

SEIU Local 1021 Executive Board Meeting
Saturday, October 26, 2024, 10:00am to 5:00pm
Fairfield Office/Zoom
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, Region-A VP Akbar Bibb, Region-B VP Mary Sandberg, Region-C VP Yeon Park, Region-D VP Kristin Hardy, Region-E VP 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, Richard Thoele, Patricia Orey, Todd Nosanow, Sandra Wall, Mariette Shin, Lorraine Bowser, Charito Casanas, Desiree Collins, Geneva Haines, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Moises Vega, Monique Baca

Executive Board Members Excused: A’Kesh Edi, Veronica Palacios

Absent: Alicia Ramirez, Debbie Dobson, Elizabeth Harrison

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Boyan Biandov, Carlos Rivera, Caitlin Prendiville, Horacio Viveros, Lisa Morowitz, Zach Goldman, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Kaden Kratzer, Christina Hung

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Call the Meeting to Order:

President Rutherford called the meeting to order at 10:09 a.m. A quorum was established. Cynthia Landry, BFC Region C, reviewed the Code of Conduct.

Sandy Sigala, Sonoma County Area Representative, presented the acknowledgement of tribal lands.

Review of the Agenda:

A request was made for the following changes to the agenda: Update on the 2025 Budget Process added to BFC Reports, PSC Chair moved to Action Items, update on Ethics Liaison positions added to Reports, CWA concerns added to Executive Session. M/S/C (Sigala/Landry) to approve the agenda with changes.

Member Comments:

- Rebecca Miliken, Berkeley Community Services & PTRL: Rebecca spoke to concerns regarding the process for the upcoming hearing related to Member-to-Member charges
- Nabilah Islam, Tides Advocacy: Nabilah spoke to the change in Representative and the challenges regarding coherence for current issues and concerns. She requested more transparency in the transition process and more consistency in representation.
- Sam Meredith, Chapter President of Tenderloin Housing Clinic: Sam spoke to the concerns about the democratic process at the convention, specifically regarding the planks. He noted that there was only a voice vote held for the entire plan as opposed to addressing each item separately and recommended using a paper/individual vote. He also expressed support for chapters who are having issues with representation including training, consistency & retention.

- Steven Sciscenti, Asian Art Museum Foundation: Steven spoke to building unity amongst industries. He raised questions about how rank-and-file members can have greater involvement in the Executive Board, convention planks, and determination of use of resources. He also spoke about concerns regarding recruitment, retention, and training of representatives and feels members should have more involvement in use of resources in staffing levels.
- Dawn Surratt, SF Community RNs: Dawn shared excerpts from a letter written by 1021 for Palestine, addressing concerns about the 1021 endorsement of Harris for President and the resolutions passed by the Executive Board regarding divestment from Israel.
- David Leon, Chapter Vice President of Regional Center of East Bay: David also shared excerpts from the letter written by 1021 for Palestine regarding the endorsement of the Harris/Walz ticket.
- Jocelyn De Sena, Berkeley Community Services & PTRL: Jocelyn thanked the BFC Committee for their work on the divestment policy. She also shared additional excerpts from the letter by 1021 for Palestine and voiced opposition to SEIU's endorsement of Harris for President.
- Harry Baker, Retiree: Harry spoke in support of the proposed amendment to the 1021 Local Chapter Bylaws template. The request is to add a Retiree Coordinator seat on the Chapter Board, who would serve as a consultant during negotiations.
- Ian Hewitt, Progress Foundation Steward: Ian spoke about the chapter's need for support, noting they are on their fourth Representative since May. With bargaining scheduled to begin in three weeks, Ian expressed concerns about whether the Local understands the chapter's bargaining priorities. He also spoke in support for the 1021 for Palestine letter. President Rutherford asked Executive Director David Canham to follow up regarding the state of bargaining.
- Dawn Surratt, SF Community RNs: Dawn was given additional time to continue sharing the letter but ceded her time to Jocelyn De Sena to complete the reading.
- Pete Albert, Retiree Council Secretary: Pete spoke in support of Greg Marro's request to amend the Chapter Bylaws template. He also requested more opportunities to engage with Board members regarding changes and updates.

Executive Director Report:

Workforce Development Program Update:

David Canham and Emma Gerould presented a report on the Workforce Development Program, which provides assistance for members pursuing education in Healthcare and Social Services. The grant funding the program is set to expire in August 2025. We exceeded our goal to enroll 600 members. Some of the programs include American Heart Association Certification Courses for BLS/CPR, ACLS & PALS, Phlebotomy Pathway Program, RN Lactation Consultant Pathway, & Tuition Support (20 slots left) – program completion by July 2025. Members interested in participating should contact Huda Khalil. President Rutherford shared the importance of continuing the Workforce Development Program beyond the grant's expiration and that we are partnering with Ed Fund, to secure additional grants or employer-based funding. A copy of the presentation will be shared with the Executive Board.

SF Court Reporters Strike:

David Canham announced that San Francisco Court Reporters recently went on strike and may strike again next week. Support from members is requested. He also mentioned a plan to increase membership density will be rolling out on November 14th, targeting shops that have a high density of non-members.

Local 1021 Convention Recap:

Carlos Rivera provided a recap of the Convention and shared that we had 655 participants with 408 attendees being delegates.

Lisa Morowitz shared member feedback from the event, noting overall positive responses. Constructive criticism will be reviewed for future improvements. A request was made to share the feedback data with the Executive Board.

Feedback from E-Board members included: Concerns that some delegates were unable to attend due to reporting timelines being missed by Representatives; it was also noted that some delegates were at caucus and committee tables instead of being present during key sections of the convention; the efforts to use Union labor and Union hotels for the convention were acknowledged; some felt that more work would have been done at the convention on the Core Plan, given that it was the central focus of the event; concerns around transportation for attendees with mobility needs between hotels and convention venue; a request was made for improved communication from the planning committee to the Executive Board, and Caucuses and Committees to better coordinate; staff were thanked for their hard work on the convention; suggestion to have livestream of speakers available for all members at future conventions; a request was made to consider adding video screens at the back of the room to ensure all attendees, including those seated on the front side of the round tables, can view the stage

The meeting was temporarily suspended for a break at 12:16 p.m. and resumed at 12:21 p.m.

The Board moved to closed session at 12:23 p.m.

Executive Session:

BFC Recommendation (Executive Director TA):

President Rutherford, Rhea Davis and Angel Valdez presented the terms of the Tentative Agreement (TA) reached with Executive Director, David Canham. Kerianne Steele also participated in the negotiations. The BFC recommends approval of the TA. M/S (Hardy/Marro) to approve the Tentative Agreement. Nicole Christian called the question, seconded by Marro. The motion to call the question passed. A roll call vote was requested by Sandra Lewis for the original motion:

Akbar Bibb = Abstain
Amos Eaton = Abstain
Angel Valdez = Yes
Brandon Dawkins = Abstain
Charito Casanas = Yes
Cynthia Landry = Yes
Derrick Boutte = Yes
Geneva Haines = Abstain
Greg Marro = Yes
John Arantes = Yes

Karla Faucett = Yes
Kasha Clarke = Abstain
Kristin Hardy = Yes
Lorraine Bowser = Yes
Maria Salazar-Colón = Yes
Marianne Shin = Abstain
Mary Duncan = Yes
Mary Sandberg = No
Moises Vega = Abstain
Monique Baca = Abstain
Nicole Christian = Yes
Norlissa Cooper = Yes
Patricia Orey = Abstain
Ramses Teon-Nichols = Yes
Rhea Davis = Yes
Richard Thoele = Yes
Sandra Lewis = Abstain
Sandra Wall = Yes
Sandy Sigala = Abstain
Taffie Walter = Yes
Tazamisha Alexander = Yes
Tina Diep = Yes
Todd Nosanow = Yes
Travis Balzarini = No
Yeon Park = Abstain

The motion passed with 21 voting in favor, 2 against and 12 abstentions.

PSC Recommendation/Report (Temporary Employee Extension Requests):

David Canham shared that the Board approved by poll to extend Zena Saifo for 90 days. Robert Li shared that the PSC recommended the extension of the following temporary employees Caroline Rotella and Carissa Weir for 90 days. M/S/C (Salazar-Colón/Arantes) to approve the extension, as recommended by the PSC to extend temporary employees Caroline Rotella and Carissa Weir for 90 days.

The Board moved to open session at 2:00 p.m.

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

The meeting was temporarily suspended for a break at 2:01 p.m. and resumed at 2:32 p.m.

Action Items:

SEIU 1021 Local-wide Election Committee Recommendation for Santa Clara University (SCU)

Eric Stern of the Election Committee presented a recommendation regarding the inclusion of Santa Clara University (SCU) workers in the upcoming 2025 Local-wide election. To comply with Labor Board rules, SCU members must be provided the ability to fully participate in the election to avoid potential challenges. Election notices have already been distributed, emphasizing the need for timely decisions.

Following discussions with SCU members, they expressed a preference to be part of Region C. The creation of a new Region was discussed but deemed inappropriate at this time.

The Election Committee recommends the following:

- Add Santa Clara University (SCU) workers, organized under SEIU 1021, to Region C for participation in the Regional Vice President and BFC elections.
- For the 2025 Local-wide election only, include Santa Clara University workers under Alameda County to allow participation in Alameda County Area Representative elections.
- Address the creation of specific county area board seat(s) for SCU members per Local-wide bylaws within one year following the conclusion of the 2025 Local-wide elections.

M/S (Park/Balzarini) to approve the Election Committee's recommendation.

M/S (Teon-Nichols/Landry) substitute motion:

- Add SCU to Region C
- Place the chapter under the Education Industry
- Provide the chapter the ability to elect their own County Area Representative

Robert Li raised concerns about creating an exception for a single chapter to change industries and how it might impact nominations already in process. Ramses Teon-Nichols amended the motion to move all adjunct faculty/higher education chapters under the Education Industry for election purposes. Amendment seconded by Cynthia Landry, with additional input to include legal counsel and Election Committee review of the industry change. It was agreed that if the industry change is deemed invalid, the rest of the motion would remain in effect.

Derrick Boutte called the question, seconded by Yeon Park. Question was called. A roll call vote on the substitute motion was held after the chair could not determine the outcome of the initial vote.

Akbar Bibb = No
Amos Eaton = No
Angel Valdez = No
Brandon Dawkins = No
Charito Casanas = No
Cynthia Landry = Yes
Derrick Boutte = Yes
Evelyn Curiel = Yes
Felipe Cuevas = No
Geneva Haines = No
Greg Marro = Yes
John Arantes = Yes
Karla Faucett = Yes
Kasha Clarke = Yes
Kristin Hardy = No
Lorraine Bowser = Yes
Maria Salazar-Colón = Yes
Marianne Shin = No
Mary Duncan = No
Mary Sandberg = No
Moises Vega = No

Monique Baca = No
Nicole Christian = No
Norlissa Cooper = Yes
Patricia Orey = No
Ramses Teon-Nichols = Yes
Rhea Davis = No
Richard Thoele = No
Sandra Lewis = Yes
Sandra Wall = Yes
Sandy Sigala = No
Taffie Walter = No
Tina Diep = Abstain
Todd Nosanow = No
Travis Balzarini = No
Yeon Park = No

The motion failed with 22 against, 13 in favor, and 1 abstention.

The Board moved to discuss the original motion. M/S/C (Balzarini/Sigala) to call the question. A roll call vote was requested by Sandra Lewis on the original motion.

Akbar Bibb = No
Amos Eaton = Yes
Angel Valdez = Yes
Brandon Dawkins = No
Charito Casanas = Yes
Cynthia Landry = Yes
Derrick Boutte = Yes
Evelyn Curiel = Yes
Felipe Cuevas = Yes
Geneva Haines = Yes
Greg Marro = Yes
John Arantes = Yes
Karla Faucett = Yes
Kasha Clarke = Abstain
Kristin Hardy = Abstain
Lorraine Bowser = Yes
Maria Salazar-Colón = Yes
Marianne Shin = Yes
Mary Duncan = Yes
Mary Sandberg = Yes
Moises Vega = Abstain
Monique Baca = No
Nicole Christian = No
Norlissa Cooper = Yes
Patricia Orey = Yes
Ramses Teon-Nichols = No
Rhea Davis = Yes

Richard Thoele = Abstain
Sandra Lewis = No
Sandra Wall = No
Sandy Sigala = Yes
Taffie Walter = No
Tina Diep = Abstain
Todd Nosanow = Abstain
Travis Balzarini = Yes
Yeon Park = Yes

The motion passed with 22 in favor, 8 against, and 6 abstentions.

President Rutherford requested to table some items to next month due to time: Bylaws Template, Organizing Report, & SEJ Report

Budget & Finance Committee Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its Sept. 20, 2024, and Oct. 17, 2024, meetings.

The BFC approved the following proposals:

- RBC Wealth Management – Investment Modification (Sept. meeting):
The BFC approved a rebalancing of investments to sell off New Balance and reinvest 50% in Environmental funds and the remaining split between small-cap funds, as recommended by RBC.
- City of Union City Contract Campaign (Sept. meeting):
The BFC approved a budget of \$25,495 for the City of Union City Contract Campaign. The budget includes costs for purple items, communication materials, t-shirts, food for bargaining & meetings, printing of the contract, rental costs for bargaining and meeting space, media and lost-time for the bargaining team at 12 hours per week for 8 weeks.
- Alameda Superior Courts ACOCRA Union Contract Campaign (Sept. meeting):
The BFC approved a budget of \$18,348 for the Alameda Superior Courts ACOCRA Union Contract Campaign. The budget includes costs for purple items, communications & media, t-shirts, food for meetings & bargaining, printing of the contract and lost-time for the bargaining team for 8 hours per week for 20 weeks.
- Assemblymember Liz Ortega (AD-2) Annual Diaper Drive (Sept. meeting):
The BFC approved a contribution of \$5,000 to sponsor Assemblymember Ortega's 2nd annual Diaper Drive.
- In the Public Interest Donation Request (Sept. meeting):
The BFC approved a donation of \$2,500 to *In the Public Interest*. This donation is in lieu of an honorarium to Donald Cohen, who was a Local Convention workshop speaker.

- State Association of County Retirement (SACRS) Conference (Sept. meeting):
The BFC approved to fund up to \$1,500 for conference fees, travel and accommodation for one person to attend the SACRS Fall Conference in Monterey.
- S.F. Superior Court Contract Campaign (Sept. meeting):
The BFC approved the S.F. Superior Court Contract Campaign budget at up to \$19,340. The budget includes costs for items such as purple items, t-shirts, contract actions/rallies (signs, flyers, stickers), food for meetings, bargaining & actions), communications/media, and miscellaneous expenses for transportation strike readiness.
- Felton Institute Rebuild Campaign (Sept. meeting):
The BFC approved the Felton Institute Rebuild Campaign budget of up to \$49,600. The budget includes costs for items such as purple stuff, t-shirts (including non-union workers), social media/communications, rallies/tabling/materials & food, and lost-time for 1 member for 2 days a week for 6 months.
- SFUSD Campaign Plan Against School Closures (Oct. meeting):
The BFC approved a budget of \$11,000 for the SFUSD Campaign against school closures. There are about 20 schools that are affected by these closures, including specialty schools and in highly dense and minority communities. The school closures will result in hundreds of workers being laid off across all classifications. The goals of the campaign include partnering with labor and the community, and organize members rally at the school board meeting. The budget includes cost for visibility buttons and posters, food for the Nov. school board rally and 3 members on lost-time for a total of 18 days.
- Western Region AFRAM Caucus Conference (Oct. meeting):
The BFC approved a budget of up to \$11,224.00 for the 2024 Western Region AFRAM Caucus Conference. The event will be held on Nov. 14-17 in Sacramento. The budget will go towards a contribution of \$1,000 to the group, lodging costs for up to 12 currently active AFRAM members and for meals where food will not be provided at the conference.
- Building Committee Recommendation (Oct. meeting):
The BFC approved up to \$15,500 for a one-year contract with a vendor (Bridge) to help develop a building maintenance checklist and to facilitate a quarterly check-in and training with operations staff.

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

- Alameda Superior Courts Clerks Union Contract Campaign (Sept. meeting):
The BFC recommends to approve the Alameda Superior Courts Clerks Union Contract Campaign budget of up to \$70,815. The budget includes costs for purple items, communications, t-shirts, food for meetings & bargaining, printing of the contract and lost-time for the bargaining team at 40 hours per week for 20 weeks. M/S/C (Park/Balzarini) to approve. The motion passed with 1 abstention.
- Planned Parenthood Contract Campaign (Oct. meeting):
The BFC recommends to approve the Planned Parenthood Contract Campaign budget at up to \$237,000. The Local was assigned by the International Union for organizing Planned Parenthood

in Northern California. This is the first contract for this unit. The bargaining unit covers across Northern CA (SF, Concord, Eureka and Redding). The budget includes costs for union paid time for the bargaining team (8 members), hotel costs for the bargaining team for in-person bargaining, food for various bargaining and campaign events, t-shirts, Ad buys, social media ads, media and other communication needs. M/S/C (Lewis/Sigala) to approve.

- RBC Investment Policy Modification (Oct. meeting):
The updated Investment Policy with RBC was reviewed. The BFC recommends to accept the policy updates on the RBC Investment Policy. M/S/C (Lewis/Landry) to approve.

The BFC approved the following Community/Allies Requests:

- State Association of County Retirement (SACRS) Dues (Sept. meeting):
The BFC approved \$300.00 for annual dues covering 2024 to 2025 (tier 3).
- East Bay Innovations (EBI) (Sept. meeting):
The BFC approved a donation of \$1,000 for the EBI 30-year anniversary celebration on Oct. 6th in Berkeley (tier 2).
- Wealth and Disparities in the Black Community (Sept. meeting):
The BFC approved a donation of \$1,000 to the Wealth and Disparities in the Black Community holiday food drive (tier 3).

President Rutherford brought a motion to extend the meeting to extend 5:30pm. The motion passed.

2025 Budget Process:

Treasurer Eaton added the 2025 Budget Process to the BFC Reports and provided the following updates. The BFC has tentatively adopted a \$57.18 million revenue target, based on current revenue and our known contract increased. The baseline budget is \$46.51 million, which does not include politics, bargaining, or member/staff training. Treasurer Eaton flagged for the Board that the International Union (IU) has been requesting \$1.75 million for national campaigns. These costs were previously covered by unspent organizing funds. The unspent organizing funds are expected to be fully depleted by the end of this year, and this expense will need to be accounted for in the 2025 budget.

Action Items (continued):

PSC Chair:

President Rutherford presented the appointment of Sandra Lewis, Vice President of Representation, to serve as PSC Chair. M/S/C (Bibb/Dawkins) to approve the appointment. The motion passed with 1 abstention.

Approval of Minutes

M/S/C (Sigala/Thoele) to approve the Aug. 6 (Sp. EBoard); Aug. 24 (Regular EBoard); Sept. 4 (Sp. EBoard); Oct. 4 (Sp. EBoard); and Oct. 10 (Sp. EBoard) minutes, as presented.

Reports:

Political Report:

VP of Politics, Ramses Teon-Nichols introduced Zach Goldman as the new Political Director. He also provided an update on Members in Action, Local GOTV Priorities and opportunities were shared. COPE has a total of 210 candidates and ballot measures endorsements this cycle so far. Members/Staff have contributed 3,266 volunteer hours.

Announcements:

Sandra Lewis, Vice President of Representation, has retired and will finish out her term.

Executive Board Polls:

It was announced that the following polls were conducted and approved by the Executive Board:

- VP of Representation: The Board approved for VP Sandra Lewis to continue to receive the \$400.00 monthly car allowance and the \$600.00 monthly full-time lost-time officer differential beginning from point of retirement (Sept. 1, 2024) through the remainder of her term.
- Political Mailer: The Board approved up to \$57,000 for the 2024 election political mailer to 1021 members.
- S.F. Superior Courts Chapter Strike Sanction: The Board approved a strike sanction for the S.F. Superior Courts Chapter
- Temporary Employee Extension: The Board approved to extend temporary employer Zena Saifo to up to 1/17/2025, as recommended by the PSC.

Good & Welfare:

None

Adjournment:

M/S/C (Sigala/Curiel) to adjourn the meeting at 5:34 p.m.

Respectfully submitted by,

Mary Duncan
Secretary