

SEIU Local 1021 Executive Board Meeting
Friday, July 25, 2025, 10:00 a.m. to 5:00 p.m.
Fairfield 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, Kasha Clarke, Maria Salazar-Colón, Sheleka Carter, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Desiree Collins, Alicia Ramirez, Shelly Martin, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Steven DeSalvo, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca, Amanda Hubbell

Executive Board Members Excused: Tiffany Abuan, David Cameron, Layla Spears-Griffin, Patricia Orey

Executive Board Members Absent: Trevor Adams

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

Parliamentarian: Lorenzo Sotelo

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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. A quorum was established.

Review of the Agenda:

The agenda was adopted by consensus with the following changes: move *Approval of the Minutes* to after review of the agenda, move the *Organizing* report to after the lunch break, move *Butte County Area Representative* position to the September meeting, pull the *Treasurer's SEIU Finance training* report and add a *Retirement Security Committee* report.

President Rutherford announced that Napa County Area Representative Kevin Godwin, would be the acting Secretary for today's Board meeting to take minutes. She also announced that BFC Region-C Rep. John Arantes will be covering as the Sgt. of Arms.

Approval of the March 22, April 26, May 17 and June 28 Draft Minutes:

It was announced that the March and June minutes have been sent to the Board; however, the April and May minutes are not yet available.

M/S/C (Boutte/Curiel) to adopt the March 22 and June 28, 2025 E-Board minutes.

Member Comments:

- Dominique Chadwick, Sacramento City Unified School District chapter: Dominique spoke against the appointment of Karla Faucett as the Region-A Area Representative.
- Jennifer Sharp, Sacramento City Unified School District chapter: Dominique spoke against the appointment of Karla Faucett as the Region-A Area Representative.
- Leah Di Tullio, S.F. Library chapter: expressed thanks and to strongly encourage SEIU to oppose the resolution (AB 715) punishing teachers library employees union.
- Anna Wolf, California College of the Arts chapter: Anna spoke about AB715 to take a stand against this bill. Other resolutions have opposed this, and it is time for SEIU 1021 to take a stand against AB715.
- Julia Rapkin, Sonoma County chapter: Julia spoke in regards to encouraging SEIU to oppose AB 715. CTA have put themselves out there speaking against it. It is time for SEIU 1021 to “stick our necks out too.”
- Melissa Leventon, California College of the Arts chapter: Melissa spoke in regards to encouraging SEIU to oppose AB 715.
- Arlette Jacome, Regional Center of the East Bay: Melissa spoke in regards to encouraging SEIU to oppose AB 715.
- Cynthia Landry, Alameda County SSA chapter: Cynthia spoke in regards to encouraging SEIU to oppose AB 715. This has a chilling effect on free speech and attack on DEI.

Executive Director Reports:

Deputy Directors Josie Mooney and Nely Obligacion spoke to recent contract wins.

California Academy of Sciences:

Member Ian Hart and Field Representative Elizabeth Travelslight gave an overview of the *Cal Academy Workers* first contract win. This is a newly formed chapter. The chapter was in negotiations for about sixteen (16) months. They shared highlights of the campaign and key wins of their first contract, such as minimum wage at \$25.00/per hour phased in over fourteen (14) months, wage increases and an article about AI and not replacing workers with AI.

Planned Parenthood:

Member Caitlin Quinn and Field Supervisor Ron Collins gave an overview of the *Planned Parenthood Nor Cal Workers* first contract win. This chapter was recognized as a chapter that now includes the lead clinicians. They are working to develop their bylaws. The chapter membership density is currently at 88%. They shared highlights of key economic and non-economic wins of their first contract.

Alameda County Superior Court:

Local 1021 Courts Industry Chair/chapter member Kasha Clarke and Field Director Peter Masiak presented. They shared highlights of the campaign, which included holding a 2-day strike. LPA's are the biggest classification put into a group without any premium pay. Being forced to work out of class without compensation. The chapter membership density is currently at 92%. The strike was pivotal, and helped make the contract. The members voted overwhelmingly to ratify their Tentative Agreement.

Hayward Area Recreation District Chapter:

Member Robert Dietrich and Field Representative Saad Muhammad presented. They shared key wins of the contract, which includes 12% over three (3) years, equity adjustment from .6% to 3.4%, district premium payments will increase by 8%, per year. CTO bank increased from forty (40) to eighty (80). Hazardous work assignments, irrigation area structure, and vehicles for custodians

The meeting was temporarily suspended for a break at 11:06 a.m. and resumed at 11:16 a.m.

Fight Back Updates:

Deputy Directors Josie Mooney and Nely Obligacion spoke about the *National Day of Action* scheduled on July 26 across the state. This action is to bring together union members, community organizations and other allies to rally against threats to our families' health & safety, against ICE raids and to give more tax cuts to billionaires. We are mobilizing for a huge turn-out at the Oakland location. All Board members are encouraged to attend and to bring their families and friends.

Budget & Finance Committee (BFC) Report:

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

The BFC approved the following requests:

1. **Chabot Las Positas Community College District Contract Campaign:**
The BFC approved the Chabot Las Positas Community College District contract campaign budget of up to \$44,049. The budget includes costs for items such as communication and media needs, t-shirts, purple stuff, and food. The goal is to increase chapter density, win stronger contract language, increase salary to keep up with the cost of living, preserve healthcare benefits, address staffing shortages, and improve flexible scheduling.
2. **Hayward Unified School District (HUSD) Paraprofessional/YEP Contract Campaign:**
The BFC approved the Hayward Unified School District Paraprofessional/YEP contract campaign budget of up to \$46,614. The budget includes costs for items such as communication and media needs, t-shirts, purple stuff, food, and lost time for up to 2 members. The goal is to increase chapter density, win stronger contract language, increase salary to keep up with the cost of living, improve healthcare benefits, longevity recognition plan, protections against contracting out, expanded sick leave coverage beyond immediate family, improve sick bank/PTO donation process, staff shortage differential pay, increased personal property loss coverage, and cell phone stipend.
3. **Hayward Unified School District (HUSD) Maintenance & Ops/SAFECO Contract Campaign:**
The BFC approved the Hayward Unified School District Maintenance & Ops/SAFECO contract campaign budget of up to \$40,445.32. The budget includes costs for items such as communication and media needs, food, t-shirts, purple stuff, and lost time for up to 2 members. The goal is to increase chapter density, coordinate synchronized bargaining actions to win stronger contract language, increase salary to keep up with the cost of living, improve medical coverage, certification stipend, additional mental health leave, night shift differential, retirement incentives to avoid layoffs, increase healthcare stipend, professional growth opportunities, step placement review post-probation, sick bank/PTO donation process, day of mourning language, protections against contracting out, staff shortage differential pay, increased personal property loss coverage, and cell phone stipend.

4. Tenderloin Housing Clinic (THC) Contract Campaign:

The BFC approved the Tenderloin Housing Clinic contract campaign budget of up to \$35,300. The budget includes costs for items such as communication and media needs, t-shirts, purple stuff, food, and lost time for up to 3 members. The goal is to secure a strong contract focused on improving wages, job security, and working conditions for frontline staff supporting low-income housing in San Francisco, while strengthening union power at a high-membership site.

5. URRU Solutions:

The BFC approved a one (1) year consultant contract extension with URRU Solutions, which provides Unionware (UW) database modifications for the Local.

6. S.F. Central Labor Council (SFCLC) Union Day at SF Giants Baseball Game:

The BFC approved \$1,375 for a block of 25 tickets for members to attend the Union Day at SF Giants Baseball Game event at Oracle Park on September 28, 2025.

7. Region-C (East Bay) Summit:

The BFC approved the Region-C (East Bay) Summit budget of up to \$48,500. The budget includes costs for items such as purple swag, crewneck sweatshirts, program booklets, venue rental, balloons and props for staging, and *food (breakfast/lunch). This pilot event aims to serve as a model for future regional summits and foster collaboration with area representatives and industry chairs. The goal is to increase membership and COPE participation, strengthening chapter infrastructure, aligning with strategic campaigns, and deepening political/community ties. The summit will offer training, promote NEO improvements, member engagement, leadership development, and organizing.

*The request also includes an exception to the current food policy around the \$15.00/per person limit, which will need E-Board approval.

M/S/C (Johnson/Curiel) to approve the exception on the food policy at \$15.00 for breakfast and \$30.00 for lunch.

The BFC approved the following Community/Allies requests:

- Oakland Pride:

The BFC approved a sponsorship of \$2,870.00 for the Oakland Pride event on September 7, 2025, including booth space, parade contingent entry, publicity, 2 VIP passes, and 6 General Admission tickets (tier 2).

- San Francisco Living Wage Coalition:

The BFC approved a sponsorship of \$5,000.00 for the 15th Annual San Francisco Living Wage Coalition dinner on July 18, 2025, which includes a full-page ad and 12 tickets (Tier 1).

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

A. Region D (S.F.) Non-profit Fight Back Campaign Budget:

The BFC recommends to the Board to approve the Non-profit Fight Back campaign budget of up to \$146,785. The budget includes costs for items such as communication and media needs, t-shirts, purple stuff, food, and lost time for up to 3 members. Mayor Daniel Laurie has

implemented several initiatives and proposed an austerity budget, reducing the Cost of Doing Business (CODB) from 3% to 1%, which will ultimately hurt our non-profit sector, resulting in possible program cuts and layoffs in City-funded non-profits. The goal is to mobilize members for actions, rallies, and board meetings, empowering the members to lead worksite organizing and layoff response.

M/S/C (Diep/Walter) to approve up to \$146,785 for the Region-D Non-Profit campaign.

B. Solano County Contract Campaign:

The BFC recommends to the Board to approve the Solano County contract campaign budget of up to \$146,281.48. The budget includes costs for items such as communication and media needs, food, purple swag, strike preparation, and transportation for escalation actions (if needed), and lost time for up to 3 members. The goal is to focus on educating the members to build chapter and regional strength, increase membership and COPE participation, win strong wages, benefits, union security, and “common good” proposals, develop leaders, expand CAT teams, improve member communications, use organizing actions and strike readiness to build chapter power, and work on strengthening political/community ties in Solano/Napa counties.

M/S/C (DeSalvo/Walter) to approve the Solano County contract campaign budget of up to \$146,281.48.

C. Region-D (SF) Unity Event:

The BFC recommends to the Board to approve the Region-D (SF) Unity event budget of up to \$67,250. The budget includes costs for items such as rental facility, decorations, photo booth, entertainment (e.g., DJ, live performance, etc.), drinks (sodas), and food. The request also includes an exception to the current food policy around the \$15.00/per person limit. Region D (SF) represents 65 chapters and 19,000 members. The event is an opportunity to reconnect with members and revitalize engagement. It supports the TWR campaign, recognizing member leaders and Political Program participants, honoring chapters with the newest members and COPE contributors. It will also enhance the New Member Experience and strengthen regional unity.

M/S/C (Harrison/Curiel) to approve the Region-D (SF) Unity event budget of up to \$67,250, as well as to make an exception to food policy around the \$15.00/per person rule.

Report of BFC Actions Conducted by Poll:

The BFC approved via poll up to \$22,000 to decommission the 29th Street Oakland office elevator in order to comply with the CA Department of Industrial Relations regulation.

There was discussion around purchasing alcohol for events. President Rutherford this time will added to the next E-Board agenda for further discussion.

Action Items:

August E-Board Meeting:

President Rutherford shared that the month of August is typically a “dark hall”— meaning the Board does not hold a regular meeting that month. She is recommending a “dark hall” for the month of August.

M/S/C (Blue/Mills) to approve a “dark hall” for the month of August.

E-Board Vacancy Appointments:

i. BFC Region-B Representative:

President Rutherford is recommending to appoint Amanda Hubbell to the BFC Region-B vacancy. Region-B Travis Balzarini spoke to motivate the recommendation.

M/S/C (Balzarini/Weston) to approve the recommendation to appoint Amanda Hubbell to the BFC Region-B position.

ii. Sacramento County Area Representative:

President Rutherford is recommending to appoint Karla Faucett to the Sacramento County Area Representative vacancy.

M/S (Salazar-Colón/Casanas) to approve the recommendation to appoint Karla Faucett to the Sacramento Area Representative position. A lengthy discussion followed. Board members spoke both in favor and opposition of the recommendation.

M/S (Boutte/Fields) to call the question. Non-Profit Chair Jeffery Dix called for *division*. It was explained that calling for *division* requires to vote by *show of hands*. The vote resulted in a tie with: 19 = yes; 19 = no. In the event of a tie vote, the President can vote to break the tie. President Rutherford voted in favor to the *call the question*. The motion made by Boutte, and seconded by Fields, to call the question was carried.

Debate ended and the Board moved to a vote on the motion made by Salazar-Colón, seconded by Casanas. M/S/C (Hardy/Balzarini) for a roll-call vote.

President Rutherford proceeded with tallying the votes, with assistance from Joanne Cansicio:

Mary Duncan = No
Jennifer Esteen = Yes
Ramsés Teón-Nichols = Yes
Nicole T. Germain = Yes
Elizabeth Harrison = No
Travis Balzarini = No
Derrick Boutte = Yes
Kristin Hardy = No
Taffie Walter = No
Antoinette Blue = Yes
Kasha Clarke = Yes
Maria Salazar-Colón = Yes
Sheleka Carter = No
Jeffery Dix = No
John Pearson = No
Greg Marro = No
Maria Betancourt = No
Evelyn Curiel = Yes
Ray Fields = Yes

Tina Diep = Yes
Blessing Augustus = Yes
Judy A. Martinez = Yes
Sharon Richardson = No
Kevin Tisdell = Yes
Mariette Shin = No
Jeff Weston = No
Kevin Godwin = No
Charito Casanas = Yes
Anthony Mills = Yes
Debbie Dobson = Yes
Desiree Collins = No
Shelly Martin = No
Sandy Sigala = No
Andy La Torre = No
Tazamisha Alexander = No
Steve DeSalvo = No
Cynthia Johnson = Yes
John Arantes = Yes
Kevin Zhu = Yes
Monique Baca = No

The motion to appoint Karla Faucett to the Sacramento County Area Representative vacancy failed with twenty-one (21) voting against and nineteen (19) voting in favor.

The meeting was temporarily suspended for a lunch break at 12:58 p.m. and resumed at 1:32 p.m.

Oath of Office:

Newly appointed E-Board member Amanda Hubbell was sworn in to office by President Rutherford.

Executive Board Reports:

Organizing Report:

VP of Organizing Jennifer Esteen reported on current campaigns.

- Gig Campaign: AB1340 has moved to the Assembly where we are working on lobbying legislators. The blitz work is ongoing. Board members interested in helping with the campaign should reach out to VP Esteen.
- Community Medical Centers: Planning for bargaining strategies have begun.
- Alameda County Childcare Campaign: She shared that 200 million for more child care to residents of Alameda County, and she also spoke about applying for funds. The first orientation of workers will be held on July 26, and the next one on Aug. 23.

Action Items (continued):

54th Congressional Black Caucus Annual Legislative Conference:

The Social & Economic Justice (SEJ) Committee is requesting to approve funds for travel related costs to the 54th Congressional Black Caucus Annual Legislative Conference to be held in Washington, D.C. from Sept. 24-28, 2025. Region-C VP Derrick Boutte and Region-D VP Kristin Hardy presented to recommend approval of the request. The event brings together leaders, legislators, unionists and citizen advocates to discuss issues, and to promote political and economic and social advancement of the Black communities. This will be the first time the Local will have a delegation at the annual conference.

The request is to approve a budget of up to \$32,975.95 to sponsor up to fifteen (15) members to the event. The budget includes costs for items such as, conference registration fees, two (2) tables to the *Day of Healing Prayer Breakfast*, fifteen (15) tickets to the *Black Party*, airfare, hotel accommodations and ground transportation.

M/S/C (Diep/Curiel) to approve a budget of up to \$32,975.95 for up to fifteen (15) members.

Strike Sanction Requests:

- i. Sonoma County Office of Education and the City of Rohnert Park chapter
- ii. City of Rohnert Park

Region-B VP Travis Balzarini presented the request to seek the Board's authorization to approve a strike sanction for the Sonoma County Office of Education chapter and the City of Rohnert Park chapter.

M/S/C (Duncan/Germain) to authorize the strike sanction for both chapters.

Oath of Office:

Alicia Ramirez (Shasta Area Representative) was sworn-in to office by President Rutherford. It was explained that Alicia was unable to attend the March Executive Board meeting, where new the Board took the oath of office.

The Board moved to closed session at 2:05 p.m. Parliamentarian Lorenzo Sotelo remained during Executive Session.

Executive Session:

- a. Personnel/Staffing Committee (PSC) Report:
President Rutherford reported on behalf of PSC Chair Ramsés Teón-Nichols.

Action Items:

- b. Temporary Employee Extension:
The PSC is recommending to the Board to make an exception to the staff hiring policy by extending temporary Administrative Operations Coordinator (AOC) Carissa Weir by up to three (3) months (up through Nov. 22, 2025).

M/S/C (Germain/Mills) to approve the extension.

- c. CWA 9404 Tentative Agreement:
M/S/C (DeSalvo/Pearson) to approve the ratification of all signed Tentative Agreements by SEIU 1021 and CWA 9404.

d. Unrepresented Staff:

M/S/C (Richardson/Curiel) to approve extending the ratified CWA 9404 economic and relevant non-economic improvements to the Unrepresented Staff, as presented by the Head of Operations & Labor Relations director, Robert Li.

The Board moved to open session at 3:28 p.m.

Napa County Area Representative Kevin Godwin reported out the motions made during closed session.

Head of Operations & Labor Relations (HOLR) Report:

HOLR Robert Li spoke about *Government Oversight/Compliance*. He discussed the report on federal compliance position under the 2nd Trump administration term, as well as the need for defense against the IRS and DOL. We have a robust compliance process and remain committed to advancing our values, while ensuring the highest standards of accountability and transparency.

Executive Board Reports (continued):

Retirement Security Committee (RSC) Report:

RSC Chair Maria Betancourt spoke about the upcoming CalPERS election. There are two (2) at-large seats that are up an election. Our endorsed candidates are David Miller (Seat A) and Troy Johnson (Seat B). The election will run from Aug. 29 to Sept. 29, 2025. Maria shared the phone bank schedule and announced that volunteers are needed.

Announcements:

There were no announcements made.

Good & Welfare:

President Rutherford shared the passing of former S.F. Mary London Breed's mother.

Adjournment:

M/S/C (Boutte/Curiel) to adjourn the meeting at 3:44 p.m.

Respectfully submitted by,

Kevin Godwin
Napa County Area Representative