

**SEIU LOCAL 1021 EXECUTIVE BOARD**  
**Saturday, February 27, 2021, Zoom Meeting, 10:00am – 5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Felipe Cuevas, Richard Thoele, Todd Nosanow, Kendra Bruno, Evelyn Curiel, Brandon Dawkins, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Sunny Santiago, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks

**Executive Board Members Excused:** Monique Chaney-Williams, Lorraine Bowser

**Staff in Attendance:** John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Del Mallory, Andrea Zanetti, Jason Klumb, Kaden Kratzer, Lisa Morowitz, James Chiong, Karen Ridley, Carlos Rivera, Catilin Prendiville, Boyan Biandov, Ed Hanley, Karin Hendrickson, William Winfield, Nely Obligacion

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**Call the Meeting to Order:**

President Joseph Bryant called the meeting to order at 10:03am. A quorum was established. A short video from the SF APALA Chapter celebrating the 2021 Lunar New Year was shown.

**Review of the Agenda:**

The following item was added: Report from Sasha Cuttler under Executive Board reports. M/S/C (Sigala/Nosanow) to approve the agenda with the addition.

**Approval of the January 23, 2021 Minutes:**

M/S/C (Balzarini/Wise) to approve the January 23, 2021 minutes, as presented.

**Guest Speaker:**

President Joseph Bryant introduced Assemblymember Rob Bonta. Assemblymember Bonta shared his current focus on legislation and advocating for workers and the public. This includes health, safety, climate, as well as addressing social economic justice. He shared that criminal justice reform has been a focus. He spoke to Unions being a path towards addressing these issues, as well as improving the economic situations for our families and communities.

**Member Comments:**

- **Alyssa Jones-Garner, SF Community Public Health & SEJ Member:**  
Alyssa spoke about the SEJ Black History Month events.
  
- **Nicole Christian, SF Muni Chapter & SEJ Member:**  
Nicole spoke to the SEJ Black History Month events.

### **2021 Communications Presentation:**

Carlos Rivera gave a presentation on Strategic Messaging. The communications team collaborated with officers to brainstorm our Unionwide Messaging Principles for 2021. He also shared themes and designs to personalize our messaging for different campaigns.

### **2021 Convention:**

President Bryant explained the bylaws obligation to hold a membership convention. A small team has started some initial work on planning how to hold a convention during a pandemic. At this time the recommendation is to not hold an in-person convention this year. Additional discussion is occurring on the platform to be used to hold a virtual convention. The Board was asked to consider holding the convention virtually. M/S/C (Dawkins/Riggelman) to hold the 2021 convention virtually on September 25<sup>th</sup>.

### **Convention Delegate Elections:**

Sandra Lewis presented a draft power point, which gave an overview of the process of the delegate elections. The goals include engage with members about the convention and to elect delegates. She spoke about requirements to be eligible to be a delegate to the convention. The proposed requirements for delegate eligibility criteria was presented, which includes being employed within a bargaining unit represented by the Chapter and be a member in good standing with membership dues current, as reported by the most recent payment submitted by the Employer. M/S/C (Curiel/Walters) to approve the eligibility criteria for Convention Delegates, as presented.

### **Delegate Election Credentials Committee:**

Presented Bryant is recommending to appoint the following as the Credentials Committees: Elizabeth Harrison, Sandy Sigala, Richard Thoele, Harold Powell, Mary Duncan and Sandra Lewis (Chair). M/S/C (Wise/Esteen) to approve.

### **E-Board members running for a Delegate position:**

President Bryant explained that for previous Conventions, the Board has taken action to consider not running for a convention delegate position in order to maximize the member participation. He presented a recommendation that 1021 Executive Board Members are encouraged not to run for a chapter convention delegate, and where appointed by chapter bylaws, are encouraged to step down, in favor of a member-at-large. M/S/C (Sigala/Rutherford) to approve the recommendation, as presented.

**The meeting was temporarily suspended for a lunch break at 11:41am and resumed at 12:20pm.**

### **Member Intern Program:**

Sandra Lewis presented an update on the internship program. She introduced two (2) members that were selected and participating in the program: Kasha Clarke (Alameda Courts Chapter) and Amanda Ayers (San Joaquin County Chapter). The members spoke about their experiences thus far in the program. They also shared applying some of the new skills or techniques they've learned into their chapters. Horacio Viveros gave an overview of the application process to be part of the intern program.

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

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

The BFC approved the following proposals:

1. Tim West, Contract:

The BFC approved to enter into a contract with Tim West at a rate of \$70.00 per hour for up to a max of 400 hours/\$28,000. His scope of work is to provide representation needs for the Oakland USD chapter.

2. SEIU CA:

The BFC approved a contribution of \$24,000 to the SEIU State Council in support of April Verrett for the CA Democratic Party Controller.

3. SEIU Texas:

The BFC approved a contribution of \$30,000 to SEIU Texas to provide relief for our SEIU sisters and brothers in Texas due to the disaster resulting in the State's loss of power, electricity, gas, water and access to basic necessities.

4. Workers with Disabilities Committee (WWDC):

The BFC approved (via poll) up to \$700.00 for resources to support the WWDC Black History Month Virtual Celebration on Feb. 23.

The BFC approved the following Community/Allies Requests:

• California Alliance of Retired Americans (CARA):

The BFC approved an annual dues payment of \$1,000 to CARA (tier 1).

• North Bay Jobs with Justice:

The BFC approved an annual dues payment of \$10,000 to North Bay Jobs with Justice (tier 1).

• Bay Area Lesbian Archives (BALA):

The BFC approved a donation of \$500.00 to the BALA in honor of the founder, Lenn Keller (tier 3).

• Coalition of Concerned Legal Professionals (CCLP)

The BFC approved \$400.00 to CCLP to place an ad in the organization's national print newsletter, *Verdict* (tier 3).

• Ministers and Community United:

The BFC approved a matching donation of \$250.00 with the San Joaquin Co. Chapter to Ministers and Community United in Stockton to support the group's annual Martin Luther King, Jr. event (tier 3).

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

A. Region B Contract Campaigns:

The BFC recommends to approve the Region B Small Chapters Contract Campaigns at a budget of up to \$95,200. The campaign plan is for nineteen (19) chapters with contract expiration dates in 2021. The budget includes costs for items such as purple items, law firm negotiator, lost-timers and media needs. **M/S/C (Park/Sigala) to approve, as presented.**

B. Political Action Committee (PAC) Transfers:

The BFC recommends to approve the following PAC transfers formula:

- Candidate PAC: In payments of \$3.13 per member per month, up to \$900,000 will be transferred to the 1021 Candidate PAC starting March 2021 through August 2021.
- Issues PAC: In payments of \$0.41 per member per month, up to \$200,000 will be transferred to the 1021 Issues PAC starting March 2021 through December 2021.
- California Workers' Justice Coalition Candidate PAC: In payments of \$0.25 per member per month, up to \$120,000 will be transferred to the CWJC Candidate PAC starting March 2021 through December 2021.

California Workers' Justice Coalition Issues PAC: In payments of \$0.25 per member per month, up to \$120,000 will be transferred to the CWJC Issues PAC starting March 2021 through December 2021.

**M/S/C (Landry/Hardy) to approve PAC contributions as presented.**

C. COPE Overs:

The BFC recommends to move the *COPE Overs* funds to our PAC account(s) with the distribution to be determined later. **M/S/C (Valdez/Dawkins) to approve moving COPE Overs to our PAC account(s).**

D. Resource Agreement:

The BFC recommends to approve the proposed considerations for the 2021 Resource Agreement with the International. The proposal is for a contribution to the National Priority Organizing Campaign with the remainder for internal organizing and our current justice campaigns. **M/S/C (Landry/Powell) Motion to approve the proposal for the 2021 Resource Agreement.**

**Action Item(s):**

Member Lost-Time and Member Engagement:

President Bryant presented a request for an exemption to the policy for Lost-Time and Member Reimbursement for three (3) recent requests that were submitted. Two of the requests were for lost-time, and one request was a member reimbursement. He explained that due to mitigating factors during the pandemic, there were challenges on getting requests submitted timely. The request is make an exemption to the Lost-Time policy around the 21-days timeline, and to make an exemption to the Member Reimbursement policy around the 6-month timeline. **M/S/C (Sandberg/Arantes) to approve the request, as presented.**

**Executive Board Member Reports:**

Organizing Report:

Jennifer Esteen presented an Organizing report.

Staff Hiring Policy Amendment (1<sup>st</sup> reading):

Ramses Teon-Nichols and Mary Sandberg presented the 1<sup>st</sup> reading of proposed policy amendments. It was explained that the PSC and Policy Committee have provided input on the proposed changes. The current

policy is mainly focused on field & program positions and is silent on operations positions. The bulk of the changes address this. A copy of the proposed changes will be forwarded to the Board for review.

RN Report:

Sasha Cuttler presented a report on regional COVID issues and the impact on our members and community.

Reach Every Member Program:

President Bryant spoke to the need to reach out and engage with members, especially during the pandemic. As part of this program, there will be outreach to Area Representatives to build out a program to reach out to members. Board members who would like to get involved should notify President Bryant.

Executive Director Report:

John Stead-Mendez reported that director reports were sent by email. He also shared on outreach to members to get vaccinated. A PowerPoint was presented by James Chiong. John also shared that we have been working to address new member sign-ups during the pandemic. A report will be forthcoming next month. James Chiong and Ramses Teon-Nichols spoke about outreach to Senators to pass the American Rescue Act. An invitation will be sent out for phone banking on March 2<sup>nd</sup>.

**The meeting was temporarily suspended for a short break at 2:21pm and resumed at 2:30pm.**

Head of Operations & Labor Relations Report:

Robert Li and the operations directors presented a mid-quarter Operations report. The operations team gave an overview of key highlights that includes, simplifying payroll and a simplified dues process. Sandra Lewis presented on virtual learning and new e-learning classes to be announced soon.

Good & Welfare:

President Bryant spoke to the challenges of all kinds we are all facing.

Felipe Cuevas shared about a civilian law enforcement member, who was shot while working.

Tina Diep shared about vaccine events being held by members.

Theresa Rutherford shared about a member at the Asian Art Museum, who is need of a double lung transplant. A *GoFundMe* link was shared.

**The Board moved to closed session at 2:59pm.**

Executive Session:

M/S/C (Park/Sigala) to satisfy the compensation agreement with the Head of Operations & Labor Relations (HOLR), approve an 8% salary increase retroactive to January 1, 2021 and a 3% salary increase, effective January 1, 2022; and to apply to the HOLR agreement the same Birthday Holiday, Gym membership stipend and COVID leave applicable to unrepresented staff.

**The Board moved to open session at 3:10pm.**

Secretary Mary Duncan announced the motion passed during Executive Session regarding the Head of Operations & Labor Relations contract.

Adjournment:

M/S/C (Sigala/Esteen) to adjourn the meeting at 3:13pm.

Respectfully submitted by,

Mary Duncan  
Secretary