

**SEIU LOCAL 1021 EXECUTIVE BOARD,
Saturday, March 27, 2021 - Zoom Meeting, 10:00am – 5:00pm
MINUTES**

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Jennifer Esteen, 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 Marcus Williams, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Sandra Wall, Kendra Bruno, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Travis Balzarini, Tina Diep, Julie Meyers Cheryl Hicks

Executive Board Members Excused: Nathan Dahl, Sasha Cuttler, Jim Winter, Todd Nosanow, Mercedes Riggleman, Elizabeth Harrison, Rhea Davis

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, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Carlos Rivera, Karen Ridley, James Chiong, Caitlin Prendiville, Karin Hendrickson, Boyan Biandov, Ed Hanley, Nely Obligacion, William Winfield

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Call the Meeting to Order:

President Joseph Bryant called the meeting to order at 10:03am. A quorum was reached. The meeting was opened with a moment of silence in honor of the victims of the recent hate and violence.

Review of the Agenda:

A report on Retirement Security was added to the Executive Board Member reports. M/S/C (Sigala/Park) to approve the agenda with this change.

Approval of the February 27, 2021 Minutes:

M/S/C (Balzarini/Alexander) to approve the minutes, as presented.

Guest Speaker:

President Joseph Bryant introduced Oakland City Council President, Nikki Bas; and he shared recent accomplishments regarding housing and President Bas' support of SEIU in actions. President Bas spoke about her background. She also spoke about plans, including community/labor partnership, as well as changing the response to 911 calls to better serve the community. President Bas answered questions from the Board regarding the Oakland City budget. She spoke about how stimulus funds and housing vouchers are used, as well reinvestment in Parks & Rec budgets. She also addressed COVID-19 vaccinations for people with mental health issues, for homeless and low income individuals.

Member Comments:

There were no member comments.

Organizing Presentation:

Vice President of Organizing Jennifer Esteen shared a victory at Alameda Health Systems (AHS), where the Clinical Lab Scientists joined SEIU, and were followed by the AHS Nurse Practitioners and Physician

Assistants. This was the first in the nation as AHS had created a separate organization for NP's and PA's. She also spoke of the recent victory in San Francisco, where legislation was passed unanimously for paid time for Gig drivers to be able to clean their cars between passengers. She introduced Mekala Edwards, *We Drive Progress* leader, who spoke to experiences as an app-based driver and the need for a Union. Mekela shared that in the aftermath of Prop. 22, major grocery stores have laid off Union workers to use independent contractors for grocery delivery. This could lead in the future to more companies deciding to change more jobs to being done by independent contractors. Breakout sessions were held to share thoughts on what we would say to our co-workers about why we organize Gig workers.

The meeting was temporarily suspended at 11:29am for a short break and resumed at 11:40am.

Action Items:

Mendocino County Area Representative Vacancy:

President Bryant is recommending to appoint Toni Fort (Mendocino College Chapter) to the *Mendocino County Area Representative* position. Mary Sandberg introduced Toni. She spoke about Toni's experience and involvement in the Union, and she spoke in support of the appointment. M/S/C (Eaton/Esteen) to approve the appointment.

Counties Industry Chair Vacancy:

President Bryant is recommending to appoint Tina Tapia (Alameda County Chapter) to the *Counties Industry Chair* position. Yeon Park introduced Tina, and spoke in support of the appointment. She spoke about Tina's history of involvement with the Union. M/S/C (Rutherford/Arantes) to approve the appointment.

BFC Region-D Vacant Seat:

President Bryant presented a proposal to appoint Harold Powell to the vacant BFC Region-D seat. If approved, it was explained that Harold's current seat on the Board as the *S.F. City and County Industry Chair* would become vacant. M/S/C (Dawkins/Eaton) to approve the appointment of Harold Powell to the BFC Region-D seat, as recommended by President Bryant.

S.F. City & County Industry Position:

President Bryant presented a proposal to appoint Nicole Christian to the now vacant *S.F. Industry Chair* position. Nicole was introduced. Theresa Rutherford spoke about Nicole's experience and involvement with the Union. She supports the proposal to appoint Nicole Christian to the *S.F. City & County Industry Chair* position. M/S/C (Landry/Dawkins) to approve the appointment.

The newly appointed Board members were sworn in to Office by President Bryant.

Staff Hiring Policy Amendments (2nd Reading):

A first reading of the proposed amendment to the Staff Hiring Policy was presented at the February meeting. A second reading of the proposed changes were presented by Mary Sandberg for consent. M/S/C (Sigala/Wise) to adopt the amendments, as presented.

Budget & Finance Committee Report:

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

The BFC approved the following Community/Allies Requests:

- San Francisco Jobs with Justice:
The BFC approved an annual dues payment of \$20,000 to the San Francisco Job with Justice (tier 1).

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

A. Legal Expense:

The BFC recommends to approve up to \$80,000 to cover litigation costs involving a case from the Napa County chapter. Treasurer Eaton provided an overview of this case. M/S/C (Arantes/Balzarini) to approve the request, as recommended by the BFC.

B. Contract Campaigns:

The BFC recommends to the Board to approve the contract campaign budgets for the Sacramento USD campaign, Region E campaigns for eight (8) chapters (SJC Superior Court, Calaveras County, Amador County, Calaveras County Water District, City of Jackson, City of Sutter Creek, Amador County, Central Sierra Child Support Agency) and Region C campaigns for six (6) chapters (Berkeley Maintenance/Clerical, Berkeley CSU, Asian Health Services, City of Hayward, City of Oakland and City of Richmond).

Treasurer Eaton explained that the City of Hayward campaign was being pulled from the Region-C list. As with previous campaign budgets, the campaigns for smaller units have been joined together to build power across the regions. John Stead-Mendez gave an overview of the different campaigns, escalation plans and the costs. The request is to approve all campaigns at a combined total of up to \$756,151. M/S/C (Park/Alexander) to approve the request, as presented.

2020 Year-End Financial Report:

Ed Hanley shared the 12-month total dues/fees graph, which remains steady. He also gave an overview of the Headcount report. Karin Hendrickson presented an Executive Summary report of the financial review. The Local cash reserves were also reviewed.

The meeting was temporarily suspended for a lunch break at 1:01pm and resumed at 1:30pm.

Head of Operations & Labor Relations Report:

Robert Li and the Operations teams provided a quarterly report of the progress in operations. An activity was presented where Board members were quizzed in Membership Engagement, Resourcing Together We Rise, Digital Rise, Maintaining the Financial Integrity of the Local, Recruiting Diversity & Talent, & Building Towards a Learning Culture. Our new Finance Manager, Audrey Johnson, was introduced.

COVID-19 Update:

James Chiong shared that the Local has volunteered our Oakland offices as vaccination sites, in order to help reach out to our underserved communities. Statewide, SEIU are phone banking and doing door-to-door outreach efforts in these communities. Currently, the efforts are focused in the Sacramento area. Van vaccination efforts are also being discussed.

Executive Director Report:

Director reports were forwarded to the Board by email. John Stead-Mendez presented an overview on Member Density and COPE dashboard. New Hire recruitment is currently at 41%. David Canham spoke about the plan to tackle new employee sign-ups and orientation. He spoke about our density and new member sign-ups before the pandemic. At the April meeting, we will discuss our member sign-up program in more detail. David Canham spoke about the Alameda Health Systems contract fight, and the members' success and involvement in their strike. Member leaders in the shop led the fight, as Local staff were unable to access worksites. The members are in the process of ratifying their Tentative Agreement, which includes a 12% raise, as well as equity improvements.

Executive Board Member Reports:

Retirement Security Report:

Cynthia Landry shared that a written report was sent out by email. She reported that CALPERS is taking nominations for Board positions. More information will be forthcoming leading up to the August election. An update on CALSavers was also shared.

Stop Asian Hate:

Yeon Park reported on the *StopAsianHate* Townhall that the Local will be hosting on Tues, 3/30. The townhall is a virtual space for members to share their thoughts and feelings. There will also be guest speakers participating.

Politics:

Ramses Teon-Nichols reported. A special election will be held for Rob Bonta's Assembly seat due his appointment as the new CA Attorney General. He also spoke about recall efforts that are underway for Governor Newsom, as well as SF District Attorney Chesa Boudin.

Good and Welfare:

President Bryant shared that Cheryl Hicks has recently accepted a field representative position with the Board; and that today's (3/27) E-Board meeting would be her last. Board members extended congratulations to Cheryl.

Nicole Christian shared that member Christine Zenon (SF MTA chapter) recently passed away.

Theresa Rutherford shared that member Cynthia Murphy (Asian Art Museum chapter) recently passed away.

The Board moved to closed session at 3:10pm.

Executive Session:

M/S/C (Valdez/Bibb) to extend temporary employees Lily Starling, Rachele Shannon, Donald Brown and Anna Campos through up to 6/30/2021.

The Board moved to open session at 3:22pm.

Secretary Mary Duncan announced the actions taken during Executive Session.

Adjournment:

M/S/C (Rutherford/Esteen) to adjourn the meeting at 3:23pm.

Respectfully submitted by,

Mary Duncan
Secretary