

SEIU Local 1021 Executive Board Meeting
Saturday, May 17, 2025 – 10:00 a.m. to 5:00 p.m., Fairfield, CA
MINUTES

Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:05 a.m. Sandy Sigala read the Code of Conduct.

Attendance Roll Call:

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 Region-D 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, Antoinette Blue, David Cameron, Kasha Clarke, Maria Salazar-Colón, Jeffery Dix, Greg Marro, Maria Betancourt, Phelicia Jones, Tina Diep, Blessing Agustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Mariette Shin, Charito Casanas, Anthony Mills, Desiree Collins, Shelly Martin, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Cynthia Johnson, John Arantes, Kevin Zhu, Patricia Orey

Executive Board Members Excused: Taffie Walter, Sheleka Carter, Evelyn Curiel, Ray Fields, Kevin Godwin, Debbie Dobson, Alicia Ramirez, Steven DeSalvo, Trevor Adams, Monique Baca

Executive Board Members Absent: John Pearson

Out of 47 Executive Board members, 37 were in attendance. It was announced that a quorum was established.

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Josie Mooney, Carlos Rivera, Bill Petrone, Emma Gerould, Horacio Viveros, Kaden Kratzer, Oumar Fall, Boyan Biandov, Lisa Bui, Karen Amos

Parliamentarian: Lorenzo Cuesta

Review of the Agenda:

The agenda was accepted with the following additions under *Action Items*: Personnel/Staffing Committee (PSC) Chair and staff retirement gift policy exception.

Member Comments:

- Cynthia Landry, Alameda County: Cynthia expressed gratitude for allowance of a virtual option for members to participate in Board meetings.
- Bruce Boyer, Sacramento City Unified School District: Bruce spoke in regard to the Region-A Area Representative position.
- Julia Rapkin, Sonoma County: Julia spoke in regard to Palestine and immigrant solidarity.

AAPI Heritage Month:

Alameda County Area Representative Tina Diep presented a recap of the SEIU 1021 *AAPI Heritage Month* event, where 1021 members, families and community members gathered to celebrate. A PowerPoint presentation with highlights of the event was shared.

Fight Back Update:

Executive Director (ED) David Canham presented a recap of recent actions throughout the Local to *fight back* against threats to our union and communities due to the Trump Administration. A PowerPoint presentation with highlights of the various actions was shared. The Local held actions to protect public services, make Airbnb pay fair share of taxes, participated in a *May Day* march and held rallies against cuts to Medicaid.

Parliamentary Procedures Overview:

Parliamentarian Lorenzo Cuesta presented an overview of effective meeting management, including the steps to handling a motion, debate and point of order.

The meeting was temporarily suspended for a lunch break at 12:32 p.m. and reconvened at 1:06 p.m.

Budget & Finance Committee (BFC) Report:

Treasurer Mary Duncan presented the May BFC report.

The BFC approved the following proposals:

1. Asian Art Museum Contact Campaign Budget:

The BFC approved a budget of up to \$18,801.48 for the S.F. Asian Art Museum contract campaign. This is a non-profit chapter that receives the majority of its funding from museum memberships, admissions, private gifts and grants, and from the City. The contract is due to expire on 6/30/2025. The chapter leadership have developed bargaining surveys and have reviewed comparable contracts to draft proposals. Approximately 30 proposals have been drafted, which includes a mix of economic and non-economic proposals. The budget includes costs for purple items (lanyards, pens, t-shirts), communication needs (social media, media buys) and food for various rallies and worksite tabling.

2. S.F. COFAM Contract Campaign Budget:

The BFC approved a budget of up to \$14,761.22 for the S.F. COFAM contract campaign. This is a non-profit chapter that receives the majority of its funding from museum memberships, admissions, private gifts and grants, and from the City. A bargaining survey was developed where the response rate was over 90%. The contract expired on 3/31/2025. The budget includes costs for purple items (lanyards, pens, t-shirts), communication needs (social media, media buys) and food for various rallies and worksite tabling.

3. Catholic Charities Contract Campaign Budget:

The BFC approved a budget of \$22,876.02 for the Catholic Charities contract campaign. This is a non-profit chapter that receives the majority of its funding through government grants. The chapter represents workers across 22 worksites throughout San Francisco, San Mateo and Marin Counties. The contract is due to expire on 6/30/2025. The budget includes costs for purple items (lanyards, pens, t-shirts), communication needs (social media, media buys) and food for various rallies and worksite tabling.

4. Baker Places Contract Campaign Budget:
The BFC approved a budget of up to \$11,000 for the Baker Places contract campaign. The goals of the campaign include bargaining a stronger contract to address concerns including compensation, workload, turnover, understanding, health and safety. The goals also include strengthening union structure and culture across all worksite locations, as well as union engagement. The contract is due to expire on 6/30/2025. The budget includes costs for items such as purple items, campaign t-shirts, transportation (busses for actions), communication needs, food for meetings and lost-time for member leaders.
5. Valley Mountain Regional Center Contract Campaign:
The BFC approved a budget of up to \$49,073.04 for the Valley Mountain Regional Center (VMRC) contract campaign. The goals of the campaign include building chapter strength and engagement, increase COPE contributions, increase participation in the statewide DD Council, increase in wages, benefits and enhance other pro-labor contract language. The contract is due to expire on 11/1/2025. The budget includes costs for items such as purple items, ten (10) gift cards valued at \$10.00, food for various meetings, communication needs (printed materials, social media) and lost-time for three (3) VMRC members for 10/days at 8/hours per day.
6. Labor Notes Troublemakers School:
The BFC approved a budget of up to \$3,700 to sponsor up to fifty (50) members to participate in the *Labor Notes Troublemakers School* one-day conference on June 14, 2025 in Oakland.
7. Working Families Party of California Annual Dues:
The BFC approved annual membership dues of \$50,000 to Working Families Party of California.
8. Contribution to Valley Health Foundation:
The BFC approved a donation to the *Valley Health Foundation*. This contribution is in lieu of a payment for a research training with Bob Brownstein, who will help lead a training focused on honing our budget and financial analysis skills to prepare for budget cuts.
9. APALA 18TH Biennial Convention:
The BFC approved a budget of up to \$32,000 to send up to twenty (20) members to the APALA 18th Biennial Convention on June 26-29, 2025 in Los Angeles. The budget is to cover costs for registration fees, lodging, air fare and transportation (taxi/uber from the airport to the hotel).
10. Consultant Contract, Lorenzo Cuesta:
The BFC approved a consultant contract with Lorenzo Cuesta at up to \$15,000 to serve as Parliamentarian for Local Executive Board meetings from May through December 2025.
11. SEIU 1021 Juneteenth Day Celebration:
The BFC approved a budget of up to \$33,465.00 for the Juneteenth Day Celebration currently scheduled on June 23, 2025. The targeted attendance is up to 250-300 SEIU members and their families. The budget includes costs for purple swag, venue rental, DJ, dance performers, decorations and *food costs.

*BFC recommendation: Juneteenth Day Celebration food costs:

The BFC recommends to make an exception to the food policy to allow food costs at up to

\$35.00 per person.

M/S/C (Esteen/Hardy) to make an exception to the food policy to allow food costs at up to \$35.00 per person for the 2025 Juneteenth Day Celebration.

The BFC approved the following Community/Allies Requests:

- Safe Black Space Fundraiser:
The BFC approved up to \$2,200 for two (2) tables for the *Safe Black Space Fundraiser* event on May 16th in Sacramento, with possible reimbursement to a Board member, who secured the payment with the organization (tier 3).
- United Seniors of Oakland and Alameda County:
The BFC approved a sponsorship of \$1,000 to the United Seniors of Oakland and Alameda County 34th annual convention on June 13th in Hayward (tier 3).
- California Alliance for Retired Americans (CARA):
The BFC approved the 2025 annual dues of \$5,000 to California Alliance for Retired Americans (tier 1).

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

A. 2025 Education Industry Council Summit:

The BFC recommends to approve the Education Industry Council Summit budget of up to \$64,000, and to make an exception to the food policy to allow \$25.00/per person for breakfast and \$35.00/per person for lunch. The plan is to hold the event in October 2025. The goals and objectives of the summit include to educate, prepare and motivate members for political fights and contract bargaining, establish the need for leadership and members to continue taking ownership of chapter representation and NEO's. The budget includes costs for items such as transportation (busses/van), purple items, crewnecks, program book, ten (10) Target/Safeway gift cards, venue rental, balloons & props and misc. supplies.

M/S/C (Blue/Marro) to approve the Education Industry Council summit budget at up to \$64,000 to be held in October 2025.

M/S/C (Johnson/Richardson) to make an exception to the food policy to allow \$25.00/per person for breakfast and \$35.00/per person for lunch for the Education Industry Council summit.

2025 Q1 Budget Report:

Head of Operations/Labor Relations (HOLR) Robert Li presented the Local's first quarter executive summary financial report. Membership Director Lisa Bui gave an overview of the Q1 revenue and headcount report.

Action Items:

San Francisco Office Building (180 Redwood St.):

HOLR Robert Li presented an overview of a request regarding managing and maintaining the new S.F. office building.

The following proposals were presented:

- a. Approve an annual on-going funding of approximately \$600,000;
- b. Authorize the Head of Operations/Labor Relations (HOLR) to pay all required financial obligations associated with the property, including, but not limited to taxes & regulatory fees, utilities (e.g., water, electricity, gas, waste management), and insurance premiums (e.g., property, liability); and
- c. Authorize the Head of Operations/Labor Relations (HOLR) to obtain and enter into necessary service contracts to ensure the safe and effective operation of the property, including, but not limited to maintenance & repair, safety & security, property management services, real estate legal services

M/S/C (Arantes/Boutte) to approve the S.F. office building (at 180 Redwood St.) managing and maintenance proposals, as presented.

California Academy of Sciences – Chapter Recognition:

ED David Canham presented. California Academy of Sciences is a newly organized chapter that has recently ratified their first contract. Per the Local Bylaws, newly organized bargaining groups require Board authorization to be recognized as a chapter.

M/S/C (Germain/Salazar-Colón) to recognize the CA Academy of Sciences as a new chapter of SEIU Local 1021.

Staff Retirement Give Policy Exception:

ED David Canham gave an overview of the request. The Local has a policy that allows up to \$1,000 for a staff recognition gift for employees, who retire from Local 1021 with twenty (20) or more years of service. It was explained that an employee, who has recently retired, is about 4/months short of the 20/years eligibility requirement. The request is to make an exception to the policy around the eligibility requirement to be able to purchase a retirement gift, in accordance to Local policy.

M/S/C (Duncan/Germain) to approve the request, as presented.

Personnel/Staffing Committee (PSC) Chair:

President Rutherford presented a recommendation to appoint Ramsés Teón-Nichols to serve as *Chair* of the Personnel/Staffing Committee.

M/S (Arantes/Boutte) to approve the appointment. There was discussion on the motion.

M/S (Boutte/Arantes) to call the question. An objection was raised to *calling the question*. It was explained that a two-thirds vote is required to pass. The Board voted by *show of hands*. The motion to *call the question* failed, with seventeen (17) in favor and fourteen (14) against.

Discussion continued on the motion made by Arantes, and seconded by Boutte, to appoint Ramsés Teón-Nichols to serve as *Chair* of the Personnel/Staffing Committee. The Board voted by *show of hands*. The motion passed with sixteen (16) in favor and fourteen (14) against.

Approval of the March 22 and April 26, 2025 Draft Minutes:

Approval of the minutes was tabled to the next Board meeting, as the draft minutes are not yet available.

Executive Board Member Reports:

Organizing Report:

VP of Organizing Jennifer Esteen presented the organizing report. She spoke about breakthrough campaigns. She also shared information on an upcoming rally to join gig workers and community partners to lobby lawmakers to support AB 1340.

Education Industry Report:

Education Industry Chair Maria Salazar-Colón gave a brief report on the S.F. City College District re-opener negotiations. She also spoke about the number of chapters that fall under the industry.

Retiree Council Report:

Retiree Council Chair Greg Marro announced that a written report was sent to the Board.

Local 1021 Committees:

Robert Li gave an overview of Local 1021 committees. This includes standing committees, as well as committees established by the Local President.

Head of Operations & Labor Relations (HOLR) Report:

HOLR Robert Li shared information on upcoming trainings operations will be holding around IT, Membership and the MRC.

Announcements:

Poll Announcement – Endorsement to support Divestment and Investment Efforts:

President Rutherford announced that the Board approved via poll to endorse signing on to an effort to call for Alameda County & other Bay Area governments to adopt an ethical investment policy and divest.

Adjournment:

By consensus, the Board agreed to adjourn the meeting at 5:00 p.m. There were no objections raised.

Respectfully submitted by,

Joanne Cansicio
Coordinator to the Executive Board