

SEIU Local 1021 Executive Board Meeting
Saturday, April 25, 2026, 10:00 a.m. to 5:00 p.m.
SEIU Fairfield office/Zoom, 2300 Boynton Ave, Suite 200.
MINUTES

Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:01 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 Representation Nicole T. Germain, Region-A VP Elizabeth Harrison, Region-B VP Travis Balzarini, Region-C VP Derrick Boutte, Region-E VP Taffie Walter, Antoinette Blue, David Cameron, Kasha Clarke, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy Martinez, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Desiree Collins, Charito Casanas, Anthony Mills, Debbie Dobson, Alicia Ramirez, Shelly Martin, Sandy Sigala, Tazamisha Alexander, Roena Dumlao, Steven DeSalvo, Amanda Hubbell, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca, Angela Radford

Executive Board Members Excused:

Ramsés Teón-Nichols, Layla Spears-Griffin

Executive Board Members Absent:

Trevor Adams

Out of 47 Board members, 30 were present at the time of roll call.

Staff in Attendance:

David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Emma Gerould, Boyan Biandov, Jonathan Nunez-Babb, Andrea Zanetti, Oumar Fall, Bill Petrone, Kaden Kratzer, Carlos Rivera, Caitlin Prendiville, Lisa Bui, Karin Hendrickson

Parliamentarian:

Tammy Dunning

Adopt the Agenda:

The agenda was adopted by consensus with the following changes: 1) add a community/allies request for Support Life Institute conference under action items; 2) an update to the closed session regarding an E-Board member matter; and 3) the organizing report will be moved up to Local Officer Reports.

Approval of the March 27, 2026 (E-Board meeting) Draft Minutes:

M/S/C (Arantes/Marro) to approve the March 27, 2026 minutes.

Member Comments:

- Cynthia Landry, Alameda County Chapter:
Cynthia spoke in regards to the Alameda County bargaining. She spoke to the tentative offer on the table at this time, and what the bargaining group is doing to win in the contract. The membership is preparing for a potential strike, which would be the first strike since 1976.

Executive Director Report:

Felton Institute First Contract:

Executive Director David Canham and member Arturo Ortega from the Felton Institute presented. Historically we only represented a portion of the employees, 40 out of 400. However, 5 years ago the union decided to organize the rest of these employees. The employer responded aggressively to block the organizing efforts. After substantial organizing on our part, we won the card check last year. We are in the process of bargaining for a new contract for these new workers, and Felton continues to resist this organizing. Arturo spoke to the actions of the bargaining team to win this campaign.

May Day Action Update:

Executive Director David Canham and Carlos Rivera, Communications Director, presented. At the March 26th Local-wide Fight Back convening, we agreed to maximize our participation this *May Day*. We have asked the board and our staff to build local action in all of our regions. They gave an overview of actions planned throughout the various regions. In Region A, we are anchoring an action in Fairfield with other local groups. In Region E, members will join larger actions in Sacramento. In Region B, we have been part of planning, in conjunction with other unions and groups; including actions the day before May Day to build unity and actions on the day of. In San Francisco, there will be a community action at the Embarcadero, followed by a march to City Hall. In the East Bay, there will be an action at Highland Hospital, and schools will be joining the action in the Fruitvale area, as well. Carlos also presented visuals, signs and t-shirts for the event.

Local Officer Reports:

Local President Report:

President Theresa Rutherford presented. With respect to the state governor's race, we are coming down to the wire. The state council determines our endorsement for state level races. The endorsement decision is pending at the next state council meeting, which is scheduled next week. President Rutherford spoke to the discussion at the state level around this endorsement.

President Rutherford also spoke to the current vacancies on the E-board. She will be identifying strong candidates that have the capacity to take on the work in this coming month.

The meeting recessed at 11:51 a.m. and resumed at 12:02 p.m.

Local Officer Reports (continued):

Region A Vice-President Report:

Elizabeth Harrison, Vice President Region A, presented on various Region A events for May Day: Chico, Shasta, Redding, and others. The flyer with information on these events will be shared with the Board. Region A is also focused on several important elections. The additional focus is on getting Local 1021 members that work in other regions, but live in Region A to be plugged in to these campaigns.

Region B Vice-President Report:

Travis Balzarini, Vice President Region B, presented. He spoke about the unity event on 4/30. There have been some significant, successful tentative agreements this month with good wins for wages and conditions. They are also fighting layoffs in the region. Additionally, they are now working to win COLA adjustments for retirees, who have had no increases in 18 years. This is the only retirement system in the state without COLA built in.

Region C Vice-President Report:

Derrick Boutte, Vice President Region C, presented. Alameda Health System had a successful campaign against layoffs that was slated in March, and has pushed this back to June. We are currently working through an Ad-hoc committee to continue this campaign. Bargaining with Alameda County is also ongoing at this time. VP Boutte also detailed several other political and contract campaigns that are happening in the region.

Region D Vice-President Report:

Kristin Hardy, Vice President Region D, presented. Meetings have begun with the full bargaining team and the administration around layoffs. VP Hardy provided context on the layoff fight, which includes setting up meetings, rallies, going to the Health Commission and the Board of Supervisors. Prop D will also be a crucial part of the solution to the deficit. We need support working on this campaign. The mayor has also frozen 2,000 additional positions in the City.

Region E Vice-President Report:

Taffie Walter, Vice President Region E, presented. Contract bargaining is happening right now in seven (7) different bargaining groups. San Joaquin County is the second largest chapter in our local. VP Walter detailed the status of several of these campaigns. They are also building up to the May Day with actions at different sites, with the focus on member engagement. The team also arranged for bus transportation to mobilize members to Sacramento for May Day.

Vice-President Organizing Report:

VP of Organizing Jennifer Esteen presented. We have been hosting La Brigada, which is a group of gig worker leaders from around the country that have been training with us. This was a 2-week training that combined education with joint practice in the field. The campaign surpassed our goal with more than 1,900 cards signed over these two weeks. There is also a 2-day organizing boot camp at the end of May, to which we will be sending 9 members.

The meeting was temporarily suspended for a lunch break at 1:16 p.m. and reconvened at 2:00 p.m.

Budget & Finance Committee (BFC) Report:

Treasurer Mary Duncan presented the summary of motions approved by the BFC at the April BFC meeting.

The BFC approved the following proposals:

1. SEIU 1021 Juneteenth Day Celebration:

The BFC approved a budget of up to \$37,300 to hold an SEIU 1021 Juneteenth Day Celebration in Sacramento. The targeted attendance is approximately 300 participants of members and their families. The budget includes *food costs, purple items, t-shirts, outreach materials (flyers), venue rental, entertainment (DJ, dance performers), and miscellaneous decorations costs.

*Recommendation: Regarding the food costs, the BFC recommends to the Board to make an exception to the food policy around the \$15.00/per person limit to allow up to \$35.00/ per person.

M/S/C (Diep/Baca) to make an exception to the food policy around the \$15.00/per person limit to allow up to \$35.00/per person.

2. Routine Building Maintenance:

The BFC approved the Building Committee recommendation for an on-going annual funding of \$8,000 (adjusted for inflationary costs per year) for professional building maintenance inspections, as well as additional training and support for building maintenance.

The BFC approved the following Community/Allies Requests:

- Healthy CA Now:
The BFC approved the Local 1021 annual affiliation dues of \$5,000 with Healthy CA Now. Additionally, the BFC approved \$100.00 for the 1021 Medicare for All Committee affiliation dues (tier 1).
- Lyon Martin:
The BFC approved a contribution of \$1,000 to the Lyon-Martin Community Health appreciation event on May 2 to support the organization's work (tier 3).
- United Seniors of Oakland and Alameda County:
The BFC approved a sponsorship of \$1,150 to the United Seniors of Oakland and Alameda County 35th Annual Convention on May 29, 2026 in Hayward (tier 3).
- Seniors & Disability Action Celebration:
The BFC approved (via poll) a sponsorship of \$2,500 for the Senior & Disability Action Annual Celebration event on May 20, 2026 in San Francisco (tier 2).

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

A. Felton Institute First Contract Campaign:

The BFC recommends to approve a budget of up to \$122,320 for the Felton Institute First Contract Campaign. Local 1021 was officially recognized as the bargaining unit representative last December 2025. This unit consists of workers from across 23 worksites that span across the bay area (from Santa Rosa to San Francisco). The team has elected their bargaining team and has launched a bargaining survey with the membership. The campaign budget request is to provide resources in order to achieve a successful first contract. The budget includes costs for items such as purple items, t-shirts, communication needs (digital Ads, banners, outreach materials, contract printing), food for rallies & meetings, transportation costs for actions, and costs for up to two (2) lost-timers.

M/S/C (Sigala/Martin) to approve a budget of up to \$122,320 for the Felton Institute First Contract Campaign.

B. Contra Costa County Rank & File Unit Contract Campaign:

The BFC recommends to approve a budget of up to \$202,220 for the Contra Costa County Rank & File Unit contract campaign. The current contract is due to expire on 6/30/2026. The main objectives of the campaign is to secure wage growth that outpaces inflation, to defend and enhance benefits, and to address persistent issues of workload and staffing that impact the delivery of vital public services to residents of Contra Costa County. The budget includes costs for mobilization materials (purple-up days), communication materials, food for rallies/actions and meetings, printing of contracts, resources for a potential strike, lost-time for bargaining team and CAT leaders, and communication media needs.

M/S/C (Arantes/Sigala) to approve a budget of up to \$202,220 for the Contra Costa County Rank & File Unit contract campaign.

C. Central Labor Council (CLC) Per Capita Payments:

The BFC recommends to approve the following CLC per capita changes:

i. Contra Costa County CLC:

To pay the Contra Costa County CLC per capita rate increase on 75% of membership retroactive to October 2023 totaling \$2,057.70.

Note: Per the Contra Costa County CLC bylaws, the per capita rate increased from \$0.65 per member per month to \$0.75 per member per month effective October 2023 through June 2025.

ii. North Bay Labor Council:

To increase the North Bay Labor Council per capita payments from \$0.85 to \$0.90 per member per month retroactive to July 2025 through December 2025; and to pay the per capita increase to \$0.95 per member retroactive to January 2026, and to approve the future increase to \$1.00 per member effective January 2027.

Note: Per the North Bay Labor Council bylaws, the per capita rate increased from \$0.85 per member to \$0.90 per member in July 2025 and a .05 increase annually in January 2026 and January 2027.

iii. North Valley Labor Federation:

To increase the North Valley Labor Federation per capita payments from \$0.65 to \$0.69 per member per month on 75% of membership retroactive to January 2026 and to approve the future per capita increase to \$0.73 per member effective January 2027.

Note: Per the North Valley Labor Federation bylaws, the per capita rate increased from \$0.65 per member to \$0.69 per member effective January 2026 and annual increases of \$.04 thereafter.

iv. San Mateo Central Labor Council:

To increase the San Mateo CLC per capita payments from \$0.87 to \$0.92 per member per month for 75% of the membership retroactive to January 2026.

Note: Per the San Mateo CLC bylaws, the per capita increased from \$0.87 per member to \$0.92 per member effective January 2026.

M/S/C (Negrón-Gonzales/Blue) to approve the following changes:

- 1) to pay the Contra Costa County CLC per capita rate increase on 75% of membership retroactive to October 2023 totaling \$2,057.70;
- 2) to increase the North Bay Labor Council per capita payments from \$0.85 to \$0.90 per member per month retroactive to July 2025 through December 2025; and to pay the per capita increase to \$0.95 per member retroactive to January 2026, and to approve the future increase to \$1.00 per member effective January 2027;
- 3) to increase the North Valley Labor Federation per capita payments from \$0.65 to \$0.69 per member per month on 75% of membership retroactive to January 2026 and to approve the future per capita increase to \$0.73 per member effective January 2027; and
- 4) to increase the San Mateo CLC per capita payments from \$0.87 to \$0.92 per member per month for 75% of the membership retroactive to January 2026.

Action Items:

August E-Board Meeting:

President Theresa Rutherford made the following announcement that we are looking at a “dark hall” in the month of August, as we typically do not have enough items to hold a meeting during that month.

Community/Allies Request – Support Life Institute Conference:

Treasurer Mary Duncan presented. She explained that this request was submitted to the BFC after its April meeting. Therefore, it is being brought to the Board, as the request is time sensitive. The 1021 DD Council is recommending a sponsorship of \$1,000 to the 30th Annual California Statewide Self-Advocacy Conference on May 8-9, 2026 in Sacramento.

M/S/C (Sigala/DeSalvo) to approve a sponsorship of \$1,000 (tier 3).

The Board moved to closed session at 2:36 p.m.

Executive Session:

PSC Recommendation – Temporary Employee Extension:

M/S/C (Boutte/Sigala) to extend temporary employee Admin Specialist Ta'tiana Tawasha through up to August 3, 2026.

Meeting placed in recess at 4:12 p.m., returned at 4:19 p.m.

The Board moved to open session at 4:37 p.m.

Secretary Jason Negrón-Gonzales announced the motion that passed during closed session.

Head of Operations & Labor Relations Report:

President Rutherford announced that this report will be moved to the next meeting.

Announcements:

Poll Announcements:

- **AAPI Heritage Month Celebration Budget:**

It was announced that the Board approved via poll the AAPI Heritage Month Celebration budget of up to \$26,640.00. Additionally, the Board also approved to make an exception to the food policy around the \$15.00/per person food limit to allow up to \$25.00/per person for food; and to waive the Local's alcohol prohibition to allow to serve beer and wine for up to two (2) drinks, per person.

The plan is to hold the event on May 29 in Oakland. At the March E-Board meeting, the Board previously approved up to \$7,000 for venue costs in order for the team to secure the location.

- **Temporary Employee (Paul Antony-Levine) Extension:**

It was announced that the Board approved via poll to extend temporary Field Representative Paul Antony-Levine through up to June 17, 2026.

Good & Welfare:

Sharon Richardson, Calaveras County Area Representative, presented. A past leader and officer, Mike Deburg, has been diagnosed with kidney cancer. We want to send thoughts and prayers his way, and we will forward a GoFundMe page, if one has been set up by the member's family.

Jeffery Dix, Private Sector/Non-Profit Industry Chair, presented. We held a joint event with Palestinian union leaders. The event went well with about 75 attendees. Overall, the event was successful.

Greg Marro, Retiree Council Chair, presented. Eight of our members will be attending the Alliance of Retired Americans this coming week. The retirees appreciate this Board's support.

Adjournment:

M/S/C (Boutte/Arantes) to adjourn. The meeting adjourned at 4:45 p.m.

Respectfully submitted by,

Jason Negrón-Gonzales
Secretary