

**SEIU Local 1021 Executive Board Meeting
Saturday, October 26, 2019, Fairfield, CA, 10:00am-5:00pm**

MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasure Amos Eaton, VP of Organizing Ramses Teon-Nichols, 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 (by video), Nathan Dahl, Jim Wise, Karla Faucett (by video), Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, John Arantes, Felipe Cuevas, Richard Thoele, Robert Taylor (by video), Todd Nosanow, Sandra Wall, Tula Biederman, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter (by video), Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep (by phone), Julie Meyers (by video), Cheryl Hicks, Jessica Nila

Executive Board Members Excused: Sandra Lewis, Derrick Boutte, Monique Chaney-Williams, Sunny Santiago, Tom Popenuck

Staff in Attendance: John Stead-Mendez, Robert Li, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Jason Klumb, Kaden Kratzer, Peter Masiak, Del Mallory, Boyan Biandov

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President Joseph Bryant called the meeting to order at 10:05am. A quorum was established.

Review of Agenda:

The following changes were made: Add *VP of Politics* position under action items; add *Dues Pie Chart* under the BFC report; add reports from Angel Valdez and Cynthia Landry. The agenda was adopted by consensus.

Member Comments:

- Jennifer Esteen, SFGH RN:
She spoke about a recent victory in SF to “Save the ARF” (Adult Residential Facility). SEIU was able to ally with the community to save much needed mental health beds in SF.

Business Intelligence Presentation:

Robert Li and Boyan Biandov, presented a demonstration of the new *Dashboard* that is being developed, in order to provide data and information to help member leaders help drive the Union. Additional development remains underway, including policy. The Board provided feedback on the demonstration. There was a suggestion to provide training and availability of an app to access the Dashboard. Some concerns were raised around security and privacy.

SEIU 2030 Goals Presentation:

Neneki Lee, Special Assistant to the SEIU Public Division, presented. She gave a framework of the International’s 2030 Goals, which includes uniting SEIU members to lead the fight to win systemic and structural changes, negotiate better contracts and to create a more inclusive, multiracial democracy and economy.

The meeting was temporarily suspended for a lunch break at 12:18pm and reconvened at 12:53pm.

Approval of the July 27 and September 28-29, 2019 Minutes:

M/S/C (Sandberg/Valdez) to approve the July 27, 2019 minutes, as presented; and to approve the September 28-29, 2019 minutes with the correction on page 2 to read as "Sunday, September 29".

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton provided a summary of motions approved by the BFC at its Oct. 18, 2019 meeting.

The BFC approved the following items:

1. Region A – North Central Budget:

The BFC approved to fund the Region A Member Engagement Budget request at up to \$5,800.00. The budget includes costs to rent a venue in the Chico/Butte area to hold a member engagement event, "purple" items, food costs, and also various site visits throughout Region A. The goals include signing up new members and COPE contributors.

2. Consultant Contract – Josie Camacho:

The BFC approved to enter into a contract with Josie Camacho to help coordinate our political work during the political season. The terms of the contract is for up to 80 hours of work per month, at \$75.00 an hour, with a contract max of up to \$30k for five (5) months, effective November 2019.

Budget Development Process:

Amos Eaton reported that the BFC settled on a revenue number for 2020. He gave an overview of the budget planning calendar and the objectives.

Dues Pie Chart:

A draft of the *Dues Pie Chart* document was presented. The document is to be provided as part of a presentation for members with a conversation about it. It also includes a narrative. The Treasurer offered to assist with presentations to chapters, if requested.

Candidate and Issues PAC:

At the May meeting, the Board previously approved a formula for the Candidate and Issues PAC payments through October 2019. Due to membership changes, a request was presented to extend the formula for the Candidate & Issues PAC accounts through the end of November 2019. M/S/C (Park/Wise) to approve the request. There was a suggestion to bring a training to the Board around PAC and COPE.

Action Items:

San Joaquin County Bargaining:

Marcus Williams gave an update on the San Joaquin County negotiations. Bargaining has been contentious. They are also near the end of the mediation timeline. A strike vote has been held, and the membership approved to authorize a strike.

A request was presented to the Board to authorize a strike sanction. M/S/C (Meyers/Nosanow) to authorize a strike sanction for the San Joaquin County chapter.

In addition, a request was made to authorize access to the Strike fund, if needed. M/S/C (Nila/Wall) to approve the request.

New Committees:

At the September meeting, President Bryant spoke about establishing two (2) new committees – Social Engagement Committee and Young Workers Committee. He asked the Board to approve creating the committees. M/S/C (Arantes/Park) to approve establishment of these two (2) new committees.

In addition, he would like to recommend the following to serve on these committees:

- Social Engagement Committee:
Theresa Rutherford (Chair), Sandra Lewis, Taffie Walter, Yeon Park, Mary Sandberg, Akbar Bibb, Sunny Santiago, Sandra Wall, Evelyn Curiel and Julie Meyers. M/S/C (Arantes/Park) to approve the committee members.
- Young Workers Committee:
Nathan Dahl (Chair), Brandon Dawkins, Ramses Teon-Nichols, Jessica Nila, Richard Thoele, Elizabeth Harrison and Tula Biederman. M/S/C (Arantes/Nosanow) to approve the committee members.

Vice-President of Politics Vacancy:

As a follow-up from the discussion at the September meeting regarding the VP of Politics vacancy, Joseph Bryant reported that we have consulted with our attorneys regarding our bylaws and filling vacancies.

Joseph read the language in *Article 15 section 3b* of the SEIU 1021 bylaws, which reads: *In the event of a vacancy in the office of any officer position, if more than half a term remains, the Executive Board may call a special election to fill the position. If less than half a term remains, the President shall appoint a successor who shall serve the remainder of the unexpired term, to be approved by a majority vote of the Executive Board.*

There was discussion on the language. The bylaws state the Board “may” call a special election. A request was made to consider holding a special election with a plan to appoint an acting VP of Politics in the interim. There was discussion on the cost of a special election, timeline and coverage.

M/S (Davis/Sandberg) that the President shall appoint a successor to serve the remainder of the term to be approved by a majority vote of the Executive Board. A lengthy discussion followed. Felipe Cuevas called the question. By consensus, the Board agreed to call the question. The Board moved to a vote on the motion made by Davis/Sandberg. The motion carried.

President Bryant recommends appointing Ramses Teon-Nichols to the position of **Vice-President of Politics** for the remainder of the term. If approved, it was explained that Ramses’ current seat on the Board as the VP of Organizing will become vacant. M/S/C (Sandberg/Arantes) to approve the appointment of Ramses Teon-Nichols as the VP of Politics, as recommended by the President.

As a result of the appointment of Ramses as the VP of Politics, the VP of Organizing position is now vacant. M/S/C (Davis/Park) that the President shall appoint a successor to the **Vice-President of**

Organizing vacancy to serve the remainder of the term to be approved by a majority vote of the Executive Board. President Bryant will bring back a candidate for recommendation for the VP of Organizing position at the next scheduled Board meeting.

Policy Committee Report:

Staff Hiring Policy Amendment:

A first reading of the recommended amendment was presented by Mary Sandberg and Ramses Teon-Nichols. The proposed change would allow the interview panel to give more nuanced recommendations, including flagging when the panel feels the candidate might be a better fit for a different opening. The recommended changes will be brought back to the Board next month for consent.

Chapters with External Funds Policy:

The 1st reading of the proposed policy was presented at the July Board meeting. A 2nd presentation was given by Robert Li, which now includes language to address external audits of Chapter Funds. M/S/C (Davis/Valdez) to adopt the *Policy on External Chapter Funds*.

Chapter Bylaws Template Amendment:

The 1st reading of the proposed amendment on the *Local 1021 Chapter Bylaws Template* was presented at the September Board meeting. Ramses Teon-Nichols and Yeon Park gave a 2nd presentation of the proposed change, which is on page 4, under *Article 13 section C - Eligibility*. The proposal is to add the underlined sentence in this section:

(Article 13.c – Eligibility)

In order to run for and serve as a Chapter officer, candidates shall have been members in good standing for at least one (1) year and be employed within a bargaining unit represented by the Chapter. If the chapter has been in existence for less than one (1) year, the candidate must have been a member in good standing since the Chapter was recognized by Local 1021. No member shall be a candidate for more than one (1) Chapter Board office or seat at a time. Only members in good standing are eligible to participate in chapter elections.

M/S/C (Duncan/Thoele) to approve the amendment.

The Board moved to closed session at 4:00 p.m.

Executive Session:

Temporary Employee Extension:

M/S/C (Dawkins/Nosanow) to approve the extension of temporary employee Nato Green through up to the end of June 2020.

The Board moved to open session at 4:20 p.m.

Secretary Mary Duncan announced the motion passed during closed session.

Executive Board Member Reports:

Angel Valdez:

He gave an update on the La Clinica negotiations. There will be an action on Oct. 28th and he asked anyone who is available to come support.

Cynthia Landry:

She spoke about an article on CalSavers State Retirement Program. She provided an update on the CalSavers plan. The DOJ filed a statement of interest supporting Jarvis lawsuit – stating CalSavers is pre-empted by federal retirement law. She also spoke about the need for uniformity of elections and not changing the processes within the election cycle.

Executive Director Report:

John Stead-Mendez reported. Written director reports were emailed to the Board. He spoke about members from different regions/chapters using social media, such as shared Facebook posts, to support each others contract fights. He also gave an update on the Gig work; and also presented the Membership Density/COPE report.

Head of Operations and Labor Relations Report:

Robert Li reported. Operations and Field staff are meeting weekly to coordinate work. He presented the Digital Online Learning platform.

Announcements:

- Schools & Communities First Campaign:
Joseph Bryant announced that the Schools & Communities First Campaign Kick-Off will be held on 12/7/2019 at the Alameda Central Labor Council. Board members will be asked to commit to collecting 100 signatures.
- Sonoma Area Retiree Chapter Bylaws:
It was announced that the Sonoma Area Retiree Chapter Bylaws were reviewed and found to be in compliance with our chapter bylaws template.
- Healthcare Action:
Sasha Cutler announced the *Hate has no Place in Healthcare* action on 10/30 in SF, and he asked for the Board to support.

By consensus, the Board agreed to adjourn the meeting at 5:08 p.m.

Respectfully submitted by,

Mary Duncan
Secretary