

**SEIU Local 1021 Executive Board Meeting
Saturday, April 26, 2025 – 10:45 a.m. to 2:00 p.m., Rohnert Park, CA**

MINUTES

Executive Board Members in Attendance: President Theresa Rutherford, Secretary Tiffany Abuan, Treasurer Mary Duncan, VP of Organizing Jennifer Esteen, 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, , Maria Salazar-Colón, Sheleka Carter, Jeffery Dix, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields. Blessing Augustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Mariette Shin, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Desiree Collins, Sandy Sigala, Anthony La Torre, Steven Desalvo, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca, Patricia Orey

Executive Board Members Excused: Ramsés Teón-Nichols, Kristin Hardy, Kasha Clarke, John Pearson, Tina Diep. Alicia Ramirez, Shelly Martin, Tazamisha Alexander, Trevor Adams

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Josie Mooney, Emma Gerould, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Krazter, Carlos Rivera, Caitlin Prendiville, Zach Goldman, Horacio Viveros, Lisa Bui, Boyan Biandov, Karen Amos, Karin Hendrickson

Parliamentarian: Tammy Dunning

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Call the Meeting to Order:

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

Review of the Agenda:

The agenda was adopted by consensus with the following changes: move E-Board vacancy recommendations, remove HOLR report as they were previously presented, Exemption to lost time policy move to action Item, in person meeting discussion, postpone March meeting minutes to May, for announcements, move Lawsuit.

Introduction to Parliamentarian: In place for Lorenzo Cuesta, Tammy Dunning served as Parliamentarian.

Member Comments:

- Julia Rapkin, Sonoma County: Julai spoke about the May Day event planned for San Francisco and requested for May Day events in every region.
- Bruce Boyer, Sacramento Unified School District: Bruce spoke about his political activity. He has served as the Political Co-Chair for Sacramento COPE and has been active for over 15 years.
- Cynthia Landry, Alameda County Social Services: Cynthia read a statement on behalf of a San Leandro resident requested action on the Petition to Invest Public funds in communities and divest from Caterpillar and to not renew \$1.2M in bonds.

Attendance Roll Call:

A roll call for attendance was done. A quorum was announced at 10:08 a.m.

Budget & Finance Committee (BFC) Report

Treasurer Mary Duncan presented a report of motions passed by the BFC at its April meeting.

The BFC approved the following proposals:

1. HomeRise Contract Campaign:

The BFC approved a budget of up to \$16,858 for the HomeRise contract campaign. The chapter currently covers 104 members across 17 sites in San Francisco and 1 site in Treasure Island. The campaign plan includes establishing a Contract Action Team (CAT), as well as escalating actions based on movement at the bargaining table. The current contract is due to expire on 6/30/2025. The budget includes costs for items such as purple items for visibility, long-sleeve shirts, communication needs and food for various bargaining sessions.

2. CA Democratic Party Convention:

The BFC approved a budget of up to \$18,950 for the CA Democratic Party Convention. The request is to send up to fifteen (15) member leaders to participate in the CA Democratic Party Convention in Anaheim, CA from May 30 to June 1, 2025. He explained that this item is not included in the 2025 political budget. Many of our members successfully ran for delegate spots and several were appointed by elected officials or county central committees. The budget includes hotel, registration fees, airfare estimates and meals (consistent with Local policy).

3. Oakland Housing Authority (OHA) and Housing Authority of County of Alameda (HACA) Contract Campaigns:

The BFC approved a budget of up to \$16,650 for the Oakland Housing Authority (OHA) and Housing Authority of County of Alameda (HACA) Contract Campaigns. Both contracts are due to expire on 7/30/2025, and both are full contract negotiations. The Page 4 of 6 v1 goals of the new contract include coordinating joint table negotiations, to negotiate wage increase, equity adjustments, improvements to language on healthcare, vision and dental insurance. The goals of the campaign include effective communication, map out full worksites, build out current CAT teams and foster coordination and collaboration between both chapters. The budget includes costs for items such as, purple items, t-shirts, communication needs, food for various meetings/bargaining sessions and printing contracts.

4. Nurse Alliance Conference:

The BFC approved a budget of up to \$19,930.00 for the Nurse Alliance Conference. The RN Industry has a budget of \$11k, which was included in the Local's 2025 budget. The Local is required to participate in the SEIU Nurse Alliance conference, which is the primary reason we have a line item in our budget. The budget includes hotel & parking fees for up to twenty (20) RN's to participate in the SEIU Nurse Alliance Conference on May 5-6 in Sacramento.

The BFC approved the following Community/Allies Requests:

• United Farmworkers:

The BFC approved a sponsorship of \$5,000 to the United Farm Workers Annual Reception in San Francisco on May 29th (tier 2).

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

A. S.F. Building Purchase (180 Redwood):

The BFC approved the request is to authorize the creation of a 501c2 to hold title of the 180

Redwood S.F. building purchase, if the purchase of the property finalizes. The SF Building purchase is a recommendation from BFC to Proposal and Robert notes correction to be made. **M/S/C (Sigala/Esteen) to approve the request, as recommend by the BFC.**

A. Region-B (North Coast) Small Chapters Contract Campaigns:

The BFC recommends to approve a budget of up to \$152,700 for the Region B (North Coast) small chapters contract campaigns. The campaign covers *22 small chapters throughout the region that have open contracts in 2025. The chapters have similarities in industry and/or focus of work and geography. The plan includes coordinating efforts in campaign goals, strategies, communication and in community coalitions. The budget includes costs for items such as purple items for visibility (t-shirts, hats, lanyards, bandanas, logo bags/hoodies, logo banners), communication needs, food for various actions/rallies/meetings and lost-time for 3 members.

*These chapters include: Bay Area Discovery Museum, City of Santa Rosa Police Techs, City of Santa Rosa Transit Unit, College of Marin, Communication Action Marin, Community Action Network (Headstart Sonoma), Cotati-Rohnert Park USD, Del Norte County, Del Norte County Solid Waste Management, City of Fort Bragg, Geyserville USD, Mendocino-Lake Community College District, City of Novato, City of Rohnert Park, Town of San Anselmo, Sebastopol USD, City of Sebastopol, Sonoma County Office of Education, City of Sonoma, Superior Court of Marin County, Superior Court of Mendocino County, Superior Court of Sonoma County.

M/S/C (Balzarini/Esteen) to approve a budget of up to \$152,700 for the Region B (North Coast) small chapters contract campaigns.

B. Region-A (North Central) Small Chapters Contract Campaigns:

The BFC recommends to approve a budget of up to \$99,323 for the Region A (North Central) small chapters contract campaigns. The campaign covers *11 small chapters throughout the region that have open contracts in 2025. The chapters have similarities in industry and/or focus of work and geography. The plan includes coordinating efforts in campaign goals, leadership development, communication and political/community campaign. The budget includes costs for items such as purple items for visibility, communication needs, NEO/TWR items (lanyards, pens, post-it notes, etc), items for rallies/actions (buses, transportation), costs for strike preparation for a potential strike (porta potties, food, supplies, picket materials, etc), food for various rallies, events/bargaining and lost-time for 3 members.

*These chapters include: Vitalant, City of Fairfield Full-Time Unit, City of Fairfield Part-Time Unit, Suisun City, City of Chico, Bright Springs, Sacramento County Supervisors, North Bay Regional Center, Solano Courts, Napa Courts and Solano County Mosquito District.

M/S/C (La Torre/Balzarini) to approve a budget of up to \$99,323 for the 2025 Region A (North Central) small chapters contract campaigns.

C. Contract with Blue Sky Consulting – Economic Study for Revenue Measure:

The BFC recommends to approve a budget of up to \$95,600 for an economic study for a revenue measure to support BART and SF MTA. Public transit agencies in the Bay Area are facing unprecedented budget challenges. This study will help to estimate how much revenue different policy proposals might generate. The Local will contract with *Blue Sky Consulting Group* to build an economic model. It's anticipated that the study will take about six (6) weeks to complete.

M/S/C (Curiel/Desalvo) to approve a budget of up to \$95,600 for an economic study for a revenue measure to support BART and SF MTA.

D. S.F. Region Campaign Against Layoffs – Campaign Ad Buys Budget:

The BFC recommends to approve a budget of up to \$150,000 for advertising buys for the SF region campaign to fight against budget cuts and layoffs. The advertising buys include targeting newspaper websites, commercials on streaming platforms, *Google* Ads and social media platforms (Instagram/Facebook).

M/S/C (Esteen/Sigala) to approve a budget of up to \$150,000 for advertising buys for the SF region campaign to fight against budget cuts and layoffs.

E. Local-wide Fightback Member & Staff Convenings:

The Board initially approved a budget of up to \$69,000 to hold three (3) convenings in 2025 at up to 100 attendees, per event. The BFC recommends to approve an additional budget of \$31,700 for the Local-wide Fightback Member & Staff Convenings. The budget revision request is to hold two (2) convenings at up to 250 attendees, per event.

M/S/C (Esteen/Sigala) to approve an additional \$31,700 for the Member & Staff Fightback Convenings.

Additionally, the BFC also recommends to make an exception to the food policy around the \$15.00/per person limit to allow food costs at up \$30.00/per person for breakfast and up to \$45.00/per person for lunch.

M/S/C (Esteen/Germain) to approve an exception to the food policy around the \$15.00/per person limit to allow food costs at up \$30.00/per person for breakfast and up to \$45.00/per person for lunch just for the Local-wide Fightback Member & Staff Convenings.

F. City of Richmond (Full-Time and Part-Time) Contract Campaign:

The BFC recommends to approve a budget for up to \$119,100 for the City of Richmond contract campaign. The budget includes costs for items such as t-shirts, food for various actions/rallies/meetings, purple items for visibility, strike resources for a potential strike, communication needs (Ad buys, social media Ads, billboards, banners, posters) and lost-time for members (not to exceed 40 hours/per week).

M/S/C (Sigala/Desalvo) to approve a budget of up to \$119,100 for the City of Richmond contract campaign.

G. Port of Oakland Contract Campaign:

The BFC recommends to approve the Port of Oakland contract campaign at up to \$83,790.00. The contract is due to expire in September of this year. The plan includes securing an equitable agreement across critical sites, strategically collaborate with other union chapters to amplify a unified voice and enhance bargaining power and to develop a robust communication plan. The budget includes costs for items such as purple items, t-shirts, communication needs, food for various actions/meetings, strike resources for a potential strike and lost-time for the bargaining team.

M/S/C (Harrison/Sigala) to approve a budget of up to \$83,790.00.

Action Items:

President E-Board Committees Appointments:

President Rutherford is working to determine Committee Assignments. There are committees that have to trigger members/chairs now and will put together a list of all committees for visibility.

Arbitration Appeals Committee consists of:

- Nicole Germain (Chair)
- Elizabeth Harrison
- Steve Desalvo
- Ray Fields
- Charito Casanas
- Maria Salazar Colón

Chapter Bylaws work group consists of:

- Travis Balzarini
- Debbie Dobson

Ethics Liaisons:

The Ethics Liaisons co-chairs are Sandy Sigala and Maria Salazar-Colón.

President E-Board Committee Recommendation:

Personnel/Staffing Committee (PSC):

President Rutherford is recommending to appoint the following: Ramsés Teón-Nichols, Elizabeth Harrison, Travis Balzarini, Kristin Hardy, Jennifer Esteen, Derrick Boutte, Taffie Walter, Nicole Germain, Mary Duncan, John Arantes and Maria Salazar-Colón.

M/S/C (Esteen/Boutte) to confirm the recommended Personnel/Staffing Committee members.

President Rutherford is recommending to appoint Ramsés Teón-Nichols as the PSC Chair.

M/S (Sigala/Boutte) to appoint Ramsés Teón-Nichols as the PSC Chair. There was discussion on the motion. A roll-call vote was requested. President Rutherford proceeded with tallying the votes, with assistance from Joanne Cansicio:

Tiffany Abuan = No
Mary Duncan = No
Jennifer Esteen = Yes
Nicole T. Germain = Yes
Elizabeth Harrison = No
Travis Balzarini = No
Derrick Boutte = Yes
Taffie Walter = No
Antoinette Blue = Yes
David Cameron = No
Maria Salazar-Colón = Yes
Sheleka Carter = No
Jeffery Dix = No
Greg Marro = No
Maria Betancourt = No
Evelyn Curiel = Yes
Phelicia Jones = Yes
Ray Fields = Yes

Blessing Agustus = Yes
Judy A Martinez = Yes
Layla Spears-Griffin = No
Sharon Richardson = No
Mariette Shin = No
Kevin Godwin = No
Charito Casanas = Yes
Anthony Mills = Yes
Debbie Dobson = Yes
Desiree Collins = No
Sandy Sigala = Yes
Andy La Torre = No
Steve Desalvo = No
Cynthia Johnson = Yes
John Arantes = Yes
Kevin Zhu = Yes
Monique Baca = No
Patricia Orey = No

The motion to confirm Ramsés Teón-Nichols as the PSC Chair failed with 19 against, and 17 in favor.

M/S (Arantes/Dobson) to postpone the appointment of the PSC Chair to the next Executive Board meeting. The Board voted by *show of hands*. The motion passed with 27 in favor, and 9 against. President Rutherford announced that in the interim, Ramsés Teón-Nichols will serve as the interim PSC Chair.

The meeting was temporarily suspended for a break at 1:25 p.m. and resumed at 2:03 p.m.

Action Items (continued):

Divestment Recommendation (from Sonoma COPE and 1021 COPE):

Jeffery Dix presented the - ESG investment policy statement. The ask is to *Endorse the Call for Alameda County & Other Bay Area Governments to Adopt an Ethical Investment Policy and Divest*. This request will be sent via poll.

Reimbursement Request (former E-Board Member)

Robert Li presented the request for travel reimbursement for a former E-Board member. The policy is to submit the request within 6 months. A previous board member has requested \$629.00 after the 6 month timeline.

M/S/C (Arantes/Balzarini) to approve an exception to the 6 month rule for travel reimbursement for a former E-Board Member.

Exemption to lost time policy:

David Canham presented the request to provide non-members/not-yet members that participate in action and currently the policy is only for members. The mandate from SEIU State and the IU is to use 20% of the budget to take workers to action.

M/S/C (Arantes/Germain) to approve an exception to the current lost time policy

language to reimburse not yet union workers for their lost wages. Approvals would be made by the President and Executive Director.

Executive Board Member Reports:

SEIU Medicaid Lobby Report

Jennifer Esteen presented on activity around Medicare/Medicaid cuts. SEIU Locals all over the country sent members and non-members to Washington, DC for Lobby day.

AFRAM Convention Report

Derrick Boutte presented about the AFRAM Convention. SEIU 1021 brought 37 members to the AFRAM convention. 50 members approved to attend. AFRAM Caucus members focus on historical and specific issues for African American members and began in 1936.

E-Board Meetings:

The Executive Board discussed holding meetings in-person and virtual options for Board Members and for members.

Announcements:

Poll Announcement – Temp. Employee Extension:

Joanne Cansicio shared that the results of the poll to extend temporary employee Carissa Weir.

The Board moved to closed session at 3:30 p.m.

Executive Session:

Temporary Employee Extension Request:

M/S/C (Arantes/Esteen) to extend the contract for Caroline Rotella, the temporary Finance Manager, for up to 3 months from their last extension.

Adjournment:

By consensus, the meeting was adjourned at 3:33p.m.

Respectfully submitted by,

Tiffany Abuan
Secretary