

SEIU Local 1021 Executive Board Meeting
Saturday, November 22, 2025, 10:00 a.m. to 5:00 p.m.
San Francisco/Zoom
MINUTES

Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:03 a.m.
Evelyn Curiel read the Code of Conduct.

Attendance Roll Call at 10:07 a.m.:

Executive Board Members Participating:

President Theresa Rutherford, Secretary Tiffany Abuan, Treasurer Mary Duncan, 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, VP of Region-E Taffie Walter, Antoinette Blue, Kasha Clarke, Maria Salazar-Colón, Sheleka Carter, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Layla Spears-Griffin, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Anthony Mills, Debbie Dobson, Alicia Ramirez, Shelly Martin, Sandy Sigala, Andy La Torre, Tazamisha Alexander, Steven Desalvo, Amanda Hubbell, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca

Executive Board Members Excused:

Jennifer Esteen, David Cameron, Jeffery Dix, Charito Casanas, Desiree Collins, Trevor Adams

Out of 48 Executive Board members, 35 were present at the time roll call was taken. A quorum was established.

Staff in Attendance:

David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Zach Goldman, Emma Gerould, Peter Masiak, Kaden Kratzer, Oumar Fall, Caitlin Prendiville, Carlos Rivera, Boyan Biandov, Karin Hendrickson

Parliamentarian:

Tami Dunning

Adopt the Agenda:

M/S/C (Marro/Arantes) to adopt the agenda with the following changes: add report from Kevin Tisdell under *Executive Board Member* reports, add an announcement from Maria Salazar-Colón under *Good & Welfare*.

Approval of the April 26, May 17, September 27 and October 25, 2025 Draft Minutes:

Secretary Tiffany Abuan announced that the May minutes are not yet available. Draft minutes for the months of April, September and October have been sent. By consensus, the Board approved the April 26, September 27 and October 25 minutes. There were no objections.

Executive Board Agenda Process:

President Rutherford gave an overview of the process for submitting requests to add an item on Board agenda.

Member Comments:

- Cynthia Landry, Alameda County: Cynthia spoke about the Alameda County bargaining.

Political Report:

VP of Politics Ramsés Teón-Nichols and Political Director Zach Goldman presented the report. During the election, voters passed Prop. 50 overwhelmingly. This is a huge victory for labor. They also spoke about the Connect Bay Area campaign, which is an effort to put a measure on the ballot in 2026 to save public transit. In San Francisco, the Overpaid CEO Tax signature gathering campaign will be launching. This is an effort to put a measure on the ballot to place a tax on executives, who make 100 times more than their employees.

The meeting was temporarily suspended for a short break at 11:02 a.m. and resumed into closed session at 11:10 a.m.

Executive Session:

The 2026 preliminary budget was presented by Treasurer Duncan.

The Board moved to open session at 12:08 p.m. and temporarily suspended the meeting for a lunch break, and resumed at 12:40 p.m. There were no actions taken during closed session.

Budget & Finance Committee (BFC) Report:

Treasurer Mary Duncan presented the BFC November report.

The BFC approved the following proposals:

1. Jewish Community Center of San Francisco Contract Campaign:
The BFC approved a budget of up to \$16,479.60 for the Jewish Community Center of S.F. contract campaign. The current contract is due to expire in June 2026. The chapter currently consists of 117 workers, with 100% membership. The goals of the campaign includes fighting for a healthy COLA, improvements in protection in investigative hearings and to strengthen healthcare. The budget includes costs for items such as, purple items, t-shirts, hoodies (for the bargaining team), communication needs (social media, media buys) and food costs for various rallies and worksite tabling.
2. Hayward Unified School District (HUSD) Noon Supervisors Accretion Campaign:
The BFC approved a budget of up to \$15,000 for the Hayward Unified School District Noon Supervisors Accretion Campaign. Local 1021 approached HUSD management and expressed interest in accreting the classification of *Noon Supervisors* into the Local's existing HUSD chapter (Maintenance & Operations SAFECO Unit). Bargaining has started; however, negotiations have been difficult with management expressing lack of money. This budget is to help escalate and include a video campaign to assist with bargaining and work actions for members in this classification.

3. Field Managers Training – Cornell University Managing Labor’s Value:
The BFC approved a budget of up to \$14,400 to bring on a trainer from the *Cornell University Industrial and Labor Relations* to hold a 2-day in-person training (at the S.F. union hall) with the Local’s field and program managers, lead staff and some emerging staff leaders. The training would focus on *Managing with Labor’s Values*. The budget includes the Cornell training fee & prep, travel related costs for Cornell staff, as well as food costs.

4. Capital and Main Renewal:
The BFC approved \$50,000 to renew our affiliation with *Capital & Main* for 2026.
Background: Capital and Main is an online news publication that the Local has partnered with since 2014.

5. Region-E Unity/Holiday Event:
The BFC approved a budget of up to \$31,446. 25 for the Region-E unity holiday event giveaway. The plan is to distribute up to 375 turkey dinners to members with financial challenges throughout the region, plus up to fifty gift cards valued at \$60.00, per card (in lieu of a turkey dinner) to members in the *Foothills* area (Calaveras and Amador counties).

The BFC approved the following Community/Allies Requests:

- Bay Area Zap Zone – “Mommy Moments” Community Dinner & Dance:
The BFC approved a sponsorship of up to \$1,000 for the *Bay Area Zap Zone “Mommy Moments” Community Dinner & Dance* on Nov. 23, 2025 in San Francisco (tier 3).

- Alliance for Social and Economic Justice Music Festival:
The BFC approved a sponsorship of up to \$1,000 for the Alliance for Social and Economic Justice 2nd annual Music and the Arts Festival on January 17 and 18 in San Francisco (tier 3).

- Afghan Hope Community Development:
The BFC approved a contribution of \$1,000 to the Afghan Hope Community Development to support this organization. We have been collaborating with this organization for the CA Gig Workers Union on community outreach (tier 3).

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

- A. Region-D Personal Services Contract Pilot Project:
The BFC recommends to approve a budget of up to \$104,000 to bring on a consultant (attorney) to help implement a *Personal Services Contract* pilot review process to challenge contracting out in the City & County of San Francisco. The scope of work includes to help develop a protocol for the staff, to lead meet and confers, handle fact-finding matters, establish the basis for and pursue PERB challenges, as well as training and support for field staff. The budget is to help cover the attorney fee at \$200.00/per hour x 20/hours per week x six (6) months.

The Board approved the request by consensus. There were no objections raised.

Action Items:

Solano County Strike Sanction Request:

BFC Region-A Representative Tazamisha Alexander and Field Director Emma Gerould presented the request. The Solano County chapter is seeking the Board's approval to authorize a strike sanction. The Board approved the strike sanction request by consensus. There were no objections raised.

Lost-Time Policy Exception:

Executive Director David Canham gave an overview of the request. He explained that a member recently submitted a lost-time reimbursement request that was past the submission deadline, per the Locals lost-time policy. The request is to make an exception to the lost-time policy to be able to process the lost-time payment. M/S/C (Arantes/Pearson) to make an exception to the lost-time policy around the submission deadline.

Unity Events:

President Rutherford and Treasurer Mary Duncan presented. They shared that the Board previously approved budgets for Region-D and Region-E. Today's requests are for Region-A, Region-B and Region-C.

- Region-A Unity Event:
Region-A VP Elizabeth Harrison presented.
M/S/C (Arantes/DeSalvo) to approve a budget of up to \$60,000 for the Region-A unity event(s); and to make an exception to the food policy around the \$15.00/per person food limit to allow up to \$33.00/per person for food and to allow to serve beer and wine with a limit of two (2) drinks per person.
- Region-B Unity Event:
Region-B VP Travis Balzarini presented.
M/S/C (Godwin/Weston) to approve a budget of up to \$34,100 for the Region-B unity event(s).
M/S/C (Walter/Curiel) to make an exception to the food policy around the \$15.00/per person food limit to allow up to \$30.00/per person for food and to allow to serve beer and wine with a limit of two (2) drinks per person.
- Region-C Unity Event:
Region-C VP Derrick Boutte presented.
M/S/C (Walter/Johnson) to approve a budget of up to \$60,000.
M/S/C (Tisdell/Johnson) to make an exception to the food policy around the \$15.00/per person food limit to allow up to \$35.00/per person for food and to allow to serve beer and wine with a limit of two (2) drinks per person.

Contribution to Food Pantries:

President Rutherford gave an overview of the request. The Local officers are recommending to make financial donations to food pantries in our various regions. It was explained that each regional team would determine which food pantries to donate to within their respective regions. There will also be outreach to encourage volunteer work at the various pantries. The funding request is to approve a total of \$20,000 (\$4,000 to be allocated to each region). By consensus the Board approved the request. There were no objections raised.

2026 E-Board Meeting Schedule:

The first review of the draft 2026 E-Board meeting schedule was shared. The final schedule will be brought back at the December meeting.

The meeting was temporarily suspended for a break at 2:05 p.m. and resumed at 2:17 p.m.

Executive Board Member Reports:

SEIU CA State Council Convention:

President Rutherford and Region-D VP Kristin Hardy reported on key takeaways from the SEIU CA State Council convention that was held in Los Angeles, where our Local sent delegates.

Education Summit:

Education Industry Chair Maria Salazar-Colón presented a PowerPoint with highlights from the Education Summit where members from throughout the Local gathered.

E-Board Vacancies:

President Rutherford gave a brief update on E-Board vacancies, including the process to fill vacancies, per the Local's bylaws.

Retiree Council Report:

Retiree Council Chair Greg Marro announced that a written report was sent to the Board.

Contra Costa County Area Representative:

Contra Costa County Area Rep. Kevin Tisdell reported on key wins from the City of Richmond tentative agreement.

Announcement(s):

Santa Rosa Jr. College Chapter Bylaws:

It was announced that the Santa Rosa Junior College chapter bylaws were reviewed and found to be in compliance with the Local's bylaws template. There were no objections raised.

Poll Announcements:

- S.F. Superior Court Strike Sanction:
It was announced that the Board approved via poll to authorize a strike sanction for the S.F. Superior Courts chapter.
- Resolution to join COP30 People's Summit and The Climate Action:
It was announced that the Board approved via poll to adopt the *Resolution to Join COP30 People's Summit and The Climate Action on Nov. 15, 2025.*
- iPhone Upgrade:
IT Director Boyan Biandov announced that an email will be sent with important instructions regarding the upgrade of our union phones.

Good & Welfare:

President Rutherford shared that former E-Board member Karen Joubert recently retired.

Maria Salazar-Colón shared the passing of Karla Faucett's (SCUSD chapter leader) father. A moment of silence was observed.

Adjournment:

By consensus, the Board agreed to adjourn the meeting at 3:20 p.m. There were no objections raised.

Respectfully submitted by,

Joanne Cansicio
Coordinator to the Executive Board