

SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING
Saturday, November 18, 2023, 10:00am to 5:00pm
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- C Yeon Park, VP of Region-D Kristin Hardy, VP of Region-E Taffie Walter, Maria Salazar-Colón, Angel Valdez, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Alicia Ramirez, Sandra Wall, Lorraine Bowser, Charito Casanas, Debbie Dobson, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry,

Executive Board Members Excused: Felipe Cuevas, Tina Tapia, Kasha Clarke, Norlissa Cooper, Patricia Orey, Todd Nosanow, Desiree Collins, Tazamisha Alexander, Trevor Adams, James Maher

Executive Board Members Absent: Julie Beardsley

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Emma Gerould, Oumar Fall, Bill Petrone, Lisa Morowitz, Carlos Rivera, Caitlin Prendiville, Boyan Biandov, Karin Hendrickson, William Winfield, Lisa Bui

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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. The Code of Conduct was reviewed by VP of Region-C Yeon Park.

President Rutherford spoke in recognition of Native American Heritage Month. She recognized our Indigenous members, the Native American Health Chapter and Hintil Kuu Child Development Center in Oakland. Sandy Sigala presented an acknowledgment of Native American tribes upon whose land we live and work. Former E-Board member Mynette Theard, member leader from the Schools Industry, who passed, was also recognized for her work on behalf of the Local and Indigenous people.

Review of the Agenda:

A request was made to close the meeting in the memory of Dwight McElroy’s father, Thomas McElroy. Requests were made to add an Organizing Report from VP of Organizing Brandon Dawkins, and an item in Executive Session from VP of Region-A Akbar Bibb. M/S/C (Sigala/Landry) to approve the agenda with changes.

Member Comments:

- Tarnel Abbott, Retiree and Contra Costa COPE Delegate:
Tarnel Abbott spoke in support of a resolution in support of the Palestinian people.

- Julia Rapkin, Sonoma County:
Julia Rapkin, spoke in support of a resolution in support of the Palestinian people.

Executive Director Report:

Marin Municipal Water District (MMWD) Contract Campaign:

David Canham and VP of Region-B Mary Sandberg introduced Mariette Shin, Chapter President, who presented the campaign. This chapter had not been at the bargaining table for a decade. Therefore, the campaign needed to be built from the ground up. The chapter increased their density to 96% and the new member sign up rate is now 94%. The campaign included getting new members elected to the Board of Supervisors and holding member actions at the Board meetings. Mariette acknowledged the help of field representative, Aaron Burton. The team fought off take-aways, including ending arbitration and were able to win good COLA's and protecting retiree health. She thanked the membership for showing up and for their support during bargaining.

Sacramento City Unified School District (SCUSD) Contract Campaign:

Karla Faucett, Bargaining Team Member, VP of Region-A Akbar Bibb and David Canham presented highlights of the recent Tentative Agreement (TA). The Local was able to establish a minimum wage of \$18.00 retro to 2022 and \$20.00, effective in 2024. The TA includes the largest wage increases in the District, which includes 10% retro to July 2022, an additional 6% increase to lowest paid positions – uplifting 70% of members. Other wins included, securing PPE for Central Kitchen workers, new language benefiting instructional aides, providing access to IEPs and 504 plans. An SEIU Safety Committee will be meeting with management to address district wide safety issues. The unit is going back to the bargaining table for full contract bargaining.

Budget & Finance Committee (BFC) Report:

3rd Quarter Financial Overview:

Treasurer Amos Eaton and Karin Hendrickson presented the overview. The Local remains in good financial standing. Revenues are higher than projected due to increases from contract bargaining, as well as some increase in membership. Spending has been on target or slightly below budget in most areas. David Canham spoke on membership density. We have been slowly recovering from the losses during the pandemic, but continue to trend in the right direction. We remain focused on new employee sign ups and membership conversion.

October BFC Meeting Summary Report:

Treasurer Eaton reviewed the report of motions passed by the BFC at its Nov. 15, 2023 meeting.

The BFC approved the following proposal(s):

1. **Capital and Main:**

The BFC approved up to \$40,000 to renew our annual affiliation agreement with Capital and Main for 2024. This is a non-profit online news publication that the Local has partnered with since 2014.

The BFC approved the following Community/Allies Requests:

- **City of Richmond, Commission on Aging:**

The BFC approved \$1,180 to purchase three (3) tables and a program Ad for the group's Senior Winter Ball event on Dec. 16th.

- The Sun-Reporter Publishing:

The BFC approved \$5,000 for a full-page Ad to support the Sun-Reporter publication. This organization uplifts African-Americans and will be featuring 1021.

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

A. Sacramento City USD Contract Campaign:

The BFC recommends to approve the Sacramento City Unified School District contract campaign budget request at up to \$62,010. The contract expired on 6/30/2023. The chapter's current membership density is at 86%. The goals and strategies of the campaign include unity and support from members, labor and community allies. The goals also include to improve wages, including addressing compaction of the salary scale, health & safety and other benefits. The budget includes costs for items such as t-shirts, purple items, banner, food costs, communications/media needs and lost-time for 1 member leader.

M/S/C (Sandberg/Diep) to approve the request, as presented.

B. 2024 Local Convention:

The BFC recommends to approve an initial budget of up to \$400,000 for the 2024 Local Convention to come out of Reserves. The initial budget is for planning purposes, including deposit payments to secure a venue.

M/S/C (Valdez/Curiel) to approve the initial budget of \$400,000 for convention planning.

An additional request was also presented to consider an exception to the overnight accommodations policy around double occupancy rooms for members. The request is to make an exemption to allow single occupancy for members' lodging for the 2024 Convention. This request is due to the post-pandemic environment.

M/S/C (Landry/Sigala) to approve the policy exemption to allow single rooms for members who request it for the 2024 Local Convention.

The meeting was temporarily suspended for a break at 11:15 a.m. and resumed at 11:30 a.m.

The Board moved to closed session at 11:31 a.m.

Executive Session:

BFC: 2024 Preliminary Budget:

A first review of the 2024 Preliminary Budget was presented by Treasurer Eaton.

2024 Investment Proposals:

M/S/C (Sigala/Walter) to adopt the following investment proposals, as presented:

Staff Investment Proposals, as recommended by the Personnel/Staffing Committee (PSC):

- Region D support: Request to add 1.0 new FTE Field Representative position to Region D to support added represented units in the region.
- Organizing department support: Request to add 2.0 new FTE Organizer positions in the Organizing department to help meet external organizing capacity requirements.

2024 General Reserve Proposals, recommended by the BFC:

- Database Integration Project: recommendation to roll over the 2023 one-time funds of \$40k.
- Managing Resources/Building Assessments: Invest to prepare a capital improvement plan for 2024 to address assessment outcomes on the buildings the Local owns, with an eye on creating a sustainable and inviting union hall environment.
- Local Executive Board Election: recommendation is \$300,000.
- International Union (IU) Convention Participation: recommendation is \$150,000.

The Board moved to open session at 1:48 p.m.

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

The meeting was temporarily suspended for a lunch break at 1:49 p.m. and resumed at 2:11 p.m.

Approval of the October 28, 2023 Minutes:

M/S/C (Sigala/Valdez) to approve the Oct. 28, 2023 minutes, as presented.

Action Items:

Lost-Time Policy Exemption:

David Canham presented the request for an exception to the Lost-Time policy around the 21-day submission deadline for reimbursement. He explained that we received a request from a member, which was submitted to the Local after the deadline. M/S/C (Landry/Sigala) to approve.

First Reading: Proposed Resolution on Medicare:

Harry Baker, Retiree and Co-Chair of the Contra Costa COPE Committee spoke to the resolution submitted by the West Bay Retirees and the 1021 Medicare for All Committee. A first reading of the propose resolution was presented to the Board. The resolution speaks to the need for all bargaining contracts in SEIU contain a provision for retiree healthcare, education to members on the choices in retiree healthcare, and in opposition to the privatization of Medicare. The request will be brought back to the Board for adoption.

Announcements:

Sonoma County Library Chapter Bylaws:

It was announced that these bylaws were reviewed and found to be in alignment with the Local's chapter bylaws template.

Far Northern Regional Center Chapter Bylaws:

It was announced that these bylaws were reviewed and found to be in alignment with the Local's chapter bylaws template.

2024 Executive Meeting Draft Schedule:

The proposed 2024 meeting scheduled was presented. Board members with any feed back are requested to reach out to President Rutherford and Joanne Cansicio. The final draft will be brought back to the Board in December.

Executive Board Member Reports:

Organizing Report:

VP of Organizing Brandon Dawkins and Josie Mooney shared an update on the Starbucks campaign. We won in Yuba yesterday, and two (2) more are expected to go for a vote in December. The Red Cup Rebellion was held yesterday with great turn out. Brandon shared how important customer education is, as part of the campaign.

Good & Welfare:

Mary Sandberg shared that Tom Popenuck, former Region-B VP is in the hospital. Best wishes for his speedy recovery.

Maria Salazar-Colón shared there was good turnout for Education Industry summit gatherings last month and yesterday in Region A. She shared that members really appreciated this opportunity for engagement.

A moment of silence was observed for Dwight McElroy's father, Thomas McElroy, who was a retired City of Oakland worker and served as a chief steward.

Adjournment:

M/S/C (Sigala/Davis) to adjourn the meeting. The meeting adjourned at 2:55 p.m. in memory of Thomas McElroy.

Respectfully submitted by,

Mary Duncan
Secretary