

SEIU Local 1021 Executive Board Meeting
Saturday, December 21, 2024, 10:00 a.m. to 5:00 p.m.
Fairfield Office/Zoom
MINUTES

Executive Members Participating: President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics Ramsés Teón-Nichols, VP of Region-A Akbar Bibb, VP of Region-C Yeon Park, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Tina Tapia, Maria Salazar-Colón, Angel Valdez, Norlissa Cooper, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Todd Nosanow, Sandra Wall, Mariette Shin, Charito Casanas, Debbie Dobson, Elizabeth Harrison, Sandy Sigala, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Moisés Vega, Monique Baca

Executive Board Members Excused: Sandra Lewis, Mary Sandberg, Felipe Cuevas, Kasha Clarke, Patricia Orey, A’Kesh Edi, Lorraine Bowser, Desiree Collins, Geneva Haines, Trevor Adams

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Josie Mooney, Peter Masiak, Bill Petrone, Kaden Kratzer, Oumar Fall, Horacio Viveros, Carlos Rivera, Boyan Biandov, Lisa Bui, Karin Hendrickson

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:05 a.m. A quorum was established at 10:10 a.m. The Code of Conduct was reviewed by Derrick Boutte.

Review of the Agenda:

M/S/C (Sigala/Dawkins) to accept the agenda with the change to move the Chapter Bylaws Template Amendments to the January meeting.

Presentation – SEIU CA Political Update:

Jessica Bartholow (Government Relations Director) with the State Council was introduced. An overview of general election results was presented. Local 1021 met or exceeded goals on member turnout and results. This election cycle had the largest number of newly elected candidates to the CA Legislature. At the State level, we were outspent by corporations, but still managed to gain wins. Labor faces significant challenges on the federal level. We are planning towards the midterms. Key fightback areas include Immigration, Healthcare, Workers Rights, Education and the unknown, which include threats on free speech and civil rights.

Member Comments:

- Cheryl Thornton, S.F. Community Health Chapter: Cheryl spoke to holding a candidate forum on January 5th where all candidates running for the Executive Board will be invited to provide an opportunity for members to be informed.

- Megan Wolf, Mendocino County Chapter: Megan read a letter on behalf of the chapter board regarding the chapter's dissent on the cost of the Local convention; and she shared suggested changes from the chapter when planning for the next convention.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its December meeting.

The BFC approved the following proposals:

1. 2025 Development Disabilities (DD) Council Conference/Lobby Days:
The BFC approved a budget of up to \$19,749.92 for member travel related costs for the 2025 DD Council conferences and lobby days (4 events). Participants to include members of the DD Council Board (4 members) and up to two (2) members from each chapter of Local 1021's ten (10) DD chapters.
2. 2025 Member Internship Program Outreach and Training Budget:
The BFC approved the 2025 Member Internship Program Outreach and Training budget at up to \$34,124.00. Three (3) cohorts are scheduled for 2025. The budget includes costs towards a graduation dinner upon completion of each cohort, an annual dinner for all graduates, member intern plaques, books, hoodies, lanyards and travel related costs for participation in the AFL-CIO's Organizing Institute 3-Day Training (scheduled in January 2025 in Atlanta, GA).
3. Goodfinch – RBC Investment Opportunity:
The BFC approved to reallocate \$1,000,000 from the current long-term reserve investments to the *Goodfinch* investment opportunity.

The BFC approved the following Community/Allies Requests:

- Lambada Chi Chapter Chi Eta Sorority:
The BFC approved a donation of \$1,000 to Lambda Chi Chapter Chi Eta Sority (tier 2) for the group's holiday food and toy giveaway event for 150 low-income minority families in Alameda and S.F. counties (tier 3).
- Retired Employees of Alameda County:
The BFC approved a donation of \$1,000 to the Retired Employees of Alameda County to help support the group's annual conference (tier 3).

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

- A. Quarterly Field and Program Staff Meetings:
The BFC recommends to approve a budget of up 60,000 for quarterly field and program staff meetings (4 meetings). The budgets includes costs for room rental, audio/visual costs, food and beverage.

The request is also to make an exception to the current food policy around the \$15.00/per person limit.

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

B. Handyperson Services:

The BFC recommends to extend our contract with Emma Velasquez for handyperson services for a contract max of up to \$115,000, plus reimbursements, through 2025, and to authorize the HOLR to negotiate the contract within the budget.

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

C. Building Committee Recommendation – S.F. Office Purchase:

The BFC recommends to authorize \$18.9 million dollars towards the purchase and renovation of a building (180 Redwood Street) in San Francisco, and to authorize the Building Committee to be the agent for the Local to negotiate the terms of the purchase through a Broker. Yeon Park and our Real Estate Broker from Cushman and Wakefield, Christopher Johnke, presented on the proposed building.

M/S/C (Hardy/Dawkins) to approve the request.

The meeting was temporarily suspended for a break at 12:39 p.m. and resumed in closed session at 1:11 p.m.

Executive Session:

BFC Report – 2025 Budget/Investment Recommendations:

M/S/C (Palacios/Marro) to approve the following investment proposals for the 2025 budget:

- Database Integration Project: Modernized a Client Relationship Management (CRM) system to be developed jointly with the IU.
- Add 1 FTE Accounting Analyst
- Add 1 FTE Special Assistant to support the Governance and ED teams.
- Admin Support Expansion at *BART*: increase BART assigned Administrative Specialist weekly staff hours from 35 to 40 hours per week.
- Add 1 FTE Field Representative (contract organizer) for first contracts and float to cover contract bargaining.
- Add 1 FTE Field Representative (floating field campaigner) to act as the Local's floating field campaigner to handle first contracts and complex bargaining.
- Add 2 FTE Organizers to increase capacity in Organizing.
- Political Dept. Lead Assignment: Convert 1 existing political organizer FTE to a permanent *Lead Political Organizer*.

General Reserve Proposal:

- Sustain Modern IT Hardware:
Implement a schedule replacement of hardware on a 5-year cycle.
- Building Maintenance Fund: establishment of a Building Maintenance reserve fund to maintain our union halls.

2025 Draft Budget:

The draft 2025 budget was reviewed that includes costs of the investment proposals.

The Board moved to open session at 2:15 p.m.

Secretary Mary Duncan reported out the motions passed during Executive Session.

2025 Draft Budget Recommendation:

Treasurer Eaton presented the proposed 2025 budget. An overview of estimated dues income, costs for program and operations, including the approved investment proposals was provided. The budget document was presented section by section. The BFC is recommending approval of the 2025 budget. M/S/C (Christian/Sigala) to adopt the 2025 Budget, as recommended by the BFC.

Action Items:

Vacaville Unified School District Strike Sanction Request:

David Canham and Kaden Kratzer presented. Members have been in bargaining for quite awhile and have reached a point of no movement. The members have faced much disrespect and intimidation from management. The main issues are around safety, wages and healthcare. The chapter is currently in mediation. A strike vote was held where the members overwhelmingly voted in favor of a strike. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Landry/Sigala) to approve.

UniteHere/Local 2 Strike Support:

Local 2 is requesting support from unions to support striking hotel workers by signing on to a letter advocating for J.P. Morgan Healthcare to cancel or postpone their upcoming conference in January 2025 at the Westin hotel in San Francisco. David Canham shared that the Local has just reached a TA with the Marriott and the Hyatt. M/S/C (Park/Balzarini) to support the request by signing on to the letter.

Approval of the November 16, 2024 Draft Minutes:

M/S/C (Valdez/Sigala) to approve the Nov. 16, 2024 minutes with a correction on the date of the January E-Board meeting date (corrected from 1/24 to 1/25).

Executive Board Director Reports:

Organizing Report:

VP of Organizing Brandon Dawkins presented the report. He shared that Starbucks held strikes in LA, Seattle, & Chicago on the Dec. 20th. The strikes will move out to other unionized shops through Christmas Eve, including the Antioch store. Bay Area Discovery Museum workers went public with their organizing campaign on November 15th. On Nov 20th, management agreed to a voluntary card check recognition process. We have the majority on cards and close to reaching supermajority. The card count will be held in January. Brandon thanked the Organizing Department for all of their hard work.

Social & Economic Justice (SEJ) Committee Report:

SEJ Chair Nicole Christian presented the report. SEJ and the caucuses have been working on gathering and get-togethers. SEJ is planning for 2025. Retiree Martha Hawthorne, who currently chairs the Climate Justice Committee, is looking to identify another member to chair the committee. Nicole shared that SEJ is still in search for Native American and Peace & Solidarity caucus leadership.

Announcements:

Santa Clara University Chapter Bylaws:

Joanne Cansicio announced that the Santa Clara University chapter bylaws were reviewed and found to be in compliance with our Local's chapter bylaws template.

E-Board Poll, Handyperson Services:

It was announced that the Board approved via poll to an additional \$10,000 to the current Handyperson annual contract for 2024.

Good & Welfare:

Akbar Bibb shared the passing of retiree Calvin Wolfe, who was an active leader and engaged in many actions throughout the Local. Calvin's services will be held on Jan. 2nd in Mount Calvary in Fairfield.

Yeon Park wished everyone good holidays.

Theresa Rutherford also wished everyone to enjoy the holidays.

Adjournment:

By consensus, the Board agreed to adjourn the meeting. A moment of silence was observed in honor of Calvin Wolfe. The meeting was adjourned at 3:07 p.m.

Respectfully submitted by,

Mary Duncan
Secretary