

SEIU Local 1021 Executive Board Meeting
Saturday, December 13, 2025, 10:00 a.m. to 5:00 p.m.
Fairfield Office/Zoom
MINUTES

Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 11:01 a.m. Maria Salazar-Colón read the Code of Conduct.

Attendance Roll Call:

Executive Board Members in Attendance: President Theresa Rutherford, 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, David Cameron, Kasha Clarke, Maria Salazar-Colón, Jeffery Dix, John Pearson, Greg Marro, Maria Betancourt, Evelyn Curiel, Phelicia Jones, Ray Fields, Tina Diep, Blessing Augustus, Judy A. Martinez, Sharon Richardson, Kevin Tisdell, Mariette Shin, Jeff Weston, Kevin Godwin, Charito Casanas, Debbie Dobson, Desiree Collins, Alicia Ramirez, Shelly Martin, Andy LaTorre, Tazamisha Alexander, Steven Desalvo, Amanda Hubbell, Cynthia Johnson, John Arantes, Kevin Zhu, Monique Baca

Executive Board Members Excused: Jennifer Esteen, Sheleka Carter, Layla Spears-Griffin, Anthony Mills, Sandy Sigala, Trevor Adams

Out of 47 Executive Board members, 39 were present at the time roll call was taken. It was announced that a quorum was established.

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Josie Mooney, Dennis Mallory, Kaden Kratzer, Peter Masiak, Emma Gerould, Andrea Zanetti, Bill Petrone, Horacio Viveros, Zach Goldman, Carlos Rivera, Caitlin Prendiville, Karen Amos, Boyan Biandov, Karin Hendrickson

Parliamentarian: Tammy Dunning

Adopt the Agenda:

The following items were added: A request regarding a BART measure campaign under Action Items, and several specific announcements under Good & Welfare. The agenda was adopted with no objection.

President Rutherford asked for a volunteer to take minutes at today's meeting. Non-Profit Industry Chair Jeffery Dix volunteered.

Approval of the May 17 and Nov. 22, 2025 Draft Minutes:

Approval of the May and November minutes was postponed, as the minutes are not yet available.

Member Comments:

- Cynthia Harris, Alameda Health System: Cynthia spoke about a petition in regard to the Alameda Health System chapter structure.

- Cushena Johnson, Alameda Health System: Cushena spoke to concerns about members being misinformed.
- Ari Marcantonio, Alameda Health System: Ari spoke in regard to the Alameda Health System chapter structure.
- Moisés Vega, SF Community Health: Moisés spoke in support of members at Tides Network, who are fighting layoffs or terminations.
- Jenny Cohen, Tides Network: Jenny spoke to advocate for their chapter president and support from SEIU.
- April Oldenburg, Alameda Health System: April spoke about a petition in regard to the Alameda Health System chapter structure.
- Olivia Rocha, BART: Olivia inquired about filing a grievance.

Executive Board Member Reports:

Region-B Vice President Report:

Region-B VP Travis Balzarini reported on a historic contract win for the Del Norte County chapter. He introduced chapter president, Norma Williams. The campaign included a salary study, which had not been done in 25 years. The County Board of Supervisors implemented the study's findings. The agreement included major equity adjustments. The members overwhelmingly ratified the tentative agreement.

Felton Campaign:

Region-D VP Kristin Hardy and Executive Director David Canham reported. The Felton campaign is a collaborative effort from internal and external organizing to unionize about 400 workers. We have been in a fight with the employer for the last five years. A card check was held last week with a neutral mediator. We needed 175 cards to be recognized and collected 190. We had to fight the rejection of digital signatures on the day of the count. Management added 19 people, who should not have been on the eligible worker list. However, our staff caught it immediately, which resulted in management taking the additional names off the list.

The Board moved to closed session at 12:19 p.m.

Executive Session:

The Board discussed a governance matter regarding the Secretary position during closed session. There were no actions taken.

The meeting was temporarily suspended for a lunch break at 1:40 p.m. and resumed in closed session at 2:15 p.m.

Executive Session (continued):

BFC Recommendation: 2026 Budget:

M/S/C (Curiel/Boutte) to approve the 2026 Budget, as recommended by the BFC.

The Board moved to open session at 3:10 p.m.

Non-Profit Industry Chair Jeffery Dix reported out the motion that passed during closed session.

The meeting was temporarily suspended for a break at 3:11 p.m. and resumed at 3:20 p.m.

Budget & Finance Committee (BFC) Report:

Treasurer Mary Duncan presented a report of motions passed by the BFC at its December meeting.

The BFC approved the following proposals:

1. San Lorenzo Unified School District Contract Re-Opener Campaign:

The BFC approved a budget of up to \$20,828.12 for the San Lorenzo Unified School District (SLUSD) Contract Re-Opener Campaign. The chapter currently represents approximately 234 workers. The current contract term is through 6/30/2028, with two (2) re-openers in 2026 and in 2027. The first re-opener starts in January 2026. The budget includes costs for items such as campaign t-shirts, purple items for visibility, food for worksite activities and communication needs.

2. Consultant Contract, Lorenzo Cuesta:

The BFC approved to extend the consultant contract with Lorenzo Cuesta for parliamentary services by up to three (3) months at the same contract terms of \$1,000 per month, plus travel related expenses, with the caveat to review performance and to look for alternatives.

The BFC approved the following Community/Allies Requests:

• Keep the Town Clean:

The BFC approved a contribution of \$15,000 to *Keep The Town Clean* (KTTC). This is a citywide initiative launched by City of Oakland Mayor Barbara Lee to unite labor, community organizations and local business to make Oakland a clean and green city (tier 1).

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

A. Local-wide *Fight Back* Member and Staff Convenings:

The BFC recommends to approve an annual routine budget of up to \$350,000 to conduct local-wide *Fight Back* member/staff convenings during the Trump term.

The BFC also recommends to make an exception on the food policy around the \$15.00/per person limit to allow up to \$35.00/per person for breakfast and up to \$45.00/per person for lunch for the 2026 meetings.

M/S/C (Cameron/Diep) to approve an annual routine budget of up to \$350,000 to conduct Local-wide *Fight Back* member/staff convenings and to make an exception on the food policy around the \$15.00/per person limit to allow up to \$35.00/per person for breakfast and up to \$45.00/per person for lunch for the 2026 meetings.

B. Together We Rise NEO Program:

The BFC recommends a budget of up to \$191,731.24 for the 2026 Together We Rise (TWR) New Employee Orientation (NEO) program. The purpose of this program is to provide branded purple swag items to member new hires and active participants to be distributed quarterly across all regions, as well as to provide purple branded jackets to new 1021 staff.

M/S/C (Arantes/Tisdell) to approve a budget of up to \$191,731.24 for the 2026 Together We Rise (TWR) New Employee Orientation (NEO) program.

C. Together We Rise Member Strength Pilot Program:

The BFC recommends to approve a budget of up to \$450,000 for the Together We Rise (TWR) pilot program to strengthen the New Employee Orientations (NEO) and COPE sign-ups. The design of the program is to recruit candidates through an application process. Selected participants will work collaboratively with Regional Vice-Presidents and staff. The goal includes aiming to achieve 75% NEO sign-up rate across all regions, increase COPE participation from 12% to 15%, and to develop member leaders to lead NEO and organizing efforts.

M/S/C (Curiel/LaTorre) to approve a budget of up to \$450,000 for the Together We Rise (TWR) pilot program to strengthen the New Employee Orientations (NEO) and COPE sign-ups.

D. Member Internship Program:

The BFC approved an annual routine Member Internship Program (MIP) budget of \$35,000. The budget will go towards graduation plaques, MIP purple items and other MIP outreach costs, as well as to send up to fifteen (15) MIP's per year to a Labor Organizing training.

The BFC also recommends to make an exception on the food policy around the \$15.00/per person limit to allow up to \$20.00/per person for the 2026 MIP graduation dinner.

M/S/C (Johnson/Fields) to make an exception on the food policy around the \$15.00/per person limit to allow up to \$20.00/per person for the 2026 MIP graduation dinner.

E. 2026 Local 1021 Staff Meetings:

The BFC recommends to approve a budget of up to \$155,000 for 2026 staff meetings. The plan is to hold two (2) all staff (field & program staff and operations staff) meetings in Q1 and Q4; and two (2) field & program staff meetings in Q2 and Q3. The budget includes costs to rent a venue, food/beverage, as well as an end of the year staff recognition gift.

The BFC also recommends to make an exception on the food policy around the \$15.00/per person limit to allow up to \$30.00 for breakfast and up to \$35.00 for lunch.

M/S/C (Cameron/Balzarini) to approve a budget of up to \$155,000 for 2026 staff meetings and to make an exception on the food policy around the \$15.00/per person limit to allow up to \$30.00 for breakfast and up to \$35.00 for lunch.

F. San Joaquin County Contract Campaign:

The BFC recommends to approve a budget of up to \$490,000 for the San Joaquin County Contract Campaign. This campaign covers six (6) bargaining units with separate contracts with approximately 5,820 workers. The expiration date for all MOU's is 6/30/2026. The budget

includes costs for items such as food for bargaining/CAT meetings, communication needs (mailers, paid social media, advertising), purple items and lost-time for up to ten (10) days.

M/S/C (Germain/Pearson) to approve a budget of up to \$490,000 for the San Joaquin County Contract Campaign.

G. Handyperson Contract:

The BFC recommends to approve the contract with Emma Velasquez for handyperson services for a contract max of up to \$135,000, plus reimbursements, through 2026, and to authorize the Head of Operations and Labor Relations to negotiate the contract within the budget.

M/S/C (Fields/Walter) to approve the contract with Emma Velasquez for handyperson services for a contract max of up to \$135,000, plus reimbursements, through 2026, and to authorize the Head of Operations and Labor Relations to negotiate the contract within the budget.

Action Items:

COPE Manual Amendments:

VP of Politics Ramsés Teón-Nichols and Political Director Zach Goldman presented. The Local-wide Committee is recommending proposed amendments in the *Timing of Endorsement* section of the COPE Manual.

The proposed amendments are:

i. Add the following language:

If a SEIU 1021 endorsed candidate does not advance from a primary election to a general election, a COPE committee can begin the process of endorsing a new candidate as soon as the candidate in the primary election has conceded or the primary election is certified, whichever is first.

ii. Changes in the following section:

Early endorsement are those made more than 4 6 months prior to an election or 9 months prior to a ranked choice election. Early endorsements are indications of 1021's unity to support a labor advocate with our members' power and financial resources.

M/S/C (Balzarini/Pearson) to adopt the two (2) proposed changes to the COPE Manual, as recommended by the Local-wide COPE Committee.

BART Campaign:

BFC Region-C Rep. and BART Chapter President John Arantes and Political Director Zach Goldman presented the request. There is a \$1 billion BART deficit over the next three (3) fiscal years. There is a need to gather signatures for a ballot measure that will help fund public transit. With this ballot measure, the anticipation is it will result in a revenue of \$980 million per year. The request is to approve a budget of up to \$19,448.39 for this campaign.

M/S/C (Diep/Harrison) to approve a budget of up to \$19,448.39 for the BART measure campaign.

Consent Calendar:

2026 Executive Board Meeting Schedule:

The 2026 E-Board meeting schedule was approved by the Board. There were no objections.

Executive Director Report:

There is no report this month. The next report will be presented at the January meeting.

Head of Operations and Labor Relations:

There is no report this month. The next report will be presented at the January meeting.

Announcements:

City of Oakland Chapter Bylaws:

David Canham announced that the 1021 Bylaws workgroup reviewed the City of Oakland Chapter Bylaws, and it was found to be in compliance with the Local's bylaws template. There were no objections raised.

Good & Welfare:

President Rutherford shared that member Cheryl Thornton from the SF region was honored by the Human Rights Commission for her work.

President Rutherford shared that Alberto Rangel, who was a member with our sister Local UPTC-CWA, was murdered while at work.

President Rutherford shared that Sumitra Guru, who was a member from the SF Laguna Honda chapter, tragically passed away from a car accident.

Education Industry Chair Maria Salazar-Colón expressed support for one of our members at S.F. City College, who experienced a traumatic incident at work where a delivery driver was found deceased from an accident.

Adjournment:

There were no objections to adjourn the meeting at 4:51 p.m.

Respectfully submitted by,

Jeffery Dix
Non-Profit Industry Chair