

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, January 24, 2026, 10:00 a.m. to 5:00 p.m.**  
**Fairfield Office/Zoom**  
**MINUTES**

**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 10:02 a.m. Maria Salazar-Colón read the Code of Conduct.

**Attendance Roll Call:**

Executive Board Members in Attendance: President Theresa Rutherford, Treasurer Mary Duncan, VP of Organizing Jennifer Esteen, VP of Politics Nicole T. Germain, Region-A VP Elizabeth Harrison, Region-B Travis Balzarini, Region-C Derrick Boutte, Region-D VP Kristin Hardy, Region-E VP Taffie Walter, Antoinette Blue, David Cameron, Kasha Clarke, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Desiree Collins, Alicia Ramirez, Shelly Martin, Tazamisha Alexander, Steven DeSalvo, Amanda Hubbell, Cynthia Johnson, Kevin Zhu, Monique Baca

Executive Board Members Excused: Sandy Sigala, John Arantes, Trevor Adams

Out of 46 Board members, 34 were present at the time of roll call. A quorum was established.

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Boyan Biandov, Carlos Rivera, Zach Goldman, Horacio Viveros, Jonathan Nunez-Babb, Karin Hendrickson, Emma Gerould, Andrea Zanetti, Bill Petrone, Kaden Kratzer, Lisa Bui, Karen Amos

Parliamentarian: Lorenzo Cuesta

In the absence of a Secretary, President Rutherford announced that VP of Organizing Jennifer Esteen will take today's meeting minutes. President Rutherford verbalized a plan to appoint a new Secretary as soon as possible.

**Adopt the Agenda:**

The agenda was adopted with the addition of the Secretary replacement process in closed session.

**Approval of the May 17, November 22 and December 13, 2025 Draft Minutes:**

M/S/C (Boutte/Marro) to approve the December 13, 2025 minutes.

It was explained that the May and November minutes are not yet available for approval.

**Member Comments:**

- Tiffany Tittle, Contra Costa County Rank & File: Tiffany spoke in regards to poor representation.
- Debbie Geske, Retiree: Debbie spoke about establishing a retirement coordinator role, and about retiree dues.

- David Scott, Contra Costa County Rank & File: David spoke in regards to poor representation.
- Benjamin Fisher, Alameda Health System: Benjamin spoke regarding a complaint that was submitted to the Local about management involvement in a meeting.
- Geraldine Bolanos, Contra Costa County Rank & File: Geraldine in regards to working conditions being changed, representation issues and no meet and confer.
- Ebony Burks, Contra Costa County Rank & File: Ebony spoke in regards to poor representation.
- Cynthia Harris, Alameda Health System: Cynthia spoke in regards to support for their chapter.
- Rene Tucker, Contra Costa County Rank & File: Rene spoke in regards to poor representation.
- Cristian Paz, Alameda Health System: Cristina spoke to support for their chapter.
- Jaspreet Minhas, Contra Costa County Rank & File: Jaspreet spoke in regards to the probation duration changes.
- Laura Davies, Contra Costa County Rank & File: Laura spoke in regards to poor representation issues.
- Pete Albert, Retiree: Pete spoke in regards to standard retiree dues.
- Cynthia Landry, Alameda County: Cynthia spoke about establishing a retirement coordinator role.

**Reports:**

**Election Union Officials Time Allocation Forms:**

Finance Director Karin Hendrickson gave a brief overview. Board members are required to complete the form for compliances purposes. It was requested that completed forms be returned by the following Monday.

**2025 Lookback and the Year Ahead:**

**Field and Program Report:**

Executive Director David Canham gave an overview of the number of contracts that were in bargaining in 2025. Despite the Trump administration's attacks, there were breakthrough moments. We held a member convening where we trained members in non-cooperation tactics, we engaged members in our political program to help win initiatives and candidates. We also signed up new members and won first contracts. The field and program team also presented on key fights and opportunities in 2026.

**The meeting was temporarily suspended for a lunch break at 12:45 p.m. and resumed at 1:16 p.m.**

**Reports (continued):**

Operations Report:

Head of Operations/Labor Relations Robert Li gave an overview of highlights in Operations from last year. The operations team also presented on highlights for the year ahead.

**The Board moved to closed session at 2:21 p.m.**

Executive Session:

Temporary Employee Extension Requests:

M/S/C (Martinez/Pearson) to extend temporary employee Paul Levine by up to three (3) months (through up to 4/17/2026).

M/S/C (Dix/Boutte) to extend temporary employee TaTiana Tawasha by up to three (3) months (through up to 5/2/2026).

CWA 9410 Tentative Agreement:

M/S/C (Marro/Fields) to approve all signed Tentative Agreements by SEIU 1021 and CWA 9410.

Local Secretary Position:

The Board had a lengthy discussion regarding the Local Secretary vacancy.

**M/S (Martinez/Marro) to have the Local President make an appointment of the Secretary position with concurrence of the Board.** A roll call vote was called:

Mary Duncan = No  
Jennifer Esteen = Yes  
Ramsés Teón-Nichols = Yes  
Nicole T. Germain = Yes  
Elizabeth Harrison = No  
Travis Balzarini = No  
Derrick Boutte = Yes  
Kristin Hardy = No  
Taffie Walter = No  
David Cameron = No  
Kasha Clarke = Yes  
Maria Salazar-Colón= Yes  
Jeffery Dix = No  
John Pearson = No  
Greg Marro = Yes  
Maria Betancourt = No  
Evelyn Curiel = Yes  
Phelicia Jones = Yes  
Ray Fields = Yes  
Tina Diep = Yes  
Blessing Augustus = Yes  
Judy Martinez = Yes  
Sharon Richardson = No  
Kevin Tisdell = Yes  
Marianne Shin = No  
Jeff Weston = No

Kevin Godwin = No  
Charito Casanas = Yes  
Anthony Mills = Yes  
Debbie Dobson = Yes  
Desiree Collins = No  
Alicia Ramirez = No  
Shelly Martin = No  
Tazamisha Alexander = No  
Steven DeSalvo = Yes  
Amanda Hubbell = No  
Cynthia Johnson = Yes  
Kevin Zhu = Yes  
Monique Baca = No

**The motion made by Martinez, and seconded by Marro passed with twenty (20) voting in favor and nineteen (19) against.**

**The Board moved to open session at 4:26 p.m.**

VP Jennifer Esteen announced the motions that passed during executive session.

**Good & Welfare:**

The Board acknowledged former Board member Andy LaTorre for his recent retirement.

**Budget & Finance Committee (BFC) Report:**

Treasurer Mary Duncan presented the BFC January report.

The BFC approved the following proposals:

1. 2026 SEIU CA DD Council Conference/Lobby Days:

The BFC approved a budget of up to \$42,172 for travel related costs for the 2026 SEIU CA DD Council conference and lobby days. The events are scheduled to be held in January (Los Angeles), April (Sacramento), June (San Jose) and September (San Francisco). Participants include members of the DD Council Board and up to two (2) members per conference from each of the Local's DD chapter.

The BFC approved the following Community/Allies Requests:

• California Alliance for Retired Americans (CARA):

The BFC approved \$5,000 for annual dues to the CARA for 2026 (tier 1).

The BFC recommends to approve the following proposals:

A. Alameda Health System Layoff Campaign:

The BFC recommends to approve the Alameda Health System (AHS) Layoff Campaign budget of up to \$268,408. AHS has issued layoff notices, including approximately 200 SEIU 1021 represented positions. Layoffs are anticipated to be effective March 6, 2026. Bargaining session over layoffs began in Dec. 2025. The primary objectives of the campaign includes fighting to stop layoffs, work with county and state to identify additional revenue resources, increase membership density, to build coalition with other Unions covering workers at AHS and

community/labor allies. The budget includes communication costs (social media ads, text/robocalls blasts, media buys, campaign materials, labor coalition media campaign), t-shirts, purple items, transportation for actions, food for various actions/rallies and meetings, and lost-time for up to 80/hours per week for up to 2/months.

M/S/C (Marro/Pearson) to approve the Alameda Health System (AHS) Layoff Campaign budget of up to \$268,408.

B. Social & Economic Justice (SEJ) Black History Month Celebration:

The BFC approved a budget of up to \$24,584.00 for the SEJ Black History Month celebration. The plan is to hold the event at *Everett and Jones BBQ* restaurant in Oakland for up to 300 members and guests. The budget includes costs for a DJ, entertainment, t-shirts and decorations. The BFC also recommends to the Board to make an exception to the food policy around the \$15.00/per person limit to allow up to \$35.00 per person for food, and to allow to serve wine.

M/S/C (Harrison/Diep) to make an exception to the food policy around the \$15.00/per person limit to allow up to \$35.00 per person for food, and to allow to serve wine.

C. 2026 Organizing Budget:

M/S/C (Harrison/Diep) to approve the following:

- i. The 2026 Organizing budget of \$10,791,045.
- ii. To make an exception to the lost-time policy language to pay non-members/not yet members (Gig drivers) for their loss of pay while working on the Gig campaign.
- iii. To make an exception to the food policy around the \$15.00/per person limit to allow up to \$35.00/per person for food for up to four (4) post campaign victory gatherings.

Community/Allies Requests:

It was explained that there are a couple of community/allies requests that were too late for the BFC agenda, and therefore being brought to the Board for consideration.

• Local 8 (Intl. Union of Elevator Constructors) Solidarity Support:

Region-D VP Kristin Hardy is recommending the request. M/S/C (Blue/Martin) to approve a donation of \$1,000 to Local 8 to support a member, who was detained by ICE (tier 3).

• Public Advocates:

The political department is recommending this request. M/S/C (Fields/Salazar-Colón) to approve a sponsorship of \$5,000 to Public Advocates to support a statewide public transit funding convening of Feb. 4-5, 2026 in Los Angeles (tier 1).

**The meeting was extended to 5:35 p.m. with no objections.**

Action Items:

1021 Political Action Committee (PAC) Transfers:

Political Director Zach Goldman presented the request.

M/S/C (DeSalvo/Curiel) to approve the following PAC account transfers formula:

- i. 1021 Candidate PAC: In payments of \$5.02 per member per month, up to \$1,025,000 will be transferred to the 1021 Candidate PAC starting in February 2026 through May 2026 or until the goal of \$1,025,000 is met.
- ii. 1021 Independent Expenditures PAC: In payments of \$0.12 per member per month, up to \$25,000 will be transferred to the 1021 Independent Expenditures PAC starting in February 2026 through May 2026 or until the goal of \$25,000 is met.
- iii. 1021 Issues PAC: In payments of \$4.04 per member per month, up to \$825,000 will be transferred to the 1021 Issues PAC starting in February 2026 through May 2026 or until the goal of \$825,000 is met.
- iv. California Workers Justice Coalition Issues PAC: In payments of \$0.12 per member per month, up to \$25,000 will be transferred to the CWJC Issues PAC starting in February 2026 through May 2026 or until the goal of \$25,000 is met.

Policy Committee Recommendation - Chapters with External Accounts:

Policy Chair Jennifer Esteen and Robert Li gave an overview of the modifications the policy committee is recommending. Changes include additional language in the *Audit*, and *Documentation & Reporting* sections.

M/S/C (Weston/Martin) to adopt modifications to Chapters with External Accounts policy, as recommended by the policy committee.

Proposed Resolution in Support of the Oakland People's Arms Embargo:

A proposed resolution in *Support of the People's Arms Embargo* was shared with the Board. M/S/C (Balzarini/Hubbell) to adopt the resolution, as presented.

**Good & Welfare (continued):**

Kristin Hardy shared the passing of Trevor Adams' mother.

Jennifer Esteen shared that a labor solidarity group that includes 1021 members and staff recently traveled to the Philippines. The group is planning an event to share what they've learned. An invite will be sent to the Board.

**Adjournment:**

A moment of silence was held for Trevor Adams' mother. By consensus, the meeting adjourned at 5:41 p.m.

**Respectfully submitted by,**

Jennifer Esteen  
Vice-President of Organizing