

SEIU LOCAL 1021 Executive Board Meeting
Saturday, January 25, 2025, 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, VP of Region-A Akbar Bibb, VP of Region-B Mary Sandberg, 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, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Todd Nosanow, Sandra Wall, Mariette Shin, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Moises Vega, Monique Baca

Executive Board Members Excused: Kristin Hardy, A’Kesh Edi, Geneva Haines

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Emma Gerould, Andrea Zanetti, Peter Masiak, Bill Petrone, Kaden Kratzer, Horacio Viveros, Carlos Rivera, Caitlin Prendiville, Boyan Biandov, Lisa Bui

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Call the Meeting to Order:

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

Review of the Agenda:

M/S/C (Christian/Boutte) to approve the agenda with the following changes: add *Ethics Report*, add a first reading of a proposed resolution on *Solidarity with the Palestine New Federation of Trade Unions*, add a report on the LaClinica chapter contract campaign.

President Rutherford took a moment to reflect on recent events of MLK Jr Day, and about the Trump Inauguration, and the immediate actions by the new administration to enact policies counter to those beliefs. She shared the history of Birthright Citizenship. There was question on the point of order, as this item was not listed on the agenda in advance. Board members also shared their reflection on the recent attacks by the Trump administration, and the need for a longer discussion and to work together.

Member Comments:

- Sam Meredith, Tenderloin Housing Clinic: Sam spoke to some issues with the transition of field representatives; and the lack of advance notice or no information received from the Local on the change of field representative coverage in his chapter.
- Tiffany Abuan, Tides Network: Tiffany spoke to her experience with representation, and an issue about no advance communication from the Local regarding a removal of or change of field of representative coverage in her chapter.

- Meghan Herbert, Tides Network: Meghan spoke to an issue about no advance communication from the Local regarding a removal of or change of field representative coverage in her chapter; and the need for better communication from the Local on transitions and representation.
- Hannah Rogge, Tides Network: Hannah spoke to change of field representative coverage and no longer having a field rep in the middle of contract negotiations.
- Jocelyn Goldsmith-DeSana, Berkeley CSU/PTRLA: Jocelyn spoke to the proposed Palestine resolution and the challenges being faced by Palestinians and the need for international support of Palestinian Labor. She also spoke on the Member to Member complaint process and the length of time it took to receive the findings of the hearing from October and how this delays the ability for the chapter to comply with the restorative process.

President Rutherford shared that she will ask the appropriate director(s) to follow up on the issues raised during member comments and will report back to the Board at the next meeting.

Report – 2024 Lookback and The Year Ahead:

Field and Program Report:

David Canham presented an overview of key contract victories and highlights in 2024. A PowerPoint presentation was shown, which can be shared with the Board. These campaigns were fueled by robust field and organizing campaign, including some strike votes.

In Region A, Napa County reached a 3 year contract with 11% increase over 3 years with 32 hours of paid time added for winter recess. Child Start won raises of 8-30% and fought back on a decert campaign.

In Region B, Marin Housing Authority pressured the Board to cut great majority of ties with Nan McKay. The chapter struck and won 12% over 3 years and the addition of Juneteenth as a holiday. City of San Rafael won increases for individuals ranging from 11.3% to 35.7%, increases in parental leave, bilingual pay and life insurance. A union office was opened in Marin to provide support in that region.

In Region C, Alameda Health System won a 4 year contract with 20% COLA, improvements for safety, OT for all workers, missed break penalty and added San Leandro Hospital. Alameda Health System Physician's unit won their first contract. Highlights include a 3 year contract with 3% COLA, new just cause protections and protections to patient care time. City of Oakland are fighting to protect essential city services and layoffs. The City of Berkley Maintenance chapter won a 3 year contract with 14.5% increases, no takeaways, added longevity bonus and the Cesar Chavez holiday. Richmond Polluters Pay Initiative: Chevron will pay \$550m to City of Richmond over 10 years. The City of Berkley CSU/PTRLA won 14.5% over 3 years, 2 new paid holidays (Juneteenth & Cesar Chavez) and increases to benefits. City of Hayward won \$13% over 3 years and longevity bonuses. The Regional Center of the East Bay chapter won 16% over 4 years, increases in sick leave and grievance language.

In Region D, for the San Francisco Citywide contract campaign - we were able to clear the hurdle to allow members to strike. We held a strike school where over 1,600 members attended. The Union won a 3-year contract with 13% in COLA's, an increase in minimum wage to \$25/hour and new protections

against contracting out. The SF RN's chapter won a 3 year contract with 4.5% equity adjustment and improvements in enforcing patient care. The SFMTA Service Critical chapter won a 3 year contract with 13% COLA, new step added, weekend shift differential and added a second agent at all stations. The SF Courts chapter ratified (on 1/9/25) after a 1-day strike, \$6500 one-time and 3 floating holidays. Laguna Honda Hospital was fully recertified. The Exploratorium chapter won 9.3% COLA over 3 years with increase in minimum wage and new recall rights for lay-offs.

In Region E, the San Joaquin Superior Court chapter won 8% over 2 years, overtime and 3 floating holidays. The Valley Mountain Regional Center won a 3.5% COLA, a \$4,000 one-time and increase in bilingual pay. Amador County won a 9.25% COLA over 2 years, improvements to longevity pay and increased vacation payout.

In the Education Industry, a well-attended annual Education Summit was held. The Hayward USD chapter won a 2-year contract with increases in line with teacher and summer assistance program. The SF City College chapter won 7% retroactive increase to 2023, addition of the Juneteenth holiday, improved health & safety precautions. The Santa Clara University chapter won their first contract with 12% increase over 2 years and increase in job security. The Sacramone City USD chapter won a 2% wage increase retro to 2023, 4% 2024 increase and increased worker protections. The Vacaville USD (VUSD) chapter won a settlement agreement to repay VUSD members approximately \$180k after the district erroneously docked member's pay.

Operations Report:

Robert Li presented an overview of highlights in 2024. Operations continues to focus on resourcing & supporting members, expanding outreach, leveraging data, bringing in talent, strengthening financial resiliency and growths, and streamlining to amplify impact.

Boyan Biandov shared an update on the Tech & Data team including strengthening cybersecurity, better hardware and streamlining resources. We had an improved performance on our cyber phishing test.

Lisa Bui shared the improvements in data management, which has made it easier to find workers with 82-90% of information being updated regularly. We are tracking employer delinquencies to make it easier to track and follow up on these employers. Improvements have also been made regarding compliance standards within the private sector.

Karin Hendrickson shared the improvements to strengthen our internal controls and compliance with Senior Internal Auditor, advance compliance in food order forms and sign-in sheets with tracking, and addressing workflow issues. We have seen an improvement in compliance to 84%.

The meeting was temporarily suspended for a lunch break at 12:20 p.m. and resumed at 1:02 p.m.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its January meeting.

The BFC approved the following proposals:

1. Capital and Main Annual Contract Renewal:

The BFC approved to renew our annual affiliation agreement with *Capital and Main* for 2025 at \$50,000. This is a non-profit online news publication that the Local has partnered with since 2014.

2. Peralta Community College District – Workers Reclassification Appeals:
The BFC approved funds at up to \$33,500 for Peralta Community College District (PCCD) for services to bring on specialists to review *Worker Reclassification Appeals*. The cost of these services will be shared on a 50/50 basis, per the PCCD CBA.
3. S.F. Community College District Contract Campaign:
The BFC approved the S.F. City College District (SFCCD) Contract Campaign budget at up to \$14,300. The budget includes costs for Communications, purple items for visibility and food for various events and CAT and Bargaining Team meetings.

The BFC approved the following Community/Allies Requests:

- North Bay Jobs with Justice:
The BFC approved \$10,000 to North Bay Jobs w/ Justice for annual affiliation dues for 2025 (tier 1).
- S.F. Francisco Central Labor Council – MLK Breakfast:
The BFC approved a contribution of \$4,000 to the S.F. Labor Central Council for the annual Labor & Community Martin Luther King, Jr. Breakfast (tier 1).

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

- A. Vacaville Unified School District Contract Campaign:
The BFC recommends to approve an additional \$53,250 for the Vacaville Unified School District Contract Campaign. The BFC previously approved a budget of \$24,815.75 in 2024. The chapter has been in negotiations for approximately nine (9) months. The members recently held a strike vote where members authorized a strike. The additional funds includes costs for media and food for a potential strike. M/S/C (Landry/Marro) to approve the request, as recommended by the BFC.
- B. S.F. Office Pre-Purchase Work:
The BFC recommends to approve an additional \$50,000 to the pre-purchase work for evaluation of the renovation requirements of the S.F. office prior to the purchase, as requested by the Building Committee. The previous budget approved was up to \$30,000. M/S/C (Sigala/Bibb) to approve the request, as recommended by the BFC.
- C. Oakland Unified School District Contract Campaign:
The BFC recommends to approve a budget of up to \$80,417 for the Oakland Unified School District Contract Campaign. The contract expired 10/31/2024. This campaign covers two (2) separate contracts: Oakland School Employees Association (OSEA) and Oakland Child Development Paraprofessional Association (OCDPA). The budget includes costs for campaign t-shirts, purple items for visibility, food for events, CAT and bargaining team meetings, communication needs, transportation for various actions and 1-day of lost-time, per week from

2/5/2025 to 6/11/2025 for one (1) chapter leader. M/S/C (Thoele/Valdez) to approve the request, as recommended by the BFC.

Note: Other BFC recommendations to be presented in Executive Session.

Action Items:

Chapter Bylaws Template Amendments:

Sandra Lewis presented on behalf of the workgroup. The proposed changes to the chapter bylaws template were previously shared with the Board. Sandra gave an overview of the amendments, including changes that came out of a meeting with Board member input. M/S/C (Park/Faucett) to approve the amendments, as presented.

Executive Board Member Reports:

Arbitration Tracking:

VP Sandra Lewis presented the report. Information on arbitrations are now being listed in a dashboard. Since 2022, we approved 287 Arbitrations. Out of the 287, the majority are Discharge/Discipline cases. Other cases include Reasonable Accommodations, Wages/Hours, Contract Violations, Time Off, Out of Class and Health & Welfare.

Organizing Report:

VP Brandon Dawkins presented the report. Clinics campaign - focused on building partnerships. The Union won a ULP for a terminated Nurse Practitioner. In collaboration with SEIU-UHW, we participated in GOTV and supported worker at Inner-care. We partnered with Teamsters to pass law to prevent captive audience meetings. We continue to organize Cal Gig Workers - growing the movement with 1,100 new cards signed. We also continue to fight despite the upholding of Prop 22. We supported 32BJ to pass new legislation - giving the right to organize. We welcomed workers at Planned Parenthood. We also followed that up with a 16-1 vote by Lead Clinicians to also organize. Starbucks has reached over 30 TA's at the national bargaining table. Over 500 stores have formed a union and joined Starbucks Workers United. In December, hundreds of stores participated. In November, Bay Area Discovery Museum management agreed to a voluntary card check. The final count will occur in February.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nichole Christian presented the report. Black History Month is quickly approaching and caucuses and committees are developing a plan. Nicole has asked for help from SEJ on SFMTA deficits and access. She spoke about an instance with on ICE on MUNI, and that she reached out to David Chu, City Attorney, regarding informing community members of their rights. SFMTA has been doing outreach to all of the staff to provide them with information to protect themselves, co-workers and the community.

Ethics Report:

Ethics Liason co-chairs Sandy Sigala and Felipe Cuevas reported. They met with the International Ethics ombudsperson regarding the ethics report and required ethics survey, which all Board members are required to take. The Ethics report is due in February. All Board Members were asked to complete the survey. It was requested for that the survey to be sent out again.

La Clinica Contract Campaign:

Angel Valdez presented the report on bargaining. The members have been able to TA on several items and have held many actions including pickets and walk on Board meeting. After the Board meeting, HR sent out an email imposing on wages. The chapter pushed back immediately. Negotiations will continue on Monday to try to negotiate other areas of the contract.

Approval of the December 21, 2024 Draft Minutes:

M/S/C (Sigala/Christian) to approve the December 21, 2024 minutes, as presented.

Announcements:

Executive Board Polls:

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

- Los Angeles Area Fire Disaster Relief Fund: The Board approved a contribution of \$100,000 to the SEIU CA Wildfire Relief Fund, in order to assist members, who were affected by the recent wildfires and may be in need of financial assistance.
- Temporary Employee Extension: The Board approved to extend temporary employee, Zena Saifo, through up to April 17, 2025.

First Reading: Proposed Resolution on *Solidarity with the Palestine New Federation of Trade Unions*:

The proposed resolution was submitted by the 1021 members for Palestine group. Cynthia Landry spoke in support of the resolution. It was said that the proposed resolution was emailed to the Board for review.

The meeting was temporarily suspended at 2:44 p.m. and resumed in closed session at 2:55 p.m.

Executive Session:

Temporary Employee Extension:

M/S/C (Park/Tapia) to extend temporary employee Caroline Rotella through up to April 29, 2025.

Member-to-Member Complaint – Hearing Panel Report:

Ramsés Teón-Nichols, Rhea Davis and Angel Valdez reported on their findings and decision on a recent hearing pertaining to three (3) separate member-to-member complaints in the Berkeley CSU/PTRLA chapter. Ramsés, Rhea and Angel were appointed by President Rutherford to serve on the panel. It was explained that this is a report out to the Board, as required by the Local bylaws.

The panel also gave an overview of recommendations for the Local on how to improve going forward the member-to-member charge processes, which include:

- Assign a single staff member to oversee charges from start to finish.
- Ensure parties follow all steps of the dispute resolution process.
- Require charging parties to name individuals explicitly to enable proper defense.
- Schedule hearings only after confirming all earlier steps are completed.
- Set clear timelines for evidence submission and hearing dates.

Unrepresented Staff Pay Proposal:

M/S/C (Park/Valdez) to authorize an annual ongoing funding of \$50k to make one-time pay equity wage step adjustment at the start of 2025 to allow unrepresented staff members (not applicable to the Executive Director and Head of Operations & Labor Relations) on their annual pay step date to move up (not down) to the pay step in their respective pay scale that reflects their current Seniority-in-Classification.

The Board moved to open session at 3:51 p.m.

Secretary Mary Duncan read out the motion passed during Executive Session.

Good & Welfare:

President Rutherford shared regarding the passing of former SEIU staff Joyce Waller. Greg Marro and Akbar Bibb also spoke about working with Joyce.

Maria Salazar-Colón share regarding the MLK Breakfast and the inspiration to continue fighting.

Travis Balzarini announced he became chair of Sonoma Co Retirement Board.

Brandon Dawkins shared the conversion of SJ Housing Authority to affiliates with a contract to be bargained. He thanked Bill Petrone for his efforts in this.

Tina Diep shared passing of Ernie Shafer in an accident.

Veronica Palacios shared the passing of a security guard at Highland Hospital and USWW member.

Adjournment:

A moment of silence was observed for those that recently passed.

M/S/C (Sigala/Cuevas) to adjourn at 4:03 p.m.

Respectfully submitted by,

Mary Duncan
Secretary