

SEIU Local 1021 Executive Board Meeting
Saturday, November 16, 2024, 10:00 a.m. to 5:00 p.m.
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, VP of Region-A Akbar Bibb, VP of Region-B Mary Sandberg, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Todd Nosanow, Sandra Wall, Mariette Shin, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Moisés Vega, Monique Baca

Executive Board Members Excused: Kasha Clarke, John Arantes, Patricia Orey, A’Kesh Edi, Tazamisha Alexander, Trevor Adams

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Emma Gerould, Zach Goldman, Lisa Morowitz, Andrea Zanetti, Peter Masiak, Bill Petrone, Kaden Kratzer, Lisa Bui

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:04 a.m. A quorum was established. VP Yeon Park reviewed the Code of Conduct.

Review of the Agenda:

M/S/C (Tapia/Sigala) to approve the agenda with additions to *Announcements*.

Member Comments:

There were no member comments.

2024 November Election Report:

Zach Goldman and Ramsés Teón-Nichols presented. Election outcomes for national, state and local races, including ballot measures, were reviewed. There was a shift nationwide in voting from 2020. At the state and local level, California continued to stand for worker rights. SEIU won at least 7 out of 11 assembly district races. We maintained our strength in the state senate. We had 201 Candidate & Ballot Measure endorsements. 104 out of 140 endorsed candidates won or are leading and 48 out of 61 ballot measures passed or are up. Important measures to help schools and city and county services also passed. Board members were provided an opportunity to reflect on the election.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its November 13, 2024 meeting.

The BFC approved the following proposals:

1. Unite/Here Local 2 Strike Contribution:

The BFC approved a donation of \$25,000 to support the Unite/Here Local 2 striking hotel workers in San Francisco. The funds will go towards purchasing Safeway gift cards for the workers.

2. SF Office Pre-Work:

As recommended by the Building Committee, the BFC approved up to \$30,000 to fund the pre-purchase work including bringing on a project manager and other vendors to assist us in assessing the total cost of purchase of a building in SF.

3. Western Region AFRAM Conference:

The BFC approved (via poll on Nov. 8) an additional \$8,000 to include six (6) more members to the Western Region AFRAM Caucus Conference on Nov 14-17 in Sacramento for a new budget total of up to \$19,224. The previous budget approved was \$11,224.00 for up to twelve (12) active AFRAM members.

The BFC approved the following Community/Allies Requests:

- Ebase:

The BFC approved a sponsorship of \$10,000 to the Ebase annual fundraiser event on Nov. 21, 2024.

- Richmond Commission on Aging:

The BFC approved a sponsorship of \$1,000 to the Richmond Commission on Aging Winter Ball fundraiser on Dec. 14, 2024 (tier 3).

The meeting was temporarily suspended for a short break from 11:17 a.m. to 11:26 a.m., and moved into closed session.

Executive Session:

Lost-Time Officer (LTO) Mileage/Car Allowance Policy:

M/S (Marro/Bibb) to approve the following 3-part motion in regards to the current *Executive Board Members on Full Time Union Compensated Leave Policy*:

Part 1 (updates in the “mileage and transportation” section of the current *Executive Board Members on Full Time Union Compensated Leave Policy*):

Mileage and Transportation

An executive board member is required to use a personal automobile for SEIU Local 1021 business. The executive board member has ~~two~~ three options for mileage reimbursement and/or a car allowance.

1. *The executive board member shall be reimbursed on a monthly basis for mileage at the maximum IRS allowance rate.*
2. *The executive board member shall receive a general car allowance of ~~\$300.00~~ \$400.00 per month. Additionally, SEIU Local 1021 shall reimburse executive board members on a monthly basis at the maximum IRS allowance rate for all miles driven for business purposes in excess of ~~four~~ two hundred and fifty miles a month for any trips not directly between the executive*

board member's home and permanently assigned home office. Executive board members shall submit mileage claims no later than 90 days after the mileage has accrued.

3. *The executive board member shall receive a flat rate car allowance of \$500.00 per month regardless of how many miles driven for business.*

The regular place of work for an executive board member shall be the location where he or she spends the majority of time performing tasks for SEIU Local 1021. Executive board members that do not have an easily discernible regular place of business shall be assigned a regular place of business for mileage purposes according to the Internal Revenue Service's rules and guidelines. Should this policy on defining regular place of work result in financial harm to an executive board member, the executive board may at its discretion determine and apply a remedy, if any.

SEIU Local 1021 shall comply with all Internal Revenue Service rules and guidelines in mileage reimbursement for executive board members.

Executive board members shall have a valid driver's license; sign the necessary releases for a DMV and auto insurance record check; maintain driving insurance with a minimum coverage of \$100,000 per person, \$300,000 per incident of bodily injury liability, and \$50,000 property damage liability, and list SEIU Local 1021 as an "additional insured" or "interested party" on the executive board member's insurance policy in order to trigger notification to SEIU Local 1021 in the event the policy is cancelled; and maintain a driving record that qualifies for coverage under SEIU Local's car insurance policy. The executive board member bears the responsibility of notifying SEIU Local 1021 if his or her policy is cancelled or if his or her license is suspended or revoked.

In recognition of the possible additional cost not already covered by any of the above reimbursements, employees shall receive \$500.00 annually after submission of the required annual proof of insurance as specific.

SEIU Local 1021 shall provide worksite parking or pay for alternate parking.

SEIU Local 1021 shall reimburse executive board members for parking expenses incurred during the course of their work assignments.

SEIU Local 1021 shall reimburse executive board members for non-commute toll expenses incurred during the course of their work assignments.

Part 2:

This policy modification in part 1 is retroactive to November 2023 and the Board consents to granting the necessary exceptions to reimbursement deadlines and policies to allow for this retroactivity to be properly administratively processed. Affected officer by this policy modification may only change their mileage reimbursement and/or car allowance option prospectively from date of modification and not retroactively.

Part 3:

The 3 options for mileage reimbursement and/or car allowance and the annual proof insurance \$500.00 shall be applicable to Sandra Lewis for the full period from the time she ended her Full Time Union Compensated Leave to when her VP of Representation term concludes.

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 = Yes
Ramsés Teón-Nichols = Yes
Sandra Lewis = Yes
Akbar Bibb = Yes
Mary Sandberg = No
Yeon Park = Abstain
Kristin Hardy = Yes
Taffie Walter = Yes
Felipe Cuevas = No
Tina Tapia = Yes
Maria Salazar-Colón = No
Angel Valdez = No
Norlissa Cooper = No
Greg Marro = Yes
Derrick Boutte = No
Nicole Christian = Yes
Tina Diep = Yes
Veronica Palacios = No
Richard Thoele = Yes
Alicia Ramirez = Yes
Todd Nosanow = No
Sandra Wall = Yes
Marianne Shin = No
Lorraine Bowser = No
Charito Casanas = No
Debbie Dobson = Abstain
Desiree Collins = Yes
Elizabeth Harrison = No
Sandy Sigala = No
Karla Faucett = No
Travis Balzarini = No
Rhea Davis = Yes
Cynthia Landry = Yes
Moises Vega = Yes
Monique Baca = Yes

The motion passed with eighteen (18) in favor; seventeen (17) against; and two (2) abstentions.

2025 Preliminary Budget Presentation and Proposals:

The preliminary 2025 budget and investment proposals were presented. There were no actions taken by the Board.

The meeting was temporarily suspended for a lunch break at 1:41 p.m. and resumed into open session at 2:11 p.m. Secretary Mary Duncan reported out the motion that was passed during closed session around the LTO policy.

Action Items:

La Clinica Chapter Strike Sanction Request:

Angel Valdez presented. The La Clinica chapter is seeking a strike authorization. The chapter has been bargaining since June of this year. The contract expired in August. The employer has not been bringing realistic proposals. Mediation started on October 21st, and the chapter has had some wins with the start of mediation. Members are engaged and fired up. A strike vote was held where 98% of the voting members voted to support a strike. M/S/C (Tapia/Sigala) to authorize a strike sanction.

San Joaquin County Housing Authority Chapter Recognition:

David Canham presented. We have recently signed a Recognition Agreement with the Housing Authority of San Joaquin County. Per the Local Bylaws, newly recognized bargaining units require Board authorization to be recognized as a Chapter. M/S/C (Balzarini/Sigala) to recognize Housing Authority of San Joaquin County as a new chapter.

Ethics Liaison(s) Appointment:

President Theresa Rutherford brought a recommendation to appoint Sandy Sigala and Felipe Cuevas as the Local's Ethics Liaison Co-Chairs. M/S/C (Marro/Tapia) to approve.

Chapter Bylaws Template Amendments:

Sandra Lewis, Travis Balzarini and Lisa Morowitz presented on behalf of the chapter bylaws workgroup. The proposed changes address some, but not all of the issues or ideas that have been brought forward – mainly in Article 4 (Chapter Structure), Article 5 (Officers & Duties) and Article 13 (Chapter Elections). A summary document of the proposed changes were shared with the Board. Changes include: allowing chapters to combine the Secretary and Treasurer positions into one, add a Membership Coordinator position, change default term of office from 2 years to 3 years, create formula for meeting quorum based on the size of the chapter, lengthens time that vacancies can be appointed, eliminate odd number of year designation for elections, authorize the Chapter President to appoint Election Committee, change notice of election from 30 days to 40 days, clarifies one-year eligibility that it be continuous and new criteria for Chief Steward to add the option of commitment to obtain training. Additional language changes include revising gendered pronouns and added electronic balloting language. Additionally, a procedure was added to provide the ability for chapters that have been in bargaining for 3 months or more, the chapter can vote to extending the terms of the officers until the contract is ratified or for one more year.

Board members provided feedback and shared concerns on some of the proposed changes. Questions were raised regarding if these new requirements will be imposed on chapters that are currently revising their bylaws. The committee agreed to change the appointment of the Election Committee to include the Chapter Board. Chapter outreach is planned to chapters once the updates are passed.

M/S (Sigala/Bibb) to table this item to the next Executive Board meeting. A roll call vote was requested. President Rutherford proceeded with tallying the votes, with assistance from Joanne Cansicio:

Mary Duncan = Yes
Amos Eaton = No
Ramsés Teón-Nichols = No
Sandra Lewis = No
Akbar Bibb = Yes
Yeon Park = No
Kristin Hardy = No
Felipe Cuevas = Yes
Tina Tapia = No
Maria Salazar-Colón = No
Angel Valdez = Yes
Norlissa Cooper = Yes
Greg Marro = Abstain
Derrick Boutte = Yes
Evelyn Curiel = Abstain
Tina Diep = Yes
Veronica Palacios = Yes
Todd Nosanow = No
Sandra Wall = No
Marianne Shin = Yes
Lorraine Bowser = Abstain
Charito Casanas = Yes
Debbie Dobson = Yes
Desiree Collins = No
Sandy Sigala = Yes
Karla Faucett = Yes
Travis Balzarini = No
Rhea Davis = No
Cynthia Landry = Yes
Moises Vega = Yes
Monique Baca = No

The motion passed to table to the December meeting with fifteen (15) in favor, thirteen (13) against and three (3) abstentions.

January to March 2025 E-Board Meeting Schedule:

President Rutherford presented the following proposed Executive Board meeting schedule for January to March 2025: January 25th, February 22nd and March 22nd. M/S/C (Sigala/Tapia) to approve the schedule. It was shared that the new Executive Board would need to set the schedule for April to December.

Reports:

Member Intern Report:

VP Sandra Lewis and Jonathan Nunez-Babb presented the report. Since January 2021, we have had 37 interns graduate from the program. 12 have come out on as lost time for contract/organizing campaigns, 10 joined their bargaining team, 9 have become Chapter Officers, 5 became staff (4 Reps/1 Org), 2 Local Election Committee members and 1 is an E-Board Member. We have completed our 10th member intern cohort, with 5 graduates. A video of the current graduates' experience was shared. The next cohort will start January 6th. Sandra shared an idea to potentially develop a plan to move to a Bridge program to connect graduates to connect people with their chapters, other organizations or additional training if they wish to become staff.

Organizing Report:

VP Brandon Dawkins presented the report. He expressed thanks for the support from the Member Interns in organizing campaigns. Since Prop 22 has been upheld, we are working to see how we can address this. We are taking inspiration from other states where they have been successful in passing gig legislation. We continue to organize Starbucks stores. Management has found work arounds to the No Captive Audience legislation by holding 1:1 anti-union conversations with employees. We continue to organize clinic workers and get authorization cards signed.

The Board moved to closed session at 4:01 p.m.

Executive Session:

2025 Preliminary Budget:

A corrected baseline budget was presented. There were no actions taken by the Board.

The Board moved to open session at 4:03 p.m.

Approval of the October 26, 2024 Draft Minutes:

M/S/C (Park/Nosanow) to approve the October minutes, as presented.

Announcements:

Executive Board Poll: Berkeley CSU Chapter Strike Sanction:

The Board approved via poll to authorize a strike sanction for the Berkeley CSU Chapter. The poll passed with thirty-three (33) in favor, zero (0) against and one (1) abstention.

Local 2 Support:

Kristin Hardy shared appreciation for the support of Local 2 hotel workers on strike in San Francisco. Our support has provided grocery cards for 1,100 members.

Good & Welfare:

Sandra Wall, Akbar Bibb and Tazamisha Alexander shared about the passing of Ana Larin from Solano County.

Kristin Hardy spoke honoring our parliamentarian, Dennis Kelly, who passed away.

Greg Marro shared the passing of Lavern Stuart from the Peralta Community College chapter.

A moment of silence was observed in honor of Ana Larin, Denis Kelly, and Lavern Stuart.

Adjournment:

M/S/C (Sigala/Hardy) to adjourn the meeting at 4:15 p.m.

Respectfully submitted by,

Mary Duncan
Secretary