

SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING
Saturday, January 27, 2024, 10:00am to 5:00pm
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-C Yeon Park, 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, Tina Diep, Veronica Palacios, Patricia Orey, Alicia Ramirez, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Debbie Dobson, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, James Maher, Monique Baca

Executive Board Members Excused: Mary Sandberg, Evelyn Curiel, John Arantes, Richard Thoele, Desiree Collins, Geneva Haines

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

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

President Rutherford spoke to some historical landmarks, including observance of Martin Luther King, Jr's birthday. She reflected on his work on the Civil Rights movement. His work continues, as we continue the fight. She also spoke to the anniversary of Roe v. Wade and the removal of this right by the Supreme Court. She spoke to the need to continue to pay attention and continue to fight for our rights.

Review of the Agenda:

M/S/C (Lewis/Faucett) to approve the agenda with the following changes: move the Marin Housing Authority strike sanction request to after Member Comments, announcement from Tina Diep regarding an upcoming AAPI event, closed session item from Amos Eaton regarding PSC Chair, and closed session item from Sandra Wall regarding Contra Costa County.

Member Comments:

There were no member comments.

Action Items:

Marin Housing Authority Chapter Strike Sanction Request:

Chapter leader Ceena Ford, along with staff Andrea Zanetti and Joel Evans-Fudem spoke to this request. The chapter has received strike sanctions from the Labor Council, and strike cards are being provide to members. An *Unfair Labor Practice* charge was filed against management regarding information requests. Issues include healthcare costs and taking family off of insurance. Members are paid 20-30% below market, and some have had to resort to taking second jobs. The workplace remains understaffed. Approximately thirty (30) union positions have been outsourced. The chapter has held informational picket lines that many members supported, and also had an article published in a Local newspaper. The

contract expired on 12/31/2023. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Walter/Sigala) to authorize the strike sanction.

Presentations:

Look back at 2023/Looking Forward to 2024:

Field & Program:

A look back at the work done and accomplishments in 2023 on *Together We Rise, The Education Fund, Organizing, Politics and Bargaining* were presented. The work ahead for 2024 was also shared.

David Canham also spoke on a recent Tentative Agreement reached with S.F. Community College District (SFCCD). Education Industry Chair Maria Salazar-Colón, SFCCD chapter leaders Shawn Lee, Justin Genevro and Susan Boeckmann along with staff Abby Pugh presented highlights of the contract wins.

The meeting was temporarily suspended for a lunch break at 12:30pm and resumed at 1:01 p.m.

Presentations (continued):

Look back at 2023/Looking Forward to 2024:

Toy Drive:

VP of Representation Lewis and VP of Region-C Park shared the accomplishments of the successful Toy Drive event held last December.

Operations:

Robert Li, Boyan Blandov, Karin Hendrickson, William Winfield and Lisa Bui presented the transformations in Operations, including equipping staff and members with better tools, improving access to data, information and training.

Local 1021 Convention Update:

President Rutherford and David Canham provided an update. The dates of the convention that the Board accepted are Sept. 28 and 29, 2024. Research was done on various venues and locations. The location/venue selected is the *SAFE Credit Union Convention Center* in Sacramento. Due to the amount of work going on this year, there is a recommendation to hire a Project Manager to assist with planning the Convention. The request is to authorize up to \$72,000 to come out of the Convention budget line to hire a consultant, Laurie Earp with *Earp & Events Fundraising*. The consultants usual rate is between \$52,000 to \$72,000. There was discussion on the request. Board members expressed needing more information about the request, such as the scope of work and the number of hours that is anticipated. After discussion, it was decided to gather more information based on feedback and to craft together a proposal that may be sent out by poll.

Credentials Committee:

President Rutherford is recommending to appoint Taffie Walter, Monique Baca, Angel Valdez, Derrick Boutte and Lorraine Bowser as the Convention Delegate Elections Credentials Committee. The primary role of the committee is to certify convention delegates, and to review/discuss any issues or disputes that may come up. M/S (Lewis/Faucett) to approve. There was discussion on the motion. A friendly amendment to the motion was made by Brandon Dawkins, seconded by Greg Marro, to include a Board

member from each region on the committee. The makers of the original motion by Lewis/Faucett accepted the friendly amendment. The Board moved to a vote on the motion with the friendly amendment. The motion was carried.

Action Items (continued):

Lost-Time Policy Exemption:

David Canham presented a request for an exemption to the lost-time policy around the 21-days submission deadline for reimbursement for a member, who submitted their request past the deadline. M/S/C (Valdez/Bibb) to approve. VP of Politics Teón-Nichols shared that the Policy Committee is continuing to work on updating the current Lost-time policy.

The meeting was temporarily suspended for a break at 3:18 p.m. and resumed at 3:28 p.m.

Budget & Finance Committee Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its Jan. 18, 2024 meeting.

The BFC approved the following proposals:

1. **Together We Rise (TWR)/New Employee Orientations (NEO) Budget:**
The BFC approved the TWR/NEO budget of \$15,029.28 for branded *purple items* to be given to new members at formal *New Employee Orientations* local-wide.
2. **Santa Rosa Office Security System:**
The BFC approved an on-going monthly cost of \$49.00 for the Santa Rosa office security system.
3. **Member Internship Program Outreach:**
The BFC approved the 2024 Member Internship Program Outreach budget of up to \$28,199. Three (3) cohorts are scheduled in 2024. The budget includes costs towards a graduation dinner upon completion of each cohort, an annual dinner for all intern graduates, member intern plaques, books, hoodies, lanyards and travel related costs for participation in the AFL-CIO's Organizing Institute 3-Day training.

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

- A. **2024 Organizing Budget:**
The BFC recommends to approve the 2024 Organizing Budget, including the funding of \$750,000 towards the SEIU National Fast Food Campaign and \$1,000,000 towards the SEIU National Organizing Campaigns. M/S/C (Park/Nosanow) to approve, as recommended by the BFC.
- B. **Oak Street Office Fence Unit:**
The BFC recommends to approve an additional \$70,000 for the installation of a fence unit at the 100 Oak Street office for a new total of \$180,000. Previously, the Board approved \$110,000 for this project. M/S/C (Valdez/Dawkins) to approve, as recommended by the BFC.
- C. **Region B (North Coast) Small Chapters Contract Campaigns**
The BFC recommends to approve a budget of up to \$139,800 for the Region B (North Coast) small chapters contract campaigns. The campaign covers *thirteen (13) chapters throughout the region that have open contracts in 2024. Many of these chapters have similarities in industry

and/or focus of work. The plan is to coordinate the efforts. The goals of the campaign include building the work done in 2023, build chapter strength & density, increase COPE participation, recruit new leaders, increase wages & benefits and enhance other pro-labor contract language. The budget includes costs for items such as purple items, printed materials, communication needs, food for various rallies/actions/meetings and lost-time for three (3) members. M/S/C (Lewis/Balzarini) to approve, as recommended by the BFC.

*These chapters include: Marin Housing Authority, Community Action Marin, City of San Rafael (Childcare & Mis. Units), Town of Corte Madera, Town of Fairfax, Town of Tiburon, Mendocino-Lake Community College District, City of Santa Rosa (Police Techs), City of Santa Rosa (Transit Unit), City of Sebastopol, Cotati-Rohnert Park Unified School District, Sebastopol Unified School District and Del Norte County.

D. Education Industry Council:

The BFC recommends to approve a budget of \$52,000 for the Education Industry Council 2024 Summit. The plan is to hold the event in May 2024. The goals and objectives include to educate/prepare members for the upcoming political fight, contract bargaining and to establish the need for leadership and members to continue taking ownership of chapter representation & NEO's. The budget includes costs for transportation (bus/van), purple items, food, t-shirts, program book, Target/Safeway gift cards, venue, a DJ and other misc. supplies.

Treasurer Eaton explained that there is a part of the request that wasn't discussed at the BFC meeting around an exemption to the food policy. In addition to the budget request, there is a request to make an exemption on the food policy to allow up to \$30.00, per person for lunch.

M/S/C (Sigala/Valdez) to approve the request, as presented.

Note: Other BFC recommendations to be presented in closed session.

Approval of the December 16, 2023 Draft Minutes:

M/S/C (Nosanow/Bibb) to approve the Dec. 16, 2023 minutes, as presented.

Executive Board Member Reports:

Arbitration Tracking:

VP of Representation Lewis requested to carry over to the February Board meeting.

Training Committee Report:

VP of Representation Lewis and Non-Profit Industry Chair Angel Valdez presented the report. In 2023 there were 388 members, who participated by Zoom, 347 in person, with 129 held by appointment. We held seven (7) Member Intern Program cohorts between 2021 and 2023. Twenty-three (23) members participated with (four) 4 graduates becoming staff in either field or organizing. We also launched our Bootcamp Program in 2023 and had seven (7) participants. Five (5) of whom advanced to Phase 2 of the field placement and with four (4) advancing to phase to interview for permanent positions. In 2024, a new in-person Discipline Grievance Essential class will be made available. The eight Member Intern Cohort will start in February.

Organizing Report:

There is no regular report under this section, as a comprehensive report was provided earlier today as part of the 2023 lookback and the year ahead presentations.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nicole Christian presented the report. SEJ members have been working on planning events/activities in celebration of Black History Month. Four dates in February are planned to recognize black artists, who sparked organized labor. Events will be held on Feb. 3rd and 17th at the S.F. Union hall, and on Feb. 10th and 24th an African-American Freedom trail guided tours will be conducted by John William Templeton. Additional events will be held throughout the year.

Announcements:

Tina Diep shared the AAPI Caucus Lunar New Year event will be held on Feb. 17th at the Oak St. office. Also in the east bay, a joint Black History Month & Lunar New Year event will be held on Feb. 7th at the Wilma Chan Park. The Lunar New Year parade will be held on Feb. 18th.

Brandon Dawkins shared that there will be canvassing campaign on Feb. 3rd in Vallejo to support Cassandra James for Solano County Board of Supervisors.

The Board moved to closed session at 4:41 p.m.

Executive Session:

BFC Recommendation – Staff Vacation Cash Out:

The BFC recommends to allow a one-time non-precedent setting cash out for all staff at up to eighty (80) hours to be made available. M/S/C (Walter/Sigala) to approve the request, as recommended by the BFC.

PSC Chair temporary appointment:

There was no action taken on this item.

The Board moved to open session at 6:21 p.m.

There were no members in the waiting room to hear the announcement of the motion passed during closed session.

Adjournment:

M/S/C (Nosanow/Boutte) to adjourn the meeting at 6:22 p.m.

Respectfully submitted by,

Mary Duncan
Secretary