

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, June 22, 2024, 10:00am to 5:00pm**  
**San Francisco Office/Zoom**  
**MINUTES**

**Executive Board Members Participating:** President Theresa Rutherford, Secretary Mary Duncan, VP of Organizing Brandon Dawkins, VP of Politics Ramsés Teón-Nichols, VP of Representation Sandra Lewis, Region-A VP Akbar Bibb, Region-B VP Mary Sandberg, Region-C VP Yeon Park, Region-D VP Kristin Hardy, Region-E BP Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Todd Nosanow, Sandra Wall, Mariette Shin, A’Kesh Edi, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Moisés Vega, Monique Baca

**Executive Board Members Excused:** Amos Eaton, John Arantes, Trevor Adams

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Lisa Morowitz, Carlos Rivera, Horacio Viveros, Caitlin Prendiville, Emma Gerould, Peter Masiak, Bill Petrone, Kaden Kratzer, Karin Hendrickson, Boyan Biandov, William Winfield, Christina Hung

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**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 10:04 a.m. A quorum was established. The Code of Conduct was reviewed by Region-C VP Yeon Park.

Point of order was raised regarding who is chairing the meeting, as a notice was sent to the Board on behalf of President Rutherford stating that she was taking a temporary leave of absence for one month. President Rutherford stated that she was taking a vacation and not a LOA. There was a request to have Kerianne Steele with the law firm speak on this issue, as a memorandum from the law firm was shared with the Board about a temporary chair to preside over the 6/22/2024 Executive Board meeting due to the President’s leave; as well as an appointment to fill a temporary vacancy in the position of the President. Kerianne Steele provided an opinion that the President’s leave was noted as effective immediately. Her advice was that the Board should determine who would be the temporary chair for today’s (6/22/2024) meeting. M/S/C (Lewis/Faucett) to move to Executive Session to continue discussion on this issue.

**The Board moved to closed session at 10:16 a.m.**

**Executive Session:**

M/S (Dawkins/Bibb) to follow the advice of counsel. Kerianne Steele advised that the Board consider nominating someone to help facilitate the discussion to decide who will temporarily chair today’s (6/22/2024) meeting. Region-C VP Yeon Park facilitated the discussion regarding the motion. A friendly amendment was made by Mary Sandberg to nominate Ramses Teon-Nichols to facilitate the discussion. The makers of the motion (Dawkins/Bibb) accepted the friendly amendment. After discussion, the Board moved to a vote. M/S/C (Dawkins/Bibb) to follow the advice of council and to appoint VP of Politics

Ramsés Teón-Nichols to facilitate the discussion on the issue of the temporary chair for the 6/22/2024 E-Board meeting.

The meeting was temporarily suspended for a break at 10:57 a.m. and resumed in closed session at 11:27 a.m., with VP Teón-Nichols chairing the discussion regarding appointing a chair to preside over the 6/22/2024 E-Board meeting.

M/S (Valdez/Cuevas) to accept the recommendation of the Lost-Time Officers (LTO) to approve Sandra Lewis and Akbar Bibb as chairs of the 6/22/2024 meeting. A friendly amendment was made by Kristin Hardy to name Akbar Bibb as the Chair and Sandra Lewis as the co-chair. The makers of the motion (Valdez/Cuevas) accepted the friendly amendment. Discussion followed. M/S/C (Christian/Park) to call the question. The Board moved to a vote. M/S/C (Valdez/Cuevas) to appoint Akbar Bibb as the Chair and Sandra Lewis as the co-chair to preside over the June 22, 2024 E-Board meeting.

M/S (Sandberg/Park) to have the Lost-Time Officers (LTO) meet weekly to conduct the business of the Local during President Rutherford's leave. Discussion followed. M/S/C (Cuevas/Christian) to call the question. The Board moved to a vote on the motion made by Sandberg/Park. The motion was carried.

**The meeting was temporarily suspended for a break at 12:09 p.m. and resumed at 12:24 p.m.**

The motions passed during Executive Session were reported by Secretary Mary Duncan.

#### **Review of the Agenda:**

The agenda passed with the following changes to add under Action Items – Pro-Palestine Divestment resolution (first reading), Election Committee appointments for the E-Board election; add Political report; pull the SEIU International Convention debrief, Local Convention Planning update, Chapter Bylaws template amendments; and pull the following reports: Counties Industry, Non-Profit Industry and Latino Caucus. M/S/C (Park/Dawkins) to approve the agenda with changes.

There was a request to retain planning for the Local convention. A special meeting may be called, if needed, pending agreement by the LTO's. The Pro-Palestine Divestment resolution first reading to be done after member comments; and the Personnel/Staffing Committee (PSC) report to be done after lunch.

#### **AAPI Heritage Month Celebration:**

Region-C VP Yeon Park presented the report. She thanked everyone, who came out to support the event. A video was shared.

#### **Member Comments:**

- Pamela Holmes-Morton, Retiree: Pamela spoke regarding concern regarding information on the role retirees will play in the Local Convention.
- Felix Thomson, Alameda Health System: Felix spoke to the collective power of the union and the need to use this power for good, and spoke to stopping profiteering off of the war in Palestine.
- Trish Belenson, Oakland Unified School District: Trish spoke in support of the divestment from companies the profit from the war in Palestine.

- Jocelyn Goldsmith-De Sana, City of Berkeley PTRL: Jocelyn spoke in support of the divestment resolution.
- Sharricci Dancy, Contra Costa County: Sharricci spoke to disappointment in representation as chapter does not currently have a Rep.
- Julia Rapkin, Sonoma County Chapter: Julia spoke in support of the divestment resolution.
- Larry Bradshaw, Retiree: Larry spoke in support of the divestment resolution and the enhancements to the investment filters being reviewed by the BFC.
- Lorrie Beth Slonsky, Retiree: Lorrie Beth spoke in support of the divestment resolution.
- Iris Mendoza, Alameda Health System: Iris spoke in support of the divestment resolution.
- Ed Kinchley, Retiree: Ed spoke in support the divestment resolution.
- Ashley Payne, Contra Costa County: Ashley spoke with concerns regarding representation.

#### **Action Items:**

##### **Proposed Resolution on Divestment from the Occupation and Genocide in Palestine:**

A first reading of the proposed resolution was introduced by Region-C VP Yeon park. The resolution has been sent out the Board and will be brought back for a vote.

##### **Local 1021 Convention – Delegate Elections Extension:**

The Board previously approved a criteria around convention delegate elections that included a deadline of 6/28/2024 to complete all chapter delegate elections. David Canham presented a request to for an exception to extend this deadline for Region-D. The extension is due to bargaining. The process is in place but will go beyond the deadline and is planned to conclude by July 19<sup>th</sup>. The request is to extend the deadline to July 26<sup>th</sup>. M/S/ (Faucett/Curiel) to approve the exception. Discussion followed. M/S/C (Teon-Nichols/Baca) to call the question. The Board moved to a vote on the motion made by Faucett/Curiel. The motion carried.

**The meeting was temporarily suspended for a break at 1:34 p.m. and resumed at 2:08 p.m.**

**The Board moved to closed session at 2:13 p.m.**

#### **Executive Session:**

##### **Personnel/Staffing Committee (PSC) Report/Recommendation:**

- **CWA 9404 contract re-opener request:**  
M/S/C (Thoele/Park) to not entertain a contract re-opener, as recommended by the PSC. The current contract is due to expire at the end of July 2025 and there is not a re-opener in the contract.

- Data Development and Redesign Project:  
M/S/C (Park/Dawkins) to approve William Winfield to replace James Chiong as a co-chair on the project, and to approve the pay differential.

**The Board moved to open session at 3:50 p.m.**

Secretary Duncan reported out the motions passed during closed session.

**Reports:**

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nicole Christian presented the report. She shared the SEJ has been very active in engaging members with programs and meetings with members.

Cynthia Landry presented a report on the Women's Committee; planning to welcome the Planned Parenthood folks.

Derrick Boutte presented the AFRAM report and shared the mission statement of the SEIU AA Caucus. All members are welcome to participate. Programs that are currently being worked on were shared.

Tina Diep shared on the AAPI Caucus. They are working on recruiting new members. The caucus is also working on committee elections.

Monique Baca presented the Lavender Committee report. She shared that this is a month of reflection and remembrance in addition to celebration. She shared different Pride events going on throughout the regions. Oakland Pride is being planned for September. SF Pride is next Saturday.

The Climate Justice Committee report was presented by Nicole Christian. On June 24<sup>th</sup> is the SF budget rally at city hall. The committee is working on growing membership. A Climate Caucus was held with over 100 members attending. The actions and events held or supported by the Climate Justice committee were shared.

Organizing Report:

VP of Organizing Brandon Dawkins and Organizing Director Horacio Viveros presented the report. Planned Parenthood was welcomed into the union. The boss hired an anti-union consultant and have been retaliating against the workers. A campaign has been launched, including a petition signed online. The petition was presented to management. The team is working on the first contract. Starbucks workers are at the bargaining table. The 3<sup>rd</sup> in person session is occurring in Texas for a nationwide contract. We have several more shops that are getting ready for organizing. A Pride event is planned for the Antioch Starbucks on June 27<sup>th</sup>; a flyer for the event was shared. Josie Mooney shared that a pathway has been opened to organize 6,000 childcare workers in Alameda.

Labor Notes Conference:

Angel Valdez reported on behalf of the Training Committee. He reported back on the conference in Chicago. Eighteen (18) members were sent from every region. A video of members, who attended the conference was shared.

Political Report:

VP of Politics Ramsés Teón-Nichols presented the report. The Tax Payer Deception proposal was brought down by the state supreme court. We continue to focus on politics throughout the regions. Plans are being development for Board involvement in November elections. The State Council has been supportive. The Political Director position has been posted.

**Approval of the May 11, 2024 Draft Minutes:**

M/S/C (Tapia/Hardy) to approve the May 11, 2024 minutes, as presented.

**Budget & Finance Committee Report:**

Travis Balzarini presented a report of motions passed by the BFC, at its June 18, 2024 meeting.

The BFC approved the following proposals:

1. Los Rios Community College District Contract Campaign:  
The BFC approved the Los Rios Community College District contract campaign at up to \$12,451.50. This chapter represented 196 employees with 73% density and 8% COPE in two bargaining units across 7 sites; Maintenance & Operations and Police Units. The contract expires June 30th. The main fights are around wages & benefits, staffing/contracting out & respect. The budget includes costs for communications, hats, visibility items, food for CAT, events & Bargaining, and Lost Time.
2. Napa Valley Community College District Contract Campaign:  
The BFC approved the Napa Valley Community College District contract campaign at up to \$11,907.30. This chapter represents 113 employees with 94% density & 8% COPE. The issues include wages & benefits, workload issues & staffing, remote work, binding arbitration & respect. The budget includes costs for communications, t-shirts, visibility items, food for CAT, events & Bargaining, media, & Lost Time.
3. Labor Law and Arbitration Conference:  
The BFC approved a budget of up to \$28,994.30 to sponsor 14 members (2 from each region, in consultation with the Regional VP, and 4 from the Training Committee) to attend the 2-day Labor Law and Arbitration conference August 7th & 8th. The budget includes costs for travel, food & lodging.
4. San Mateo CLC Rate Increase:  
The BFC approved an increase from \$0.82 per member per month to \$0.85 per member per month for the rate increase to the San Mateo CLC.
5. National Black Nurses Association Conference:  
The BFC approved an additional \$2,000 to the budget for the National Black Nurses Associate Conference. The BFC previously approved a budget of \$8,620 for the conference which did not include travel as the original attendees were not eligible for travel costs. However, a member that attended was changed and the new attendee needed lodging. In addition, the cost to attend was higher for attendees who were not members of the National Black Nurses Association.
6. SF Office Security Cameras:

The BFC approved a budget of up to \$13,000 for one-time set up costs, equipment & training and \$2000 for annual licensing fees. The Local reached out to 2 vendors and reviewed multiple proposals. The recommendation was for a cloud-based system using 11 cameras.

7. Building Committee recommendation for Property Conditions Assessment Report The BFC approved authorization to enter into an agreement with Bridge Group LLC for \$48,000 to conduct an ASTM E2018 Standard Commercial Level Property Condition Assessment for our current owned properties; Stockton, Santa Rosa & Oak St. This assessment will provide information on the condition of our buildings and develop a 5-year plan for the maintenance of each building using a commercial building maintenance standard.

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

- A. Valley Mountain Regional Center Contract Campaign:  
The BFC recommends to approve the VMRC contract campaign budget up to \$55,914.26. This chapter represents 432 employees across 4 worksites with 99% density and 30 COPE contributors. The main issues are around wages and benefits as the employer has brought in an attorney to negotiate the contract under the new Executive Director. The budget includes costs for items for communications, printing, visibility items, food for meetings & Bargaining, potential ULP Campaign and pre and post Impasse processes, and Lost Time. M/S/C (Lewis/Valdez) to approve.
- B. Latino Heritage Month Budget Request:  
The BFC recommends to approve the budget at up to \$33,000 and exceptions to the food (\$30 per person) and alcohol policy for the Latino Heritage Month event put on by the Latino Caucus. The event is planned for October to honor the cultures and contributions of Hispanic and Latin Americans with a plan for outreach to our Native American siblings as well. In addition, throughout the year the Latino Caucus plans to share history, heritage & accomplishments of Hispanic and Latin Americans of past and present. The budget includes costs for food, shirts, flyers, venue, entertainment, and decoration and includes a request for an exception to the food & alcohol policy. M/S/C (Landry/Salazar) to approve.
- C. Contract Extension, Mark Mosher:  
The BFC recommends to approve the contract extension for Mark Mosher for one (1) year. Mark has continued to consult on projects in comms, politics, and organizing as well as special projects. He has assisted with staff development including teaching messaging, collaboration with media relations, strategies, and targeting & placement and analysis of advertising. He has assisted with video production of campaigns and assisted with maintaining and creating new allies. He is currently working on our 1021 Convention and will also be supporting politics. M/S/C (Dawkins/Salazar-Colón) to approve.
- D. Moving costs to 2201 Broadway:  
The BFC recommends to approve and additional \$15,000 to the budget for moving costs to 2201 Broadway for a total budget of up to \$55,000. The BFC previously authorized \$40,000 for moving costs. The costs for furniture, especially workstations (standing), and equipment has been higher than what was budgeted; the Local has been looking at used furniture. In addition, the plan is also to create a greener & more welcoming environment as well. M/S/C (Tapia/Curiel) to approve.

E. 1021 Convention Budget Adjustment and Report:

The BFC recommends to approve up to an additional \$390,000 for production costs for the 1021 Convention. The costs included are for music production, video screens, video switching (live/recorded/language justice), stage build, entertainment, production/content, swag, and 1021 Pride signage. The plan is to use 100% Union labor for the event. There may be additional costs for translators as hiring of translators was not included in this budget. The Board previously approved \$400,000 to secure a venue and accommodations for attendees. M/S/C (Dawkins/Palacios) to approve.

**The BFC approved the following Community/Allies Requests:**

- Asian Pacific Democratic Caucus of Alameda County:  
The BFC approved \$800 to support the Asian Pacific Democratic Caucus of Alameda Co fundraiser with local elected officials; key note speaker is Sheng Thao. (Tier 3)
- LaborFest:  
The BFC approved \$500 for a program ad for LaborFest 2024. (Tier 3) M/S/C
- League of Women Voters:  
The BFC approved \$100 to support the Centennial Celebration in Oakland that was held June 13th. (Tier 3)
- SF Living Wage Coalition:  
The BFC approved \$5000 for sponsorship of the 14th annual LWC dinner on July 19th at the SF Hall. The event will be honoring two SEU members this year, David Williams & Kim Evon. SEIU has partnered with this organization on the Living Wage ordinance in SF. (Tier 1)
- Poll Announcement: United Seniors of Oakland and Alameda County:  
The BFC approved by poll a sponsorship of \$575.00 for the United Seniors of Oakland and Alameda County Annual Convention on June 21st in Oakland (tier 3).

The BFC reviewed recommendations from the Investment subcommittee:

Investment Policy Update:

A review of our filters with RBC was conducted by the investment subcommittee. The Investment Policy (IP) provides the guidelines for 1021's investment firm regarding how, how much and in what areas we invest our money. This includes filters that express our values (often referred to as Environmental, Social and Governance or ESG guidelines).

The subcommittee reported to the BFC on recommendations to improve our ESG filters to more accurately reflect our current values. The changes would hold our investments to a higher standard than we have previously. The proposed changes, if adopted, may result in divestment from some current holdings to align with these changes and would require planning. Additional review by the subcommittee is planned. The policy will be brought back in July. The recommended changes were shared with the Board.

**Action Item(s) continued:**

Tides Advocacy Chapter Recognition:

David Canham shared that Tides will be added to all our chapter lists.

E-Board Officer Full-Time Extension Release:

David Canham presented the request to extend Full-Time Lost Time for Region-E Vice President Taffie Walter for the period of July 1, 2024 to March 30, 2025. The extension is needed as the county had previously only approved her release time for several months instead of to the end of her term. M/S/C (Park/Hardy to approve.

Local Executive Board Election Committee:

Anna Campos presented the nominees for the Local Wide Election Committee for the Executive Board Election. The nominees are: Donna Shane (Retiree from the San Joaquin County Chapter), James Rusty Petrella (Retiree from the Mendocino County Chapter), Eric Stern (East Bay Regional Center), Darrel Glenn Drew (Alameda County Chapter) and Sabrina Nelson (Alameda County Chapter). The vetting process was discussed. It was clarified that up to three (3) alternatives to this committee can be brought in July, if the Board wishes to include additional members from other areas. M/S (Park/Diep) to approve the Election Committee, as presented. A friendly amendment was made on the motion by Sandra Lewis to include seeking up to three (3) alternates. The makers of the motion (Park/Diep) accepted the friendly amendment. The Board moved to a vote on the motion with the friendly amendment. The motion was carried.

Announcements:

David Canham shared that a member from La Clinica is being recruited to come in to assist with organizing. This would require an exception to the Lost Time policy. A poll will be sent out.

Good & Welfare:

Yeon Park shared her gratitude to the Board for coming together to navigate the challenges today.

Cynthia Landry shared that the No Coal issue is being restarted due to a successor buyer. She also requested that the meeting adjourned in the memory of Willie Mays.

Greg Marro requested any Board member who is aware of members who are retiring to reach out to him for information.

Maria Salazar-Colón shared the need to unionize the workers at City College.

Derrick Boutte acknowledged the work Veronica Palacios is doing on organizing a potential strike.

Adjournment:

A moment of silence was observed in memory of Willie Mays  
The meeting was adjourned by consensus at 5:14 p.m.

**Respectfully Submitted by,**

Mary Duncan  
Secretary