

**SEIU Local 1021 Executive Board Meeting Saturday,  
February 28, 2026, 10:00 a.m. to 5:00 p.m. San  
Francisco Office  
MINUTES**

**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 10:07 a.m.

**Attendance Roll Call:**

Executive Board Members in Attendance:

President Theresa Rutherford, Treasurer Mary Duncan, VP of Organizing Jennifer Esteen, VP or Politics Ramsés Teón-Nichols, VP of Representation Nicole T. Germain, Region-B VP Travis Balzarini, Region-C VP Derrick Boutte, Region-D VP Kristin Hardy, Region-E VP Taffie Walter, Antoinette Blue, David Cameron, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Desiree Collins, Shelly Martin, Steven DeSalvo, Amanda Hubbell, John Arantes, Kevin Zhu, Monique Baca

Executive Board Members Excused:

Elizabeth Harrison, Kasha Clarke, Maria Betancourt, Layla Spears-Griffin, Alicia Ramirez, Sandy Sigala, Tazamisha Alexander, Cynthia Johnson

Executive Board Members Absent:

Trevor Adams

**Out of 45 Board members, 30 were present at the time of roll call. A quorum was established.**

Staff in Attendance:

David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Josie Mooney, Emma Gerould, Andrea Zanetti, Peter Masiak, Horacio Viveros, Boyan Biandov, Karin Hendrickson, Lisa Bui, Karen Amos

Parliamentarian:

Lorenzo Cuesta

**Adopt the Agenda:**

The agenda was adopted by consensus with the following additions: add under Executive Session Lost-Time Officer (LTO) healthcare request and Building Committee report; add announcement of staff retirement under the Head of Operations & Labor Relations report.

**Action Items:**

E-Board Appointments:

President Rutherford is recommending to appoint the following on the Executive Board:

i. Secretary:

The recommendation is to appoint Jason Negrón-Gonzales to fill the vacant *Secretary* position.

ii. BFC Region-A:

The recommendation is to appoint Roena Dumlao to fill a vacant BFC Region- A seat.

iii. BFC Region-E:

The recommendation is to appoint Angela Radford to fill a vacant BFC Region-E seat.

M/S (Boutte/Germain) to approve the appointments, as recommended by President Rutherford. There was discussion on the motion. After discussion, the Board moved to a vote by *show of hands*. The motion was carried. Jason Negrón-Gonzales, Roena Dumlao and Angela Radford were sworn in to office by President Rutherford.

**Approval of the May 17, 2025, November 22, 2025 and January 24, 2026 Draft Minutes:**

M/S/C (DeSalvo/Esteen) to approve the May 17, 2025, November 22, 2025 and January 24, 2026 minutes.

**Member Comments:**

- Shellie Wiener, S.F. Unified School District (SFUSD): Shellie spoke in regards to disbursement of strike funds for SFUSD members, who honored the S.F. Teachers strike.

**Recognition:**

Black History Month:

Board members shared remarks acknowledging Black History Month.

Remembering Rev. Jesse Jackson:

President Rutherford reflected on the passing of Reverend Jesse Jackson. A video was shown honoring Rev. Jackson, and highlighting how he advocated for SEIU members and all working people.

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

Treasurer Mary Duncan presented the BFC February report to the Board.

The BFC approved the following proposals:

1. Calaveras County Water District Contract Campaign:

The BFC approved the Calaveras County Water District Contract campaign budget of up to \$19,175.00. The contract is due to expire on 6/30/2026. The goals of the campaign includes building regional, political & chapter strength, maintain 100% membership density, increase COPE participation, stave off concessions, enhance pro-labor contract language, and to increase wages and benefits. The budget includes costs for items such as food for bargaining & meetings, purple items and communication needs.

2. City of Mountain House Contract Campaign:

The BFC approve the City of Mountain House contract campaign budget of up to \$9,604.31. The contract is due to expire on 6/30/2026. The goals of the campaign include build power at the worksite, increase membership density, stave off concessions, enhance pro-labor contract language, and to increase wages and benefits. The budget includes costs for items such as food costs, purple items, communication and research needs.

3. North Bay Resistance Noncooperation Training:

The BFC approved a budget of up to \$4,943 for the North Bay Resistance Noncooperation Training. The Local is partnering with 12 North Bay organizations to bring the *Bay Resistance Noncooperation* training to Petaluma on March 22. The budget is to help cover the Local's portion of the costs, such as the venue rental, 2 translators, 1 sign language interpreter and food/snacks.

4. Los Rios Community College District Campaign:

The BFC approved a budget of \$11,029.88 for the Los Rios Community College District campaign against decertification efforts. This chapter is made up of four (4) campuses in the Sacramento area. The budget includes costs for items such as food & beverage costs for various meetings, ratification vote, purple items and communication needs.

Additionally, the BFC is recommending to make an exception to the food policy around the \$15.00/per person limit to allow up to \$30.00/per person. M/S/C (DeSalvo/Esteen) to make an exception to the food policy to allow up to \$30.00/per person for food.

5. City of Emeryville Contract Campaign:

The BFC approved the City of Emeryville contract campaign budget of up to \$18,311. The contract is due to expire on 6/30/2026. The goals of the campaign includes wage increase, longevity benefit, contract language on telecommuting, strengthen chapter leaders at worksites and to build political power in communities. The budget includes costs for items such as, purple items, campaign t-shirts, food costs, communication needs and lost-time for chapter officers.

6. Vacaville Unified School District Contract Campaign:

The BFC approved the Vacaville Unified School District budget of up to \$37,760. The goals of the campaign include no cuts to benefits, have after-school program be covered with staff, fair wages, as well as a specific TWR campaign to increase membership. The budget includes costs for items such as purple items, food costs for various meetings/events, campaign t-shirts, communications and media needs.

7. Labor Solidarity Event:

The BFC approved a budget of up to \$1,500 to cover food costs for up to 100 attendees for a *Labor Solidarity* report-back event to be hosted at the S.F. union hall.

Background: Last November, a group that included Local 1021 members, staff and human rights advocates traveled to the Philippines on a labor solidarity trip. This event is an opportunity for the group to share what they've learned and how it relates to the organizing we are doing here in the U.S. to fight for labor and human rights.

8. 2026 Labor Notes Conference:

The BFC approved a budget of up to \$30,000 to send up to fifteen (15) members to attend the Labor Notes Conference on June 12-14 in Chicago.

9. California Retired County Employees Association (CRCEA):

The BFC approved a budget of \$1,500 to send one (1) retiree council representative to the 2026 CRCEA conference in Santa Barbara.

The BFC approved the following Community/Allies Requests:

- Alliance of Californians for Community Empowerment (ACCE):  
The BFC approved a contribution of \$10,000 to ACCE (tier 1). ACCE is a grassroots, member-led, statewide community organization working with more than 15,000 member across California.
- Bay Resistance:  
The BFC approve a contribution of \$10,000 to Bay Resistance (tier 1). Bay Resistance is a community partner that organizes community members for housing, immigration rapid response, income inequality and other important issues in the Bay Area.
- North Bay Jobs with Justice Annual Dues:  
The BFC approved annual dues of \$10,000 to North Bay Jobs with Justice (tier 1).
- North Bay Organizing Project:  
The BFC approved annual dues of \$5,000 to North Bay Organizing Project (tier 1).

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

- A. Region-B (North Coast) Small Chapters Contract Campaign:  
The BFC recommends to approve the Region-B Small Chapters Contract Campaign budget of up to \$151,600. The campaign covers \*sixteen (16) chapters throughout the region that have active contract tables, which includes full contracts, reopeners and one new (continuing) contract. These chapters are similar in industry/focus of work and/or geography. The plan is to coordinate campaigns, including actions, to build greater solidarity and strength at the worksites, as well as in the region. The budget includes costs for items such as, food for various bargaining & actions, purple items, communication needs, lost-time for 3 members, and logistics costs to hold 2 multi-chapter/county events.

\*These chapters include: Bay Area Discovery Museum, College of Marin, Community Action Marin, Community Action Network Headstart Sonoma, Cotati-Rohnert Park USD, Dominican University, Town of Fairfax, Geyserville USD, Bernard Osher Jewish Community Center, Mendocino-Lake CCD, City of Rohnert Park, City of Sausalito, Sebastopol USD, City of Sebastopol, Sonoma County Office of Education, Superior Court of Marin County.

M/S/C (Shin/Blue) to approve the Region-B Small Chapters Contract Campaign budget of up to \$151,600.

- B. Mendocino County Contract Campaign:  
The BFC recommends to approve the Mendocino County contract campaign budget of up to \$52,000. The contract is due to expire on 6/30/2026. The goals of the campaign include building political power in the chapter and community, to include COPE participation, leadership development and member engagement to strengthen worksite networks. The budget includes costs for items such as, purple items, visibility items, logistics costs for various actions, food costs and communication needs.

M/S/C (Weston/Cameron) to approve the Mendocino County contract campaign budget of up to \$52,000.

C. Solano County Strike Fund:

The BFC recommends to approve matching funds of \$13,000 for the Solano County strike hardship fund.

It was announced that this request was sent via poll to the Executive Board on Feb. 23. The Board approved via poll the matching funds of \$13,000 for the Solano County strike hardship fund.

D. Region-A Small Chapters Contract Campaign:

The BFC recommends to approve the Region-A Small Chapters contract campaign budget of up to \$194,000. The campaign covers \*eight (8) chapters throughout the region that have open contracts in 2026. Many of these chapters have similarities in industry and/or focus of work and geography. The goals of the campaign include to build union activism, sign-up members, enhance contract language with common good proposals for increased wages and benefits and community benefit. The budget includes costs for items such as, purple items, food costs, logistic costs for rallies/actions, strike preparation costs, lost-time and communication needs.

\*These chapters include: Child Start, Inc., E-Center Head Start, Vitalant, Bright Springs, City of Napa, Greater Vallejo Recreation District, Chico Area Recreation District and Superior Court of Butte County.

M/S/C (DeSalvo/Hardy) to approve the Region-A Small Chapters contract campaign budget of up to \$194,000.

E. City of Oakland Contract Campaign:

The BFC recommends to approve the City of Oakland contract campaign budget of up to \$469,500. The contract is due to expire on 6/30/2026. The goals of the campaign includes fighting against cuts to benefits, safety, enhance layoff language and to increase member involvement. The budget includes costs for items such as, communication needs (ad buys, social media ads, external media, materials), purple items, logistic costs for various actions/rallies, food costs, lost-time members, strike preparation costs, contract printing and a contract negotiator.

M/S/C (Arantes/Martin) to approve the City of Oakland contract campaign budget of up to \$469,500.

F. Legal Expenditure (non-retainer):

The BFC recommends to approve \$100,332.67 for a legal expenditure pertaining to an Alameda Health System case.

M/S/C (Blue/DeSalvo) to approve \$100,332.67 for a legal expenditure pertaining to an Alameda Health System case.

G. Database Project – Project Management Support:

The BFC recommends to authorize the Head of Operations/Labor Relations to reallocate \$160,000 from the existing database project funding to bring on a project manager (e.g. temp. agency, vendor or consultant) for the Customer Relationship Management (CRM) Database project.

M/S/C (DeSalvo/Hardy) to authorize the Head of Operations/Labor Relations to reallocate \$160,000 from the existing database project funding to bring on a project manager for the Customer Relationship Management (CRM) Database project.

**The meeting was temporarily suspended for a break at 11:38 a.m. and reconvened at 11:50 a.m.**

**Action Items (continued):**

**City of Sebastopol Strike Sanction:**

Region-B VP Travis Balzarini presented the request to authorize a strike sanction for the City of Sebastopol chapter. M/S/C (Hardy/Dix) to authorize a strike sanction for the City of Sebastopol chapter.

**Policy Exceptions:**

i. **Mileage Reimbursement:**

Executive Director (ED) David Canham explained that a former E-Board member recently submitted a reimbursement request for E-Board related work. Per Local policy, requests are to be submitted within six (6) months from the date the event occurred. This request is to make an exception to the policy around the six (6) month submission rule. M/S/C (Arantes/Diep) to approve the exception.

ii. **Lost-Time Reimbursement:**

ED David Canham presented the request. Per Local policy, lost-time requests should be submitted within 21-days from when the lost-time occurred. He explained that a member submitted a lost-time reimbursement request that was beyond the submission window. The request is to make an exception to the policy around the submission deadline. M/S/C (DeSalvo/Tisdell) to approve the exception.

**The meeting was temporarily suspended for a lunch break at 11:57 a.m. and resumed into closed session at 12: 30 p.m.**

**Executive Session:**

**Reports:**

a. **Hearing Panel Report:**

It was reported that a hearing panel (chaired by VP of Politics Ramsés Teón-Nichols) was appointed pertaining to a member-to-member dispute. VP Teón-Nichols reported out the panel's decision in this matter.

b. **Los Rios Community College District (LRCCD):**

President Rutherford provided an update pertaining to a decertification matter.

c. **Building Committee Report:**

Building Committee Chair Ray Fields and Head of Operations/Labor Relations (HOLR) Robert Li gave an update on the S.F., Sacramento and Oakland offices.

Lost-Time Officer (LTO) Healthcare:

M/S/C (Dix/DeSalvo) to approve a \$300.00 monthly payment in lieu of healthcare benefits for a full-time Union compensated leave Officer, while they are covered by their partner's health insurance during the full-time union compensated leave.

**The Board moved into open session at 2:46 p.m.**

Secretary Jason Negrón-Gonzales reported out the motion passed during executive session.

**The meeting was temporarily suspended for a break at 2:46 p.m. and resumed at 2:58 p.m.**

**Ethics Report/Training:**

Ethics Liaison Maria Salazar-Colón reported that as a compliance requirement, the SEIU International requires that the *Code of Ethics* (COE) policy is attached as an appendix to our Local Bylaws. The updated bylaws with the COE attached will be posted on our website. The Board and staff management participated in a training exercise around Ethics rules.

**Executive Board Member Reports:**

Organizing Report:

VP of Organizing Jennifer Esteen shared that the S.F. Board of Supervisors Waymo hearing is scheduled on March 2. This is a public hearing to examine Waymo's system-wide shut down that exposed safety and emergency concerns. She also gave an update of the CA Gig Workers Union. AB1340 gives workers the right to form their union. The first day PERB will start authorization of cards is scheduled on May 1. Local 1021, together with our partners, is pushing to reach the threshold needed.

Political Report:

VP of Politics Ramsés Teón-Nichols reported on various political updates. The *Unrig CA* campaign is launching on March 11 in Sacramento. This campaign is to hold corporations accountable to pay their fair share to end California's corporate – rigged tax rules. The State Transit loan has been secured to stabilize BART and Muni through the end of the year. The next step is to pass a regional transit measure in the November 2026 election. In San Francisco, the Overpaid CEO Act campaign will kick-off on March 14. This campaign is for voter outreach on a measure that will be voted on June 2. HR1 impacts on S.F. will be \$500 million a year, this would replace approximately \$300 million of that gap. President Rutherford also shared an update on the process with SEIU California on the Governor endorsement.

**Head of Operations and Labor Relations (HOLR) Report:**

IT Director Boyan Biandov gave an update on a virtual training course on *Cybersecurity*. HOLR Robert Li announced the retirement of administrative staff Eric Sisneros and Kim Hunt.

**Executive Director Report:**

ED David Canham reported on the S.F. Superior Court 2-day strike. The chapter reached a Tentative Agreement on Feb. 27. The chapter will be holding a ratification vote. He also announced three (3) upcoming member engagement events. 1) March 26 will be the next Local-wide *Fight Back* convening; 2) on March 28 the Local will participate in the *No Kings March*; 3) we will be planning a *May Day* march.

**Announcements:**

Judy Martinez announced upcoming events that the Latino Caucus will be sponsoring: March 31 Cesar Chavez Holiday breakfast; and the April 11 Cesar Chavez and Dolores Huerta parade and festival.

John Arantes shared information on *Connect Bay Area*, which is a regional transportation ballot measure campaign. This measure will raise \$800 million dollars for the next 14 years. The 5 Counties Public Transit Funding Measure is collecting 250,000 signatures needed to get this measure on the ballot by May.

**Good & Welfare:**

President Rutherford shared the passing of Al Loera, who was a member leader at the Port of Oakland chapter. She also shared the passing Charles Bibb, who is the father of former Board member Akbar Bibb.

Maria Salazar-Colón shared the recent passing of members from the Sacramento USD chapters: Bernadette Carmona, Kathy Salaun and Ramsey Odom.

A moment of silence was held for those who passed.

**Adjournment:**

By consensus, the Board adjourned the meeting at 4:24 p.m.

**Respectfully submitted by,**

Jason Negrón-Gonzales  
Secretary