

SEIU LOCAL 1021 Executive Board Meeting
Saturday, June 28, 2025, 10:00am to 5:00pm
Stockton Office/Zoom
MINUTES

Executive Board Members Participating: President Theresa Rutherford, 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, Maria Salazar-Colón, Sheleka Carter, Jeffery Dix, Greg Marro, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Sharon Richardson, Mariette Shin, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Alicia Ramirez, Shelly Martin, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Steven Desalvo, Kevin Zhu, Trevor Adams, Monique Baca, Patricia Orey, Kevin Tisdell, Jeffrey Weston

Executive Board Members Excused: Tiffany Abuan, David Cameron, Kasha Clarke, John Pearson, Maria Betancourt, Layla Spears-Griffin, Desiree Collins, Cynthia Johnson, John Arantes

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Nely Obligation, Boyan Biandov, Karin Hendrickson, Lisa Bui, Karen Amos, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Horacio Viveros, Zach Goldman

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.

President Rutherford spoke to the moment and the challenges to civil rights, and the drift by the government toward authoritarian rule. It is important to remain united in this. Labor are the people with the power to fight back against this. Our focus should be on this current mission. She also acknowledge Pride Month and Juneteenth.

Review of the Agenda:

The agenda was adopted by consensus with the following changes: add an action item regarding a legal expense related to the S.F. building purchase; and a request regarding a Gig Worker blitz.

It was announced that Treasurer Mary Duncan would cover taking minutes at today's meeting; and that Antoinette Blue will be covering as the Sgt. of Arms.

Member Comments:

- David Wong, Sacramento City Unified School District: David spoke in support of Karla Faucett as a Region-A Area Representative.

- Charmaine Brown, Sacramento City Unified School District: Charmaine spoke in support of Karla Faucett as a Region-A Area Representative.
- Jim Raffle, Sacramento City Unified School District: Jim spoke in support of Karla Faucett as a Region-A Area Representative.
- Tim Gamble, Sacramento City Unified School District: Tim spoke in support of Karla Faucett as a Region-A Area Representative.
- Antonio Sandoval, Sacramento City Unified School District: Antonio spoke in support of Karla Faucett as a Region-A Area Representative.
- Rebecca Wall, Sacramento City Unified School District: Rebecca spoke in support of Karla Faucett as a Region-A Area Representative.
- Rich Morovitz, Sacramento City Unified School District: Rich spoke in support of Karla Faucett as a Region-A Area Representative.
- Maria SantaMaria, Sacramento City Unified School District: Maria spoke in support of Karla Faucett as a Region-A Area Representative.
- Karla Faucett, Sacramento City Unified School District: Karla spoke to advocate for the Region-A Area Representative position.
- Cynthia Landry, Alameda County Social Services: Cynthia spoke regarding remote work surveillance, specifically regarding keystroke monitoring, and she shared concerns about what standards exist.

Attendance:

A roll call for attendance was done. A quorum was announced at 10:44 a.m. President Rutherford shared that hybrid was offered today due to the large number of challenges that members had, including people attending APALA. The focus will still be for in-person Board Meetings. It is recognized that there will be a need to have accommodations for Board members, when possible.

Budget & Finance Committee (BFC) Report:

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

The BFC approved the following proposals:

1. Northeastern University (NEU) at Mills College Contract Campaign:
The BFC approved a budget of up to \$23,890 for the Northeastern University at Mills College contact campaign. The chapter represents the Staff and Part-Time Adjunct Bargaining Units, and has approximately 150 workers. The goals of the campaign include synchronized activities and non-member sign-ups between both units, bargaining for pay raises, improved medical coverage and long term job security. The contract is due to expire on 6/30/2025. The budget includes costs for items such as communication needs (posters/flyers, Ads), campaign t-shirts, purple items for visibility (e.g. lanyards, purple bandanas, tote bags) and food for various meetings.

2. Tides Network Contract and Layoff Campaign:

The BFC approved a budget of up to \$45,070.00 for the Tides Network Contract and Layoffs campaign. The chapter currently represents approximately 123 workers. The employer announced that it is projecting a substantial revenue loss and has also announced layoffs. Since Feb. 2025, the Union has been negotiating layoff terms and submitting proposals that are alternatives to layoffs. The current contract is due to expire on 12/31/2025. Contract negotiations is scheduled to begin by Fall 2025. The goals of the campaign include enhancing membership engagement, COPE sign-ups, increase member density and defend against proposed layoffs. The budget includes costs for communication needs (e.g. materials to support campaign visibility), chapter communications tools (*Slack* account for 3/months for 1 user), food for various bargaining & worksite events, lost-time for 1/member for 1/day per week for 4 months, media costs (e.g. digital Ads and direct mail), t-shirts and purple items.

3. Project Open Hand Contract Campaign:

The BFC approve a budget of up \$22,227.19 for the Project Open Hand contract campaign. This is a non-profit chapter that represents approximately 90 workers across fourteen (14) different worksites in San Francisco and Oakland. Bargaining sessions have begun. The contract is due to expire on 6/30/2025. The budget includes costs for items such as purple items, t-shirts, communication needs and food for various meetings.

4. Local 1021 Latino Caucus Requests:

a. Local 1021 Latino Heritage Month Celebration:

The BFC approved a budget of up to \$35,000 for the 2025 Latino/Hispanic Heritage Month Celebration. The heritage month runs from the mid-September to mid-October. The celebration event is currently scheduled on Sept. 26. The turnout goal is 200+ attendees of Local 1021 members and their families across the regions. The budget includes costs for t-shirts, flyers/texts/emails, venue costs, DJ, performers/entertainment (e.g. honorarium), photo booth, decorations, purple swag and * food costs.

***Recommendation:** Additionally, the BFC recommends to the Board to make an exception to the food policy to allow \$30.00/per person for food.

M/S/C (Boutte/Hardy) to approve an exception to the food policy to allow \$30.00 per person for food.

b. SEIU International Latino Caucus Convention:

The BFC approved a budget of up to \$30,000 to send up to fifteen (15) members to the 2025 SEIU International Latino Caucus convention in October 2025. The event will be held in San Juan, Puerto Rico. The budget includes travel related costs, such as roundtrip airfare, hotel and transportation, as well as meal reimbursements in accordance with the Local's policy.

The BFC approved the following Community/Allies Requests:

- State Association of County Retirement (SACRS) Dues:

The BFC approved \$300.00 for the 2025-26 annual dues with the State Association of County Retirement Systems (tier 3).

- LaborFest:
The BFC approved \$500.00 for a sponsorship of a program ad for the 2025 32nd Anniversary of LaborFest (tier 3).
- Common Ground:
The BFC approved \$5,000 for membership dues to Common Ground (tier 1). Common Ground is an ally the Local has worked closely with on issues in the Solano/Napa County area.

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

- A. S.F. City and County Campaign Against City-Wide Layoffs:
This campaign is to fight against layoffs and cuts to public services in S.F. City & County. Despite's the union's efforts, the mayor has refused to take cuts and layoffs off the table. The union has held huge rallies against cuts with hundreds of members participating, which have also gained press coverage. There are still challenges ahead. This fight can potentially last until mid-August.

The BFC recommends to approve a budget of up to \$285,000 for the S.F. City & County Campaign Against City-Wide Layoffs. The budget includes costs for items such as social media ads, media buys, campaign materials, t-shirts, purple items, transportation for actions (busses from/to action and worksites), food/water for rallies, DPH & Misc. bargaining and CAT/member meetings.

M/S/C (Hardy/DiSalvo) to approve up to \$285,000 for the SF City & County Campaign Against City-Wide Layoffs.

- B. Consultant Contract Extension, Mark Mosher:
The BFC recommends to approve the contract extension for Mark Mosher for up to three (3) months. His current contract is due to expire on 6/30/2025, and the current contract amount is \$10k/per month at up to 30 hours per week. The scope of work is to continue providing support in our communications strategy in bargaining, politics and organizing, including messaging and media relations, as well as photography and video support.

M/S/C (Sigala/Hardy) to approve the contract extension with Mark Mosher by up to 3/months at \$10,000 per month for up to 30 hours of work per week.

- C. Food Policy Exception Request:
The BFC recommends to make an exception to the food policy around the \$15.00/per person limit to reimburse a Board member, who paid for food costs for their chapter meeting. Due to an error, food was mistakenly ordered on the wrong date of the chapter meeting. Therefore, the member purchased food. At the time, the member was not aware of the Local's food policy of \$15.00/per person. The overage was a total of \$80.00.

M/S/C (Dix/Salazar-Colón) to make an exception to the food policy to reimburse the Board member at up to a total of \$100.00.

Action Items:

City of Novato Chapter Strike Sanction Request:

Region-B VP Travis Balzarini presented the request. This year, management is asking for concessions, unlike last year. The North Bay Labor Council has authorized a strike sanction. The chapter is seeking the Board's approval to authorize a strike sanction. **M/S/C (Godwin/Sigala) to approve the strike sanction request.**

Planned Parenthood Chapter Recognition:

David Canham presented the request. Planned Parenthood is one of our newly organized workers. The members overwhelmingly ratified their first contract with 96% approving. Per the Local's bylaws, newly organized bargaining units require the Executive Board's authorization to be recognized as a chapter.

M/S/C (Esteen/Harrison) to recognize Planned Parenthood as a Chapter.

E-Board Vacancy Appointments:

President Rutherford is recommending to appoint the following on the Executive Board:

i. Contra Costa County Area Representative:

The recommendation is to appoint Kevin Tisdale to fill the vacant *Contra Costa County Area Representative* position.

ii. Mendocino County Area Representative:

The recommendation is to appoint Jeffrey Weston to fill the vacant *Mendocino County Area Representative* position.

M/S/C (Teón-Nichols) to approve the appointments of Kevin Tisdale and Jeffrey Weston.

The new Board members were sworn in to office by President Rutherford.

E-Board Committees/Workgroups:

i. Building Committee:

President Rutherford is recommending to appoint Mary Duncan and Ray Fields as standing members on the Building Committee. **M/S/C (Marro/Teón-Nichols) to accept the appointments of Mary Duncan and Ray Fields.**

ii. Workgroup Appointments Report:

President Rutherford announced that she appointed the following workgroups:

- Training Workgroup: Kasha Clarke, Taffie Walter, Elizabeth Harrison, Shelly Martin and Sharon Richardson.
- Policy Workgroup: Jennifer Esteen, Cynthia Johnson, David Cameron, Greg Marro and Antoinette Blue. President Rutherford also shared that there was a request to include Cynthia Landry (former E-Board member) as a *resource* to support the policy workgroup.

President Rutherford will accept additional recommendations for limited additional members to workgroups. Local information on practices regarding these committees or workgroups will be provided to the Board.

Gig Workers Blitz:

David Canham, Jennifer Esteen and Horacio Viveros presented the request. We have moved legislation at the State level to allow Gig workers to organize, and we expect for the Governor to sign. We are partnering with Local 721 to sign up 5,000 workers. The plan is to bring in up to seven (7) Gig Drivers through 1021 to assist with this work – beginning in mid-July for up to eight (8) weeks. The request is for authorization to compensate the workers.

M/S/C (Sigala/Germain) to authorize the Executive Director and Head of Operations & Labor Relations to establish the appropriate compensation for the *Gig* workers for up to seven (7) workers for up to eight (8) weeks and fund this through the approved annual Organizing budget.

The meeting was temporarily suspended for a break at 12:00 p.m. and resumed at 12:11 p.m. The Board moved to closed session at 12:12 p.m. Parliamentarian Tammy Dunning remained during Executive Session.

Executive Session:

Temporary Employee Extension Requests:

M/S/C (Hardy/Alexander) to extend by thirty (30) days temporary employees Alexa Rose, Forrest Kreiss and Elizabeth Travelslight.

The Board moved to open session at 1:09 p.m.

Treasurer Mary Duncan reported out the motion passed during Executive Session.

The meeting was temporarily suspended for a lunch break at 1:10 p.m. and resumed at 1:44 p.m.

Fight Back Update:

David Canham presented an update. He gave an overview of a convening on May 29 where over 300 member leaders and staff came together to *fight back* against attacks on our collective bargaining rights, our communities and public services. He spoke about the meeting goals and topics. Since this convening 1021 has had the highest turnout of all CA SEIU for lobby days. A second convening is being planned. He also spoke about the worldwide response to the detention by ICE of SEIU California President David Huerta. A nationwide call to action is being planned for July 26. Another national mobilization is planned for Labor Day weekend.

Executive Board Member Reports:

Member Intern Report:

Staff Jonathan Nunez-Babb presented the report on the 12th member internship cohort, with members who recently graduated from the program. Member interns Jeff Weston, Chinese Daniels and Veronica Waldo spoke regarding their experiences during the internship.

Organizing Report:

VP of Organizing Jennifer Esteen presented the report. Newly organized members from Planned Parenthood will be holding a celebration on their first contract ratification on July 6. Clinic nurses have won their contract and are bargaining their contract. This is the opening we need to continue to organize the remaining clinic workers. Regarding the Gig campaign - AB1340 passed the legislature and is awaiting the Governor's signature. We are working with Local 721 to get cards from 5,000 gig workers. She also gave an update on the Child Care campaign where there were 50 public speakers at the Alameda Co Supervisors regarding the \$200m funds from the tax measure. We are working on organizing those childcare workers.

Political Report:

VP of Politics Ramsés Teón-Nichols and Political Director Zach Goldman presented the report. State budget advocacy was highlighted. We focused on turnout and lobbying at the State Capital. We were able to get \$750m to keep BART & SF Muni operating, as well as restore the proposed cuts to IHSS. Medicaid Week of Action was held. The Childcare legislation in Alameda County was approved, which will result in a \$25.00/per hour minimum wage. It will also create 2,400 new subsidized childcare slots for working families. This provides 1021 access to attend orientations, so that childcare workers can know their rights.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Phelicia Jones reported. She reported that SEJ has recruited 12 officers for the committee. The active Caucuses were shared. She also reported on the 1021 Juneteenth celebration held of June 27. The event was successful with a good turnout of members and their families. A membership appreciation BBQ is planned for September. There is a goal to increase activity across all regions.

Executive Director (ED) Report:

Executive Director David Canham reported on the S.F. City & County Budget Fight and Sonoma County campaigns.

- S.F. City & County Budget Fight:

The Local decided last March to fight back on every layoff. The Mayor proposed cuts of 1,400 jobs, while Uber & Airbnb are filing to not pay their taxes. He gave an overview of multiple actions held, which were done in coalition with IFPTE Local 21. Thousands of members participated in the various actions. As a result of our efforts, all laid off positions were restored. However, our work is not done as there are still fights that will continue to next year. COLAs for non-profits were cut drastically, but jobs were saved.

- Sonoma County:

VP of Region-B Travis Balzarini presented the report. He spoke about the highlights of the Sonoma County 1-year contract extension. The wins include a 3% COLA, 10% increase in healthcare, parks passes and complete the 15 non-benchmark Job Class Salary Studies.

Head of Operations & Labor Relations (HOLR):

Robert Li reported.

- S.F. Building Purchase Update:
Robert Li gave an overview of the progress and timeline of purchasing the building. We have wrapped up getting insurance and created the corporation. As of June 30, the Local will own the building. He also spoke about the next steps, which include making the necessary renovations. The goal is to move in during Q1 of 2027.

Action Item:

There are additional costs for reviewing the title. The original estimate was \$50,000, but we anticipate that it will be more. The request is to authorize an additional up to \$10k for legal expenses. **M/S/C (Dix/Sigala) to approve up to \$10,000 for the S.F. office purchase legal expenses.**

- Operations Training Resources:
Robert spoke about four (4) digital courses that were created for Board members with the goal to orient the Board with information about the Local.

Announcements:

E-Board Poll: Temporary Employee Extensions:

Joanne Cansicio reported out that the Board passed via poll to extend temporary employees Martha Ponce and Daniel Vasquez by up to three (3) months (up to 9/14/2025).

Marin Municipal Water District Chapter Bylaws:

Joanne Cansicio announced that the Marin Municipal Water District Chapter bylaws was recently reviewed and found to be in compliance with the Local's Bylaws template. The next step is for the chapter membership to adopt their bylaws.

S.F. Mental Health Chapter Bylaws Revision:

Joanne Cansicio announced that the S.F. Mental Health Chapter Bylaws revision was recently reviewed and found to be in compliance with the Local's Bylaws template. The next step is for the chapter membership to approve their bylaws revision.

Good & Welfare:

President Rutherford shared the recent passing of long time SEIU leader Luisa Blue. Luisa held multiple leader roles within SEIU, including serving as an International Executive Vice-President. A moment of silence was observed in her honor.

Adjournment:

The meeting was adjourned in memory of Luisa Blue. By consensus, the meeting adjourned at 3:36 p.m.

Respectfully submitted by,

Mary Duncan
Treasurer