

SEIU LOCAL 1021 Executive Board Meeting
Saturday, February 22, 2025, 10:00 a.m. to 5:00 p.m.
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-B Mary Sandberg, VP of Region-C Yeon Park, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Patricia Orey, Sandra Wall, Mariette Shin, A’Kesh Edi, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Moises Vega, Monique Baca

Executive Board Members Excused: Akbar Bibb, Taffie Walter, Greg Marro, Richard Thoele, Alicia Ramirez, Todd Nosanow, Tazamisha Alexander

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney Boyan Biandov, Emma Gerould, Andrea Zanetti, Bill Petrone, Caitlin Prendiville, Horacio Viveros, Karin Hendrickson, Lisa Bui, Oumar Fall

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:04 a.m. A quorum was established. The Code of Conduct was reviewed by Charito Casanas.

Review of the Agenda:

M/S/C (Faucett/Curiel) to approve the agenda with the addition of an *Ethics Report* under the Executive Board Reports.

Guest Speaker, Patty Cardona, SEIU State Council:

Patty Cardona, Political Coordinator with the State Council was introduced. She spoke about the Federal Fight Back and she shared four (4) current priorities related to workers’ rights. These include: Education, Immigration, Healthcare and Workers’ Rights. The dehumanization of Immigrants, as part of the attacks was discussed. There was discussion around how we re-humanize these communities. Strategies were shared, as were actions including the Cesar Chavez Legacy March on March 30-31st in Delano.

Member Comments:

- Tiffany Abuan, Tides Network chapter: Tiffany spoke to representation issues in her chapter. She also shared that after coming to the January Board meeting about the same issue, members were told there would be a follow-up with the chapter; however, that meeting has not occurred.
- Harry Baker, Retiree: Harry spoke regarding the right for healthcare. He also spoke about a letter in regards to education for legislature about the adverse effects of OCA’s cost cutting measures that would have on our communities and the risks to access to healthcare putting profits over people.

- Hannah Rogge, Tides Network chapter: Hannah spoke regarding representation and how the loss of a prior field rep. has affected support to the chapter and has resulted in layoffs at the chapter.
- Jeff Dix, East Bay Regional Center chapter: Jeff spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions.
- Julia Rapkin, Sonoma County chapter: Julia spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions.
- Arlette Jacome, East Bay Regional Center: Arlette spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions, and hopes the Board could invite the group to a future Board meeting.
- Jocelyn Goldsmith-DeSana, City of Berkeley: Jocelyn spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions; and also spoke in support of members speaking about their concerns regarding representation issues.
- Ed Kinchley, Retiree: Ed shared his experiences in visiting the West Bank and Israel and how Palestinians were being treated; and he also spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions.
- Sarah Kuo, Alameda County: Sarah spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions; and also spoke in support of members speaking about their concerns regarding representation issues.
- Rita Barouch, Retiree: Rita spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions.
- Lorrie Beth Slonsky, Retiree. Lorrie Beth spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions.
- Jonathan Meade, Retiree: Jonathan spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions. He also thanked the Board for being a leader on this issue and hopes that those, who will be leaving the Board, will continue their involvement.
- Larry Bradshaw, Retiree: Larry spoke in support of the Resolution on solidarity with the Palestine New Federation of Trade Unions. He also asked that the meeting be adjourned in memory of Johnny Frank.

The meeting was temporarily suspended for a break at 11:32 a.m. and resumed at 11:41 a.m.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton presented the report.

Divestment Resolution Report:

Treasurer Eaton reported on the Local's current investments. Largely our holdings are with RBC Investments, who is specializing in conscientious investing. He shared that some of our investments are

in Mutual Funds, which are not very transparent in their investments. We also have investments in Treasury Bonds. As we move down the investments, the impact of divestment diminishes as the investments are smaller. Any divestments would be reinvested in other areas.

Treasurer Eaton also spoke about the Legacy Local 616 (LL616) Death Benefit Trust Account. Eligibility for this benefit ended in March 2007, when LL616 became part of Local 1021. This account has been held outside of our current investments, so it has not gone through the investment policy. The plan would be to transfer this under the Local's control and have it managed by RBC. Once that has happened, the next step would be to review and implement the investment policy.

Report of motions passed by the BFC at its February meeting:

1. Asian Health Services Gala (approved via poll on 1/29/2025)
The BFC approved a sponsorship of \$2,500 to the *Asian Health Services 50th Annual Gala* on Feb. 1, 2025 in Oakland (community/allies, tier 1).
2. Workers with Disability Caucus (WWDC) Book Purchase (approved via poll on 2/4/2025) :
The BFC approved funds of at up to \$550.00, plus taxes, to purchase the following books by author Dante D. King:
 - i. Twenty (20) copies of "*Diagnosing Whiteness & Anti-Blackness*"; and
 - ii. Ten (10) copies of "*The 400-Year Holocaust*"

The group plans to give away books as a raffle at a *Zoom* event scheduled on Feb. 22, 2025, sponsored by the WWDC.

3. NAACP S.F. Branch Annual Freedom Fund Gala (approved via poll on 2/17/2025):
The BFC approved a sponsorship of \$1,500 to the *NAACP San Francisco Branch 102nd Annual Freedom Fund Gala* scheduled on Feb. 21, 2025 at the Hyatt Regency San Francisco.

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

- A. 2025 Organizing Budget:
The BFC recommends to approve the 2025 Organizing budget.

Horacio Viveros presented an overview of the proposed budget. The budget covers staffing costs, costs for campaigns and the Organizing department's share of overhead/office costs. He presented the individual campaign budgets, and miscellaneous Organizing budget items, which include costs for member lost-time, travel/lodging and including, UC Berkeley & UC Davis Student Summer Interns, Department Staff Retreats, plus food for meetings and campaign events. It was shared that this is a balanced budget.

M/S/C (Park/Curiel) to adopt the 2025 Organizing budget, including the sub-budgets for the various campaign budgets.

- B. 1021 PAC Transfers:
The BFC recommends to approve the following PAC transfers formula:
 - i. 1021 Candidate PAC: In payments of \$2.09 per member per month, up to \$400,000 will be transferred to the 1021 Candidate PAC starting in February 2025 through May 2025 or until the goal of \$400,000 is met.

- ii. 1021 Issues PAC: In payments of \$1.57 per member per month, up to \$300,000 will be transferred to the 1021 Issues PAC starting in February 2025 through May 2025 or until the goal of \$300,000 is met.
- iii. California Workers Justice Coalition Candidate PAC: In payments of \$2.09 per member per month, up to \$200,000 will be transferred to the CWJC Candidate PAC starting in February 2025 through March 2025 or until the goal of \$200,000 is met.
- iv. California Workers Justice Coalition Issues PAC: In payments of \$1.04 per member per month, up to \$100,000 will be transferred to the CWJC Issues PAC starting in February 2025 through March 2025 or until the goal of \$100,000 is met.

M/S/C (Cuevas/Curiel) to approve the PAC transfers, as recommended by the BFC.

C. Broadway Office Documents Storage:

The BFC recommends to approve funding for temporary storage in Oakland at \$643.50/per month (464 sq ft) for the duration of the Broadway office lease. This is to move documents out of the 29th St. office in Oakland. The plan is to digitize, and then dispose of these documents, as appropriate. The duration of the lease is approximately 2 years and 2 months. There was a request for a plan with a timeline to complete the project to be brought back to the E-Board.

M/S (Teón-Nichols/Curiel) to approve the request. There was discussion on the motion.

M/S/C (Lewis/Arantes) to call the question.

The Board moved to a vote on the motion made by Teón-Nichols/Curiel. The motion was carried.

Additional BFC Item:

2025 SEIU AFRAM National Conference:

A request from the Local AFRAM Caucus was submitted to the BFC; however, there were some questions that were raised, which were unable to be answered at the time of the BFC meeting. The BFC agreed to table the request to the E-Board. Some of the questions related were regarding the size of the delegation, there are seven (7) other caucuses, who may also need to have funding for events, and how attendees would be determined. Derrick Butte spoke to the questions raised. He shared that the plan was to select based on members, who submit their applications first, with outreach to all regions. He also shared that there has been an increase in AFRAM membership and participation and interest in participating, which resulted in the request to send up to 50 people.

The request is to send up to 50 people to the SEIU AFRAM Conference on April 3-6, 2025 in Chicago. The estimated budget is up to \$83,250.00 for lodging, registration fee, airfare and t-shirts.

M/S (Cuevas/Adams) to approve the request. There was discussion on the motion. A roll call was requested by Sandra Lewis:

Mary Duncan = Yes

Amos Eaton = Abstain

Ramsés Teón-Nichols = Yes

Sandra Lewis = No

Mary Sandberg = Abstain

Yeon Park = Abstain
Kristin Hardy = Abstain
Felipe Cuevas = Yes
Tina Tapia = No
Kasha Clarke = Yes
Maria Salazar-Colón = Yes
Angel Valdez = No
Norlissa Cooper = Yes
Derrick Boutte = Yes
Evelyn Curiel = Yes
Nicole Christian = Yes
John Arantes = Yes
Tina Diep = Yes
Veronica Palacios = Yes
Patricia Orey = Abstain
Sandra Wall = Abstain
Mariette Shin = Yes
A'Kesh Edi = Yes
Lorraine Bowser = Yes
Charito Casanas = Yes
Debbie Dobson = Yes
Elizabeth Harrison = Yes
Sandy Sigala = Abstain
Karla Faucett = Yes
Travis Balzarini = No
Rhea Davis = No
Cynthia Landry = Yes
Trevor Adams = Yes
Moises Vega = Yes
Monique Baca = Yes

The motion passed with 23 = Yes; 5 = No; 7 = Abstentions.

The meeting was temporarily suspended for a break at 2:03 p.m. and resumed at 2:32 p.m.

Action Items:

Proposed Resolution 2nd Reading: Solidarity with Palestine New Federation of Trade Unions:

President Theresa Rutherford noted that there are some legal questions, which we are in the process of consulting with our attorneys on. M/S/C (Park/Landry) to adopt the resolution, with a modification to add the following footnote in the document: *The one-time only \$7,500 donation is subject to legal review to ensure proper laws, regulations, and rules are followed when donating to an international entity. Should a direct one-time only PNFTU donation not be feasible, the Board also authorizes a credible and legally confirmed third party nonprofit entity to act as a pass-through entity to PNFTU so long as clear legal agreement is signed by SEIU 1021, PNFTU, and the 3rd Party Entity to ensure that PNFTU receives the one-time only \$7,500 donation.*

Approval of the January 25, 2025 Draft E-Board Minutes:

M/S/C (Tapia/Dawkins) to approve the January 25, 2025 minutes, as presented.

Executive Director Report:

David Canham reported on recent contract campaign fights and wins, as well as our work on the federal fight backs.

LaClinica has ratified their contract. Angel Valdez gave an overview of highlights of the contract win, which includes 12% over three (3) years and includes equity adjustments for several positions. Members also gained two (2) floating holidays, as they have been fighting for years for the *Cesar Chavez* and *Juneteenth* holidays. He thanked that Board for their support of this campaign.

The Alameda Courts Chapter went on a 2-day strike on February 19th and 20th. Kasha Clarke, along with chapter leaders Shonda Williams and Anthony Mirande gave an overview of key issues that led members to go out on strike. The strike shut down the system and this was the first strike at the Courts, since 1976. The Board will be kept abreast of the developments as the fight is not over.

At the SF MTA chapter, David Canham reported that 160 crossing guards were given layoff notices. We fought back and the layoffs were rescinded.

Executive Board Reports:

Organizing Report:

Vice-President Brandon Dawkins presented the report. Brandon shared that he attended a Know Your Rights event at the Stockton union hall. He shared that an informational meeting was held at the Capital regarding organizing Clinics, such as Community Medical Centers & Communicare. There was a good turn out by Legislators. He also announced that we won the vote for Bay Area Discovery Museum.

Retire Council Committee:

Cynthia Landry reported on behalf of Retiree Council Chair, Greg Marro. A letter was sent to the Board from the Retiree Council regarding signing onto a letter regarding the Office of Health Care Affordability, which creates a cap on healthcare inflation. The cap does not account for rising healthcare growth, nor people with severe medical issues and may lead to denials of patient care. The OHCA is also moving to privatize nearly all healthcare in California. This has been instituted in seven (7) states and nearly all have exceeded their targets. President Rutherford states she would sign onto this letter for 1021. Clarification was requested if this would be an item that the Board would need to approve. President Rutherford shared that this is something that would be within the President's authority.

Ethics Report:

Sandy Sigala and Felipe Cuevas reported. The annual Ethics certification was sent out to the Board on Tuesday. They asked that Board members sign their certifications today, as the report is due.

Announcements:

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

- **Black History Month Events:** The Board approved a budget of up to \$8,000 for various member engagement events to be held over multiple dates throughout the Local. The budget will go towards costs for food, entertainment and purple swag. Additionally, the Board approved a budget of \$7,00 for costs to participate in the *Black Joy Parade* (registration fee, food, African Dancers/Drummers, crowd giveaways, purple swag for 1021 members and a banner).

Norlissa Cooper requested if Board members plan to participate in the Black Joy Parade to let her know, as the event is tomorrow.

- Temporary Employee Extension: The Board approved to extend Carissa Weir through up to April 14, 2025.
- Alameda Superior Courts Strike Sanction: The Board approved to authorize a strike sanction for the Alameda Superior Court Clerks chapter.

The Board moved to closed session at 3:23 p.m.

Executive Session:

Temporary Employee Extension:

M/S/C (Faucett/Balzarini) to extend temporary employee William Ward through up to 7/1/2025, as recommended by the Personnel/Staffing Committee.

The Board moved to open session at 4:04 p.m.

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

Good & Welfare:

Kristin Hardy encourage people to vote in the ADEM election.

Sandra Lewis shared regarding the Member Resource Center (MRC) Open House events, which will be held in each region.

President Rutherford shared the passing of Johnny Frank, who was the former SF Paramedics Chapter President. She also shared the passing of staff member Nely Obligacion's mother ; and staff member Nathan Hansford's son. She also shared that Luisa Blue, former officer at Local 790, Local 521 and International Executive Officer is ill and is hospitalized.

Adjournment:

The meeting was adjourned in memory of Johnny Frank, and keeping those who are struggling in our thoughts. A moment of silence was observed. By consensus, the meeting adjourned at 4:14 p.m.

Respectfully submitted by,

Mary Duncan
Secretary