

**SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING**  
**Saturday, January 28, 2023, 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 Ramses 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, Kasha Clarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Lucretia Bolin, Greg Marro, Derrick Boutte, Evelyn Curiel, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Todd Nosanow, Sandra Wall, Julie Beardsley, Lorraine Bowser, Charito Casanas, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Harold Powell, Monique Baca

**Executive Board Members Excused:** Nicole Christian, Patricia Orey, Desiree Collins

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Horacio Viveros, Carlos Rivera, Caitlin Prendiville, Lisa Morowitz, Boyan Biandov, Ed Hanley, Karin Hendrickson, William Winfield

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**Call the Meeting to Order:**

The meeting was called to order by President Theresa Rutherford at 10:02am. A quorum was established. The Code of Conduct was reviewed by VP of Region-C Yeon Park.

**Review of the Agenda:**

M/S/C (Sigala/Bibb) to approve the agenda, as presented.

President Rutherford expressed the grief and horror of recent events, including multiple mass shootings and the killing of Tyre Nichols at the hands of the police. She spoke on the need to continue to work for change to make a more equitable and peaceful society. The floor was opened for other members of the Board to share their remarks on the recent tragic events.

**The meeting was temporarily suspended at 10:50am and resumed at 10:55am.**

**Member Comments:**

- Jonathan Meade, Retiree: Jon spoke regarding the murder of Tyre Nichols. He also spoke regarding the progress of Medicare for All.
- Donna Alschuler, SF Civic Center Chapter: Donna spoke regarding notices she continues to receive from the Freedom Foundation and the how we can push back.
- Mayra Wright, Alameda County SSA Chapter: Mayra shared information regarding an upcoming action on Feb. 13<sup>th</sup> for her chapter regarding management trying to take away Lincoln's Birthday as a holiday. The Board was asked to support the action.

- Patricia Maddon, Alameda County Housing Authority: Patricia spoke in regards to the current contract negotiations.

### **Year in Review:**

A 2022 recap of various events and actions throughout the Local was shared. Regional VP's shared highlights of wins and their vision for the upcoming year in their region, including organizing, building power and partnering with our communities. A moment of silence was observed for members, who we lost in 2022.

### **Executive Director Report:**

David Canham presented an overview of a look back at 2022 contract campaigns. He also spoke about the year ahead – bargaining outlook, organizing and political campaigns. 2023 has fewer contract campaigns; however, we need to be ready to face the fight against budget cuts. Brandon Dawkins, VP of Organizing, shared the 2022 Organizing wins; and the fights continue, including Clinics, United Felton Workers, Gig Workers and Peet's Coffee. Ramses Teón-Nichols, VP of Politics, shared on building worker power at the ballot box and highlighted wins across the Local. David Canham spoke about our call to action for the year ahead to continue to build and engage our members and our communities.

**The meeting was temporarily suspended at 12:37pm for a break and resumed at 1:00pm.**

### **Head of Operations & Labor Relations Report:**

Robert Li, Karin Hendrickson, Boyan Biandov, Ed Hanley and William Winfield presented the Operations highlights for 2022. They also spoke about continuing to provide good quality data, financial management, cyber security, technology, recruitment & retention of staff to resource the Local and campaigns for 2023.

Robert Li also gave an update on flooding issues at the Oak St. and 29<sup>th</sup> St. offices in Oakland. We have been able to resolve the issues at the Oak St. office. However, 29<sup>th</sup> St. remains closed as additional repairs are needed. Remediation will begin next week at the 29<sup>th</sup> St. office.

### **Budget & Finance Committee Report:**

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its January 20, 2023 meeting.

### **2023 Organizing Budget:**

Treasurer Amos Eaton presented the draft 2023 Organizing budget. The BFC recommends to approve the 2023 Organizing Budget at a total of \$8,512,167. The budget includes investments in the Clinics and Gig Workers campaigns. M/S/C (Hardy/Sigala) to approve the 2023 Organizing budget, as presented.

### **The BFC approved the following proposals:**

#### **1. Withum Audit Services:**

As recommended by PSC, the BFC approved to continue consulting services with *Withum* at up to \$10,000 for completion of our LM2 filing requirements, until the vacant *Senior Auditor* position is filled. This will be funded using the vacancy savings.

2. 100 Oak St. HVAC Maintenance:  
The BFC approved to replace our current vendor (Daikin) with *Matrix HD* as our HVAC maintenance provider for the 100 Oak St. office for a 1 year term.
3. 29<sup>th</sup> St. Office – Parking:  
The BFC approved up to \$6,000 to restore our contract relationship with the neighboring school (Oakland Emiliano Zapata Street Academy) at the 29<sup>th</sup> Street office for up to 10 parking spaces at \$600 per vehicle.
4. Hayward Unified School District (HUSD) Contract Campaign:  
The BFC approved the Hayward Unified School District contract campaign budget of up to \$36,613. The budget includes costs for items such as communications, t-shirts, purple stuff, banner, food, media, and lost time for up to 4 members. The goals of the campaign include activating and mobilizing members, building a coalition with labor partners and community members including teachers and parents, and improvements to medical care, salary, staffing, and language for extra time and overtime.
5. San Francisco Unified School District (SFUSD) Contract Campaign:  
The BFC approved the San Francisco Unified School District contract campaign budget of up to \$43,630. The budget includes costs for communication, t-shirts, purple stuff, food, media, TWR Blitz & lost time for up to 2 members for 48 days. The goals of the campaign include mobilizing and activating members, developing leaders, building a coalition with labor partners and community members including teachers and parents, negotiating salary, and medical improvements, and strengthening language around payroll errors.
6. San Lorenzo Unified School District (SLZUSD) Contract Campaign:  
The BFC approved the San Lorenzo Unified School District budget of up to \$16,179. The budget includes costs for communications/media needs, t-shirts, purple stuff, banner and food for various events. The goals of the campaign include strengthening the chapter by developing new leaders and creating a strong Contract Action Team (CAT), increasing members and participation.
7. Head Start E-Center Contract Campaign:  
The BFC approved the Head Start E-Center budget of up to \$15,411.44. The budget includes costs for t-shirts, purple items, food for various unity breaks/meetings, communications and lost time for up to 40 hours each for 2 members. The goals of the campaign include strengthening the chapter and increasing membership density through engagement and building unity within the chapter, improving contract language to provide more stability to benefit all E-Center Head Start workers.
8. MRC Contact Center:  
The BFC approved a 3-year contract with *Ring Central Contact Center* to replace our expiring *Cisco* system in the Member Resource Center (MRC). The on-going cost is \$9,778.80 per year, with a one-time set up cost of \$20,373.50.
9. SEJ Black History Month Events:

The BFC approved a budget of up to \$6,000 for various engagement events over multiple dates from Feb. 1<sup>st</sup> through Feb. 28<sup>th</sup> in celebration of *Black History Month*.

The BFC also approved a budget of up to \$10,000 for a bus tour for up to 30 participants to *Allensworth State Park* to engage members in an active learning experience that highlight African-American life with historical context.

The BFC approved the following Community/Allies Requests:

- CA Alliance for Retired Americans (CARA):  
The BFC approved a contribution of \$5,000 for annual dues to the CA Alliance for Retired Americans organization (tier 1).
- Chinese Progressive Association (CPA):  
The BFC approved \$10,000 to sponsor the Chinese Progressive Association's 50<sup>th</sup> Anniversary event on April 1<sup>st</sup> at the Yerba Buena Center for the Arts (tier 1).
- North Bay Jobs with Justice (NBJWJ):  
The BFC approved \$10,000 for annual dues to the North Bay Jobs with Justice (tier 1).

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

Zoom Phone System:

The BFC recommends to approve a 3-year contract with Zoom to replace our current Cisco phone system platform, which will be bundled with our current Zoom Video Conference service. This includes 10-months of free service and no set-up costs. The on-going costs for the Zoom system is \$14,352.12 annually.

M/S/C (Landry/Sigala) to approve the recommendation.

Weinberg, Roger & Rosenfeld (WRR) Legal Retainer:

The BFC recommends to renew our legal retainer contract with Weinberg, Roger & Rosenfeld for a 3-year term with a 30% increase eff. January 1, 2023, and an additional 3% increase in 2024 and 3% increase in 2025. In addition, a one-time monthly payment of \$12,500 (separate from the retainer fee) and acceptance of the AA Standard Rate, eff. 1/1/2023. A 6-month progress report will be provided to the BFC.

M/S/C (Balzarini/Arantes) to adopt the proposed agreement with the law firm.

**Approval of the December 17, 2023 Minutes:**

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

**Organizing Report:**

Brandon Dawkins presented. He shared that there was a successful member organizing training last week. These skills can be applied for both external and internal organizing. Additional trainings will be held. We are also looking out for members to come out on lost-time to assist with various organizing campaigns. He also spoke about the first *Peet's Coffee* in the nation to join a Union. A video was also shared of a new member, who worked to organize *Peet's Coffee*.

### **Executive Board Reports:**

#### **Cynthia Landry:**

Cynthia presented an update on Healthy California. Member David de Leon has been appointed by President Rutherford as a delegate to the Board of Directors to the Healthy CA commission as our Local representative. A new bill is being developed on Single Payer and has been submitted. A sponsor is needed to move the bill forward. Governor Newsom has created a commission on developing unified financing that would include Federal funding.

#### **Mary Sandberg:**

Mary Sandberg spoke to the progress on the pension project in Region B with our labor allies - to counter attacks on pensions. A report was commissioned by UC Berkeley, which is being used to engage and provide information to board members at our represented sites and to educate them on the benefits for public pensions. The report is available on the UC Berkley Labor Center website.

### **Announcements:**

Tina Diep announced that the Lunar New Year parade in Oakland will held on Sunday.

### **Good & Welfare:**

Akbar Bibb shared that Jimmy Jackson of the NAACP Vallejo Chapter recently passed away. Tazamisha Alexander shared some of his accomplishments.

Theresa Rutherford shared that Trevor Adams received a promotion at SF MTA.

**The Board moved to closed session at 3:08pm.**

### **Executive Session:**

#### **Temporary Employee Extension:**

M/S/C (Valdez/Salazar-Colón) to extend temporary employee Mila Thomas through up to 5/21/2023, as recommended by the Personnel/Staffing Committee.

**The Board moved to open session at 3:15pm.**

Secretary Mary Duncan announced the motions passed during closed session.

### **Adjournment:**

A moment of silenced was observed in honor of Jimmy Jackson.

M/S/C (Nosanow/Sigala) to adjourn the meeting at 3:17pm.

Respectfully submitted by,

Mary Duncan  
Secretary