

SEIU Local 1021 Executive Board Meeting
Saturday, February 22, 2020, Oakland, CA 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 (by Zoom), Jim Wise, Karla Faucett, Angel Valdez, Sasha Cuttler (by teleconference), Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Felipe Cuevas, Richard Thoele, Robert Taylor, Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Geneva Haines (by phone), Tazamisha Alexander (by zoom), Sunny Santiago, Elizabeth Harrison, Tom Popenuck, Travis Balzarini, Rhea Davis, Tina Diep (by phone), Julie Meyers (by zoom), Cheryl Hicks (by zoom), Jessica Nila (by zoom)

Executive Board Members Excused: Nathan Dahl, Dellfinia Hardy, Monique Chaney-Williams, Todd Nosanow, Tula Biederman, Lorraine Bowser, Taffie Walter

Staff in Attendance:

John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Bill Petrone, Kaden Kratzer, Jason Klumb, Del Mallory, James Chiong, Karen Ridley

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President Joseph Bryant called the meeting to order at 10:01 a.m. A quorum was established.

Review of Agenda:

The following changes were made: Remove the Head of Operations Report (Robert Li's report will be combined with the MRC report); add Organizing report; and add report from Karla Faucett under Executive Board member reports. The agenda was approved by consensus.

Member Comments:

- John Pearson, Alameda Health System Chapter:
John spoke about the Alameda Health System Contract Campaign.

- Ashley Payne, Contra Costa County Chapter:
Ashley spoke about the upcoming Labor Notes conference in Chicago to be held in April; and presented a proposal to send an additional 25 members to this event.

- Tina Tapia and Celina Guerra Martinez, Alameda County General Chapter:
The members requested for the Board to consider sending additional members to the upcoming Labor Notes conference in Chicago.

- Jon Meade, Retiree:
Jon spoke about Super Tuesday. He also spoke about the work of the 1021 Single Payer Committee. Board members or chapter leaders can reach out to the committee, if they would

like to have the committee do a presentation for their chapter. Requests can be sent to:
1021Medicare4All@gmail.com

- Champagne Brown, SF HSA/Contra Costa County chapters:
Champagne spoke about sending additional members to the upcoming Labor Notes conference in Chicago.
- John Pearson, Alameda Health System:
John spoke to encourage the Board to consider sending additional members to the upcoming Labor Notes conference in Chicago
- Christina Tovar, Alameda County Social Services:
Christina spoke about representation issues.
- Claude Joseph, 1021 Staff:
Claude spoke about an organization called *Those Angels* that supports building schools and education in Haiti. He asked for the Board's consideration to support the organization's projects. It was said that this items would be referred to the BFC.

Region/Area Reports:

Region B:

Mary Sandberg uplifted the Community Action Partnership chapter in region B. The chapter supports our most vulnerable population in region B, and she would like to recognize the chapter. She introduced chapter leader Sarath Chum, and the field representatives Maria Garcia and Aaron Burton. The members spoke about conditions workers face, including low wages (many members still receive \$13.00 per hour or below). Members have to work multiple jobs in order support themselves or families, and to be able to afford to live in the region. They are continuing the fight for their chapter. Aaron Burton added that the Sonoma County Board were only raising wages in the areas where minimum wage was rising. This action resulted in getting all raised to \$15.00/per hour. Still need to address the issue of those who are paid above \$15.00/per hour. The chapter is an organization that has a mission to address poverty, so it is important for their workers to receive above poverty wages.

Mary Sandberg also recognized Sandy Sigala from the region. She also reported on other work happening in the region, such as having a blitz for Schools & Communities First and developing a leadership conference.

Education Summit Report:

Karla Faucett reported on the Education Summit that was held on Feb. 8, 2020. The event was a success where over 200 members attended, and the COPE drive was also a success. She asked Board members who participated and helped facilitate workshops to share their feedback. The workshops included, NEO, Fighting Racial Discrimination, Effective Recruitment & Relationship Building, Well Organized Workplace and 21st Century Member Engagement. Other events included Racial Justice Gallery Walk, Plenary & Panels of Building Power, Solving Workplace Problems, Schools & Communities First and a COPE Drive, where Josie Mooney pledged to match new COPE contributions and increases. The teams is

starting to plan their next summit. Karla thanked all those who participated/presented, and she also thanked staff.

Political Report:

Ramses Teon-Nichols and James Chione presented.

Schools & Communities First Campaign:

A report of our current progress on petition signatures was presented. We are at approximately 71% of our goal. Board members were encourage to continue to collect and turn in signatures. The current deadline to turn in petitions is March 13th. Our push is to get on the ballot as early as possible, in order to be placed higher up in the order of the ballot. Brandon Dawkins and Mary Sandberg shared their strategies of ways they are collecting signatures, such as setting up tables at school events and holding blitzes. Josie Mooney alerted the Board that Locals may be asked for funding to support getting this measure passed.

March Primary:

The schedule of various GOTV activities throughout the Local was shared. Members are asked to sign up for these events.

Member Poll:

James Chiong reported on the results of the recent member poll on the Presidential endorsement.

The meeting was temporarily suspended for a lunch break at 12:29 p.m., and resumed at 1:09 p.m.

Organizing Report:

Jennifer Esteen and Karen Ridley provided a progress update on the *We Drive Progress* campaign. They reported on key points of the campaign, including holding a recent lobby day that was held in February in Sacramento. We are working to defend and enforce AB5.

Together We Rise (TWR):

Joseph Bryant provided an update on the progress of our TWR goals, that includes growing membership, building worksite power, increasing COPE contributions, Unions for All, expanding public services, common good campaigns, regional progressive networks, leadership & activism and member resources. David Canham reported on what it means to meet these goals. He shared reports from Oct. 2019 and Feb. 2020 that includes the membership density and new hire recruitment rate for each chapter. Our COPE contributions have continued to rise. He shared various strategies that we are doing to increase our membership, including holding membership drive phone banks. Sandra Lewis spoke about work that is in progress to develop a report to the Board that shows inquiries on “intent to drop”.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reported on the motions approved by the BFC at is February Zoom meeting.

The BFC approved the following items:

1. Asian Health Services Contract Campaign:

The BFC approved a budget of up to \$30,450 for the Asian Health Services contract campaign. The goals of the campaign include strengthen solidarity, worksite mapping, build community partnerships, leadership development goals and build political/community campaigns. The budget includes costs for items such as communication needs, t-shirts, purple items and food for various worksite and bargaining meetings.

2. SFCC Dept. of Public Health Campaign (RN bargaining unit):

The BFC approved up to \$24,300 for the SF City & County Dept. of Public Health Campaign. The goals of the campaign include making changes around staffing, hiring, overtime, bilingual challenges and recruitment & retention with the Registered Nurse bargaining unit. The budget includes costs for communication needs, media needs, building community support, purple items and transportation for members to a hearing.

3. Region B – Together We Rise (TWR) 2020 Budget:

The BFC approved a budget of \$22,570 for the 2020 Region B TWR work. The program includes holding regional meetings, regional retreat, COPE blitz, new member social/member engagement events, county meet & greets and political engagements. The budget includes costs for items such as meeting/space rentals, purple items, printed materials and food costs for various events.

4. SEIU Healthcare 1199NW Strike Solidarity Fund:

The BFC approved a contribution of \$10,000 to the SEIU Healthcare 1199NW strike solidarity fund for the Swedish-Providence Caregivers. This is the first time in their history where nearly 8,000 nurses and caregivers went on a 3-day strike, followed by a 2-day lockout. The International encouraged Locals to contribute to the hardship fund.

5. Field & Program Staff Engagement:

The BFC approved food costs of up to \$1,000 for the April 1-2 field & program staff engagement event.

The BFC approved the following Community/Allies Requests:

- APALA Alameda Chapter:

The BFC approved \$3,500 to purchase 20 tickets, with a full page ad, to the APALA Alameda Chapter Lunar New Year event on Feb. 29th (tier 1.)

- Coalition of Black Trade Unionists (CBTU):

The BFC approved to pay \$125 for one (1) ticket to the CBTU annual awards dinner on Feb. 7th (tier 3).

Action Items:

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

- Contract Campaign - City of Berkeley Maintenance and Clerical (MC) Unit and Community Services Unit (CSU):

The BFC recommends to the Board to approve a budget of up to \$166,370 for two (2) contract campaigns with the City of Berkeley – Maintenance and Clerical Unit and Community Services Unit. The campaign themes include Affordability Crisis, Fair Return for our Work, PEPRCA Carve out, Equity on Retirement Health and Community Common Good. The goals of the campaign include developing a bargaining survey, Contract Action Team, Worksite Mapping, as well as building our political power and increasing COPE contributions. The budget includes costs for communications needs, t-shirts, purple items and field logistics items, such as food for actions/rallies, transportation for actions and strike resources. M/S/C (Wise/ Popenuck) to approve the request, as recommended by the BFC.

The Board moved to closed session at 2:15 p.m.

Executive Session:

Temporary Employees Extension:

M/S/C (Valdez/Boutte) to extend the following temporary employees through up to the end of April 2020: Maria Garcia and Marco Zepeda.

CWA 9410 Agreement:

M/S/C (Landry/Bibb) to adopt the agreement reached with CWA 9410. This unit represents our Administrative Operations Coordinators.

The Board moved to open session at 3:49 p.m. to a break, and resumed the meeting at 3:59 p.m.

Secretary Mary Duncan announced the motions passed during closed session.

Action Items (continued):

- Resolution on Democratic Process in the SEIU Presidential Endorsement:
Ramses Teon-Nichols shared that he reached out to the COPE leaders to discuss changes of the proposed Resolution. M/S/C (Valdez/Balzarini) to table this item.

Approval of the Dec. 14, 2019 and Jan. 23, 2020 Minutes:

M/S/C (Eaton/Lewis) to approve the December 2019 and January 2020 minutes, as presented.

SEIU 2020 Convention:

President Bryant reviewed the schedule of the SEIU pre-convention meetings and Convention. He gave an overview of items that will be discussed at the Convention, such as resolutions and the International Executive Board elections. There was a question about arriving early to attend committee meetings. The Local 1021 Executive Board will serve as official delegates to the Convention, per our Local Bylaws. Board members were asked to complete their registration forms by 2/27.

Executive Board Member Reports:

Training Report:

Sandra Lewis reviewed the 2019 Training Committee Report. The report shows how many members attended various trainings, per quarter, totaling at 1,021 members for the year. The report also shows the type of trainings that were held. The training committee are also working on rolling out new trainings, such as *Unions 101*. President Bryant spoke on the Labor Notes conference. There has been a significant process already around this conference, including vetting on developing the candidate list. Since Labor Notes also does local events, it may be more bang for our buck to target these for greater participation. Sandra shared the process that the training committee agreed on for vetting delegates, that includes an online application. The applications were reviewed through a criteria that was already established within the Local.

M/S/C Arantes/Boutte) Motion to extend meeting to 5:30pm.

Member Resource Center (MRC) and Head of Operations/Labor Relations (HOLR) – combined report:

Sandra Lewis gave an update on the MRC. A marketing road show is being rolled out in Jackson and Sacramento with more to come. There is a lot of enthusiasm around Digital Learning. We will be launching Union Intelligence with Beta Pilot users. Three (3) vendors have been reviewed for the mobile app, and we have sent notices out to hold a meeting with the stakeholders in mid-March. Robert Li reported on Simplified Dues Check Process. The data shows that the new dues check off process reduced the process from 468 hours to 104 hours. He also highlighted the new job descriptions for CWA 9410.

Ethics Report:

This item was tabled to the March meeting.

Karla Faucett:

Karla Faucet reported out on Sac Unified School District. Positions that were being affected by layoffs and reductions were announced until, just before they were to go into effect. Karla publicly shamed the school district and shared how this would affect 82 employees. The district Board delayed the vote.

Executive Director Reports:

John Stead-Mendez report. Director reports were sent by email to the Board. He reported that we just reached election agreement for Mills Ancillary (200 new members with election in March). He recognized Josie Mooney for new COPE sign ups, and also recognized the San Joaquin chapter leaders/members and Bill Petrone for organizing the “no” vote. He shared photos from the SEJ/AFRAM Art & Culture event for Black History Month, where there were over 100 attendees. He acknowledged Angela Thomas, Nicole Christian, Alyssa Jones-Garner, Raina Johnson, Derrick Boutte, Brandon Dawkins, Champagne Brown, Jesse Stanton, Lorraine Bowser and the rest of the SEJ team for all of their help with putting on these events. He spoke about a social media piece for the month of February - highlighting contributions of black leaders and trailblazers; and highlighted a mix of living and historical leaders.

The Board agreed to adjourn the meeting in a moment of silence in honor of President Bryant’s grandmother, Emma Simpson. The meeting adjourned at 5:29pm.