

**SEIU Local 1021 Executive Board Zoom Meeting
Saturday, February 25, 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 Region-A Akbar Bibb, VP of Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Todd Nosanow, Sandra Wall, Charito Casanas, Desiree Collins, Geneva Haines, Tazamisha Alexander, Travis Balzarini, Rhea Davis, Cynthia Landry, Monique Baca

Executive Board Members Excused: Kristin Hardy, Lorraine Bowser, Sandy Sigala, Karla Faucett, Trevor Adams

Executive Board Members Absent: Lucretia Bolin, Patricia Orey, Julie Beardsley, Elizabeth Harrison, Harold Powell, Alicia Ramirez

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Christina Hung, Andrea Zanetti, Peter Masiak, Bill Petrone, Lisa Morowitz, Horacio Viveros, Caitlin Prendiville, Boyan Biandov, Ed Hanley, Karin Hendrickson, Williams Winfield

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:05am. A quorum was established. The *Code of Conduct* was reviewed by President Rutherford.

Review of the Agenda:

M/S/C (Marro/Tapia) to approve the agenda with the request by Counties Industry Chair Tina Tapia to add the contribution request for the Board of Supervisors Richard Valle’s memorial fund under the Action Items, and to move the Sonoma Strike Sanction request from Action Items to go with the Field Campaign Update.

Member Comments:

- Julia Rapkin, Sonoma County chapter: Julia spoke about reproductive rights and how the local can address this issue. She shared that there are three upcoming events: SEIU Nurse in Madison, WI, South-Central Labor Council events, and Bay Area Troublemakers School workshop & Labor for Reproductive Justice group has been formed and is having meetings with the goal to support reproductive justice.

Committee Presentations:

Social & Economic Justice Committee:

Social & Economic Justice Chair Nicole Christian presented the report and shared some pictures from the Black History Month programs that include the bus trip to Allensworth State Park, the Angela Davis Exhibit at the Oakland Museum (continues through June), and the Black Men’s Leadership Panel with

Dwight McElroy, Trent Willis, Damien Minor, Cedric Bowser, Jr., and Vice President of Organizing Brandon Dawkins moderating. The panel was recorded and will be posted on the SEJ page. The goal of these programs is to have events that members can share with their communities.

Training Committee – 2022 Year in Review:

Sandra Lewis, Vice President of Representation, Angel Valdez, Non-Profit Industry Chair, Taffie Walter, Vice President of Region E, and Lisa Morowitz presented the report. In 2022, 250 members attended Zoom classes, 386 members attended in-person classes, and 149 participated in invitation-only classes. Information on New Chapter Officer Leadership Academy and Union 101 was shared. A brochure is being developed to help members understand which classes support their area of interest, including leadership, Stewards & Negotiation. Upcoming training on *Winning Past Practice Grievances and Part II: Grievance Writing* is being developed.

Executive Director Report:

Field Campaigns Update:

David Canham gave an overview of field campaign updates on Sonoma County, Alameda County, Hayward Unified School District, and Justice for Tyre Nichols.

Sonoma County Campaign:

Jana Blunt, President of the Sonoma County Chapter, and Andrea Zanetti presented the Sonoma County Campaign. The chapter has been working on this campaign for the past 18 months and has been at the bargaining table since October. There has been a great turnout for events with good media coverage. During the previous contract, COLAs were low due to predictions of low revenues, which has resulted in inflation hitting members hard. The county auditor and 1021 researchers have confirmed that the county has funds. The Chapter has partnered with other unions in the area. Hiring & retention is a major focus as the county has a 20% vacancy rate. The county is insisting on concessions, especially wanting legacy members to reduce their retirement benefits. A march on the Board of Supervisors is planned for February 28th when the contract expires. The outcome of this meeting will dictate how the campaign develops.

M/S/C (Bibb/Christian) to approve the Sonoma County Strike Sanction request.

Alameda County Campaign:

Tina Tapia and Peter Masiak presented the report. The Chapter has been bargaining for months, since July. The campaign is focused on Staff Up as the county has 2,400 vacancies. TAs has been reached on many language clean up and substantive issues; all of which have been wins for members. Many substantive issues remain to be settled. A letter will be presented at the next Board of Supervisors meeting on March 14th. The importance of working with all of the unions in bargaining to build power was emphasized.

Hayward Unified School District Campaign:

Lanell Johnigan, President of the Maintenance & Operations Chapter, and Khadijah Abdul Haqq, President of Para Professionals & After School presented the report. The campaign includes addressing affordable health care plans as many members do not have health insurance as they cannot afford the county medical plans. Hayward has been trying to divide the chapters at bargaining, but the chapters are continuing to fight together. A news segment on the recent rally on health care was shared. A request was made for upcoming actions to be shared.

Justice for Tyre Nichols:

Brandon Dawkins and David Canham presented the report on the recent rally against police violence. Labor and the community came together for this rally in San Francisco. A video from the rally was shared.

The meeting was temporarily suspended for a lunch break at 12:03 pm and reconvened at 12:30 pm.

Executive Board Reports:

Healthy CA Update:

David Leon, Healthy CA Now Delegate and Cynthia Landry presented. There are two (2) single payer bills that may be presented to the State Legislature from the Nurses Association as well as HCN. Broad Labor support is needed to pass the single-payer in California. Health CA for All Commission reported out unified financing would save California in healthcare costs. A sponsor in the Legislature has been found for the single-payer bill. The documentary, *American Hospital* is being presented throughout Northern CA in April. Screenings will be shared.

MRC Report:

Sandra Lewis requested to pull this item and will present it in March.

Organizing Report:

Brandon Dawkins & Horacio Viveros presented the report and shared that we continue organizing the California Gig Workers Union. The campaign has been experimenting with digital ads including Facebook ads which have been one of the best-performing campaigns in the history of the IU digital ads and are striking a nerve with corporations. Over 1400 workers have responded to the ads. The phone banks have resulted in reaching 1 in 3 drivers. Organizers have set up 1:1s with drivers to lead the organizing campaign. We continue to organize Starbucks in Northern CA. Starbucks worker leaders met with Ro Khanna regarding union-busting actions by Starbucks including closing stores & cutting hours; he has pledged his support. Two stores in Sacramento have filed to organize; 16th & K Street and 19th & J Streets. Leaflet campaigns are planned for March 3rd & 4th at 19th & J Streets. A link to Market Watch & Sacramento Bee articles was shared. The next External Organizing Training will be held in Stockton on March 13th. We are building a movement to meet the moment.

Head of Operations & Laor Relations Report:

Reimbursement Process Overview:

Treasurer Amos Eaton and Karin Hendrickson shared that the local has been using Concur for the past year and information on how expense reimbursement is submitted. Amos also shared that we have specific requirements under the Department of Labor (DOL) and the IRS for what constitutes a receipt. A refresher on how to use Concur, Local Policy, and the IRS and DOL requirements was presented.

Operations Report:

Robert Li and his team presented the report. William Winfield presented on recruitment efforts to fill our vacancies and retention. Boyan Biandov presented cybersecurity measures being implemented to address issues raised during the financial audit. The items flagged in the audit included Windows 2008 server end of life, legacy finance membership/HR systems, and Complete Software Solutions, Inc. SOC report issue. The cutover to Azure occurred to resolve to 2009 Windows server issue. An air gap is planned to be implemented for the Legacy finance membership and HR systems; this has been delayed due to the closure of the 29th St office. Our cybersecurity vendor has stated that there are no issues with security for Complete Software Solutions, Inc. SOC report. Complete Software Solutions is reaching out to our audit firm to ascertain what the concerns are and propose solutions. Training for the Board on Cybersecurity is being conducted by Clear Law Institute. There will be a course offered every quarter. Karin Hendrickson shared improvements in paying our vendors that are being implemented. Ed Hanley presented on the bargaining unit lists. We are getting regular bargaining unit lists from many large employers; 17 large organizations have not provided a list within the required 120 days. We are continuing to work on increasing compliance with these lists, including adding contract language where needed. An employer portal is in development to assist with uploading of the bargaining unit lists.

COVID Update:

Robert Li requested to pull this item and will present it in March.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its February 17, 2023 meeting.

The BFC approved the following proposals:

1. Labor Notes Troublemakers School Conference:
The BFC approved a budget of up to \$3,300 to sponsor up to forty (40) members to participate in the *Labor Notes Troublemakers School* one-day conference on April 8, 2023, in Oakland.
2. Calif. Alliance of Retired Americans:
The BFC approved a contribution of \$5,000 to *Calif. Alliance of Retired Americans* (CARA) to support a rally CARA is organizing on March 17th at Speaker Kevin McCarthy's Bakersfield office.
3. Climate Justice Committee Budget:
The BFC approved the Climate Justice Committee budget of up to \$6,000 for 2023. These funds to come out of the budget for implanting Convention planks. The campaign plan includes getting out to chapter meetings and hosting events to connect and educate members around climate issues. The budget includes costs for items such as food for events, speaker honorariums, participant incentives, stickers, educational materials, a banner and to send up to 10 members to the *Labor Notes Troublemakers School*.

The BFC approved the following community/allies requests:

- Toishan Benevolent Association:
The BFC approved a contribution of \$500.00 to *Toishan Benevolent Association* to support the 2023 Lunar New Year Parade in Oakland (tier 3).

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

Mendocino County Contract Campaign:

The BFC recommends to the Board to approve the Mendocino County contract campaign budget of up to \$157,000. The goals of the campaign include developing a strong network in all departments, including having sufficient stewards in all worksites and build political power within communities. The budget includes costs for items such as purple items, food for various actions/meetings, communications/media needs, and lost-time for up to 2 members. M/S/C (Balzarini/Nosanow) to approve the request, as recommended by the BFC.

Region B (North Coast) Small Chapters Contract Campaigns:

The BFC recommends to the Board to approve the Region B (North Coast) *Small Chapters* contract campaign budget of up to \$135,700. The campaign plan is for *twelve (12) chapters with contracts that open in 2023 or have reopeners. Many chapters have similarities in industry or focus of work or geography. The goals of the campaigns include building chapter strength, increasing COPE participation, recruiting new leaders, increasing wages and benefits, and enhancing pro-labor contract language. The budget includes costs for items such as purple items, food for various actions/meetings, 1 law firm negotiator (for City of Sausalito), communications needs, and lost-time for up to 3 members. M/S/C (Landry/Dawkins) to approve the request, as recommended by the BFC.

*These chapters include: Dominican University, Marin Municipal Water District, City of Novato, Marin Housing Authority, City of Sausalito, Bernard Osher JCC, Comm. Action Partnership, Geyserville USD, Sonoma Office of Education, Del Norte County, Del Norte County Solid Waste and Mendo-Lake Comm. College District.

Note: Other action item(s) to be presented in Executive Session.

Action Items:

Board of Supervisor Richard Valle Memorial Fund Request:

Tina Tapia presented the request on behalf of Yeon Park for a contribution of \$5,000 to the New Haven School District Scholarship fund in honor of Board of Supervisor Richard Valle. Richard was a longtime supporter of labor and the members of Alameda County and was instrumental in the fight with Alameda Health Systems. Vice President of Region C Yeon Park shared events of the memorial held as she attended the event. M/S/C (Landry/Diep) to approve the request presented.

Approval of the January 28, 2023 Minutes:

M/S/C (Sandberg/Eaton) to approve the January Minutes as presented.

Announcements:

President Theresa Rutherford announced that she has been elected to the International Board.

Greg Marro shared that the Retiree Council will be supporting the Calif. Alliance of Retired Americans

(CARA) event trip on March 17th at Speaker Kevin McCarthy's Bakersfield office. Members interested in participating should reach out to join the event.

Nicole Christian shared that Tuesday, February 28th is the last Black History Month event put on by the People with Disabilities.

Brandon Dawkins shared the upcoming External Organizing Training Classes.

Good & Welfare:

Josie Mooney shared that Cathy Bremer a retiree from the San Francisco Librarian's Guild chapter passed away and would like to adjourn the meeting in her honor.

Nicole Christian shared that she, Kristin Hardy won their Assembly District Elections (ADEM). Vice President of Politics Ramses Teon-Nichols will share a report next month on additional ADEMs that have been elected.

Brandon Dawkins shared that Yeon Park has been elected as President of the Alameda Central Labor Council.

The Board moved to closed session at 2:45 pm.

Executive Session:

BFC/PSC Recommendation:

M/S/C (Nosanow/Curiel) to approve the use of vacancy salary savings for overlap, training, and transition for the Membership Director position.

The Board moved to open session at 2:55 pm.

Secretary Mary Duncan announced the motion passed during Executive Session.

Adjournment:

A moment of silence was observed in honor of Cathy Bremer. M/S/C (Tapia/Dawkins) to adjourn meeting at 2:55 pm.

Respectfully submitted by,

Mary Duncan
Secretary