representation Sandra Lewis 50% of her salary for the remainder of her term.

The Board moved to open session at 2:11 p.m.

Secretary Mary Duncan reported out the motions passed during Executive Session.

The meeting was temporarily suspended at 2:12 p.m. for a break and resumed at 2:46 p.m.

Action Items (continued):

Bright Springs Chapter Recognition:

David Canham presented. *Bright Springs* was organized in 2021 and currently represents 100 workers. Per the Local Bylaws, new bargaining units require Board authorization to be recognized as a Chapter. M/S/C (Lewis/Tapia) to approve.

Local 1021 Convention Budget:

Carlos Rivera gave an overview of the run of show. The initial budget that was approved in November 2023 was \$400,000 for initial planning, such as securing a venue; and an additional \$390,000 was approved in June 2024, for a current total budget of \$790,000. The convention budget and recommendation by the convention planning committee was presented by Robert Li. We are anticipating up to 700 attendees. The convention budget categories include hotel lodging & parking, shuttles, food & beverage, purple swag merchandise, entertainment, speaker honorariums, as well as working with a union shop (IATSE) for staging. The request is for an additional \$699,840 for a new budget total of up to \$1,490,000. The current request does not yet include a budget for caucuses and committees.

M/S/C (Landry/Tapia) to approve an additional \$699,840.

M/S/C (Baca/Dobson) to amend the original motion to include in the budget up to \$30,000 for caucuses/committees.

Chapter Bylaws Template Amendments (2nd review):

M/S/C (Teon-Nichols/Cuevas) to table to the October meeting.

Lost-Time Policy Exemption Request:

David Canham presented the request. Under the current policy, lost-time covers an individual's regular wages based on their normal day of work. A member from the SF Library chapter, who is participating in the member intern program, currently works part-time (20 hours). Member interns put in 40 hours of work, as part of the program. The request is to make an exception to the policy to pay the member up to 40 hours of work, with the employer paying 20 hours and the Local paying 20 hours beginning 8/26/2024 for up to 3 months. M/S/C (Lewis/Landry) to approve the request.

Lost-Time Policy Modification and ROC Stipend:

Ramsés Teón-Nichols and Robert Li presented the policy modification. A request was made to provide an explanation in the policy around the 21-day time line as related to California Labor Law. It was explained that there are multiple methods that can be used to provide the evidence that the person has been released on Lost-Time. Alternative work schedules was also brought up such as 10-hour days; Robert stated that there is already a practice in place for alternative work schedules. A question was also brought about if a part time worker is willing to come out on a day when they are not scheduled to work.

Modifications on the lost-time policy were reviewed around: *part-time employees that work regularly less than 8 hours in a day; and late submissions received after twenty-one (21) days;*

In addition, a change in the daily stipend for the *Reserve Organizing Core (ROC)* is being recommended to increase from \$100.00 to \$160.00 per day.

M/S/C (Marro/Lewis) to approve the lost-time policy modifications and the ROC stipend increase.

Budget & Finance Committee Requests:

It was explained that the BFC did not meeting in July and August; and therefore, some time sensitive requests were being brought directly to the E-Board for consideration.

Amador County Contract Campaign:

Bill Petrone gave presented the request. The chapter represents 215 workers with 185 members. The current contract is due to expire on 9/30/2024. The chapter is already engaged in bargaining. The goals of the campaign include increasing membership, increase to 5% of COPE with a goal of 85% *NEO* sign-ups. The plan includes an escalation plan. The budget request is for up to \$11,695. M/S/C (Lewis/Diep) to approve. It was explained that the actual budget amount is \$14,650.14. M/S/C (Lewis/Nosanow) to amend the motion to approve a budget of up to \$14,650.14.

Election Buddy:

Sandra Lewis presented the request. This year, we have run more elections and have used up all of our current credits for their service. The request is to enter into a new contract for 40 dedicated assistance for elections as a cost of \$44,910.30. M/S/C (Cuevas/Dobson) to approve.

Adobe Acrobat Software:

Robert Li presented the request for five (5) additional Adobe Acrobat Pro licenses to be assigned to admin staff for a total of \$1,000 per year. M/S/C (Lewis/Tapia) to approve.

State Association of County Retirement (SACRS) Annual Dues (community/allies):

Cynthia Landry presented the request. The request is to pay the 2022-2023 (\$250.00) and the 2023-2024 (\$250.00) annual dues for a total of \$550.00 (tier 3). M/S/C (Marro/Tapia) to approve.

California Alliance for Retired Americans (CARA) Annual Convention:

Greg Marro presented the request. The request is for a sponsorship of \$5,000 for the CARA annual convention in September 2024 (tier 2). M/S/C (Landry/Tapia) to approve.

North Bay Organizing Project (NBOP) Annual Dues:

Travis Balzarini and Ramsés Teón-Nichols spoke on the work we have done with NBOP. The request is to pay the 2024 annual dues of \$4,000 to NBOP (tier 1). M/S/C (Sigala/Balzarini) to approve.

Oakland Pride Festival:

Monique Baca presented the request. The Local has participated in the Oakland Pride Festival for many years. The request is for a sponsorship of \$2,500 that includes tabling, our logo on the event website, and 6 admission tickets. Additionally, the request includes other costs of \$370.00 for booth structure, tables, chairs and 10 additional tickets for Lavender caucus participants. The total funding request is for up to \$2,870. M/S/C (Sigala/Diep) to approve \$2,870.

Reports:

Q2 Revenue and Expense Reports:

This item can be moved to the October meeting or a Sp. EBoard meeting in September, if needed.

Action Items (continued):

CA Academy of Sciences Contract Campaign:

Nato Green presented the request. This is a first contract and the team have been in bargaining. The unit represents 350 workers in 100 different job classifications with no path for job transfers or promotion. The employers keep hiring managers while laying off employees. The budget includes costs for communication needs, t-shirts, purple items, media, translation and contingency. The total budget ask is for \$39,000. M/S/C (Sigala/Lewis) to approve the request, as presented.

CA Working Families Dues:

VP of Politics Ramsés Teón-Nichols presented. Our total membership dues is \$50,000. Localwide COPE has recently approved \$25,000. The request is to approve \$25,000. M/S/C (Sigala/Landry) to approve the request.

Approval of the July 18th Special E-Board meeting and July 24th Regular E-Board Meeting Minutes:

M/S/C (Valdez/Sigala) to approve both the July 18 and July 24, 2024 E-Board minutes.

Reports:

Organizing Report: no report

Social & Economic Justice Committee Report: No report

Announcements:

Latino Heritage Month:

Latino Caucus Chair Angel Valdez shared information on the Latino Heritage Month Celebration on Oct. 18th, at the *Just Dance Ballroom* in Oakland.

Legislative Bills:

Cynthia Landry spoke about SB1287, SB1277 and AB 2918. These bills conflict with our core values of anti-racism and hurt our members in Education and our communities. COPE voted to oppose these bills.

The State Council has taken a neutral stance. It is requested that our Local take a position in opposition and advocate to the State Council.

Good & Welfare:

President Rutherford shared that long time member leader from the SF Region, Connie Smith, recently passed. A moment of silence was observed.

Adjournment:

M/S/C (Sigala/Nosanow) to adjourn. The meeting was adjourned at 5:23 p.m. in honor of Connie Smith.

Respectfully submitted by,

Mary Duncan
Secretary