

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, November 23, 2019, Fairfield, CA 10:00am-5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, 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 (by phone), VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett (by phone), Dellfinia Hardy, Angel Valdez, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams (by video), Felipe Cuevas, Richard Thoele, Robert Taylor, Todd Nosanow, Sandra Wall, Tula Biederman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Tom Popenuck, Travis Balzarini, Rhea Davis, Tina Diep (by phone), Julie Meyers (by video), Cheryl Hicks, Jennifer Esteen

**Executive Board Members Excused:** Sasha Cuttler, Elizabeth Harrison, Jessica Nila

**Executive Board Members Absent:** Sunny Santiago

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

=====

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

**Review of Agenda:**

The following changes were made: move *VP of Organizing* action item after Member Comments; Lorraine Bowser request to add an item under Executive Session; and report from Cynthia Landry under Executive Board reports. M/S/C (Popenuck/Taylor) to approve the agenda with changes.

**Member Comments:**

- Arthur Clinton, Solano County: He spoke about climate change and request to support No Coal in Richmond.

**Action Items:**

**Vice-President of Organizing Position:**

At the November meeting, the Executive Board approved to authorize the President to appoint a successor to the vacant Vice-President of Organizing seat. President Bryant recommends appointing Jennifer Esteen (SF RN Chapter member) to the position of **Vice-President of Organizing**. Ramses Teon-Nichols (former VP of Organizing) and other SF Region Board members spoke in support of the appointment. M/S/C (Williams/Arantes) to approve the appointment of Jennifer Esteen as the VP of Organizing. Jennifer was sworn into office.

**Regional Reports:**

#### Region A:

Akbar Bibb spoke about a recent member engagement event in the Chico area, where there was a higher turnout than expected. The event was a success in bringing together members from multiple chapters. There is follow-up meeting being planned to thank the members, and to continue outreach, including engaging members in local politics and COPE.

#### Region B:

Mary Sandberg shared the challenges the region has faced due to the recent power outages and mandatory evacuations due to fires in the north coast area. She spoke about efforts the team has made to obtain information on members who may have lost their homes. She also spoke about other work the regional team is working on, such as holding leadership development and retreats for chapters, continuing debate watch parties, as well as monitoring NEO reports.

#### Region C:

Yeon Park spoke to the many chapters currently in bargaining in the region. Communication was raised as an important issue in the region. She also spoke about chapter member engagement events, such as with Alameda County and City of Hayward, where the Schools & Communities First (S&CF) drive was included. She also spoke about upcoming east bay events – toy drive on 12/19 and unity event on 12/20.

#### Region D:

Theresa Rutherford spoke to how the sharing of victories & losses in the regional meetings is helping to create support across chapters. The team is continuing to hold regular monthly regional meetings. Ramses spoke about politics in Region D. The Local's endorsed DA candidate was elected, while our endorsed candidate lost. SF Mental Health was passed.

#### Region E:

Marcus Williams reported on the contract fight with San Joaquin County. Management sent out proposals directly to members. There was a successful action held to shut down the landfill. Other actions are being planned to continue the contract fight. He also spoke about a plan the team is developing to hold a leadership workshop in February, where about 100 member leaders from the region will be invited. Todd Nosanow spoke on the Calaveras contract. He shared items that were agreed to, such as COPE language, including establishing a subcommittee for power outages. Mary Duncan shared that the VMRC chapter settled on their contract reopener. The chapter will also be hiring new positions over the next 8 months, which the majority will be in the bargaining unit.

#### **Presentations:**

##### 2020 Collective Bargaining:

Caitlin Prendiville presented a building strategic program for our upcoming contract fights. She shared key contract expirations in 2020 and implementation goals, including training member leaders to be able to do this work.

##### Union Dues Video:

Sandra Lewis presented a video that can be used in chapters. This video will also be included in the Leadership Academy workshops.

Digital Learning:

Sandra Lewis presented a written summary of the Digital Learning project details and next steps. The training committee has been involved in the development of this project. The plan is to have a pilot in the first quarter before rolling out to the membership. A stakeholders meeting is scheduled in early December, where folks can share their feedback.

**Action Items (continued):**

SF Superior Court Strike Sanction Request:

Brandon Dawkins presented a request on behalf of the SF Superior Court Chapter to authorize a strike sanction. M/S/C (Taylor/Dawkins) to authorize a strike sanction, pending a strike vote and approval by a majority vote of the SF Superior Court members to authorize a strike.

**Approval of the October 26, 2019 Minutes:**

M/S/C (Bibb/Boutte) to approve the October 26, 2019 minutes, as written.

**The meeting was temporarily suspended for a lunch break at 12:05 p.m. and reconvened at 12:41 p.m.**

**Action Items (continued):**

UNITE HERE Pledge:

John Stead-Mendez presented. UNITE HERE reached out to Locals for support to reject Marriott hotels "Green" Choice Option. Marriott is using this as a way to cut staff hours, while using harsher chemicals and overworking staff. The request is for SEIU 1021 to commit to sign the UNITE HERE pledge to refuse Green Choice, if and when we stay in Marriott-owned properties. M/S/C (Taylor/Landry) to approve the request.

**The Board moved to Executive Session at 12:49 p.m. and resumed in open session at 2:40 p.m.**

There were no actions taken during closed session.

**Budget & Finance Committee Report:**

2020 Budget Planning:

Treasurer Amos Eaton reviewed the budget process thus far. At the November BFC meeting, the BFC settled on a revenue number for 2020. The committee also reviewed known increases in budget items. Some budget lines are being explored in order to give better information, such as increasing the politics line for 2020, as well as field/program and operations proposals.

November BFC Meeting Summary Report:

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

The BFC approved the following items:

1. Chicago Public Schools Strike:

The BFC approved a solidarity donation of \$25,000 to the SEIU Local 73 Strike Hardship Fund. The International asked each Local for a financial contribution in order to help cover financial hardship costs for Local 73 strikers during the Chicago Public Schools fight.

2. Sr. Staff Racial Justice Engagement – Food Costs:

The BFC approved food costs to cover breakfast and lunch for the Senior Field and Program Staff Racial Justice Engagement on 11/21/2019 for 24 people at up to \$600.00.

The BFC approved the following Community/Allies requests:

• City of Richmond, Commission on Aging:

The BFC approved \$500.00 for two (2) tables to the City of Richmond Commission on Aging annual Winter Ball.

• NAACP Hayward-South Alameda County

The BFC approved a reimbursement of \$500.00 to Pete Albert for the NAACP Hayward-South Alameda County 41<sup>st</sup> Annual Awards Dinner on Nov. 9, 2019.

• Not in Our Town/The Working Group

The BFC approved a donation of \$500.00 to *Not In Our Town/The Working Group* organization to support peaceful activities for the 2<sup>nd</sup> annual United Against Hate Week on 11/17-11/23.

Erase Racism Workgroup:

It was explained that a time sensitive request was not brought to the BFC in November. Therefore the request is being brought to the Board for consideration. The SF Erase Racism workgroup is holding an event on Nov. 26<sup>th</sup>, and they are seeking funding of up to \$400.00 for food costs. M/S/C (Landry/Dawkins) to approve the request.

**Policy Committee Report:**

Staff Hiring Policy Amendment:

A first reading of the proposed amendment to the Staff Hiring Policy was presented at the October E-Board meeting. The second reading was presented for consent. M/S/C (Arantes/Nosanow) to adopt the modification to the Staff Hiring Policy, as recommended by the Policy Committee.

**Executive Member Reports:**

St. Council Report:

Joseph Bryant will report back at the December meeting.

Purple Subcommittee Report:

Amos Eaton shared a draft report on behalf of the Purple Subcommittee, which includes values statement, types of purple goods, DOL requirement to track what is given away and accessibility/process for purple goods by member leaders. The next steps will be figuring out the policy and inventory control pieces.

Training Committee Report:

Sandra Lewis shared the 3<sup>rd</sup> quarter report of trainings. The committee is reviewing the 10 members threshold, especially in outer regions. Looking for board members to co-facilitate with staff on trainings. Nathan Dahl shared his experiences with co-facilitating training. There was a request for a menu of available trainings, as well as accommodation to offer trainings in other languages, such as Mandarin. Requests or questions should be sent to Lisa Morowitz.

Executive Director Reports:

Written field/program director reports were sent by email. John Stead-Mendez announced that Andrea Zanetti was appointed as the interim Region B Field Director.

Schools & Communities First Campaign:

Ramses Teon-Nichols and Josie Mooney reported. They reviewed the rules/requirements for filling out the petitions and gathering signatures. There was a request for a checklist of the requirements. The goal is to collect 18k signatures by March 1<sup>st</sup>. They also went over the incentive program. The campaign kick-off is on Saturday, Dec. 7<sup>th</sup> in Oakland. President Bryant asked that Board members commit to attending the event.

Announcements:

Draft 2020 E-Board Meeting Schedule:

A draft schedule of next year's Executive Board meeting calendar was handed out for review. Board members were asked to send any suggested changes. The final draft will be presented at the December Board meeting.

SF Homeless and Supportive Housing Chapter Bylaws:

It was announced that the SF Homeless and Supportive Housing Chapter bylaws were reviewed and found to be in compliance with our Chapter Bylaws Template. There were no objections raised.

**The meeting adjourned at 3:56 p.m. with a moment of silence in honor of Mary Williams, mother of Region-E VP Marcus Williams.**

Respectfully submitted by,

Mary Duncan  
Secretary