

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, September 27, 2025, 10:00am to 5:00pm
Fairfield Office/Zoom
Minutes

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:06 a.m. A quorum was established. The Code of Conduct was read by Sandy Sigala. President Theresa Rutherford spoke to the moment fascism and the need to act with care and kindness.

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 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, David Cameron, Kasha Clarke, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Tina Diep, Blessing Augustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Anthony Mills, Debbie Dobson, Desiree Collins, Alicia Ramirez, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Amanda Hubbell, Cynthia Johnson, Monique Baca, Patricia Orey

Executive Board Members Excused: Sheleka Carter, Phelicia Jones, Ray Fields, Charito Casanas, Shelly Martin, Steven Desalvo, John Arantes

Executive Board Members Absent: Trevor Adams

Out of 49 Executive Board members, 37 were present at the time roll call was taken.

Staff in Attendance: David Canham, Nely Obligacion, Joanne Cansicio, Boyan Biandov, Caitlin Prendiville, Karen Amos, Zach Goldman, Emma Gerould, Dennis Mallory, Bill Petrone, Carlos Rivera, Kaden Kratzer, Andrea Zanetti, Oumar Fall

Parliamentarian: Lorenzo Cuesta

Review of the Agenda:

The agenda was adopted by consensus with the following changes: add under Announcements Oakland Unified School District chapter bylaws, add under Executive Session reports on Alameda Health System chapter election item and a Local Secretary item, add Local E-Board vacancies report under Executive Board Reports, move Executive Session before lunch, and move Approval of the Minutes to after the lunch break.

It was announced Antoinette Blue will be covering as the Sgt. of Arms. President Rutherford asked Napa County Area Representative, Kevin Godwin, to assist with taking back-up minutes at today's meeting.

Member Comments:

- Martha Hawthorne, Retiree: Martha spoke about a proposed resolution submitted by the Climate Justice Committee regarding a call for action on Nov. 15 around the climate crisis. She expressed disappointment that the request is not on today's agenda for consideration, although the committee submitted the request on time, per the Local's process.
- Larry Bradshaw, Retiree: Larry spoke about a proposed resolution submitted by the Climate Justice Committee regarding a call for action on Nov. 15 around the climate crisis. He expressed that the request was submitted on time and is disappointed that the request is not on today's agenda; and requests that it be added.
- Jennifer Charles, Regional Center of the East Bay: Jennifer spoke about a proposed resolution submitted by the Climate Justice Committee regarding a call for action on Nov. 15 around the climate crisis, and requests it be added on today's agenda or in October.
- Shellie Wiener, S.F. Unified School District (SFUSD) chapter: Shellie spoke to support the SFUSD campaign budget request.
- Dominique Wade-Chadwick, Sacramento City Unified School District chapter: Dominique spoke in regards to concerns around chapter and union leadership, and the lack of support.
- Jennifer Sharp, Sacramento City Unified School District chapter: Jennifer spoke in regards to concerns around chapter and union leadership, and retaliation against members by management.
- Gil Patterson, Sacramento City Unified School District chapter: Gil spoke in regards to concerns around chapter and union leadership, and retaliation against members by management.
- Cynthia Landry, Alameda County SSA chapter: Cynthia spoke to acknowledge the Local 1021Latino Caucus Heritage celebration.

Workforce Development Program Update:

Field Director Emma Gerould presented an update on the Workforce Development Program. She gave an overview of grant highlights that was previously awarded to the Local from the SEIU Education Fund as part of a pilot program. This program provides opportunities for members in healthcare to help advance their careers. Member Miriam Dominguez Ortega with the S.F. DPH chapter spoke to her experiences in the program and the opportunities it has provided to help pursue her career in nursing. Emma also spoke about the next steps in order to continue and expand this program.

Action Items:

Napa Valley Community College District Strike Sanction:

Executive Director David Canham presented a request on behalf of the Napa Valley Community College District chapter. The chapter is seeking the Board's approval to authorize a strike sanction.

M/S/C (Dix/Marro) move to authorize a strike sanction for the Napa Valley Community College District chapter.

Building Committee Recommendation

Executive Director David Canham presented on behalf of the Building Committee. The committee is seeking authorization to evaluate options for an Oakland office purchase.

Currently SEIU 1021 is renting office space in Oakland on Broadway and work needs to be done for 29th Street.

M/S/C (Baca/Marro) the Board authorizes the Building Committee to explore and evaluate options for an Oakland office purchase.

The meeting was temporarily suspended for a short break at 11:42 a.m. and resumed into closed session at 11:48 a.m.

Executive Session:

Personnel/Staffing Committee (PSC) Report:

Cybersecurity Enhancement – Personnel Policy Modification:

M/S (Diep/Johnson) to adopt the IT Department's proposal to amend the "Non-Disclosure of Confidential Information Policy" prohibiting the use of personal devices for union business, unless explicitly approved by IT (this scope is for employees and full-time union compensated leave officers), as recommended by the PSC. Discussion on the motion. **The Board voted by show of hands with twenty-two (22) voting in favor, and fifteen (15) voting against. The motion was carried.**

The Board moved to open session at 2:20 p.m.

Napa County Area Representative Kevin Godwin reported out the motion that was approved during closed session on the personnel policy modification on cybersecurity enhancement.

The meeting was temporarily suspended for a lunch break at 2:22 p.m. and resumed at 2:51 p.m.

Approval of the April 26, May 17 and July 25, 2025 Draft Minutes:

It was announced that the April and May minutes are not yet available. The July draft minutes have been sent to the Board for review.

M/S/C (Tisdell/LaTorre) to approve the July 25, 2025 Executive Board minutes.

Budget & Finance Committee Report

Treasurer Mary Duncan presented a report of motions passed by the BFC at its August and September meetings.

The BFC approved the following proposals:

1. Community Medical Centers RN's Contract Campaign (Aug. meeting):

The BFC approved a budget of up to \$20,966.35 for the Community Medical Centers (CMC) contract campaign. This is a first contract campaign. This chapter has approximately twenty (20) clinics across locations in Stockton, Dixon and Vacaville. The budget request includes lost time for three (3) bargaining team members, which includes travel time, for eighteen (18) bargaining sessions, costs for a banner and snacks.

2. **Congressional Black Caucus Conference - budget amendment (Aug. meeting):**
The BFC approved an additional \$12,000 to the overall budget for the Congressional Black Caucus conference.

Note: At the July E-Board meeting, the Board approved a budget of \$32,975.95 for travel related costs to sponsor up to fifteen (15) members to the Congressional Black Caucus conference in Washington, DC, from September 24-28, 2025.
3. **Election Buddy Agreement Renewal (Aug. meeting)**
The BFC approved to authorize up to \$44,910.30 to negotiate a renewal of our agreement with Election Buddy. Note: We successfully renewed our agreement for one (1) year at a total cost of \$25,848.00
4. **Palestine Children's Relief Fund Contribution (Aug. meeting)**
The BFC approved a donation of \$5,000 to the Palestine Children's Relief fund in honor of Najeeb Nabil Khoury.

Background: Najeeb Nabil Khoury served as the arbiter during the S.F. Citywide negotiations in 2022 and 2024, and played an instrumental role in helping the Local win a good contract.
5. **Napa Valley Community College District Contract Campaign (Sept. meeting)**
The BFC approved an additional \$8,000 for the Napa Valley Community College District contract campaign for a new budget total of up to \$19,907.30.

Note: In June 2024, the BFC previously approved a budget of up to \$11,907.30. The chapter has been in bargaining for over a year.
6. **SEIU International Asian Pacific Islander (API) Caucus Summit (Aug. meeting)**
The BFC approved a budget of up to \$49,822.00 to sponsor up to twenty-nine (29) Local 1021 members to attend the SEIU International API Caucus Biennial Summit from October 3-4, 2025 in Minneapolis, Minnesota. The budget includes travel related costs, such as roundtrip airfare, hotel, meal reimbursement and transportation/parking.
7. **SEIU Asian Pacific Islander (API) Caucus Summit (Sept. meeting)**
The BFC approved a sponsorship of \$15,000 to the SEIU API Caucus Summit in Minneapolis, Minnesota from October 3-4, 2025.
8. **SEIU International Latino Caucus Convention (Sept. meeting)**
The BFC approved a sponsorship of \$5,000 to the SEIU International Latino Caucus convention in Puerto Rico on October 9-10, 2025.
9. **Region-D (S.F.) Small Chapter/Non-Profit Contract Campaign (Sept. meeting)**
The BFC approved to add Progress Foundation to the list of chapters for the previously approved Region-D (S.F) Small Chapters/Non-Profit contract campaign budget.
10. **Prop. 50 Townhall:**

The BFC approved a budget of \$49,492.00 to host a Local 1021 Townhall with Governor Newsom to mobilize support on the Yes on Prop. 50 campaign. The plan includes to hold a 90-minute townhall-style webcast with the Governor and SEIU 1021 leadership.

The BFC approved the following Community/Allies Requests:

- Sacramento Central Labor Center (CLC) Labor Day Picnic (Aug. meeting):
The BFC approved a contribution of \$2,500 to the Sacramento CLC to support their 2025 Labor Day Picnic (Tier 1).
- NorCal Resist (Aug. meeting):
The BFC approved a contribution of \$4,000 to NorCal Resist to support the group's mission and their operations (Tier 2)
- Yolo Interfaith Immigration Network (Aug. meeting):
The BFC approved a contribution of \$1,000 to Yolo Interfaith Immigration Network to support the group's work (Tier 2).
- North Bay Organizing Project (Aug. meeting):
The BFC approved annual dues of \$5,000 to North Bay Organizing Project.
- Asian Health Services Gala (Aug. meeting):
The BFC approved a sponsorship of \$3,000 to the Asian Health Services 51st Annual Gala on Sept. 20, 2025 in Oakland (Tier 1).
- California Retired County Employees Association (CRCEA) (Aug. meeting):
The BFC approved \$700.00 for hotel and registration costs for Local 1021 retirees participating in the CRCEA Fall Conference from Sept. 28 – Oct. 1, 2025 in Pleasanton (Tier 3).
- California Alliance for Retired Americans (CARA) (Aug. meeting):
The BFC approved \$500.00 for a program Ad for the CARA Convention to be held on Oct. 15, 2025.
- Stockton Black Family Day (Aug. meeting):
The BFC approved a sponsorship of \$2,500 to the Stockton Black Family Day Weekend on Aug. 30 to Sept. 1, 2025 (Tier 2).

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

- A. S.F. Unified School District (SFUSD) Contract Campaign (Aug. meeting):
The BFC recommends to approve the SFUSD contract campaign budget at up to \$88,007.50. The contract expiration is 6/30/2025. The chapter currently consists of approximately 744 members and 256 non-members. The goals of the campaign includes bargaining for wage increases, work improvements, build community relationships, develop political allies, as well as increase member density. The budget includes costs for items such as, t-shirts, purple items, communication needs (materials, social media Ads), lost-time for five (5) members at one (1) day per week and food costs for in-person bargaining, CAT meetings, unity events and strike school.

M/S/C (Cameron/Diep) to approve a budget of \$88,007.50 for the SFUSD Contract Campaign, as recommended by the BFC.

B. Contra Costa County Central Labor Council (CLC) – per capita dues increase (Aug. meeting):

The BFC recommends to increase the Contra Costa County CLC per capita payments from \$0.75 to \$0.85 per member per month for 75% of the Local membership. Per the Contra Costa County CLC bylaws, per capita payments increased to \$0.85 per member per month, effective July 2025.

M/S/C (Tisdell/La Torre) to approve Contra Costa County CLC per capita dues increase, as recommended by the BFC.

C. Paid Media Campaign Against Airbnb (Sept. meeting):

The BFC recommends to approve a budget of up to \$100,000 for a one (1/year) paid media campaign against Airbnb.

Background: Airbnb is suing the City & County of S.F. for \$120 million dollars. This lawsuit will impact San Francisco's budget; and we anticipate that S.F. Mayor Lurie will reopen the budget and propose job and service cuts that will affect our members. To combat these cuts, we are doubling down on our campaign against Airbnb to drop their business tax lawsuit.

M/S/C (Pearson/Weston) to approve a budget of up to \$100,000 for a paid media campaign against Airbnb, as recommended by the BFC.

D. Consultant Contract Extension, Mark Mosher (Sept. meeting):

The BFC recommends to approve the contract extension for Mark Mosher at the same contract rate of \$10,000/per month, from 10/1/2025 to 9/30/2026. His current contract is due to expire on 9/30/2025. The scope of work is to continue providing support in our communications strategy in bargaining, politics and organizing, including elevating our use of digital media to help win campaigns and developing new tools for maximizing our member engagement.

M/S/C (Harrison/Baca) to approved the contract extension for Mark Mosher at the same contract terms from 10/1/2025 to 9/30/2026, as recommended by the BFC.

E. Prop. 50 Campaign:

The BFC recommends to authorize a transfer of \$1.25 million from union reserves to the Issues PAC to help pass Prop. 50 in November 2025 and place local revenue measures on the ballot in June 2026. This funding includes a direct contribution of \$650k to the Yes on Prop. 50 committee, allocating \$100k to member-to-member education (sending mail, text or other communication to members to support Prop. 50), as well as earmarking \$100k for research & polling and \$400k for signature gathering for Local revenue measures.

M/S/C (Pearson/Cameron) to approve the request, as recommended by the BFC.

Executive Director Report:

Executive Director Canham spoke about the next No Kings rally scheduled on October 18. More information to be sent to the Board. He also spoke about the next local-wide member Fight Back convening scheduled on October 24.

Executive Board Reports:

Local E-Board Position Vacancies:

President Rutherford shared that on-going conversations are continuing with the Region-A VP to identify leaders to recommend to vacant positions.

Announcements:

Executive Board Poll Announcements:

It was announced that the Board approved the following requests via poll:

i. **Lost-Time Policy Exception:**

The Board approved to make an exception to the Member Lost-Time policy around the submission deadline in order to reimburse a Board member lost-time request.

ii. **One-year Reimbursement Amnesty:**

The Board approved to authorize the current Executive Board members, the Executive Director (David Canham) and Head of Operations & Labor Relations (Robert Li) to submit union-related expense reimbursements for expenses incurred between April 16, 2024 to April 15, 2025. For Executive Board Members, expense reimbursements covered by this request are for Executive Board related expenses only. This is a one-time policy exception to the six-month submission deadline. All reimbursement requests must be submitted through Concur by October 15, 2025, with required documentation and approvals. Incomplete submissions without the required documentation and approvals will not be considered once the deadline passes. Standard policy payment deadlines do not apply to these submissions.

iii. **Latino Caucus Event and Region-D Unity Event:**

The Board approved to waive the Local's alcohol prohibition to allow to serve beer and wine for up to two (2) drinks, per person, for the Latino Caucus Heritage Celebration held on September 26 and for the Region-D Unity event in November 2025.

Oakland Unified School District (OUSD) Chapter Bylaws:

It was announced that the Oakland Unified School District (OUSD) chapter bylaws were submitted for review and found to be in compliance with our Local bylaws template. There were no objections raised.

Good & Welfare:

Tina Diep announced information about COVID vaccinations.

Adjournment:

By consensus, the Board agreed to adjourn the meeting at 3:46 p.m. The meeting was adjourned in honor of member Dean Vigil, a city employee and member for 41 years.

Respectfully Submitted by,

Tiffany Abuan
Secretary