

**SEIU Local 1021 Executive Board Zoom Meeting**  
**Saturday, October 22, 2022, 10:00am to 5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Theresa Rutherford, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics Ramses Teón-Nichols, VP of Representation Sandra Lewis, VP Region-A Akbar Bibb, VP of Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Kristin Hardy, VP Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Lucretia Bolin, Greg Marro, Derrick Boutte, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Julie Beardsley, Sandra Wall, Lorraine Bowser, Charito Casanas, Desiree Collins, Geneva Haines, Elizabeth Harrison, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Harold Powell, Monique Baca

**Executive Board Members Excused:** Secretary Mary Duncan, Evelyn Curiel, Todd Nosanow, Sandy Sigala

**Executive Board Members Absent:** Trevor Adams, Amanda Ayers

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Andrea Zanetti, Peter Masiak, Oumar Fall, Bill Petrone, Kaden Kratzer, Carlos Rivera, Horacio Viveros, James Chiong

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**Call the Meeting to Order:**

President Theresa Rutherford called the meeting to order at 10:08am. A quorum was established. The *Code of Conduct* was reviewed by Vice President of Region C, Yeon Park.

President Rutherford shared remarks on the recent Los Angeles City Council situation that involved council members making racist comments. She expressed the need to continue to fight against racism, and to demonstrate empathy and kindness. President Rutherford introduced Pastor Emmet Neal, who is a member in the SF HSA chapter. Pastor Neal offered words of encouragement and healing.

**Review of the Agenda:**

M/S/C (Sandberg/Dawkins) to approve the agenda with the change to move the *Mendocino County Area Representative* action item after *Member Comments*.

**Member Comments:**

- Raymond Carlson, Alameda County BHCS chapter: Raymond spoke about unaddressed complaints and issues brought forward by the chapter, and is seeking a response from the Local.
- Kimberly Roy-Aguiar, Alameda County SSA chapter: Kimberly addressed case load issues for eligibility workers and is seeking assistance from the union.
- Thema Page, Alameda County BHCS chapter: Thema spoke about unaddressed complaints and issues brought forward by the chapter, and is seeking a response from the Local.

- Maria Wright, Alameda County SSA chapter: Maria addressed case load issues that are unbearable for the workers and is seeking assistance from the union.
- Anne-Marie Amaro, Alameda County SSA chapter: Anne-Marie addressed case load concerns and needs for childcare workers
- Adriana Barbara, Alameda County SSA chapter: Adriana addressed case load issues, as well as safety and health protection for members.

**Action Item:**

**Mendocino County Area Representative:**

President Rutherford is recommending to appoint Julie Beardsley (Mendocino County) to the *Mendocino County Area Representative* position. VP of Region-B Mary Sandberg spoke in support of the appointment. M/S/C (Eaton/Arantes) to approve the appointment, as recommend. Julie was sworn in to office by President Rutherford.

**Executive Director Report:**

**Field Campaigns Update:**

David Canham gave an overview of field campaign updates.

**Mendocino County Superior Court:**

Patrick Hickey and member Kimberly Foster shared key highlights of the recent Tentative Agreement (TA) reached with Mendocino Superior Court. A 3-year agreement was settled with COLA's, as well as increases to cover Health and Welfare costs. There were also improvements on education reimbursements. A big win was also on improvements for court workers, who have to travel to courthouses on dangerous roads. The TA was ratified by the members.

**Alameda Health System:**

Veronica Palacios and Emma Gerould gave a presentation on the chapter's membership blitz to continue grow the membership and sign workers up to be members. This work is done in collaboration of members and field staff. Member Mary Rhonda was introduced. Mary spoke about her experience on coming out on lost-time to help with the blitz. The team shared pointers on preparing and planning for a blitz, as well as implementing a plan. They also spoke about what has been effective in the chapter in signing up members. The outcome of a recent 3-week blitz campaign was an accomplishment. At the start of the blitz, the chapter density was at 90%. Currently, the density is at 92.2%.

**SF Laguna Honda:**

VP of Region-D Kristin Hardy reported on a recent victory on the fight to save SF Laguna Honda Hospital. Earlier this year, we were faced with a huge crisis where the hospital was put on notice to close due to losing funding from the Centers for Medicare and Medicaid (CMS). November was the deadline of when funding was going to be cut. The Local immediately jumped into action. Rallies were held in partnership with our labor allies, we lobbied politicians and held daily calls with stakeholders. We also launched a petition and reached out continuously to reporters. As a result of our efforts, CMS announced that they

would be extending funding through November 2023. Although this was a significant gain, the fight is not yet over.

#### BART Chapter:

John Arantes shared key highlights of the recent Tentative Agreement for an additional one-year extension of the BART Chapter agreement. The chapter was successful in securing a deal during the pandemic crisis. BART ridership has been down by 20%. The members took action to fight against layoffs and cuts. Outreach to the BART Board of Directors were held to lobby for support to negotiate the contract extension. These efforts resulted in BART management agreeing to reopen the contract, as well as avoiding layoffs and cuts. This was a big win for the chapter; however, the fight is not yet over.

#### Approval of the September 24, 2022 Minutes:

M/S/C (Valdez/Powell) to approve the September 24, 2022 minutes, as presented.

#### November Election:

VP of Politics Ramses Teón-Nichols and James Chiong reported. An overview on our priority local races and across the state was presented. The November election is three (3) weeks away. The site of where to sign up for political shifts was shared (<https://www.mobilize.us/seiu1021>). It was explained that the site is *geo-tagged*, which will automatically pop up the region that individuals are joining from. An update on our Local's member/volunteer participation and how we are comparing with other SEIU Locals was reported. They spoke about the importance of continuing to sign up for shifts, as well as to recruit members to engage in GOTV work.

#### Racial Justice Workgroup Presentation:

Taffie Walter, Nicole Christian, Crystal Grisby and Naj Daniels presented on behalf of the Racial Justice Workgroup. The team is comprised of Executive Board members, member leaders and staff. Highlights and background of the racial justice worked was shared. They spoke about the workgroup charge, which is centered around operationalizing a resolution passed at the 2016 International convention (Resolution 106A), which uplifts our goal of becoming an *Anti-Racist Organization* (ARO). Our Union has a racial justice *North Star* that will guide us on our ARO transformation journey. The team spoke about six elements of the North Star as actions and outcomes to help facilitate the transformation. They also gave an overview of the workgroup work to date, which includes mapping out our approach to racial justice transformation, build racial justice analysis, use racial justice lens and learn, analyze and develop proposals on research needs. Feedback and thoughts from Board members are welcome, as it will help the workgroup think about our plans and strategies moving forward.

**The meeting was temporarily suspended for a lunch break at 1:10pm and reconvened at 1:40pm.**

#### Nurse Alliance Report:

RN Industry Chair Lucretia Bolin reported on some of the work that the Nurse Alliance (NA) is supporting. She spoke about the Nurse Alliance of SEIU and the work of they're doing. The Nurse Alliance is comprised of public and private registered nurses throughout SEIU. They meet monthly to discuss issues impacting RN's and patient care. Key wins throughout SEIU were highlighted. At SEIU Healthcare Pennsylvania - won advantage for members at 14 nursing home facilities, wage increase and longevity pay for all workers. Adjustment in health insurance and a commitment to adhere to improve state staffing relations were also wins. SEIU Healthcare Wisconsin and the nurses at the University of Wisconsin won their union back. The Nurse Alliance is also supporting the work in Iowa. Every two (2)

years, the Union has to win a union certification under the Iowa public sector law. Lucretia also spoke about work at Local 1021. There are hiring delays for the nurses in San Francisco at Laguna Honda Hospital, SFGH and Community Public Health centers. It could take up to 8 months to hire a nurse. There are also issues with HIPPA and privacy/policy issues in San Francisco. She also spoke about an imminent domain issue for a nurse at SFGH. The Nurse Alliance is continuing to work on increasing member density for RN's.

**Organizing Report:**

VP of Organizing Brandon Dawkins and Horacio Viveros gave an update current campaigns. They reported on the GigWorkers push to create a Union in California. An update on the next steps to collect signatures from fast food workers to create a Fast Food Council was provided. We need 10k signatures by Nov. 15<sup>th</sup> to trigger the fast-food council. We are looking to collect above the 10k mark. A fast-food signature blitz will be held on Nov. 12 in Oakland. A report on the *Felton* campaign was also provided. Represented workers at Felton are fighting for a fair contract. An action to support the workers is scheduled on Oct. 26<sup>th</sup> at the SF Board of Supervisors Budget & Finance Committee meeting regarding Felton Institute.

**Budget & Finance Committee (BFC) Report:**

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its October 15, 2022 meeting.

The BFC approved the following proposals:

1. Dixon Unified School District Contract Campaign:  
The BFC approved the Dixon Unified School District contract campaign budget at up to \$11,611.82. The budget includes costs for items such as communication needs, t-shirts, visibility items, banner, food for various events and meetings and lost-time. The goals of the campaign include increasing membership and COPE, recruiting for the CAT team, developing new leaders and stewards, increasing member ownership and investment in campaign, build political power and securing a good contract.
2. Cornell University Bargaining Training Program:  
The BFC approved a budget of up to \$43,000 for a bargaining training program with Cornell University. The Cornell labor relations faculty would develop a collective bargaining training program specifically relevant to Local 1021. Following the first cohort, our goal is for 1021 to be able to re-run the training for subsequent cohorts using internal resources. The scope would include 25-30 staff participating. The timeline is approximately 5 sessions over a period of 2-3 months. The first 3 sessions will be by zoom and culminating in two consecutive days in person at 1021 offices.
3. Political Program Member Incentive:  
The BFC approved up to \$11,286.83 for 150 hoodies and 300 t-shirts for the November election incentive program. This program is to help encourage member engagement in this election cycle. Members who complete at least 2 shifts of volunteer political work will receive a specially designed hoodie. Members who complete at least one shift will receive a t-shirt.
4. End of Year Regional Events:

Region B:

The BFC approved a budget of up to \$22,800 for Region B Unity & Member Engagement events within the current Local food policy. The plan is to hold events in Santa Rosa, Ukiah, Del Norte and Marin to gather and recognize leaders and members throughout the region.

Region E:

The BFC approved a budget of up to \$25,840 for Region E Turkey Dinners. The plan is to distribute up to 300 dinners to members with financial challenges throughout the Region.

5. East Bay Toy Drive:

The BFC approved a budget of up to \$29,700 for the East Bay Community Toy Drive. The plan is to partner with non-profit community-based organizations to reach low-income members' children and unhoused neighbors in our community. The event will be held on Dec. 17, 2022 at the 100 Oak St. office in Oakland. It was announced that this is a local wide event.

Budget Planning:

The BFC, as well as the PSC, are in the process of planning and developing the 2023 budget. In October, the BFC discussed our projected revenue number for next year. The BFC also agreed on a soft revenue number. We anticipate growth in revenue due to good contract wins. We are also going to see staffing increases based on the settlement with staff unions this year. Ed Hanley presented a graph of our 12-month total dues & fees thru August 2022. The graph helps us keep track of where we are at in our revenue. Treasurer Eaton shared that in November, the BFC will review 2022 expenses in order to form our 2023 budget.

**Action Items (continued):**

BFC Recommendations:

Handyperson Contract:

The BFC recommends to the Board to increase the contract max with Emma Velasquez for handyperson services from \$80,000 to up to \$100,000 for fiscal year 2022.

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

East Bay Unity Event:

Treasurer Eaton explained that the East Bay unity event request was not yet ready to be presented at the October BFC meeting. Rather than running a BFC poll, it was prudent to bring the request at today's E-Board meeting.

VP of Region-C Yeon Park presented the request. The East Bay team would like to hold unity and member engagements events in three (3) separate areas of the region: Alameda County, South County and Contra Costa County. The plan will include incorporating our TWR goals into the program. The budget request is \$41,150.00 for all three (3) areas. M/S/C (Sandberg/Landry) to approve the East Bay unity event budget at up to \$41,150.00.

Alcohol Policy Waiver for Unity Events:

Treasurer Eaton gave an overview of a request around the Local's alcohol policy. The Local has a policy around not purchasing alcohol for events. For past unity events, the Board has waived the alcohol policy for these events with guidelines, such as setting a limit on drink tickets and limiting to beer and wine only. The request is to grant an exception to the Board policy for this winter's unity events to allow alcohol beverages for our members and guests, so long as a budget has been approved through governance policies; with restrictions to serve beer and wine only, and limit to two (2) drink tickets per member/guest. M/S/C (Park/Arantes) to approve.

**Emergency Political Supplemental Request:**

VP of Politics Ramses Teón-Nichols and James Chiong presented a request for supplemental political funds. Although the political team tried to make responsible budget decisions and anticipate opposing forces, there are scenarios in key races that we did not anticipate. These urgent priorities now necessitate additional funding for the November election. An overview of the budget request for these key races was presented.

M/S/C (Landry/Park) to approve supplemental political funding for 2022 at up to \$170,000 for the following campaigns:

- Rebecca Kaplan, Alameda Supervisor: \$70,000
- Dave Jones, SD4: \$20,000
- Aisha Wahab, SD6: \$20,000
- Yvonne Walker, CalPERS Runoff: \$10,000
- Stacey Abrams, Georgia Governor: \$50,000

**Appeals Committee and Personnel/Staffing Committee Appointment:**

President Rutherford presented a request to appoint VP of Region-D Kristin Hardy to the Appeals Committee and the Personnel/Staffing Committee. It was explained that an available seat opened up in these committees when President Rutherford transitioned into her new role as President. M/S/C (Dawkins/Powell) to approve the appointment.

**Lost-Time Policy Exemption:**

Robert Li presented a request for an exemption to the Lost-Time policy around the 21-day rule for a lost-time request that was submitted past the timeline, per policy. M/S/C (Sandberg/Arantes) to approve the exemption.

**COVID-19 Update:**

Robert Li gave an update on transitioning back to an in-person environment. In February 2023, the COVID-19 State of Emergency will end. We are currently looking at the month of December as our marker to start to transition back to opening our offices. Then, in January we will look at possibly migrating to opening our offices to 5/days per week. President Rutherford shared that the idea around this plan is to let our members know that they can access our offices. Virtual zoom meetings will continue to be made available, as well as hybrid meetings when possible. There was discussion on the current plan. Feedback on the pros and cons were shared by Board members. We will continue to have discussion and provide an update to the Board.

**Executive Board Member Reports:**

There were no reports.

**Announcements:**

There were no announcements.

**Good & Welfare:**

Richard Thoele shared that Loretta Newsome recently passed away. Loretta, who recently retired, was a former chapter president at Chabot Las Positas College.

**The Board moved to closed session at 3:51pm.**

**Executive Session:**

**Unrepresented Staff Salary:**

M/S/C (Park/Lewis) to approve the unrepresented staff salary compensation, as recommended by the BFC and PSC.

**The Board moved to open session at 4:46pm.**

Robert Li announced the motion passed during closed session.

**Adjournment:**

By consensus, the Board agreed to adjourn the meeting at 4:46pm.

**Respectfully submitted by,**

Joanne Cansicio  
(on behalf of Secretary Mary Duncan)