

SEIU Local 1021 Executive Board Meeting
Saturday, March 22, 2025, 10:00 a.m. to 3:00 p.m.,
S.F. Union Hall, 350 Rhode Island St.
MINUTES

(Exiting E-Board Attendance)

Executive Board Members in Attendance: President Theresa Rutherford, Secretary Mary Duncan, VP of Organizing Brandon Dawkins, VP of Politics Ramsés Teón-Nichols, VP of Representation Sandra Lewis, VP of Region-A Akbar Bibb, VP of Region-C Yeon Park, VP of Region-E Taffie Walter, Kasha Clarke, Maria Salazar-Colón, Angel Valdez, Greg Marro, Derrick Boutte, Evelyn Curiel, John Arantes, Tina Diep, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Debbi Dobson, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Moises Vega, Monique Baca

Executive Board Members Excused: Amos Eaton, Mary Sandberg, Felipe Cuevas, Tina Tapia, Norlissa Cooper, Nicole Christian, Veronica Palacios, Patricia Orey, Alicia Ramirez, Mariette Shin, A’Kesh Edi, Desiree Collins, Geneva Haines, Trevor Adams

Executive Board Members Absent: Kristin Hardy, Richard Thoele

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Zach Goldman, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Boyan Biandov, Karin Hendrickson, Lisa Bui, Karen Amos

Call the Meeting to Order (exiting Board):

President Theresa Rutherford called the meeting to order at 10:06 a.m. A quorum was established. The Code of Conduct was read by Sandy Sigala.

Review of the Agenda:

The agenda consists of two sections. The first half of the agenda consists of items for the *exiting* Executive Board; and the second half includes items for the *newly elected* Executive Board. It was raised that *Member Comments* was not on the agenda. President Rutherford explained there would be no member comments at this meeting, as the meeting is about recognition of the *exiting* and new Board. It was also said that we have a packed agenda. President Rutherford announced that our parliamentary for the meeting is Lorenzo Cuesta. The parliamentary will also give a brief overview of parliamentary procedures for the newly elected E-Board. The Sergeant-At-Arms for the day will be John Arantes and Derrick Boutte. M/S/C (Marro/Curiel) to approve the agenda with the following changes: remove request for *VP of Representation transition* and add recognition of the passing of David Williams under *Good & Welfare*. President Rutherford clarified that the second half of the agenda will need to be approved by the new Board.

Guest Speaker: Attorney General Rob Bonta

Attorney General Rob Bonta was introduced. AG Bonta spoke to the fights that his office has been facing at the State level to fight back against the illegal Executive Orders of the President and DOGE. California has filed eight (8) suits against this administration in eight (8) weeks. He vowed to continue to fight back to ensure that the law is followed by this administration. He spoke to the need for people power in these difficult times.

Election Committee Report:

The election committee members include Donna Shane (chair), Darrell Drew, Eric Stern, James “Rusty” Peralta and Sabrina Nelson. Chair Donna Shane and Eric Stern, presented the report of the *SEIU Local 1021 Election Committee on the Results of the 2025 Executive Board Election*. A copy of the report was provided to the Board. A question was raised regarding who sets the rules for the elections. It was clarified that the Election Committee sets the rules and then they are approved by the Board. The report includes the certified election results issued by *UniLect*.

Budget & Finance Committee (BFC) Report:

Secretary Duncan presented the BFC report on behalf of Treasurer Eaton. A report of motions passed by the BFC at its March meeting was presented.

The BFC approved the following proposals:

1. **RBC Wealth Management – Investment Reallocations:**

The BFC approved reallocations on the Local’s investment portfolio, as recommended by the RBC Wealth Management.

2. **The Unity Council Contract Campaign:**

The BFC approved the Unity Council Contract Campaign budget of up to \$41,540. The contract is due to expire on 6/30/2025. The budget includes costs for items such as t-shirts, food/snacks for various meetings/rallies, purple items, communication needs (materials, media), strike resources, contract printing and lost-time for 40 hours per month for two (2) members for 4 months.

3. **Region-C (East Bay) Non-Profit Contract Campaigns:**

The BFC approved the Region-C (East Bay) Non-Profit Contract Campaigns budget of up to \$35,500. The campaign covers five (5) non-profit chapters in the region: EBI, Lincoln Families, Jewish Community Center (East Bay), Bright Smile Dental and ARC of the East Bay. The budget includes cost for items such as food for various meetings/activities, communication needs (social/digital media, mailers), purple items and t-shirts.

4. **AAPI Day Celebration:**

The BFC approved a budget of up to \$28,500 for the Local 1021 AAPI Day Celebration. The plan is to hold the event on Mother’s Day weekend (May 10th) in Oakland. The funds will go towards the park permit, food, crafts/fun area for kids, flowers (honoring Mothers), translation of materials (flyers/texts/emails), port-a-potties, DJ, honorarium for performers and transportation to the event from the Sacramento, North Coast and Stockton areas.

5. **S.F. Building Purchase (180 Redwood):**

i. **Due Diligence Process:**

The BFC approved up to \$20,000 for a land survey and environmental site assessment phase 1 (up to phase 2, if needed) for the S.F. Office purchase due diligence process.

ii. **Attorney Support of S.F. Building Purchase:**

The BFC approved up to \$50,000 in funding for real estate legal counsel for the S.F. Office purchase.

6. 2025 Developmental Disabilities (DD) Council Conference/Lobby Days Budget (Reallocation):

The BFC authorized to reallocate budget line items in the previously approved DD Council Conference/Lobby Days budget to allow up to three (3) members (instead of 2) from each of Local 1021's ten (10) DD chapters for the April conference & lobby days.

Note: There are no additional costs on the overall budget that was previously approved. The budget initially included travel costs for a conference in Los Angeles in January. However, due to the LA fires, the event(s) was canceled. Therefore, the funds were not used.

The BFC approved the following Community/Allies Requests:

- Healthy California Now:
The BFC approved the Local annual affiliation dues (March 2025 to March 2026) to Healthy CA Now at \$5,000; and approved \$100.00 for the Medicare for All Committee affiliation dues.
- Local 1021 Latino Caucus Requests:
The BFC approved a sponsorship of \$1,000 to the *Cesar Chavez Holiday Breakfast* on 3/31/2025 to include seating for up to ten (10) members. The BFC also approved a sponsorship of \$500.00 to the *Cesar Chavez & Dolores Huerta Day Parade & Festival* on April 12th in San Francisco.
- U.C. Berkeley Labor Center – 60th Anniversary Gala:
The BFC approved a sponsorship of \$15,000 to the UC Berkeley Labor Center 60th Anniversary Gala on April 30th. The sponsorship includes ten (10) tickets, acknowledgement as sponsor and a full-page ad in program book.
- S.F. Jobs with Justice:
The BFC approved annual dues of \$25,000 to S.F. Jobs with Justice.
- Labor Council for Latin American Advancement (LCLAA), Sacramento:
The BFC approved a contribution of \$1,000 to support the LCLAA annual Cesar Chavez March on 3/29 in Sacramento.

Treasurer Approved Expense Report:

- Workers with Disability Caucus (WWDC) – book purchase:
Treasurer Amos Eaton approved an expenditure of \$94.80 to cover the difference to purchase books for the WWDC sponsored event in February.

Background: The BFC previously approved a total of up to \$550.00 to purchase 30 books for a raffle event sponsored by the WWDC. Upon placing the order, the overall costs, including taxes, was over budget by \$94.80.

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

- A. Sacramento Unified School District (SCUSD):

The BFC recommends to approve the SCUSD contract campaign budget of up to \$116,191.60. The contract is due to expire on 6/30/2025. The budget includes costs for items such as t-shirts, purple items for visibility, food for various meetings/events, communication needs and lost-time for one (1) day per week for up to three (3) member leaders.

M/S/C (Boutte/Harrison) to approve the request, as recommended by the BFC.

B. Food Policy Exception – Operations Staff Meeting:

The BFC recommends to make an exception to the food policy around the \$15.00/per person limit to allow food costs at up to \$30.00/per person for the all Operations staff meeting (scheduled on Admin. Professionals Day on April 23rd).

M/S/C (Davis/Sigala) to approve the request, as recommended by the BFC.

C. City of Oakland Contract Campaign:

The Board recommends to approve the City of Oakland contract campaign budget of up to \$366,000. The contract is due to expire of 6/30/2025. The budget includes costs for t-shirts, purple items, transportation for actions, food for various meetings/actions, strike resources, contract printing and various communication needs (social media ads, text/robocall blasts, media buys, campaign materials, Labor Coalition media campaign).

M/S/C (Landry/Balzarini) to approve the request, as recommended by the BFC.

Approval of the February 22, 2025 Draft Minutes:

M/S/C (Sigala/Valdez) to approve the February 22, 2025 minutes, as presented.

Exiting Board Members Recognition:

Board members, who will not be continuing with the *new* Board, were acknowledged. Recently retired Board members were presented with a recognition plaque. Exiting Board members in attendance shared their experiences on the Board.

The meeting was temporarily suspended for a break at 11:26 a.m. and resumed at 11:33 a.m.

Installation of the New Executive Board:

SEIU International President April Verrett was introduced. President Verrett spoke to the challenges SEIU members are facing across the country. The new Executive Board was sworn in by President Verrett.

The meeting of the *exiting* Board adjourned at 11:50 a.m.

It was announced that new Board will convene after the lunch break.

Respectfully submitted by,

Mary Duncan
Secretary

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(New Board Attendance)

Executive Board Members in Attendance: President Theresa Rutherford, Secretary Tiffany Abuan, Treasurer Mary Duncan, VP of Organizing Jennifer Esteen, VP of Politics Ramsés Teón-Nichols, VP of Representation Nicole T. Germain, VP of Region-A Elizabeth Harrison, VP of Region-B Travis Balzarini, VP of Region-C Derrick Boutte, VP of Region-E Taffie Walter, Antoinette Blue, David Cameron, Kasha Clarke, Maria Salazar-Colón, Sheleka Carter, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Shelly Martin, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Steven Desalvo, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca

Executive Board Members Excused: Mariette Shin, Desiree Collins, Alicia Ramirez, Trevor Adams, Patricia Orey

Executive Board Members Absent: Kristin Hardy

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Zach Goldman, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Boyan Biandov, Karin Hendrickson, Lisa Bui, Karen Amos

Call the Meeting to Order:

The *new* Executive Board convened at 12:25 p.m. A quorum was established.

Agenda:

A request was made to add Member Comments. President Rutherford reiterated that there will not be Member Comments at today's meeting, and she explained at the beginning of the meeting. M/S/C (Marro/Blue) approve the agenda. A roll-call vote was requested by Greg Marro, which was not recognized by the President.

New Executive Board Orientation:

Overview of Parliamentary Procedures:

An overview of was presented by Parliamentarian Lorenzo Cuesta. He gave an overview of *Debate Protocol* and *Rules*. President Rutherford shared that a more in depth training will be planned with the parliamentarian at a future meeting.

Email Tutorial:

IT Director Boyan Biandov gave a brief email tutorial. He spoke to attempts by outside agents to access our systems; and requested that all Board members help with cyber security to protect our data.

Action Items:

April to December 2025 Meeting Schedule:

A proposed meeting schedule was presented. M/S/C (Dix/Esteen) to adopt the schedule, as presented.

An additional request was requested around the planned 2-day E-Board trainings/meetings in the months of April, July and October. The request is to make an exception to the food policy around the \$15.00 per person limit for these events. M/S/C (Dix/Sigala) to approve the exception.

Executive Board Officers Release Request:

A request was presented for consideration to approve release time for Officers. President Rutherford spoke to her recommendations. The proposed motion is the following:

Approve the President's recommendation to authorize up to 3 years of Full Time Union Compensated Leave for the President, VP of Representation, VP of Politics, VP of Organizing, and the Regional VP in region A, B, C, D, and E. The President, responsible for the Local Union Administration per the bylaws, is authorized to determine the Officer's leave length and/or frequency based on reasonable criteria, including, but no limited, the work needs of the Local and fulfillment of assigned duties.

Should an officer go on Part Time Union Leave (minimum of 3 workdays per week), Lost Time Differential applicable to Full Time Union Compensated Leave Officers shall equally apply at a prorated amount. The car allowance shall equally apply without proration. Additionally, the requirements for time records, union work coordination, work-plans and schedules, administration, and written agreements applicable to full-time union compensated leave shall also apply to Officers on Part Time Union Leave.

M/S/C (Arantes/Curiel) to approve the request, as presented.

A request was made to consider release time in the future for Committee Chairs, Area Representatives, Treasurer and Secretary. President Rutherford shared that a mechanism already exists for release time for E-Board members. It was shared that not all contracts include release time for all Chapters.

Good & Welfare:

Cynthia Landry and Greg Marro spoke regarding the passing of David Williams. David served on the Legacy Local 535 Executive Board, Disability Caucus Chair, and a member of the Retiree Committee. He brought into this local the Workers' with Disabilities Committee and advocated for reasonable accommodation language in contracts. He was very active in the Local and was recently honored by Jobs with Justice. A moment of silence was observed.

Adjournment:

M/S/C (Harrison/Boutte) to adjourn the meeting at 2:14 p.m. The meeting was adjourned in memory of David Williams.

Respectfully submitted by,

Mary Duncan
Treasurer