

SEIU Local 1021 Executive Board Meeting
Friday, March 27, 2026, 9:30 a.m. to 3:00 p.m.
Sunrise Event Center, 620 Orange Drive, Vacaville, CA
MINUTES

Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 9:30 a.m.
Sandy Sigala read the Code Of Conduct.

Attendance Roll Call:

Executive Board Members in Attendance:

President Theresa Rutherford, Secretary Jason Negrón-Gonzales, 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-D Kristin Hardy, VP of Region-E Taffie Walter, Antoinette Blue, David Cameron, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Layla Spears-Griffin, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Shelly Martin, Sandy Sigala, Tazamisha Alexander, Steven DeSalvo, Amanda Hubbell, Cynthia Johnson, Kevin Zhu, Monique Baca, Angela Radford

Executive Board Members Excused:

Kasha Clarke, Desiree Collins, Roena Dumlao, John Arantes, Trevor Adams

Executive Board Members Absent:

Alicia Ramirez

Out of 48 Board members, 36 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, Bill Petrone, Horacio Viveros, Zach Goldman, Carlos Rivera, Boyan Biandov, Karin Hendrickson, Lisa Bui

Parliamentarian:

Tammy Dunning

Adopt the Agenda:

The agenda was adopted by consensus with the following changes: removal of Executive Director Report, add review of API Caucus Event Budget Discussion, add COPE overs as an action item.

Approval of the February 28, 2026 and March 4, 2026 (Sp. E-Board meeting) Draft Minutes

M/S/C (Duncan/Esteen) to approve the February 28, 2026 minutes with the corrections of minor spelling and date typos.

Member Comments:

- Shellie Wiener, S.F. Unified School District (SFUSD): Shellie shared that bargaining for SFUSD was concluded successfully. Wins include 10.5% wage increase over 3 years, increase from 5-8 steps, elimination of shifts of less than four hours, immigrant family protections, and limits on AI use.
- Cynthia Harris, Alameda Health System RN: Reports that layoffs have been pushed off to June. She thanked chapter leaders and staff for the support.
- Holly Wilson, Oakland Unified School District Chapter Secretary: Holly spoke about systemic racism and colorism struggles in the chapter. This impacts members that are largely of color and immigrant.
- Phoebe Nguyen, Oakland Unified School District Chapter VP: Phoebe spoke about being a first term chapter officer and navigating challenges within the chapter.
- Catherine Joseph, Oakland Unified School District Chapter Chief Steward: Catherine shared her experiences on being a new chapter leader and spoke to challenging chapter dynamics.
- Cynthia Landry, Alameda County Chapter: Cynthia spoke to successes of our political program. She also shared remarks on the fight back member convening; and spoke about progress in their chapter bargaining.

Debrief of the March 26 Fight Back Convening:

David Canham, Executive Director, and Robert Li, Head of Operations and Labor Relations, presented. The March 26 convening of the membership on *May Day* planning was a success, where 309 members and leaders attended. The Board discussed how to capitalize on that success and what we can do to execute our plan to maximize participating for *May Day* and election mid-terms. Leaders spoke to plans for their chapters to support *May Day*, and do successful member engagement and education. We have to work to develop plans, organize and prep members in the regions.

Campaign Update:

Alameda Health System (AHS) Layoff Update:

Derrick Boutte, Vice President Region C, and Maria Betancourt, AHS Chapter President, presented. HR1 will have drastic consequences for our chapters, members, and the communities they serve. In late December, the Local was notified of potentially 250 layoffs to AHS. We were the first hospital in CA to face layoffs based on HR 1. The Union started responding immediately by communicating with members, including impacted members, doing communication work, and taking action. Maria presented about their approach and the progression of the campaign to stop layoffs. Recently there has been the creation of an Ad-Hoc committee of labor, government, and AHS to decide what solutions there are to the pending budget shortfall. The first meeting will be April 1.

Budget & Finance Committee (BFC) Report:

Mary Duncan, Treasurer, presented the summary of motions approved by the BFC at the March 19, 2026 meeting.

The BFC approved the following proposals:

1. City of Lathrop Contract Campaign:

The BFC approved the City of Lathrop contract campaign budget of up to \$7,345.32. The contract is due to expire on 6/30/2026. The goals of the campaign include recruiting more leaders, mobilizing members at City Hall actions and creating a strong Contract Action Team. The budget includes costs for items such as food for bargaining & meetings, communication materials and purple items.

2. Contra Costa County Service Line Supervisors (SLS) unit Contract Campaign:
The BFC approved the Contra Costa County Service Line Supervisors (SLS) unit contract campaign budget of up to \$36,650. The current contract is due to expire on 6/30/2026. The goals of the campaign include to develop regular check-ins with elected officials, increase COPE members, merge the part-time and full-time contracts and to negotiate an agreement that improves working conditions and standard living for members and their families. The budget includes costs for items such as food for bargaining & meetings, purple items, strike resources, and lost-time for two (2) members.
3. Santa Clara University Contract Campaign:
The BFC approved the Santa Clara University Contract Campaign budget of up to \$48,037. The current contract is due to expire on 6/30/2026. This will be a second contract for this chapter. The plan includes engaging members to get more familiar with union culture. The goals of the campaign include a more structured compensation scale, job security, to increase membership engagement and membership density. The budget includes costs for items such as t-shirts, purple items, food for bargaining and meetings/events, communication needs (materials, Ads for social media, newspapers and TV), and lost time for a chapter officer.
4. Consultant Contract, Lorenzo Cuesta:
The BFC approved to extend the consultant contract with Lorenzo Cuesta for parliamentarian services through up to 6/30/2026 at the same contract terms of \$1,000 per E-Board meeting, plus travel related expenses.
5. 2026 SEIU CA DD Council Conference/Lobby Days Budget Amendment:
The BFC approved to amend the SEIU CA DD Council Conference/Lobby Days budget to add up to \$8,400 for lost-time reimbursement for up to 26 members, who participate in DD Council lobby days.
6. Alliance for Retired Americans Conference:
The BFC approved a budget of up to \$7,500 to send up to nine (9) retirees to the Alliance for Retired Americans conference on April 27-30 in Las Vegas. The budget includes travel related costs, conference registration fees, transportation, meals and mobility scooter rental.
7. State Association of County Retirement Systems (SACRS) Spring Conference:
The BFC approved a budget of up to \$3,500 to send up to two (2) members to attend the SACRS Spring conference on May 12-15 in Olympic Valley, CA. The budget includes travel related costs and registration fees.

The BFC approved the following Community/Allies Requests:

- Common Ground:

The BFC approved annual membership dues of \$10,000 to Common Ground (tier 1). The Local has partnered with Common Ground in the Solano/Napa areas on issues such as police oversight, low income housing and rental assistance.

- United Farm Workers Reception:

The BFC approved a sponsorship of \$5,000 to the United Farm Workers Annual reception to be held on June 4, 2026 in San Francisco (tier 2).

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

A. Asian Health Services (AHS) Contract Campaign:

The BFC recommends to approve the Asian Health Services (AHS) Contract Campaign budget of up to \$98,615. The contract is due to expire on 7/1/2026. This will be a full contract with AHS. The current agreement is a three (3) year term for the AHS general unit and the Specialty Mental Health unit. The goals of the campaign include merging the contracts/joint bargaining sessions, annual COLA wage increase with equity adjustments, bring up classifications that are behind median, develop policies that protect immigrant workers/clients, to increase leadership and to build community partnerships with non-profits. The budget includes costs for items such as t-shirts/sweatshirts/hats, purple items, food for bargaining and meetings, communication needs (materials, mailers, Op-Eds, paid media), printing of contracts and release time for up to nine (9) bargainers.

M/S/C (Hardy/Betancourt) to approve the Asian Health Services (AHS) Contract Campaign budget of up to \$98,615.

B. S.F. Region Campaign Fight against City-Budget Deficit & Citywide Layoffs:

The BFC recommends to approve a budget of up to \$410,000 for the San Francisco Region Fight against City-Budget Deficit & Citywide Layoffs. The City's projected budget shortfall for the upcoming two-year cycle has increased to over \$936 million. This deficit will mean major cuts to public services provided by our members and vital community services provided by our nonprofit members. The goals of the campaign include developing an effective communications strategy to counteract the well funding messaging campaigns of our opponents, and political engagement with S.F. electeds, development of a Contract Action Team, and a field campaign. The budget includes a communications budget for social media Ads, blasts for texts/robocalls, media buys, social media reach (ads/videos highlighting jobs done by members) and campaign materials. The budget also includes costs for t-shirts, purple items, transportation for actions, food for meetings/actions and lost-time for up to four (4) members.

M/S/C (Harrison/Balzarini) to approve a budget for the San Francisco Region Fight against City-Budget Deficit & Citywide Layoffs of up to \$410,000

C. May Day March Budget:

The BFC recommends to approve a budget of up to \$138,500 for the May Day March. Local 1021 will be joining a nationwide day of collective action on May 1 to call for no work, no school or shopping. Our goal is to mobilize members from throughout the Local to participate. The budget includes costs for t-shirts for up to 2,500 members, picket signs, transportation costs, communication materials, lunch, stage/sound & production and other logistical costs.

M/S/C (Dix/Diep) to approve a budget for the May Day March of up to \$138,500.

D. SEIU National Fast Food Campaign:

The BFC recommends to approve a contribution of \$750,000 to the SEIU National Fast Food Campaign with funds to come out of reserves.

M/S/C (Curiel/Richardson) to approve a contribution to the SEIU National Fast Food Campaign in the amount of \$750,000 to come from our reserves.

E. Sonoma County Contract Campaign:

The BFC recommends to approve the Sonoma County Contract Campaign budget of up to \$257,850. The current contract plus 1-year extension expires on 2/28/2027. The goals of the campaign include strengthening power at worksites, building political power in the chapter, increasing membership density, and securing a stable contract with no cuts to staffing. The budget includes costs for items such as purple items, materials for visibility, food for bargaining & meetings, supplies for actions, communication needs and lost-time for up to three (3) members.

M/S/C (Hardy/Curiel) to approve the Sonoma County Contract Campaign budget of up to \$257,850. Motion carried by consensus.

The Executive Board meeting was temporarily suspended for a lunch break at 11:37 a.m. and reconvened at 12:37 p.m.

Action Items:

Chapter Status/Recognition:

David Canham, Executive Director, and Bill Petrone, Field Director, presented. There are three (3) groups of represented members in Region E - City of Lathrop, Health Plan of San Joaquin and City of Mountain House – that were incorrectly placed in the San Joaquin County Chapter/Employer in our database. Each group has their own contract. Per our Local bylaws, chapters are defined as members working from a common employer. The bargaining unit members from these 3 groups do not work for the County of San Joaquin. Bill spoke to the history of why these three groups were placed in the San Joaquin County chapter initially. Our bylaws state that to be officially recognized as a chapter, the Board has to approve. The request is to authorize official chapter status to each of the following represented groups of members: City of Lathrop, Health Plan of San Joaquin, and City of Mountain House.

M/S/C (Balzarini/Germain) to authorize official chapter status to each of the following represented groups of members: City of Lathrop, Health Plan of San Joaquin, and City of Mountain House.

Oak Street Office HVAC System:

Robert Li, Head of Operations and Labor Relations, presented. We conduct an assessment every 5 years to identify capital improvements that are needed. We also do maintenance audits quarterly. It was identified two years ago that we need to replace Oak Street HVAC systems by 2028; however, the system has been failing over the last 4 months. The estimated repair cost is based on the assessment of work needed and the current market cost of replacements. The request is to approve up to \$1 million to come out from our Building Reserve Fund.

M/S/C (Diep/Teón-Nichols) to approve up to \$1 million from the Building Reserve Fund for the 100 Oak Street HVAC replacement.

API Celebration Budget Consideration:

During the lunch break, President Rutherford, Treasurer Duncan and SEJ Chair Phelicia Jones met regarding the API Caucus budget request to host an AAPI Heritage Month celebration. The team agreed to recommend approving funds to secure a venue. President Rutherford explained that the overall total budget for the event is still pending review and will be brought back to the Board. The budget request to secure a venue is \$7,000.

M/S/C (Betancourt/Sigala) to approve up to \$7,000 to secure a venue for the AAPI Heritage Month celebration.

COPE Overs:

VP of Politics Ramsés Teón-Nichols presented. He explained that every year there is a COPE quota that the SEIU International establishes, which we need to meet. We are now in the position to receive some of this money back, which will need Board approval. Given our political goals this year, a proposal was presented

M/S/C (Diep/DeSalvo) to approve the following COPE Overs proposal:

- i. Apply the 2024 COPE Overs of \$223,600.93 to SEIU 1021 Independent Expenditures PAC;
- ii. Apply the 2025 COPE Overs of \$491,257.86 to the California Workers Justice Coalition (CWJC) Issues PAC;
- iii. Contribute \$400,000 from the CWJC Issues PAC to the Yes on D - Care Not Corporate Greed ballot measure in San Francisco.

Head of Operations and Labor Relations Report:

Cybersecurity announcement:

Boyan Biandov, IT Director, presented. He reminded Board members to complete the mandatory Cybersecurity training.

Concur/Reimbursement Refresher:

Karin Hendrickson, Finance Director, presented. A refresher training on reimbursement process for legitimate union expenses was provided. Karin gave an overview of compliance rules, process, required documentation for reimbursements, as well as common submission issues that come up. Questions and discussion followed.

The Executive Board meeting was temporarily suspended for a break at 1:47 p.m. and reconvened at 1:52 p.m.

Executive Board Member Reports:

Organizing Report:

VP of Organizing Jennifer Esteen gave an update on the Gig Workers organizing campaign. She gave information on Senate Bill 1246, focused on safe streets, and getting accountability for autonomous vehicles. The bill would require US based and trained staff, emergency response, and penalties for bad

behavior. We will also be hosting a worker brigade from the SEIU National Member Organizing Program in April 2026, with gig workers joining from around the country.

Announcements:

S.F. General Hospital Registered Nurses Chapter Bylaws:

Executive Director David Canham announced that the S.F. General Hospital Registered Nurses chapter bylaws amendments were reviewed and found to be in compliance with the Local chapter bylaws template. There were no objections raised.

Good and Welfare:

Travis Balzarini, Region-B VP, presented on a successful Bay Resistance North Bay Convening.

Adjournment:

M/S/C (Sigala/Weston) to adjourn. The meeting adjourned at 2:05pm.

Respectfully submitted by,

Jason Negrón-Gonzales
Secretary