

**SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING**  
**Saturday, February 26, 2022, 10:00am – 5:00pm**  
**MINTUES**

**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, VP Region-E Taffie Walter, Tina Tapia, Jim Wise, Karla Faucett, Angel Valdez, Sasha Cuttler, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Felipe Cuevas, Richard Thoele, Jim Winter, Todd Nosanow, Toni Fort, Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell

**Executive Board Members Excused:** Vice President of Organizing Jennifer Esteen, Kendra Bruno, Elizabeth Harrison, Amanda Ayers

**Executive Board Members Absent:** Dellfinia Hardy, Monique Chaney-Williams

**Staff in Attendance:** David Canham, Nely Obligacion, Joanne Cansicio, Jason Klumb, Bill Petrone, Kaden Kratzer, Carlos Rivera, Horacio Viveros, James Chiong, Caitlin Prendiville, Lisa Morowitz, Ed Hanley, Boyan Biandov, Karin Hendrickson.

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**Call the Meeting to Order:**

President Bryant called the meeting to order at 10:02am. A quorum was established. President Bryant opened with sending our thoughts to the people of Ukraine and to condemn the actions of Russia in their unprovoked attack. He also spoke to the attacks against freedom that are happening within the United States, as well as highlighting the recent anti-LGBTQI legislation that has been passed in other states.

**Review of the Agenda:**

M/S/C (Park/Sigala) to approve the agenda with the change to add under Executive Board Reports – RN Alliance Report and Retirement Security; and to add an announcement by the Lavender Committee.

**Guest Speakers:**

**Shaw San Liu, Chinese Progressive Alliance, SF Executive Director:**

Shaw San Liu spoke to the Lunar New Year and the experiences of Asian-Americans currently and throughout U.S. history. Efforts to support the community were highlighted. The *Just Recovery* agenda was also shared, as well as the need for continued collaboration with the community and Labor.

**City of Oakland Councilmember Sheng Thao:**

Councilmember Sheng Thao spoke to her journey, including the founding of the *Bare Pantry* to help struggling students. She also spoke about her road to becoming the Labor endorsed candidate for Mayor of Oakland. Her fights for equity and for working families were highlighted.

Yeon Park shared a short video of how people are celebrating Lunar New Year 2022: *Year of the Tiger*

### Assemblymember Mia Bonta:

Asm. Mia Bonta spoke to the loss of black businesses & citizens in the Bay Area due to the high cost of living and low wages. She also shared remarks on Ketanji Jackson, who is the first African-American Woman to be nominated to the U.S. Supreme Court by President Biden. Asm. Bonta shared her excitement in continuing to partner with SEIU and our commitment to our members and community.

### Reparations for Black Students:

Brandon Dawkins introduced members with *Reparations for Black Students* - Kim-Shree Maufas, Pecolia Awobodu and Kampala Taiz-Rancifer. This organization is a group of labor & families, who are working together to save Oakland Schools. The members spoke about their fight to maintain & improve Oakland Schools. They are requesting the support of the Local in this campaign.

### Announcement:

Nicole Christian spoke on the 3<sup>rd</sup> Annual Black History Month event hosted by the SEJ Committee. Featured guest speakers were Donte King & Safanya Searcy. The documentary *Uncomfortable Truth* was also shown.

**The meeting was temporarily suspended for a break at 11:33am and resumed at 11:39am.**

### Member Comments:

- Phyllis Copes, Oakland USD Chapter President: Phyllis provided an update on successor contract bargaining. They have successfully secured increases and safety benefits for all members. They continue to fight layoffs and for their students.
- Veronica Palacios, Alameda Health System: Veronica shared that the chapter membership is doing great and has grown over the past 2 years, including the addition of doctors in the chapter. The support of the Local is appreciated.
- Alyssa Jones-Garner, SF Community Public Health: Alyssa spoke to the war in the Ukraine and the effect on Ukrainian families living in our communities. She also spoke to the need to protect women of color in this country.
- Harry Baker, Retiree, Contra Costa COPE Chair: Harry spoke to support acceptance of the proposed Healthy CA Now Coalition resolution that will be discussed later in the meeting.
- Gloria Broussard, Oakland USD Chapter 2<sup>nd</sup> VP: Gloria spoke to the upcoming contract ratification vote and organizing members.
- Donneva Reid, Oakland USD Chapter 1<sup>st</sup> VP: Donneva spoke to the planned school closures in the district, as well as the fight to save schools and organizing members.
- Leticia Araujo-Perez, Oakland USD Chapter: Leticia spoke to concerns around union dues, representation issues and receiving information from chapter meetings being disseminated.
- Trish Belenson, Oakland USD Chapter: Trish spoke to the efforts of the Bargaining Team and her motivations to become involved in the Bargaining Team.

- Selina “Ms. K” Keene, SF HSA Chapter President: Ms. K spoke to the vaccination mandates and feeling unsupported.
- Kimberly Cox, SF MUNI Chapter: Kimberly spoke regarding communication and responses when members reach out, as well as members on leave being excluded from bargaining.
- Melody Fountila, SF HSA Chapter: Melody spoke to the process for accepting or denying exemption requests regarding vaccination mandates and resources for members.
- Nebyat Negaci, SF Laguna Honda Chapter: Nebyat spoke regarding support from SEIU in fighting for PPE & testing for members, and also spoke in support of working together.
- Guadalupe Padilla, Oakland USD Chapter: Guadalupe spoke to concerns with communication and challenges with representation.

**Member Intern Program Report:**

Sandra Lewis, Lisa Morowitz and Jonathan Nunez-Babb introduced the latest cohort of members who have completed the Member Intern Program: Jose Alvarez (Alameda County Chapter), Jesse Perez (Fremont USD) and Chris Leos (San Joaquin County) were introduced. The members shared their experiences with the program. Kasha Clarke (former member intern) encourage all members to apply for the next cohort, which will start in April. A link to apply was shared.

**Organizing Report:**

Horacio Viveros presented. He reported on the Alameda Health System victory of doctors joining SEIU 1021. Dr. Lilavati Indulkar shared her experiences with the campaign to join SEIU and why doctors wanted to join.

**The meeting was temporarily suspended for a lunch break at 1:07pm and resumed at 2:01pm.**

**Post-SIP Update:**

David Canham gave a brief update. He reported that the union offices are planned to reopen on March 7<sup>th</sup> from the soft closures, as Omicron numbers are decreasing. He also reported that N95 masks and COVID home kit tests have been distributed to offices, upon request.

**Executive Director Report:**

David Canham presented a short video on campaign highlights so far this year.

City of Chico won a 3-year contract. Akbar Bibb and Del Mallory gave an overview of this fight. Chapter President James Erven was introduced. James spoke to the wins and lessons learned. It had been 12 years since the unit received raises. Building participation was key to success. The team is working to continue the momentum of member participation.

Nato Green introduced Piper Aldredge with the California College of the Arts chapter. The chapter has been in contract negotiations for their first contract for the last 2 years. A four day strike was recently held. Adjunct professors and students joined the strike in solidarity, shutting the whole school down.

Taffie Walter spoke on a proposal she has been working on for Psych Techs in San Joaquin. In January, a meeting was called where management proposed increases for Psych Techs, Mental Health Specialists, Rad Techs and Mental Health Clinicians resulting in a 10% raise.

Angel Valdez and Peter Masiak spoke to the historic contract win for the LaClinica chapter. The chapter was able to get a 3% raise in the first year, with additional raises in following years. The keys were consistency in messaging and public actions that the members took, including strike votes and strike school.

Theresa Rutherford reported on the SF City & County contract campaign. Actions in the field create movement at the table. Currently in bargaining for 3 of the biggest contracts within SF. She spoke on building power by collaborating with other unions. Focus has been on short staffing. SF has admitted to being understaffed by 4,000 workers while having \$100m surplus. Jason Klumb shared that there were over 1000 people who attended the kickoff campaign at City Hall.

#### **Approval of the January 22, 2022 Draft Minutes:**

M/S/C (Sigala/Walter) to approve the January 22, 2022 minutes, as presented.

#### **Budget & Finance Committee Report:**

##### Quarterly Review:

Treasurer Amos Eaton and Karin Hendrickson presented. The 2021 4<sup>th</sup> quarter Executive Summary report on revenue and spending was reviewed. Revenue projections were on target. We were underspent most significantly on Organizational & Program Expenses.

##### Chapters with External Accounts Audit Update:

Treasurer Eaton shared that the audits of external chapter accounts requested by the Executive Board are due at the end of March 2022. He gave an update on audits that have been completed, audits in the process of being written or in the process of being audited. There are 5 chapters, who have not provided documentation; one has stated that they are filing taxes and do not feel they need an external audit.

In an effort to continue to be able to work collaboratively with chapters whose audits have not yet been completed, the Board was asked to consider an extension. In addition, the Board was asked to give Treasurer Eaton the authority to negotiate the costs of the audits with the chapters. **M/S/C (Landry/Curiel) to approve to extend the audits through December 31, 2022, and to provide the Treasurer with the ability to negotiate the costs of the audits.**

##### February BFC Meeting Summary Report:

Treasurer Eaton reviewed a summary report of motions passed by the BFC at its February meeting.

##### The BFC approved the following proposals:

###### Region E: Foothills/Central Valley Chapters Contract Campaigns:

The BFC approved the Region-E Foothills/Central Valley Chapters Contract Campaign budget at up to \$12,340. This campaign includes four (4) chapters (City of Lathrop, Mountain House Community District, City of Sutter Creek and Calaveras Public Utilities District). The focus of these campaigns include increasing COPE, engaging with Boards and City Councils and develop community coalitions as part of the campaign strategies. The budget includes costs for items

such as communication needs, purple items, food costs for bargaining sessions and potential legal costs for pre & post-impasse processes.

Health Plan of San Joaquin Contract Campaign:

The BFC approve the Health Plan of San Joaquin Contract Campaign budget at up to \$12,767.99. The goals of the campaign include increasing membership density, COPE contributions and increase visibility & participation in action plans. The budget includes costs for items such as communication needs, purple items, food costs for bargaining sessions, and potential legal costs for pre & post-impasses processes.

Election Buddy Contract:

The BFC approved to extend our contract with Election Buddy for a total of \$49,757.00. This service is to provide continued dedicated support to run up to 40 online full-service elections.

Zoom Accounts:

The BFC approved an additional \$2,000 for ten (10) new Zoom accounts for administrative staff.

The BFC approved the following Community/Allies Requests:

Coalition of Black Trade Unionists (CBTU) (Tier 1):

The BFC approved \$1,000 to reserve a table for the CBTU Awards & Scholarship dinner (tier 1).

**Action Items:**

**BFC Recommendations:**

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

Legal Expenses (SF RN Case):

The BFC recommends to approve an additional \$75,000 to cover litigation costs for a case pertaining to Registered Nurses wages in the City and County of San Francisco. **M/S/C (Sigala/Cutler) to approve the request, as presented.**

Political Action Committee (PAC) Transfers:

The BFC recommends to approve the following PAC transfers formula:

- i. 1021 Candidate PAC: In payments of \$1.74 per member per month, up to \$325,000 will be transferred to the 1021 Candidate PAC starting in March 2022 until the dollar amount is fulfilled.
- ii. 1021 Issues PAC: In payments of \$.78 per member per month, up to \$145,000 will be transferred to the 1021 Issues PAC starting in March 2022 until the dollar amount is fulfilled.
- iii. California Workers Justice Coalition Candidate PAC: In payments of \$5.33 per member per month, up to \$995,000 will be transferred to the CWJC Candidate PAC starting in March 2022 until the dollar amount is fulfilled.
- iv. California Workers Justice Coalition Issues PAC: in payments of \$0.54 per member per month, up to \$100,000 will be transferred to the CWJC Issues PAC starting in March 2022 until the dollar amount is fulfilled.

**M/S/C (Park/Curiel) to approve the PAC funding, as presented.**

SEIU National Campaigns and Fast Food Campaign:

The BFC recommends to contribute to the SEIU National Organizing Campaigns at \$1 million and the Fast Food Campaign at \$750,00 with funds to come out of the Reserves and the Unspent Organizing funding. **M/S/C (Park/Curiel) to approve the request, as presented.**

Handyperson Contract:

The BFC recommends to accept the correction of the Handyperson Services contract with Emma Velasquez to \$45.00 per hour per handy/maintenance persons (instead of \$45.00 per hour for up to 2 per handy/maintenance persons). **M/S/C (Sigala/Park) to accept the correction, as presented.**

**The meeting was temporarily suspended for a short break at 3:23pm and resumed at 3:32pm.**

**Action Items (continued):**

Union Property Management Draft Policy (2<sup>nd</sup> Reading):

Ramses Teon-Nichols, Amos Eaton and Karin Hendrickson presented. Feedback from the first reading was integrated into the document. **M/S/C (Sigala/Wise) to adopt the Union Property Management Policy with the recommended changes.**

Healthy CA Now Proposed Resolution (2<sup>nd</sup> reading):

President Bryant shared that a request for minor modifications has been submitted. There was a request to table in order to make these adjustments. A poll may be sent to the Board, once the changes have been integrated into the document. **M/S/C (Eaton/Balzarini) to table.**

**Head of Operations & Labor Relations Report:**

It was shared that Robert Li was not able to join today's meeting.

Multi-Factor Authentication E-Board Orientation:

Boyan Biandov presented the orientation on Multi-Factor Authentication (MFA). He spoke about a change that will go into effect in mid-March 2022, which will help improve our email security. He also reported on a recent issue around our Outlook email. To avoid future problems, the Board and staff were asked to refrain from sending bulk emails through our Outlook accounts; and to instead use other available tools, such as *MailChimp*. Members can contact the MRC for assistance. He also shared other suggestions to reduce our Outlook usage, such as low volume of outlook outbound e-mail and simpler content.

**Executive Board Reports:**

Member Lost-Time Workgroup:

Amos Eaton and Ramses Teon-Nichols presented. A small workgroup is working to streamline how we bring members (or new organizing workers) out on lost-time to help on campaigns or programs. They spoke about the barriers of using lost-time for different members, including adjunct professors, part-time workers, retirees or new workers. The workgroup will take ideas and recommendations from the Board, members & staff and will return with recommendations to the Board.

**M/S/C (Valdez/Meyers) to extend the meeting to 5:30pm.**

Tina Tapia:

Tina Tapia reported on chapters in Alameda County, who are in negotiations. They have submitted a letter to the Board of Supervisors for HERO pay. Members have been requested to “purple up” every Tuesday and are providing t-shirts to members.

RN Alliance Report:

Sasha Cuttler shared that there are 3 representatives from SEIU for the RN Alliance. Information on the representatives were shared with the board.

Retirement Security Report:

Cynthia Landry provided the report. A CalPERS Town Hall candidate forum is being set up in collaboration with our sister Local 521. A State Senate bill (SB 1173 by Lena Gonzalez/Scott Weiner) is being recommended to the State Council to consider supporting the bill, which is regarding divestment of fossil fuels from State pensions with an annual report to the CA State legislature. This would be in addition to the current prohibition on investments in coal.

**Announcements (continued):**

Port of Oakland Chapter Bylaws: It was announced that these chapter bylaws were submitted for review and found to be in compliance. There were no objections raised.

State Council Leadership: President Bryant announced that Tia Orr, who was serving as the interim Executive Director, has been confirmed permanently in the position. He also shared that David Huerta is the new President.

Lavender Committee: It was announced that the committee is hosting an event this evening where a screening of *The Watermelon Woman* will be shown.

**Good and Welfare:**

Nicole Christian shared that ILWU’s contract expires at the same time as the SF Citywide. ILWU president has shared that he will come out in support of SEIU actions.

Brandon Dawkins shared that ILWU is also engaged in fights with Oakland, as well holding a lot of actions. They want to support our fight for Oakland Schools.

Akbar Bibb shared an update on his son. He thanked the board for all of the support and prayers.

Evelyn Curiel has been invited to participate in Women’s Leadership event.

**The Board moved to closed session at 5:13pm.**

**Executive Session:**

Temporary Employee Extensions:

M/S/C (Curiel/Nosanow) to make an exemption to the policy around the 180-day rule to bring on Mila Thomas as a temporary employee through up to February 28, 2023.

**The Board moved to open session at 5:25pm.**

Secretary Mary Duncan announced the motion passed during Executive Session.

**Adjournment:**

A moment of silence was observed in memory of Christine Siad, Librarian from City of Oakland.

M/S/C (Diep/Curiel) to adjourn the meeting in memory of Christine Siad. The meeting was adjourned at 5:28pm.