

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, October 25, 2025, 10:00am to 5:00pm**  
**Sunrise Banquet Event Center, Vacaville, CA**  
**Minutes**

=====

**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, Antoinette Blue, David Cameron, Kasha Clarke, Maria Salazar-Colón, Sheleka Carter, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Kevin Tisdell, Jeff Weston, Kevin Godwin, Charito Casanas, Anthony Mills, Debbie Dobson, Desiree Collins, Shelly Martin, Sandy Sigala, Andy La Torre, Steven Desalvo, Amanda Hubbell, Cynthia Johnson, John Arantes, Kevin Zhu, Trevor Adams, Monique Baca

**Executive Board Members Excused:** Taffie Walter, Blessing Augustus, Mariette Shin, Alicia Ramirez, Tazamisha Alexander

Out of 48 Executive Board members, 31 were present at the time roll call was taken.

**Staff in Attendance:** David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Nely Obligacion, Boyan Biandov, Caitlin Prendiville, Karen Amos, Zach Goldman, Emma Gerould, Dennis Mallory, Carlos Rivera, Kaden Kratzer, Oumar Fall, Karin Hendrickson, Carlos Rivera, Peter Masiak

**Parliamentarian:** Lorenzo Cuesta

**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 9:33 a.m. A quorum was established. The Code of Conduct was read by Sandy Sigala.

**Debrief of October 24<sup>th</sup> Fight Back Convening:**

Executive Board Members discussed the Fight Back convening. Feedback included requests to build in trauma informed practices, inclusionary programming that resonates.

**Adopt the Agenda:**

President Rutherford asked to adopt the agenda by consensus with the following changes: add a report out during Executive Session for a review/feedback on member comments, and to table approval of the April 26, May 17 and Sept. 27, 2025 draft minutes to the November meeting. An objection to adopt the agenda was raised by Jefferey Dix. It was explained when an objection is raised, a vote is needed.

**M/S (Sigala/Esteen) to adopt the agenda with the changes. A *division* was called. The Board proceeded to vote by *rising*. 21 voted in favor and 18 against. The motion was carried.**

There were additional requests to add the following items: Butte County Area Rep. vacancy, Proposed Resolution in Support of the Oakland People's Arms Embargo Resolution and the MRC structure. President Rutherford stated these items will not be included in today's agenda.

#### **Member Comments:**

- Jim Riffel, Sacramento City Unified School District: spoke about concerns about their comments made in previous meetings about their Chapter President.
- Roena Dumlao, Sacramento City Unified School District: Roena ceded their time to another member (Debra Durazo).
- Debra Durazo, Sacramento City Unified School District: spoke about concerns about their comments made in previous meetings about their Chapter President.
- Maria Santa-Maria, Sacramento City Unified School District: spoke about in support of her chapter president and as a non-native speaker.
- Dominique Chadwick, Sacramento City Unified School District: comments made in previous meetings about their Chapter President. Asks for an investigation.
- Jocelyn DeSena, City of Berkeley CSU/PTRLA: Spoke in support of the Oakland Arms Embargo.
- Karla Faucett, Sacramento City Unified School District: Chapter President of SCUSD spoke about division in her chapter and the challenges that take place in a large chapter. Also referred to previously supporting undeserving members, who she felt deserved to have their employment terminated.
- Casandra Wills, Sacramento City Unified School District: comments made in previous meetings about their Chapter President. Asks for an investigation.
- Mark Ostapiak, S.F. HSA: spoke about the in support of the Oakland Arms Embargo and question around the process to add agenda items.
- Angel Valdez, La Clinica: Chapter President spoke as a member of the Alameda COPE and spoke in support of the Oakland People's Arms Embargo and asked for information about process to be shared with members.
- Gilford Patterson, Sacramento City Unified School District: spoke about a lack of support, management taking advantage, and division in the chapter.

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

##### Organizing Report: California Gig Workers Union – Gig Campaign 2025 Blitz Debrief

Vice-President of Organizing Jennifer Esteen introduced members of the California Gig Workers Union and spoke about the celebration of the signing of AB 1340. She introduced Gig Workers John Mejia, Joseph Augusto, Gurpreet Pannu, Pemba, and Hector Castellanos. A video about AB 1340 was shared. The union will be the largest in the U.S. with about 800,000 members.

SEIU International Latino Caucus Convention, Puerto Rico, October 9-10, 2025

Members of the Latino Caucus and attendees of the SEIU International Latino Caucus Convention in Puerto Rico presented. Guest speakers included members Angel Valdez, Judy Martinez, Joyce Silva, Cynthia Landry, Monique Baca and staff Carlos Rivera. The Immigration Resolution was adopted at the SEIU International Latino Caucus.

**The meeting was temporarily suspended for a lunch break at 12:28 p.m. and resumed at 1:15 p.m.**

**Executive Board Member Reports (continued):**

Congressional Black Caucus F (CBCF) 54th Annual Legislative Conference, Washington, D.C., Sept. 24-28:

Phelicia Jones reported on the CBCF and the 54<sup>th</sup> Annual Legislative Conference. Conference attendees included Executive Board Members and member leaders. She thanked SEIU 1021 staff Nely Obligacion, Naj Daniels, and David Canham.

SEIU International API Caucus Summit, Minneapolis, MN, October 3-4:

Tina Diep reported on the Fourth API Caucus Summit, which aims to connect communities, education, empower, and inspire SEIU Asian and Pacific Islander member and worker leaders.

Region C (East Bay) Summit:

Derrick Boutte and Cynthia Johnson reported on the Region C Summit, which included participation at the October 18, 2025 No Kings Rally. Summit included an impactful mental health speaker.

**Budget & Finance Committee Report:**

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

The BFC approved the following proposals:

1. Assemblymember Liz Ortega Annual Diaper Drive:  
The BFC approved a \$5,000 contribution to support the Annual Diaper Drive at the Advocate sponsorship level. This fund will provide one month's supply of diapers to 100 families in need.
2. City of Hayward Concessionary Bargaining Campaign:  
The BFC approved a budget of up to \$30,340 for the City of Hayward Concessionary Bargaining Campaign. The budget includes costs for purple stuff, T-shirts, communication and media needs, food for worksite and bargaining team meetings, audit expenses, and lost time for up to 2 members at 16 hours per month. The goal is to stop the proposed concessions, foster solidarity among various SEIU chapters, build unity with other unions, increase union membership, and garner public support.
3. San Lorenzo Unified School District Contract Campaign:  
The BFC approved a budget of up to \$15,277.50 for the San Lorenzo Unified School District Contract Campaign. The budget includes costs for communication materials, campaign T-shirts, purple stuff, banner, food for the Contract Action Team (CAT), events, bargaining team support, and media. The goal is to secure an equitable wage increase, improve work and staffing schedules to meet the needs of the worksites, and fix the ongoing payroll overpayment issues.
4. C4A – California Association of Area Agencies on Aging Travel Request

The BFC approved a budget of up to \$1,200 to cover travel-related expenses for retiree committee member Dr. Linda Boykins to attend the 2025 C4A Annual Conference in Garden Grove, CA, from November 5-7. Covered expenses include registration, airfare, lodging, and ground transportation (airport to hotel).

The BFC approved the following Community/Allies Requests:

- City of Richmond Senior Winter Ball:  
The BFC approved a \$500 sponsorship for the 26<sup>th</sup> annual Richmond Winter Ball on December 13, 2025. The sponsorship includes a table of eight and a half-page program ad (Tier 3).
- 48 Hills:  
The BFC approved a \$7,500 sponsorship for the 12<sup>th</sup> annual 48 Hills Gala held on October 22 in San Francisco (Tier 2).
- EBASE:  
The BFC approved a \$15,000 contribution for EBASE's 25<sup>th</sup> anniversary event at the Change Maker sponsorship level, which includes recognition by the event speaker, a shout-out on social media, a listing on the event webpage, the logo in printed materials, and six (6) event tickets (Tier 1).

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

1. Alameda County Contract Campaign:  
The BFC recommends the Board to approve a budget of up to \$420,600 for the Alameda County Contract Campaign for 4,500 workers. The budget includes media/ads advertising, communication materials, purple stuff, transportation for actions, food for actions/rallies/worksite/CAT meetings, three town halls lost time (48 hours weekly for 6 months), potential mediation costs, strike preparation resources, and printing of contracts. The goal is to increase member involvement, map worksites for strategic organizing, recruit and develop chapter leadership, increase union membership, boost COPE contributions, and strengthen political, labor, and community power.

Treasurer Duncan stated that after the BFC meeting, there was request to modify the budget requests to \$440,600. This addition is to add 3 townhalls.

**M/S/C (Desalvo/Boutte) to approved the request for a budget of up to \$440,600 for the Alameda County Contract Campaign.**

**Action Items (continued):**

Climate Justice Proposed Resolution – Join COP30 People’s Summit and The Climate Action on Nov. 15:

A first reading of the Resolution to Join the COP30 People’s Summit and the Climate Action on November 15, 2025 was read by John Pearson The request was submitted by Martha Hawthorne, Linda Ray, Jennifer Charles, and Larry Bradshaw. President Rutherford stated that a poll will be sent to the Board.

**Ethics Training:**

Ethics co-liaisons Sandly Sigala and Maria Salazar-Colón provided an overview of the SEIU Code of Ethics and Conflict of Interest Policy. In 2009 the local developed the policy. Board members and staff participated in the training and signed confirmations indicating completion of training and agreement with the Code of Ethics and Conflict of Interest Policy.

**The meeting was temporarily suspended for a short break at 3:16 p.m. and resumed into closed session at 3:23 p.m.**

**Executive Session:**

**Personnel/Staffing Committee (PSC) Recommendation:**

M/S/C (Marro/Boutte) to extend temporary employee Tatiana Tawahsa by up to three (3) months (up to Nov. 2 2025), as recommended by the PSC.

**The Board moved to open session at 4:16 p.m.**

Secretary Tiffany Abuan reported out the motion that was approved during closed session to extend temporary employees Tatiana Tawasha by up to three (3) months.

**Announcements:**

**Del Norte County Chapter Bylaws:**

Travis Balzarini announced that the Del Norte County chapter bylaws amendment were reviewed and completed by the chapter bylaws workgroup. David Canham added that the bylaws were in compliance with the Local's chapter bylaws template.

**Good & Welfare:**

Greg Marro requests lists of committees and their members.

Kristin Hardy reported that Joy Chen from the SF Region was elected VP the SEIU API NorCal & Hawaii Regions.

Jeffery Dix announced retirement of Eric Stern, longtime member leader.

Maria Salazar-Colón spoke on the good of our own welfare leading up to the November 4 election.

Evelyn Curiel requested information on turkey giveaways.

**Adjournment:**

M/S/C (Hardy/Sigala) to adjourn the meeting at 4:25 p.m.

**Respectfully submitted by,**

Tiffany Abuan  
Secretary