

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, March 23, 2024, 10:00am to 5:00pm
Fairfield Office/Zoom
MINUTES

Executive Board Members Participating: President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics Ramsés Teón-Nichols, VP of Representation Sandra Lewis, VP of Region-A Akbar Bibb, VP of Region-B Mary Sandberg, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Clarke, Norlissa Cooper, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Todd Nosanow, Sandra Wall, Lorraine Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Monique Baca

Executive Board Members Excused: Yeon Park, Maria Salazar-Colón, Angel Valdez, Alicia Ramirez, Sandy Sigala

Staff in Attendance: David Canham, Robert Li, Joanne Cansicio, Nely Obligacion, Emma Gerould, Carlos Rivera, Bill Petrone, Lisa Morowitz, Horacio Viveros, Kaden Kratzer, Andrea Zanetti, Peter Masiak, Lisa Bui, Karin Hendrickson, Boyan Biandov, William Winfield

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:07 a.m. A quorum was established. Region-A VP Akbar Bibb reviewed the Code of Conduct.

President Rutherford introduced Cassandra James, who spoke on her campaign and election win in Solano County. She shared that her win was due to all of the support and efforts she received from members, as she was outspent 2:1 in this election.

Review of the Agenda:

Requests to add the following items *Honorary Delegates for the 1021 Convention*, *Resolution process for the IU Convention*, *Campaign Updates* under the ED report and *International Women’s Day* to Announcements. M/S/C (Teón-Nichols/Diep) to accept the agenda with the additions. There were requests to add Dues Structure discussion, HOLR contract and executive staff salaries and nominations for vacant BFC and E-Board positions. These items will be considered to be brought back at a future meeting due to interest of time.

Member Comments:

- Harry Baker, Retiree:
Harry spoke to the opportunity to submit resolutions before the IU Convention on opposing the privatization of Medicare, and on putting an end to the occupation of Palestine.

- Rita Barouch, Retiree:
Rita spoke in favor of moving the resolution on Palestine before the IU Convention, which the Contra Costa COPE Committee is in support of.

- Julia Rapkin, Sonoma County Chapter:
Julia spoke to the humanitarian crisis that Palestinians are facing; and she also shared that seeing the movement that has been developing around the country and this gives her hope.
- Cheryl Thornton, SF Community Public Health:
Cheryl spoke in support of submitting resolutions on Palestine and the privatization of Medicare to the IU Convention. She expressed that the privatization of Medicare has affected the community clinic where she works and this is a symptom of the privatization of services.
- Alisa Young, Sacramento County Supervisors:
Alisa spoke to a development of placing foster children into unlicensed homes which creates safety hazards for staff, children & the community. She is asking for help and support from the Local and other members who may be experiencing similar issues.
- Valoria Russell-Benson, Laguna Honda Hospital:
Valoria spoke to the ongoing fight at Laguna Honda and the need to continue to work together.

Parliamentarian:

Dennis Kelly gave a general overview of his role as a Parliamentarian at our Board meetings. The main purpose is to help make the meetings run as efficient, as possible. The parliamentarian provides impartial advice to the meeting chair, and does not address the Board directly. A report is provided to the Chair for every meeting he attends. The parliamentarian role includes advising our Local the rules that we operate under, which is the *Manual of Common Procedure*.

Political Report:

Ramsés Teón-Nichols and staff, Ryan Williams, presented the report. The Local was involved in 63 races in the primary election with 44 wins. In California, Prop 1 is a huge victory as city and county workers would be facing cuts. A request was made for more information on this proposition and how it may impact the city/county funding and workers. They spoke about critical campaigns in San Joaquin County for Jerry McNerney and Rhodesia Ransom. In Contra Costa County, we help defeat the anti-labor/big oil candidate. They gave an overview of our efforts and key wins in each Region. In Region-A, the pro-labor slate won all three (3) races to avoid the November run-offs. Region-B had key victories in Sonoma, Mendocino & Del Norte. Region-C had big victories in the Supervisor races. Region-D faced challenges regarding the narrative over public safety, but we have time to shift opinion before November. Region E will have several races heading to runoffs in November with all the Stockton City Council endorsed candidates progressing to runoffs. Overall turnout was better than expected at 35%. However, we will need to continue our efforts to work on turnout. Coalitions proved very successful in overcoming the deficits in areas where we were significantly outspent. The top priority for the November election is the Taxpayer Deception Act (Business Roundtable initiative) that will require a 2/3 majority for all tax increased and would void over 100 voter-approved ballot measures. The COPE retreat is scheduled for April 20th and all Board members are invited to attend.

The meeting was temporarily suspended for a break at 11:46 a.m. and resumed at 11:51 a.m.

Racial Justice Workgroup Presentation:

Workgroup members Jessica Nila, Naj Daniels, along with Bernard Moore from the SEIU Racial Justice Center, and Robert Hudeck from the BOLD Center presented. They shared the progress of the Racial

Justice Workgroup on the transformation to becoming an anti-racist organization. The workgroup is responsible to map a coordinated and transparent approach, build their racial justice analysis muscle & competency, using racial justice lens in planning & decision making, while still learning along the way. Markers of progress were shared and include changes or accomplishments that show progress, defining what he should know or be able to do along the way, is accessible and flexible so that all parts can work towards it. For racial justice, the markers should center on Black and other People of Color gaging progress, it is a genuine indicator of progress, strikes balances around quality and quantity and is specific enough to “know it when we see it” while flexible enough to adjust to local context. One proposed marker is what unions are doing about anti-black racism. Another is to use the racial justice lens being regularly applied through the union in planning and decision making. A third is to intentionally build and grow cross-racial solidarity through our priorities, programs & campaigns. Next is for leaders to articulate how racial justice and economic justice are linked. The fifth is to conduct regular progress assessments towards becoming an anti-racist organization. Finally, collect and share experiences, methodology, education engagements, policies and practices that are proven effective in sustaining and fueling the work to become anti-racist. Feedback from the Board was requested on the proposed markers. Currently the workgroup is applying the racial justice lens on the Template Bylaw and will provide a report of their insights and potential recommendations. The group will also measure the impact of using Race Class Analysis narrative on targeted contract campaigns to acquire data on how we are doing.

The meeting was temporarily suspended for a lunch break at 12:41 p.m. and resumed at 1:22 p.m.

Local 1021 Convention:

Updates:

Carlos Rivera reported that the Convention Call was sent out to members, which includes the convention dates and ability to become delegates. Nely Obligacion and Bill Petrone provided an update on the field training and progress on the delegate elections. Trainings with field staff, except for the East Bay, have been completed. Election planning worksheets are being submitted, and election of delegates is on track.

Convention Theme:

The convention theme that the Lost-Time Officers is recommending is: *Dream, Organize, Fight, Win!* Designs on the proposed theme was shared. M/S/C (Hardy/Adams) to adopt the theme.

Honorary Delegates:

David Canham presented. In line with previous conventions, he shared that a criteria was established to invite newly organized workers, who have not yet started paying dues, to the Local convention. The criteria would be to allow newly organized workers to attend as an *Honorary Delegate* and participate in the Local convention, but would not be eligible to vote. M/S/C (Curiel/Davis) to approve the criteria for *Honorary Delegates*.

SEIU International Convention:

President Rutherford shared that the International Union (IU) core convention resolution(s) for the IU Convention were shared. Board members are requested to review and provide feedback. A pre-convention meeting will be held in Oakland on March 28th; and a virtual option is scheduled for April 3rd.

She also shared that proposed Local resolutions for the International Convention must submitted to the International Secretary-Treasurer no later than April 20th. The plan would be to conduct a poll or hold a Special E-Board meeting, if we wish to submit resolutions.

The Board moved to closed session at 2:14 p.m.

Executive Session:

Parliamentarian:

Information was shared with the Board to bring on a Parliamentarian to help with the E-Board meetings through the end of the year.

Temporary Employee Extension:

M/S/C (Arantes/Balzarini) to extend temporary employee Mia Kaur (H/R Manager) through up to 7/11/2024.

Legal Resource Management Case Count:

A review of Human Resources Complaint/Investigation Process, including investigation costs since 2022, were presented.

The meeting was temporarily suspended for a short break at 3:41 p.m. and resumed at 3:47 p.m.

Executive Session (continued):

Executive Director Contract Negotiations:

An update on the upcoming negotiations with the Executive Director was provided.

The Board moved to open session at 4:20 p.m.

Secretary Mary Duncan reported the motion that was passed in Executive Session on the temporary employee extension.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton presented a report of motions passed by the BFC at its March 15, 2024 meeting.

The BFC approved the following proposals:

1. **RBC Wealth Management - Investment Modifications:**

The BFC approved modifications to our international investments by moving \$5,000 from Boston Common, move \$20,000 from Madison, and reinvest \$20,000 into the Brown International Small Cap with \$5,000 in cash.

Treasurer Eaton reported that the BFC is convening a subcommittee to review our investment guidelines for our investments to see if updates are needed.

2. **Vin Harrington, Consultant (SF Citywide Negotiations):**

The BFC approved to increase the contract with Vin Harrington by \$25,000 for a new contract max of up to \$40,000 for services as an arbitration panelist for the SF Citywide Negotiations.

(Note: The initial budget had an estimate of up to a contract max of \$15k to hire Vin Harrington as the arbitration panelist. The total budget for this line item in the overall SF Citywide Campaign budget, which was previously approved, is up to \$51k.)

3. Gerry Daley, Consultant (SF RN Negotiations):
 - i. March 2024 Invoice: The BFC approved to pay the March 2024 invoice for the SF RN Negotiator (Gerry Daley) for February services and expenses at \$24,000. (Note: The current contract with Gerry Daley is up to \$12k per month, at a contract max of up to \$90k.)
 - ii. Contract Amendment: The BFC approved to amend the consultant contract with Gerry Daley to state: In the event that the consultant projects exceeding the monthly limit for expenses and services, the consultant shall notify the Executive Director. The Executive Director may approve an exception to the monthly maximum, if determined that the services and expenses is justified based on the requirements of the SF RN Bargaining.
4. SF Citywide Campaign – External Research Service (HRNA):

The BFC approved to modify the external research line item to \$75,000 in the SF Citywide Contract Campaign budget by reallocating funds within the budget. (Note: The previous amount in this line was \$70,000.)
5. Consultant, Karl Beitel (SF Citywide Negotiations):

The BFC approved to enter into a contract with Karl Beitel at up to a contract max of \$25,000 for services to help do an analysis of the SF City & County audited statements and economic outlook. (Note: The overall total cost for Karl Beitel’s services will be shared with other city unions in our coalition. Local 1021’s share is up to \$25,000.)
6. Data Modernization Committee (CRM project):

The BFC authorized to enter into a contract with Barracuda to work on the CRM project, upon concurrence by the Data Modernization Committee.
7. 2024 Developmental Disabilities (DD) Council Conference/Lobby Days:

The BFC approved an additional \$8,000 for a new budget total of up to \$16,000 for the 2024 DD Council conference and lobby days (travel related costs). The BFC previously approved a budget of \$8,000.

Action Items:

Lost-Time Policy Exemptions:

David Canham presented the requests for policy exemptions.

- Organizing:

A member, who has helped on the Clinics Campaign, is willing to come out to work on days that are their non-regular hours. This would require an exemption to the Lost-Time policy, as the policy does not provide pay for work done on days that are not a regular work day for the member. The anticipated timeframe of the work is up to three (3) months.
M/S/C (Bibb/Adams) to approve on a non-precedent setting basis an exemption to the lost-time policy to pay a member working on the clinics campaigns for the days that are their non-regular work days at their current pay rate.
- Member Intern:

It was explained that during the course of the Member Intern Program, a requirement is that members have to work full-time. A current intern, who works for a school district, has unpaid days per their contract (i.e. spring break) and is not getting paid by their employer while they are in the internship. The request is to pay the member for eight (8) days that they are not getting paid by their employer. M/S/C (Hardy/Wall) to approve on a non-precedent basis an exemption to the lost-time policy to pay the member a total of eight (8) unpaid days, per their contract, while they are working on campaigns in the member intern program.

M/S/C (Christian/Hardy) to extend the meeting to 5:40 p.m.

Approval of the Feb. 24, 2024 and Mar. 11, 2024 (Sp. E-Board) Draft Minutes:

M/S/C (Bibb/Dawkins) to approve the Feb. 24th and March 11th E-Board minutes, with a correction in the February minutes to reflect Greg Marro's vote as "yes" for the roll call vote on the *Quarterly Field & Program Meeting* item.

Executive Board Member Reports:

Chapter Bylaws Workgroup:

Sandra Lewis and Travis Balzarini presented the report on behalf of the workgroup. The workgroup was formed to review draft bylaws submitted by chapters to ensure they are in alignment with the Local's bylaws template, as well as the Local bylaws and policies. They spoke about the process of reviewing chapter bylaws. A status report of chapter bylaws that were reviewed since 2023 to date was presented. The report includes chapters whose membership ratified their bylaws (Dominican University, Tides Network, Valley Mountain Regional Center, Far Northern Region Center); chapters pending ratification votes (Sonoma County Library, Asian Art Museum); and chapters in the cue to be reviewed (Berkeley Maintenance, Tenderloin Housing Clinic). The report also includes a chapter, Oakland Unified School District, whose ratification vote was rejected by the membership. Chapters whose bylaws are not ratified would need to operate under the Local bylaws template.

Organizing Report:

This report was pulled and be brought back next month.

Social & Economic Justice (SEJ) Committee Report:

Nicole Christian provided a brief report on recent activities.

Executive Director Report:

David Canham presented. Written field and program director reports were sent by email to the Board.

Andrea Zanetti spoke about the Marin Housing Authority. The main issue is contracting out and the poor work done by these contractors. Actions that lead up to the 2-day strike were shared, including the phasing out of the use of the contractor Nan Mackay and the media we received on this campaign.

Peter Masiak provided the update on Alameda Health System escalation campaign and actions were shared. A big action is planned for May Day.

Kristin Hardy, Trevor Adams and Carlos Rivera presented the report on SF City & County Campaign, including an informative strike school that was held this month.

Announcements:

Cynthia Landry shared that the *International Women's Day* was celebrated on March 8th with a theme of Inspire Inclusion.

Good & Welfare:

President Rutherford shared the passing of former E-Board member, Crawford Johnson. Board members shared their memories of Mr. Johnson. A moment of silence was observed.

Adjournment:

M/S/C (Hardy/Christian) to adjourn in memory of Crawford Johnson. The meeting adjourned at 5:42 p.m.

Respectfully submitted by,

Mary Duncan
Secretary