

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, Sept. 28 and Sunday, Sept 29, 2019, San Francisco**  
**MINUTES**

**Saturday, Sept. 28, 2019**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Sasha Cuttler, Harold Powell, Cynthia Landry, Derrick Boutte, Felipe Cuevas, Richard Thoele, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Tom Popenuck, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks, Jessica Nila

**Executive Board Members Excused:** VP of Representation Sandra Lewis, VP Region-C Yeon Park, VP Region –D Theresa Rutherford, VP Region-E Marcus Williams, Angel Valdez, Pete Albert, John Arantes, Monique Chaney-Williams, Robert Taylor, Sunny Santiago, Travis Balzarini

**Staff in Attendance:** John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Del Mallory, Jason Klumb, Bill Petrone, Kaden Kratzer, Crystal Grisby, Jonathan Nunez-Babb, Nick Peraino, Boyan Biandov, Karin Hendrickson, William Winfield, Lisa Bui, Ana Langone

**President Joseph Bryant called the meeting to order at 10:01 a.m.**

He explained that the agenda for Saturday (9/28) was not meant as the regular Executive Board meeting, but rather a *Racial Justice* engagement for Executive Board members and staff. However, due to possible mis-communication, there are members in attendance who would like to address the Board. Although the regular Executive Board meeting was slated to convene on Sunday (9/29), President Bryant recommended to the Board to officially call the meeting to order to allow for *Member Comments*. By consensus, the Board agreed.

**Member Comments:**

- Monica Wheaton-Howell, SFCC District Attorney:  
She spoke about concerns in her chapter and challenging relations with some staff.
- Kim Lynch, SFCC DPH:  
She spoke about unfair treatment or practices in the work environment in the clinics, representation issues and systematic racism.
- Phelicia Jones, SFCC Sheriff's Dept:  
She spoke about her experience and feels there has been years of lack of representation and follow-up, and lack of follow through with issues of black workers.
- Cheryl Thornton, SFCC DPH:  
She spoke about racism in the country and in the labor movement. She feels there is lack of representation for black workers.
- Crystal Holmes, SFCC DPH:

She would like to have confidence and assurance that people in the Union will stand up and fight for her. She also spoke about phones calls going unanswered.

- Ben Becker, SFCC MTA:  
He feels there is lack of black workers in the IT, finance or higher paid jobs in the City.

**M/S/C (Faucett/Nosanow) to temporarily suspend the meeting. The Board took recess at 10:39am. The meeting is scheduled to resume tomorrow (Sunday, 9/29) at 9:30am.**

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### **Sunday, Sept. 29, 2019**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-B Mary Sandberg, VP Region-C Yeon Park, Marcus Williams (by video), Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Cynthia Landry, Derrick Boutte, John Arantes (by video), Monique Chaney-Williams (by video), Felipe Cuevas, Richard Thoele, Robert Taylor (by video), Todd Nosanow, Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Tom Popenuck, Tina Diep, Julie Meyers, Cheryl Hicks (by video), Jessica Nila (by video)

**Executive Board Members Excused:** VP Region-A Akbar Bibb, VP Region-D Theresa Rutherford, Pete Albert, Sunny Santiago, Travis Balzarini, Rhea Davis

**Staff in Attendance:**

John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Del Mallory, Kaden Kratzer, Jason Klumb

**President Joseph Bryant called the meeting back to order at 9:36am.** A quorum was established.

**Review of Agenda:**

The following changes were made: table the following items - Chapter Acknowledgement (Mendocino chapter) and July draft minutes; move Region B Marin Area Rep recommendation after review of agenda; move the BFC report after regional reports; add the following items – reports from Cynthia Landry, Dellfinia Hardy, Dues pie chart (Amos Eaton), and La Clinica strike sanction request under action items. The agenda was adopted by consensus.

**Action Item:**

- Region B Marin County Area Representative:  
President Bryant introduced Tula Biederman (Sausalito Chapter). He is recommending to the Board to appoint Tula Biederman as the Marin County Area Representative position, which is currently vacant. Mary Sandberg added that she also recommends this appointment. M/S/C (Faucett/Park) to approve the appointment of Tula Biederman, as recommended. Tula was sworn in to Office.

**Member Comments (continued):**

- Sally Buchman, Retiree:

She spoke about the need to support the Equality Act, which will be reviewed by Congress. She provided a packet to the Board regarding this issue.

- Martha Hawthorne, Retiree:  
She expressed thanks for 5 years of support from the Board on environmental actions. She also spoke about the Climate Strike where 4 million people worldwide participated. The Climate justice network needs to grow and she requested each Board member fine one person from in region to join. She also spoke about the Last Chance Alliance.
- Jon Meade, Retiree:  
He spoke about Medicare for All. He shared literature with the Board with information on Medicare for All.
- Eric Stern, Regional Center of the East Bay:  
He spoke about Developmental Disabilities Council legislative agenda for 2020. He asked the Board to move and support this agenda with the State Council's legislative 2020 goals.
- Jon Williams, City of Oakland Public Works:  
He expressed concerns about bargaining. He also spoke about a potential strike and suggested a method for each member to be able to sustain themselves during a long strike.
- Linda Ray, Retiree:  
She spoke to advocate to continue our affiliation with US Labor Against War.
- Nicole Christian, SF MTA; Alyssa Jones-Garner, SF MTA; Jesse Stanton, SF MTA; Josh Davidson, SFUSD:  
The members expressed thanks to former VP of Politics Gary Jimenez, and spoke to a resolution requesting SEIU call for a special election to fill the now vacant VP of Politics position.

#### **Regional Reports:**

- Region A: Mercedes Riggelman reported on behalf of Region A. The regional Board members have been meeting monthly. They have been gathering a list of activities to participate in throughout the region.
- Region B: VP Mary Sandberg reported. They have been identifying different groups to engage with in different activities, such as debate watch parties, which has been a good draw. A meet & greet with candidates has been set-up for the Supervisors race in Sonoma Co. She also reported that the team is working to figure out how the PG&E power shutdowns will impact workers and how we negotiate this to develop protection for workers.
- Region C: VP Yeon Park reported. The team is continuing to hold member engagement activities, such as debate watch parties and chapter events throughout the region. She reported that members initiated a member run climate table at an event. Workshops on new member engagement are included.
- Region D: Field Director Jason Klumb reported on behalf of the region. The team holds monthly meetings. He reported on various special engagements addressing different issues throughout the region, such as workers comp. He also spoke about an issue where residents were being evicted in the Behavioral Health Clinics. Members sent several cease & desist notices, which were ignored. Members engaged in a rally, which received huge press coverage, and they also addressed the Board of Supervisors. The direct actions by members to address this issue helped with the evictions being rescinded.

- Region E: VP Marcus Williams presented a written report. The team has worked on mapping out member leaders in the counties. They have also worked on a budget to present to the BFC in order to carry out the member outreach plan. The team has also scheduled a date to hold their large regional meeting on Feb. 1<sup>st</sup>.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary of motions approved by the BFC at their Aug. 17<sup>th</sup> and Sept. 20<sup>th</sup> meeting.

The BFC approved the following items:

1. S.F. City College District Contract Campaign (Aug meeting):

The BFC approved a budget of up to \$26,334.26 for the SF City College District contract campaign. The current contract expires on 6/30/2020. The goals of the plan include developing new leaders and CAT, building political power and increasing membership. The budget includes costs for communication needs, t-shirts, “purple items” and food for various actions or meetings.

2. Operations All Staff Meeting (Aug meeting):

The BFC approved food costs, per the food policy, for the Operations All Staff Engagement on Aug. 28<sup>th</sup> for up to 45 people.

3. New Staff Orientation:

At the August meeting, the BFC approved food costs, per the food policy, for the New Staff Orientation on Sept. 4<sup>th</sup> for up to 20 people.

At the September meeting, the BFC approved food costs, per the food policy, for the New Staff Orientation on Oct. 22<sup>nd</sup> for up to 20 people.

4. Unions for All Summit (Aug meeting):

The BFC approved up to \$49,000 for hotel, flight and other logistics for up to 48 people to attend the *SEIU Unions for All Summit* in Los Angeles on Oct. 3-6.

5. Lavender Caucus (Aug meeting):

The BFC approved to order buttons for the 1021 Lavender Caucus at up to a total cost of 450.00 to be used at the Oakland Pride event on Sept. 8<sup>th</sup>.

6. Workers with Disability Caucus (Aug meeting):

The BFC approved to purchase a banner and 50 t-shirts w/ the *SEIU People’s with Disabilities* logo. The banner and t-shirts will be used for visibility, organizing and member engagement.

7. Retiree Member Council (Aug meeting):

The BFC approved to purchase a banner for the 1021 Retiree Council at up to a cost of \$300.00 to be used at various events.

8. Consultant, Margolies & Potterton (Aug meeting):

The BFC approved to fund an additional \$35,000 for the Margolies & Potterton contract to recruit for the Communications Director, if needed.

9. Alameda County Childcare Ballot Measure (Sept. meeting):

The BFC approved to contribute \$25,000 towards the Alameda County Childcare Ballot Measure campaign. The funding is to support passage of the initiative that will be on the March ballot.

10. National Single Payer Strategy Conference (Sept meeting):

The BFC approved transportation and registration costs, plus meals, for two 1021 Medicare for All Committee members to the 2019 National Single Payer Strategy Conference on Oct 18-20 in Portland. The members have made their own arrangements on lodging.

11. CA Retired County Employees Association (CRCEA) (Sept meeting):

The BFC approved up to \$880.00 for hotel, registration and meal costs for two (2) members to attend the CA Retired County Employees Association conference on Oct. 28-30 in Rohnert Park.

12. Legal Expense (Sept meeting):

The BFC approved up to \$50,000 to cover litigation costs involving a member case from the SF Superior Court Chapter.

13. Developmental Disabilities (DD) Council:

The BFC approved via poll additional new money at up to \$1,600 for all DD Council travel related costs, including mileage, tolls and parking for 2019.

The BFC approved the following Community/Allies Requests:

- Asian Health Services (Aug meeting):  
The BFC approved to sponsor the Asian Health Services Gala dinner on Sept. 21<sup>st</sup> at \$3,500 (tier 1).
- Coalition of Homelessness in SF (Aug meeting):  
The BFC approved a contribution of \$500.00 to the Coalition of Homelessness annual fundraiser Art Auction (tier 3)
- Fresh Air Vallejo (Aug meeting):  
The BFC approved a donation of \$500.00 to the Fresh Air Vallejo citywide celebration event (tier 3).
- Housing Rights Committee SF (HRCSF) (Aug meeting):  
The BFC approved a contribution of \$1,000 to the HRCSF 40<sup>th</sup> anniversary fundraiser (tier 2).
- Richmond Progressing Alliance (RPA) (Aug meeting):  
The BFC approved a contribution of \$5,000 to the Richmond Progressive Alliance (tier 1).
- Sonoma County of Association of Retired Employees (SCARE) (Aug meeting):  
The BFC approved a donation of \$500.00 to SCARE's fall conference event on Oct. 28-30 (tier 2).
- United Seniors of Oakland and Alameda County (Aug meeting):  
The BFC approved a sponsorship of \$500.00 to the Healthy Living Festival event in September (tier 3).
- Wealth and Disparities in the Black Community (Aug meeting):  
The BFC approved a donation of \$2,700 to the Wealth & Disparities in the Black Community to support the group's Justice 4 Mario Woods Remembrance event on 7/20 (tier 1).
- Asian Pacific Environmental Network (APEN) (Sept meeting):

The BFC approved a sponsorship of \$5,000 for the Asian Pacific Environmental Network annual dinner on Sept. 26<sup>th</sup> at the Oakland museum (tier 1).

- Coalition for Police Accountability (Sept meeting):  
The BFC approved a donation of \$100.00 to the Coalition for Police Accountability (tier 3).
- NAACP Solano Chapter (Sept meeting):  
The BFC approved a sponsorship of \$1,500 for the NAACP Solano chapter annual banquet on Sept. 28<sup>th</sup> (tier 2).
- Seniors and Disability Action (Sept meeting):  
The BFC approved a sponsorship of \$1,500 for the Seniors and Disability Action anniversary dinner on Oct. 3<sup>rd</sup> (tier 2).

**Action Item (continued):**

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

A. COPE Unders:

The BFC recommends paying the 2018 COPE Unders in the amount of \$68,037 to the International. There was discussion about the progress to address our COPE Unders. It was suggested that a training on how to use the electronic sign ups be held with the Board. M/S/C (Park/Boutte) to pay the 2018 COPE Unders, as recommended.

B. Alameda Health System Contract Campaign (Sept meeting):

The BFC recommends to approve funding the Alameda Health Systems contract campaign at up to \$220,400. The goals of the campaign includes developing a survey, Contract Action Team, increase membership and COPE contributions and to build political, labor and community power. The budget includes costs for communication needs (ad buys, social media ads, texting blasts, media needs, materials), t-shirts, "purple items", transportation for large rallies from remote worksites and food for various actions. M/S/C (Park/Nosanow) to approve, as recommended.

C. Alameda County General Unit Chapter:

The BFC recommends to approve chapter rebates for all Alameda County General Unit chapter members at \$.40 per member, per month. M/S/C (Landry/Sandberg) to approve, as recommended.

**New Committees:**

President Bryant spoke about potential new committees for the Board to consider.

- Social Engagement Committee:  
The purpose of this committee is to create different ways to engage members in a social way. Joseph will be reaching out to specific individuals about joining this committee. There was discussion about accessibility to meetings. Once the committee is established, the committee should be cognizant of distance and challenges with travel. Technology, such as holding meetings via Zoom, should be encouraged.
- Young Workers Committee:  
SEIU has a growing population of younger workers, and we have not done a good job of engaging. The idea around forming this committee is to think of ways to intentionally engage and educate younger workers. There was also discussion about using this as a way to bridge the gap between "older" & "younger" workers.

At this time, this is just a report to the Board. Joseph will bring back a recommendation at the next Board meeting. Those interested in being part of either of these committees should reach out to Joseph.

### **Action Items (continued):**

- **Unity Events:**  
President Bryant presented a request to reinstate regional Unity Events. In recent years, it was decided to scale back on holding these events for budget purposes. However, there have been members who expressed that these events be restored. Joseph gave an overview of the budget that was approved in prior years. He explained that usually, such requests would first go to the BFC for discussion. However, information was not yet available in time for the Sept. BFC meeting; therefore, the request is being brought to the E-Board. In order for regions to start planning, such as reserving a venue, the recommendation is to approve an initial budget. If needed, additional funding may be brought back to the Board. M/S/C (Popenuck/Lewis) to approve up to \$56k for all regions.
- **La Clinica Chapter - Strike Sanction Request:**  
Angel Valdez gave an update on the LaClinica contract campaign. He gave an overview of various actions that have been held. Negotiations has been difficult. The request is to authorize a strike sanction. M/S/C (Landry/Curiel) to authorize a strike sanction for the LaClinica chapter, contingent on a strike vote and approval by a majority vote by the chapter members to authorize a strike.
- **401k Advisory Committee:**  
Joanne Cansicio presented a request on behalf of Robert Li. The request is to approve appointing William Winfield (Personnel Director) on the 401k Advisory Committee to replace Robert Li (Head of Operations/Labor Relations) in the committee role. M/S/C (Nosanow/Sandberg) to approve the request as presented.

**The meeting was temporarily suspended at 11:54am for a lunch break and reconvened at 12:39pm.**

### **Together We Rise (TWR):**

Joseph Bryant gave an overview of the TWR goals that the Board adopted. John Stead Mendes shared some of the progress on these goals and strategies implemented so far. This has been work we have been focusing on for several years - developing and working towards making tangible progress, including training for staff & members in new member sign up and collaboration between teams in improving our data. Staff and member leaders are working to improve our escalation plans for contracts to include member engagement. We are also increasing our COPE sign-ups.

Breakout Stations: The Board were asked to provide feedback/ideas on ways the Board can engage co-workers and achieve our TWR goals.

### **Policy Committee Report:**

Policy Committee Chair Ramses Teon-Nichols reported on behalf of the committee.

- **Staff Hiring Policy Modification:**  
A slight modification on the current *Staff Hiring* policy (adopted on 2013-11-23) was projected. The requested change is to add the words “*or designee*”, after *Head of Operations and Labor Relations (HOLR)*, in the first sentence under the *Candidate Screening* section on page 1. M/S/C (Park/Dawkins) to approve the modification.

- Chapter Bylaws Template Modification:  
A modification was projected on the current *Chapter Bylaws Template* (adopted on 2015-12-21). The proposed change is on page 4, under *Article 13.C*, which is to add the following language, after the 2<sup>nd</sup> sentence of this section: *No member shall be a candidate for more than one (1) Chapter Board office or seat at a time.*  
  
There was discussion on the recommended change. M/S/C (Nosanow/Dawkins) to table this request. The Board was asked to review the current bylaws, which was previously adopted, and provide any feedback to Ramses, prior to the October E-Board meeting.
- Policy on External Chapter Funds:  
This is a new policy that the Board will be asked to consider. The policy committee still has unfinished work to do. There is no request to be presented at this time.
- SEIU Local 1021 Code of Ethics Policy:  
A 1<sup>st</sup> reading of this policy was presented by Mary Sandberg and Yeon Park at the July Board meeting. It was said that there were no changes/feedback sent to Mary or Yeon, since the draft policy was presented. M/S/C (Park/Popenuck) to adopt the policy.

#### **Executive Board Member Reports:**

- Training Committee Report:  
Sandra Lewis reported on behalf of the Committee. She reported on upcoming quarterly trainings. The Board was asked to partner with staff to promote the trainings. There is an idea that was discussed to implement an appreciation event for members, who take 3 or more trainings.
- Digital Learning:  
Sandra Lewis presented. Digital Learning is an electronic learning platform. A draft of the digital learning platform was shared with Regional VP's for feedback, and will be shared with the Board. Requesting for feedback on the "feel" and overall look of the design. The plan is to have a more fleshed out platform by November. Board members were asked to contact Sandra, if they are interested in being interviewed by consultants around developing this platform.
- Retirement Security:  
Cynthia Landry reported. SFERS pension plan was recently rated #1 in class; returned over 8% over the past year and is 92% funded. She also reported that the State Council is recommending Henry Jones for Retiree Board. The final day to vote is Sept. 30<sup>th</sup>. She would like to make sure that we retain our Labor seats.
- Dellfinia Hardy:  
She spoke about the issues that were expressed during members comments at the Board meeting yesterday (Sat, 9/28).
- Dues Pie Chart:  
Amos Eaton presented. He gave an overview of the *Dues Pie* chart document that is in process. He noted that this document is not meant to just be sent out, but rather have conversations around it.

M/S/C (Teon-Nichols/Park) to extend the meeting until 3:30pm.

- Sasha Cuttler:

An RN report was sent out. He spoke about various work, such as meet & confers with management and addressing issues members are experiencing at work.

**Executive Director Report**

John Stead-Mendez announced that director reports were emailed out. Josie Mooney also reported on various organizing campaigns that are happening.

**Announcements:**

**SF Art Institute Chapter Bylaws:**

It was announced that the SF Art Institute Chapter Bylaws were reviewed and found to be in compliance with our Local Chapter Bylaws template. There were no objections raised.

**M/S/C (Lewis/Valdez) to extend the meeting until 4:00pm.**

**The Board moved to closed session at 3:30pm.**

**Executive Session:**

**Litigation Costs:**

M/S/C (Sandberg/Dawkins) to approve up to \$75k to cover litigation costs for an issue that potentially affects RN's in the City and County of SF around a Fair Labor Standards Act Wage-and-Hour matter.

**The Board moved to open session at 4:18pm.**

Secretary Mary Duncan announced the motion made during closed session.

**M/S/C (Park/Nosanow) to adjourn the meeting at 4:19pm.**

Respectfully submitted by,

Mary Duncan  
Secretary