

**SEIU LOCAL 1021 EXECUTIVE BOARD Zoom Meeting  
Saturday, Sept. 26, 2020, Zoom Meeting, 10:00am – 5:00pm  
MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, VP of Politics Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Harold Powell, Peter Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Todd Nosanow, Sandra Wall, Kendra Bruno, Mercedes Riggleman, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers

**Executive Board Members Excused:** Sasha Cuttler, Cheryl Hicks

**Executive Board Members Absent:** Evelyn Curiel, Sunny Santiago

**Staff in Attendance:** John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Lisa Morowitz, Del Mallory, Andrea Zanetti, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Caitlin Prendiville, James, Chiong, Karen Ridley, Carlos Rivera

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**President Joseph Bryant called the meeting to order at 10:03am.** A quorum was established.

**Review of Agenda:**

The following changes were made: add under *Executive Board Reports* – DD Council request; add under *Action Items* - request for policy exemption for member reimbursement; table approval of the Sept. 1, 2020 Sp. E-Board minutes.

**Member Comments:**

- Darla Brown, Alameda Health System:  
Darla spoke about her grievance.
  
- Mark Ostapiak, SF HSA:  
Mark spoke about Black Lives Matter and SEIU representation of law enforcement.
  
- Dylan Yep, SF DA's office:  
Dylan spoke about the SF Police contract proposal.
  
- Martha Baer, SFGH RN:  
Martha spoke to SEIU representing police.
  
- Felix Thomson, Alameda Health System:  
Felix spoke to SEIU representing police.
  
- Piper Alldredge, CA College of the Arts:  
Piper spoke to SEIU representing police.

### **Approval of the July 25, 2020 E-Board Minutes:**

M/S/C (Boutte/Bibb) to approve the July 25, 2020 Minutes, as presented.

### **Action Items:**

- **Alameda Health System Campaign Report & Strike Sanction Request:**  
Members John Pearson, Veronica Palacios, Maria Bettencourt, Darryl Richardson and Takiyah Vaughn reported on the Alameda Health System contract fight. A background on the campaign was provided. The members shared takeaways being proposed by management, and how management has handled the challenges members have faced due to the pandemic. They also spoke about member outreach during the campaign. The chapter recently held a strike vote, where there was a high turnout with 98% of the membership voting in favor of the strike. 184 new member sign-ups and 22 COPE sign-ups were also collected. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Arantes/Esteen) to approve the strike sanction request.

### **November Election:**

Ramses Teon-Nichols and James Chiong gave an update on the November Election work. The majority of endorsements have been finalized by COPE. Mailers are being prepared to go out to members. Endorsements are also available on the 1021 website. Josie Mooney spoke to the need for E-Board and member engagements for these campaigns. James spoke about opportunities to phone bank. He gave an overview of incentives for completing phone bank shifts and for recruiting members. Board members were asked to sign-up for phone bank shifts.

**The meeting was temporarily suspended for a short break at 11:28am and resumed at 11:40am.**

### **COVID-19 Updates:**

Robert Li gave an update on the progress of working from home to returning back to the field and union offices, which is tentatively about 2-3 weeks out. There is a high urgency to return to the field & office, but we will do this thoughtfully for everyone's safety. Robert went over the four (4) phases. We are technically in Phase 1. He reviewed plans for moving to a combination of Phase 2 and 3.

John Stead-Mendez shared that field activities have been currently going on by exception. Most have been outdoors. The intention is to be able to make these modified field activities and no longer needing exceptions. Access to offices will remain restricted, masks and social distancing will continue to be required. The Local will provide staff with PPE. Adjustments can be made to re-balance workload to accommodate those who are unable to return to the field & office.

### **Budget & Finance Committee Report:**

Treasurer Amos Eaton reported on the motions approved by the BFC at its September meeting.

The BFC approved the following proposals:

1. **State Council Fire Relief Fund:**  
The BFC approved a donation of \$10,000 to the State Council Fire Relief Fund for Local 1021 members affected by the wildfires, as part of the *Because We Care* campaign.
2. **Election Buddy:**  
The BFC approved up to \$25k to negotiate an agreement with a vendor called *Election Buddy* to run additional on-line chapter elections through 2020, with the understanding that additional costs may be brought back for consideration as the requests expand. Note: Under his authority, John Stead-Mendez previously approved an agreement with Election Buddy to run six (6) elections as part of a pilot.

The BFC approved the following Community/Allies Requests:

Coalition for Police Accountability Oakland:

The BFC approved an annual dues payment of \$100.00 to Coalition for Police Accountability Oakland (tier 3).

Senior and Disability Action:

The BFC approved a donation of \$1,500.00 to Senior and Disability Action to support the group's annual fundraiser (tier 2).

**Action Items (continued):**

- The BFC recommends to the Executive Board to approve the following proposal:

COVID-19 Hardship Fund:

The BFC recommends to extend the COVID-19 Hardship fund timeline for lay-offs or unpaid furloughs through 12/31/2020 to be reviewed on a month to month basis. M/S/C (Valdez/Meyers) to approve the request, as recommended by the BFC.

- Amador County Area Representative Vacancy:

President Bryant introduced member Jim Winters (Amador County Chapter). He is recommending to appoint Jim to the Amador County Area Representative position. Marcus Williams spoke in favor of the appointment. M/S/C (Arantes/Dawkins) to approve the appointment. Jim Winters was sworn in to office by President Bryant.

- PPE Request:

Josie Mooney presented a request to purchase 10,000 N95 masks at a cost of \$3.35 per mask for a total of \$33,500. M/S/C (Eaton/Walters) to approve the request as presented.

- Member Reimbursement Policy Exemption Request:

Akbar Bibb presented the request. Members Sheila Hall and Patricia Springer from the Far Northern Regional Center (FNRC) chapter incurred travel related expenses that occurred during the FNRC negotiations. The members submitted the expenses for reimbursement, which were received passed the six (6) months deadline, per the member reimbursement policy. It was explained that due to mitigating factors that the members experienced, such as the CARR Fires in Redding and then the pandemic, they had difficulty getting the request submitted within the timeline, per policy. The request is to make an exception to the member reimbursement policy around the timeline and to process the reimbursements for Sheila Hall and Patricia Springer. M/S/C (Landry/Harrison) to approve the request as presented.

**Executive Board Member Reports:**

Jennifer Esteen:

Jennifer reported on Organizing. She also spoke on SB275, Healthcare & Essential Workers Protection Act. A link was shared, and the Board was requested to sign in support to provide a stockpile of PPE of 45 days.

Mary Duncan:

Mary presented a request on behalf of the Developmental Disabilities (DD) Council for DD issues to be recommended to be placed on the State Council Legislative agenda. This is a continuation of legislative agenda items that have been ongoing and were disrupted due to the COVID Shelter-In-Place.

Cynthia Landry:

Cynthia presented a report on a CA Supreme Court ruling on the 1937 pension lawsuit regarding the changes in determining the formula for determining benefits for legacy workers. Court affirmed that there cannot be any major takeaways of pension benefits even in extraordinary times.

**Executive Director Report:**

Written director reports were sent by email. John Stead-Mendez highlighted work done during the summer, and he also reported on current actions and campaigns. He acknowledged the work of teams, such as Alameda Health System and San Joaquin. Bill Petrone shared highlights of the San Joaquin County Tentative Agreement. In addition to 2% per years increase the county has agreed to a \$1000 settlement incentive, 3 members allowed out as full-time lost time, longevity pay, & equity pay. Chapter supported each other when the county did not want to provide equity to all effected members. Taffie Walter shared her experiences with this bargaining. Marcus Williams shared that it is important to continue to build power for future contracts. Request of language regarding lost time be shared.

John also reported that budgets in SF, Solano and Sonoma Counties passed with no cuts. Jason Klumb and Theresa Rutherford shared campaign highlights in SF. John also acknowledged the work of the Research and Communication teams for their work on these campaigns.

**Announcements:**

E-Board Vacancies:

President Bryant announced that Jessica Nila (BFC Region-E) and Tula Biederman (Marin County Area Rep) have recently stepped down from their positions on the Board.

E-Board Poll:

The Board passed via poll to extended temporary employees Nato Green and Stephen Sommers through up to 12/31/2020, and to make an exception around the term limits, per the Local's policy on temporary staffing hiring.

**The Board moved to closed session at 1:47pm.**

**Executive Session:**

M/S/C (Valdez/Balzarini) to move the following named classifications – Finance Director, IT Director, Membership Director and Personnel Director – to accrue one (1) comp day per month, up to a maximum of twelve (12) days, effective July 1, 2020.

M/S/C (Meyers/Balzarini) to approve the new salary ranges for unrepresented staff effective July 1, 2020, as presented.

**The Board moved to open session at 2:43pm.**

Secretary Duncan announced the motions passed during Executive Session.

**Adjourn**

Adjourn in a moment of silence and in honor of Denise D'Anne (West Bay Retiree) and Supreme Court Justice Ruth Bader Ginsburg.

M/S/C (Dawkins/Wise) to adjourn the meeting at 2:53pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary