

SEIU Local1021 Executive Board Meeting
Saturday, July 27, 2024, 10:00am to 5:00pm
Fairfield 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 Region-A Akbar Bibb, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Todd Nosanow, Sandra Wall, A’Kesh Edi, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Cynthia Landry, Moisés Vega, Monique Baca

Executive Board Members Excused: Amos Eaton, Mary Sandberg, Felipe Cuevas, Evelyn Curiel, Alicia Ramirez, Mariette Shin, Elizabeth Harrison, Rhea Davis, Trevor Adams

Staff in Attendance: Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Carlos Rivera, Horacio Viveros, Bill Petrone, Lisa Bui, Karin Hendrickson, Boyan Biandov, Peter Masiak, Emma Gerould, Andrea Zanetti, Kaden Kratzer, William Winfield

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Call the Meeting to Order:

President Rutherford called the meeting to order at 10:03 a.m. A quorum was established. The Code of Conduct was reviewed by Counties Industry Chair Tina Tapia.

President Rutherford expressed her appreciation to the Board during her leave. She shared the many challenges we face and requested that we all continue to work together.

Review of the Agenda:

A request was made for a follow up in Executive Session regarding issues that are made during member comments with a follow up report at the next meeting. The following items were added: Tides Network chapter recognition to Action Items, Lost-Time policy under Executive Session, Ethics Liaison co-chair announcement, Resolutions items to be added to the 1021 Convention report, and move up the 2nd reading of *Divestment Resolution* to after Member Comments. M/S/C (Landry/Tapia) to approve the agenda with changes.

Member Comments:

- Trish Belenson, OUSD Chapter President: Trish spoke in favor of the Divestment Resolution.
- Tarnel Abbott, Retiree: Tarnel spoke in favor of the Divestment Resolution.
- Megan Wolf, Mendocino County: Megan share her appreciation of the passing of the Ceasefire Resolution and spoke in favor of the Divestment Resolution.
- Leah DiTullio, SF Public Library: Leah spoke in favor of the Divestment Resolution.
- David Leon, Regional Center of the East Bay: David spoke in favor of the Divestment Resolution.
- Ed Kinchley, Retiree: Ed spoke in favor of the Divestment Resolution.
- Dawn Surratt, SF DPH RN: Dawn spoke in favor of the Divestment Resolution.

- Arlette Jacome, Regional Center of the East Bay: Arlette shared the art made by members in support of the Divestment Resolution.
- Sam Meredith, Tenderloin Housing Clinic: Sam spoke to the challenges with accessing the Board Meetings and the ability for members to use the chat; and inquired about the ability of chapters who do not currently have delegates have a path to have delegates selected.
- Joselyn Goldsmith-DeSana, Berkeley CSU/PTRLA: Joselyn spoke of her pride in our Local for passing the Ceasefire Resolution and in support for the Divestment Resolution.
- Jeffrey Dix, Regional Center of the East Bay: Jeffrey thanked the Board for thanked the Board for passing the Ceasefire Resolution and championing this with the International Union; and spoke in favor of the Divestment Resolution.
- Phelicia Jones, SF Sheriff Department: Phelicia spoke regarding the endorsement process for the SF Mayor race, and requested support from SEIU/SEJ in reaching out to the poor in the community.
- Julia Rapkin, Mendocino County: Julia spoke in favor of the Divestment Resolution; and she shared that 7 Unions, including SEIU, called on President Biden to end military aid to Israel. Jennifer Charles, Regional Center of the East Bay: Jennifer spoke in support of the Divestment Resolution.
- Mark (Osta) Ostapiak, SF Human Services Agency: Mark spoke in support of the Divestment Resolution.
- Rita Barouch, Retiree: Rita spoke in favor of the Divestment Resolution.
- Felix Thomson, Alameda Health System: Felix spoke in favor of the Divestment Resolution. Sara Sebahar, SF Public Library: Sara spoke in support of the Divestment Resolution.
- Alexis McGowen, Regional Center of the East Bay: spoke in support of the Divestment Resolution.
- Linda Khoury, Tides Network: Linda spoke in support of the Divestment Resolution.
- Linda Ray, Retiree: Linda spoke in support of the Divestment Resolution.
- Alyssa Jones-Garner, SFO Chapter: Alyssa spoke regarding the upcoming election, canvassing and the need to be cognizant of how we are deciding to send staff & members into areas to canvass to preserve their safety; and she also spoke in support of the Divestment Resolution.
- Peter Albert, Retiree: Pete spoke regarding the 1021 Convention, allowing sufficient time for tabling, workshops, information regarding resolutions and how member will be able to provide input.

Action Items:

Divestment Resolution (2nd Reading):

M/S/C (Christian/Bibb) to extend the time allotted for this item by 10 minutes.

A first reading of the proposed *Resolution on Divestment from the Occupation and Genocide in Palestine* was presented at the June E-Board meeting.

M/S (Park/Diep) to adopt the resolution. Discussion followed. M/S/C (Christian/Walter) to call the question. The Board moved to a vote on the motion made by Park/Diep. The motion was carried to adopt the *Resolution on Divestment from the Occupation and Genocide in Palestine*.

The meeting was temporarily suspended for a break at 11:48 a.m. and resumed at 12:02 p.m.

Local 1021 Convention Updates:

Sandra Lewis presented the update. Presently, there are 587 certified delegates. At last month's meeting, the Board approved to extend the SF Region delegate elections to July 26th. We anticipate the delegate count to increase. The plan will be to ask Board members to reach out to applicable Chapters, who do not have seated delegates or have their full contingency, to see if additional delegates can be selected. Registration links have been sent to Delegates and the E-Board. Calls will be made to members to remind them to register. Caucus and Committees may request for tabling or meeting space. A form has been shared where requests can be submitted. Tabling is available from the start of the convention to the end. Caucus/Committees, who request for a meeting space, can hold events on Saturday – after the conclusion of the convention program and prior to dinner. Presently, we have room blocks at three (3) hotels. Logistics regarding proposed resolutions are still being worked out with more information to come from the planning committee. Carlos Rivera shared a presentation on the program, including speakers, entertainment and dates of the pre-convention meetings.

M/S/C (Marro/Landry) to extend the time allocated for this item by 10 minutes. Updates on the Convention continued. Lisa Morowitz provided information on the workshops that will be available during the convention. There are a total of fourteen (14) workshops that will be available over both days. A request was made for a land acknowledgement be included in the Convention.

Chapter Bylaws Template Proposed Amendment (first review):

Sandra Lewis presented on behalf of the bylaws review workgroup. She gave an overview of the proposed amendments to the Chapter Bylaws template. The changes are to clarify areas where there has been past confusion regarding articles and areas that have not appeared to work. Changes are being proposed for Chapter Structure, COPE Coordinator, Website Steward, Vacancies, Chapter Elections, Quorum and approval of use of Chapter Funds.

The meeting was temporarily suspended for a lunch break at 1:08 p.m. and resumed at 1:43 p.m.

SEIU International Convention Recap:

President Rutherford opened the floor for E-Board members to share their remarks on the International Convention in Philadelphia. Challenges with mobility for members throughout the large convention space was highlighted. Language inclusivity was acknowledged. A request was made for more follow up on the status of Resolution 202. There was a suggestion for better communication regarding the schedule and planning. Our success in activism was acknowledged.

Action Items (continued):

COPE Budget Request:

VP of Politics Ramsés Teón-Nichols presented the request. A COPE retreat was held to refine our approach and budgets for the November election. He explained that the COPE budget was calculated at \$600k more than what was already funded. The request was not brought earlier in the summer due to wanting to evaluate further needs.

The request is for an additional \$600,000 to the COPE budget.

M/S (Park/Hardy) to approve the additional \$600,000. Ramsés requested a friendly amendment to include the appropriate funding formula for the PAC transfers:

Karin Hendrickson presented the following PAC transfers formula:

- i. 1021 Candidate PAC: In payments of \$2.17 per member per month, up to \$300,000, will be transferred to the 1021 Candidate PAC starting 8/1/2024 through 10/31/2024 or until the goal of \$300,000 is met.
- ii. 1021 Issues PAC: In payments of \$2.17 per member per month, up to \$300,000 will be transferred to the 1021 Issues PAC starting 8/1/2024 through 10/31/2024 or until the goal of \$300,000 is met.

The amendment made by Teón-Nichols was accepted by the makers of the motion (Park/Hardy). Through the Chair, the Parliamentarian explained that a motion is needed to accept the amendment. If accepted, the vote would be on the amendment.

M/S/C (Hardy/Landry) to accept the amendment.

Lost-Time Policy Exception Request:

Nely Obligacion presented a request for an exception to the Lost-Time Policy around the 21-day submission deadline. She explained that a request was submitted to the Local that was past the 21-day deadline. M/S/C (Landry/Tapia) to approve the exception.

Ethics Liaison:

Yeon Park announced that she has appreciated the opportunity to serve as co-Ethics Liaison. She expressed that she feels that this position no longer aligns with her values and principals and she is resigning. She requested that the President and Board appoint a replacement, as the position requires the position be served as co-liaisons. She shared that she is willing to provide support to the person, who is appointed to enable a smooth transition. President Rutherford will consider a recommendation for appointment to bring to the Board. There was no action taken by the Board at this time.

Chapter Recognition Requests:

Nely Obligacion presented the request. Three (3) newly organized chapters have recently ratified their first contracts: Santa Clara University (464 workers), Alameda Health Systems Doctors Unit (124 workers) and Tides Network (20 workers). Per the Local Bylaws, newly organized bargaining groups require Board authorization to be recognized as a Chapter. M/S/C (Thoele/Tapia) to approve recognition for all three (3) chapters.

URRU (vendor) Solutions Contract:

Robert Li presented the request to extend the contract with this vendor. This company provides programming support to our IT department. The contract was initially brought to the BFC for approval. However, the extension is being brought to the E-Board, as there was no BFC meeting in July. The request is to extend the contract for another year. M/S/C (Marro/Landry) to approve the extension, as presented.

The Board moved to closed session at 2:53 p.m.

Executive Session:

Temporary Employee Extension:

M/S/C (Dawkins/Sigala) to extend temporary employee Carissa Weir through 11/14/2024.

Legal Funding Request:

M/S/C (Walter/Valdez) to fund up to \$75,000 to cover costs for preparation of legal defense for the Local pertaining to a charge that was filed against the Local.

The meeting was temporarily suspended for a break at 3:28 p.m. and resumed at 3:42 p.m. M/S/C (Dawkins/Christian) to close Executive Session.

The Board moved to open session at 4:01 p.m.

Secretary Mary Duncan reported out the motions passed during Executive Session.

Approval of the June 22, 2024 Draft Minutes:

M/S/C (Walter/Sigala) to approve the June 22, 2024 minutes, as presented.

Reports:

Member Intern Report:

Lisa Morowitz presented the report with a video update from the recent co-hort. The next co-hort will begin in August. We have four (4) members currently confirmed with two (2) more pending release from their work.

Counties Industry Report:

Counties Industry Chair Tina Tapia presented the report. The Counties Industries have met twice. The goal is to connect Presidents in the different counties. Chapters are represented across ten (10) counties. The plan is to continue to meet quarterly.

Non-Profit Industry:

Non-Profit Industry Chari Angel Valdez presented the report. The council is exploring common concerns and issues across the chapters, as the non-profits cover a wide range of work. Over 60 Non-Profit chapters are part of the Industry. We are assisting chapters with bargaining. A sub-committee of four (4) SF Museum workers has been started. The Industry plans to table at the convention and continue outreach to more chapters.

Latino Caucus Report:

Angel Valdez presented the report. A meeting was scheduled in July, but was canceled due to a conflict with an emergency E-Board meeting. There had been over 60 members who were signed up for that meeting. The Latino Caucus is focusing on voter registration currently. The caucus has reached out to Tina Diep for her support on voter outreach. The caucus is reaching out to the International Caucus on their priorities. The Latino Heritage Celebration is planned for October. More information to be developed. Tina Tapia shared the voter registration outreach plan.

Organizing Report:

VP of Organizing Brandon Dawkins and Horacio Viveros presented the report. It was reported that the State Supreme Court upheld Prop 22, which is a blow to Gig workers. The plan is to re-group to find another path for organizing. An action was held in support of *Innecare* workers in Southern CA - in support of workers fighting to organize. Unfortunately, the Innecare workers lost their election to unionize. The plan is to re-group and continue the fight. Work on the first contract for Planned Parenthood NorCal has begun. Congratulations to the successfully organizing of the Capital Square Starbucks in San Jose. Another store in Marysville will be holding their election soon. National bargaining with Starbucks continues with the next session. In 2020, Measure C passed in Alameda County. These funds will be administered by First 5. The Measure C Planning Commission is being formed. This will provide us with an opportunity to organize more childcare workers in Alameda County.

Social & Economic Justice (SEJ) Committee:

SEJ Chair Nicole Christian presented the report. SEJ is focused on the upcoming convention. Several of the committees are planning outreach during the convention either by tabling and/or meetings. SEJ is working with churches in the Bay View Hunters Point in SF on a come meet the candidates outreach events.

Announcements:

City of Berkeley Maintenance Chapter Bylaws:

Joanne Cansicio announced that the City of Berkeley Maintenance Chapter bylaws were reviewed and found to be in compliance with out chapter bylaws template. There were no objections raised.

Good & Welfare:

Tina Tapia shared the passing of a long-time member Raquel Hazel. She requested a moment of silence be held.

Theresa Rutherford and Josie Mooney shared that passing of Jane McAlevey organizer and author.

A moment of silence was observed in remembrance of those who passed.

Adjournment:

M/S/C (Dawkins/Valdez) to adjourn the meeting at 4:44 p.m.

Respectfully submitted by,

Mary Duncan