

SEIU Local 1021 Executive Board Zoom Meeting
Saturday, May 16, 2020, 10:00 a.m. to 2:30 p.m.
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, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Sandra Wall, Tula Biederman, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Sunny Santiago, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks

Executive Board Members Excused: Robert Taylor, Todd Nosanow, Tom Popenuck, Jessica Nila

Staff Participating: John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Peter Masiak, Kaden Kratzer, Karen Ridley, Caitlin Prendiville, Andrea Zanetti, James Chiong, Jason Klumb

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President Joseph Bryant called the meeting to order at 10:04am. A quorum was established.

Review of Agenda:

The following changes were made: table approval of the April minutes to the June meeting; add Executive Board Reports from Sasha Cuttler, Felipe Cuevas and Jennifer Esteen

Member Comments:

- Andrea Mullarkey, City of Berkeley CSU:
She inquired about a report on the Presidential Endorsement Resolution that was proposed by COPE. She also spoke on members being able to participate in E-Board meetings and to have agendas shared in advance of the meeting.

- Racial Justice Topic:
Joseph Bryant spoke about recent tragic events, and wanted to engage the Board on a discussion around Anti-Black and Structural Racism. This is a systemic problem throughout the country. Lisa Morowitz helped lead a discussion on the recent tragic events. The Board shared their feelings and thoughts of these injustices against Black people.

The Board took a break at 11:11 a.m. and resumed at 11:20 a.m.

COVID-19 Updates:

Economic Impact:

Caitlin Prendiville gave an overview of the impacts of this unprecedented crisis. We are in the midst of the steepest global economic decline in decades and the full impact is still unclear. She presented a powerpoint that gives a high-level overview of revenue streams by industry.

Field Reports:

David Canham gave a brief field report on continuing to fight layoffs and bargaining with employers. Bill Petrone shared a victory in preventing closure of clinics. James Chiong shared the House passed a bill funding additional relief. The bill now needs to pass by the Senate.

Breakout Groups:

John Stead-Mendez and David Canham presented the breakout group discussions. The breakout questions the groups discussed were: *What do you see as your own role in protecting public services/the social safety net and how can you use your skills to assist the organization to fight back? What do you think your workplace will look like in a year, if we don't win substantial stimulus and ongoing revenue?*

Operations Report:

Robert Li and Sandra Lewis reported on the MRC Expansion work that includes Union Intelligence, Virtual Phone Bank, Digital Learning, Mobile App w/ Member ID and Customer Service. Robert reported on the core COVID-19 operations strategies around Data, Resource Management, Talent Management, Performance and TWR. We also set-up a process to hold on-line contract ratification votes. They also gave an update on the *Together We Thrive* Hardship Fund, which launched on April 29.

The meeting was temporarily suspended for a lunch break at 12:49pm and resumed at 1:20pm.

Budget & Finance Committee Report:

Treasurer Amos Eaton reported on the motions approve by the BFC at its May meeting.

The BFC approved the following items:

1. **ACCE (Statewide):**

The BFC approved a contribution of \$30,000 to ACCE to support the group's statewide work. The funds will be earmarked for the organization's individual chapters (\$7,500 each for Oakland, Richmond, Sacramento and general support) that are engaged on campaigns 1021 is fighting.

2. **Zoom Accounts:**

The BFC approved a one-time cost of \$25,000 to supply each field and program staff with *Zoom Business Accounts* for one year and other Virtual Conference tech to supplement our digital engagement (increase member engagement and strengthen our digital engagement).

The BFC approved the following Community/Allies Requests:

- Richmond Progressive Alliance:
The BFC approved a contribution of \$6,000 to Richmond Progressive Alliance (tier 1).
- Labor Notes:
The BFC approved a contribution of \$1,000 to Labor Notes (tier 2).
- Common Ground:
The BFC approved a contribution of \$3,000 to Common Ground (tier 1).

Treasurer Eaton reported that under his authority, per policy, he authorized an expense to pay \$250.00 annual dues to the State Association of County Retirement System (SACRS).

Community Allies Policy Amendment:

Amos Eaton presented the proposed language changes to the Community Allies Policy. The document was also shared by email. Board members were asked to review and provide any suggested changes to Amos. The BFC is recommending to adopt the modifications. It was explained that this a first reading to the Board. The second reading and action will be on next month's agenda.

Action Item:

Presidential Endorsement Proposed Resolution:

The proposed resolution was previously sent to the Board for review and consideration. Ramses Teon-Nichols reported that a working group of COPE leaders are continuing to discuss and work on the Resolution. He's requesting to move this request to next month's meeting to allow the group to continue to work on any further changes that may be needed. M/S/C (Sandberg/Wise) to table.

Executive Board Member Reports:

Sasha Cuttler:

Sasha presented a graph on CA Healthcare Worker COVID-19 Deaths between April 2020 to May 2020. He shared his experience as a Disaster Service Worker (DSW) and spoke on an issue where he refused to be sent to a dangerous work situation. Staff was able to provide support and he will be able to return to work. He shared this is a need to provide training, PPE and ensure safe working conditions for DSW. The higher mortality rate for black and minority workers also needs to be addressed.

Schools & Communities First:

Ramses Teon-Nichols presented a powerpoint on Schools & Communities First (SC&F). He spoke about developing a training with the Board and providing materials. Board members will be asked to help with trainings or presentations with members in their regions.

Organizing Report:

Jennifer Esteen reported on the work being done in Organizing. An action was organized for the *We Drive Progress* campaign where workers held a car-caravan action at the UBER headquarters. She also spoke about the Fast Food Campaign.

M/S/C (Dawkins/Arantes) to extend the meeting to 3:30 p.m.

Felipe Cuevas:

Felipe spoke about an upcoming action in Oakland on May 26. The City of Oakland have laid off employees. The Union has continued to bargaining with the employer at least 2-3 times per week since Shelter-In-Place.

Training Committee Report:

Sandra Lewis reported. The first Zoom training was held on May 18 on Digital Labor Management. The committee is also working on holding a virtual Union 101 class.

Retirement Security Report:

Peter Albert reported on behalf of Cynthia Landry. A report was sent to the Board regarding the PEPRA lawsuit in the CA Supreme Court.

The Board moved to closed session at 2:25 p.m.

Executive Session:

Temporary Employee Extensions:

M/S/C (Eaton/Valdez) to extend the following temporary employees through 9/1/2020: Marcos Zepeda, Kim-Shree Maufas, Stephen Somers, Nato Green.

Executive Director Compensation:

M/S/C (Landry/Valdez) to approve the compensation agreement with the Executive Director in the amount of \$160,000, retro to January 1, 2020 and in addition apply the same 3% COLA increase applicable to unrepresented staff effective July 1, 2020.

The Board moved to open session at 3:38pm.

Secretary Mary Duncan announced the motions passed during closed session.

M/S/C (Meyers/Balzarini) to adjourn the meeting at 3:37pm.

Respectfully submitted by,

Mary Duncan
Secretary