

**Special SEIU Local 1021 Executive Board Zoom Meeting**  
**Thursday, July 14, 2022, 6:00pm to 7:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics RamsésTeon-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, Felipe Cuevas, Tina Tapia, Kasha Clarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Greg Marro, Derrick Boutte, Veronica Palacios, Richard Thoele, Sandra Wall, Toni Fort, Lorraine Bowser, Charito Casanas, Kristin Hardy, Geneva Haines, Elizabeth Harrison, Sandy Sigala, Travis Balzarini, Cynthia Landry, Harold Powell

**Executive Board Members Excused:** Taffie Walter, Lucretia Bolin, Evelyn Curiel, John Arantes, Tina Diep, Patricia Orey, Todd Nosanow, Desiree Collins, Tazamisha Alexander, Karla Faucett, Rhea Davis, Trevor Adams, Amanda Ayers, Monique Baca

**Staff in Attendance:** David Canham, Robert Li, Nely Obligacion, Joanne Cansicio

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**Call the Meeting to Order:**

President Joseph Bryant called the meeting to order at 6:03pm. A quorum was established.

**Review of the Agenda:**

The purpose of the special meeting is due to time sensitive requests, which require action that cannot wait until the next regularly scheduled E-Board meeting on July 23<sup>rd</sup>. The agenda items for the meeting are as follows:

- a. CWA 9404 Tentative Agreement
- b. Tenderloin Housing Clinic strike sanction request

M/S/C (Sigala/Rutherford) to approve the agenda as presented.

**Staff Union - CWA 9404 Tentative Agreement:**

M/S/C (Park/Powell) to accept the Tentative Agreement reached with CWA 9404.

**Tenderloin Housing Clinic Strike Sanction:**

David Canham and Theresa Rutherford presented. M/S/C (Sigala/Dawkins) to authorize a strike sanction for the Tenderloin Housing Clinic chapter.

**Adjournment:**

M/S/C (Park/Wall) to adjourn the meeting at 7:11pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING**  
**Saturday, July 23, 2022, 10:00am – 5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Brandon Dawkins, VP of Politics Ramsés Teon-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 Theresa Rutherford, VP of Region-E Taffie Walter, Felipe Cuevas, Tina Tapia, Kasha Klarke, Maria Salazar-Colón, Moises Vega, Angel Valdez, Lucretia Bolin, Greg Marro, Derrick Boutte, Evelyn Curiel, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Todd Nosanow, Sandra Wall, Toni Fort, Lorraine Bowser, Charito Casanas, Kristin Hardy, Geneva Haines, Elizabeth Harrison, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Trevor Adams, Harold Powell

**Executive Board Members Excused:** Patricia Orey, Desiree Collins, Sandy Sigala, Amanda Ayers, Monique Baca

**Staff in Attendance:** David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Del Mallory, Andrea Zanetti, Peter Masiak, Jason Klumb, Bill Petrone, Kaden Kratzer, Lisa Morowitz, Carlos Rivera, James Chiong, Bonnie Medina, Boyan Biandov, Ed Hanley, Karin Hendrickson

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**Call the Meeting to Order:**

The meeting was called to order by President Joseph Bryant at 10:03am. A quorum was established.

**Review of the Agenda:**

M/S/C (Nosanow/Valdez) to accept the agenda with the following changes: add LTO full-time release request, August E-Board meeting and move item from Executive Session to before lunch.

**Member Comments:**

- Wendell Phillips, Sonoma County Courts: Wendel spoke in support of the request for a strike sanction for the Sonoma County Courts chapter.
  
- Yasmin Mandujano, Sonoma County Courts: Yasmin spoke in support of the request for a strike sanction for the Sonoma County Courts chapter.

**Approval of the June 25, 2022 Minutes:**

M/S/C (Alexander/Sandberg) to approve the June 25, 2022 minutes, as presented.

**Executive Director Report: Field Campaigns Update**

David Canham provided an update on field campaigns. We are part of coalitions that are making significant changes in bargaining, where we are making significant gains in wages for our members. Featured tentative agreements were shared.

City of Oakland: Chapter leaders Felipe Cuevas, Sarina Baldwin and Steven Lavoie reported on the City of Oakland campaign. The TA was settled in July, which was earlier than past negotiations. The contract is one of the best agreements we've settled. We fought off the attack on the hiring rules. This contract was won in part because of the political fights that got important candidates elected to the City Council. Working in coalition with other unions was also important in this fight. In addition, common good language was added to the contract that allows shut down of any worksite that is a health & safety risk to members, as well as the community.

Sacramento County: Del Mallory, Akbar Bibb and chapter leader Mercedes Riggelman presented on the Sacramento County campaign. They shared key highlights on wage increases, as well as an increase for longevity for over 10 years or more, a vacation cash out option and a shift differential for employees who work on weekends. The *Juneteenth* holiday was also added in the contract as a recognized County holiday. Equity adjustments for several categories were also won. There were no take-aways that were proposed. Membership engagement and participation increased throughout the campaign.

Mountain House Community Services District: Taffie Walter and Bill Petrone reported on the Mountain House Community Services contract. Member engagement and participation was key to winning this campaign. Member leaders had one-on-ones with rank & file members, unity breaks were held and members "purple up" with 1021 swag and clothing. Members were also surveyed for support for a strike. A public strike vote was held where members passed to authorize a strike. Before a request can be brought to the Local E-Board to authorize a strike sanction, the District had conceded and provided proposals, such as wage increases over a 4 year contract. An addition of the *Juneteenth* holiday was also won, as well as Christmas Eve and New Year's Eve becoming full day holidays from half-day.

#### **Organizing Report:**

Brandon Dawkins presented. He introduced member Felix Thomson, who reported on the University of Wisconsin Health Nurses fight to win back their Union. The University of Wisconsin continues to not recognize the union, so the nurses are planning a strike. Brandon also reported on the *NEMO* (New External Member Organizing) program. New trainings will be provided for members on how to organize and the importance of external organizing. Brandon also gave an update on *Felton Institute* organizing campaign. He announced an upcoming action on July 27<sup>th</sup> at the campus and encouraged Board members to show support for the workers.

**The meeting was temporarily suspended for a short break at 11:34am and resumed at 11:41am.**

#### **Political Report:**

Ramsés Teon-Nichols and James Chiong presented. The COPE retreat was held on July 9<sup>th</sup> to develop a program and plan for the November election. This year's general election will likely be a challenge for candidates. However, there are currently no major statewide initiatives that are a threat to labor. Alameda and San Francisco counties are more challenging. We are facing a tsunami of business funding of politics in CA. The main fights throughout the region were reviewed. The plan for political engagement was also shared.

Update on the ACO-REACH opposition letter: James gave an update, per the discussion at the last month's Board meeting. He shared that since this is a federal matter, the St. Council defers to the International Union. We have followed up with the IU; however, the concern is that political pressure

likely will not change how CMS will manage. Our Local can move forward with our support of the opposition letter.

**The Board moved to closed session at 12:33pm.**

**Executive Session:**

**Napa County (legal case):**

M/S/C (Park/Diep) to authorize an additional \$60,000 to cover legal costs for a case pertaining to Napa County Correctional Officers, as recommended by the Budget & Finance Committee.

**The meeting was temporarily suspended for a lunch break at 1:02pm and resumed into open session at 1:31pm.** Secretary Mary Duncan reported out the motion passed during Executive Session.

**Budget & Finance Committee (BFC) Report:**

Treasurer Amos Eaton reviewed a summary report of motions passed by the Budget & Finance Committee (BFC) at its July 15<sup>th</sup> meeting. He also announced that an item around the SF office keycard system was not ready for the last BFC meeting; and therefore, will be added as an action item.

1. **2022 Education Industry Council Summit:**  
The BFC approved a budget of up to \$46,444 for the 2022 Education Industry Council Summit scheduled on Oct. 29, 2022. The budget includes costs for items such as transportation, food, t-shirts, program book, gift cards and costs for a venue.
2. **Sonoma County Pension Study:**  
The BFC approved \$2,500 to the North Bay Labor Council for a Sonoma County pension study to support the bargaining coming up this fall. The total cost of the study is \$10k and is being done in partnership with other labor organizations in Sonoma County under the Sonoma County Coalition of Labor Organizations.
3. **SEIU API Caucus Executive Board:**  
The BFC approved up to \$2,600 to cover food costs for the SEIU API Caucus Executive Board 2-day meeting for approximately 40 people.
4. **Consultant Services:**  
The BFC authorized to enter into an agreement with *URRU Solutions* to expedite the work on Unionware modifications on an as need basis. This will be funded using the existing IT budget allocations.

The BFC approved the following community allies requests:

- **California Alliance for Retired Americans (CARA):**  
The BFC approved \$600.00 for a full-page ad in the program book for the California Alliance for Retired Americans (CARA) virtual convention this fall (tier 3).
- **Oakland Pride Festival:**

The BFC approved a contribution of \$2,500 for a booth space and a contingent at the 2022 Oakland Pride Festival (tier 2).

- Sacramento Housing Alliance:  
The BFC approved \$600.00 for annual dues to the Sacramento Housing Alliance (tier 2).
- Coalition on Homelessness:  
The BFC approved a sponsorship of \$1,000 to the Coalition on Homelessness Art Auction event on Sept. 8, 2022 in San Francisco.

**Action Items:**

**BFC Recommendations:**

Political Budget:

The BFC recommends to approve additional funding of \$860,000 to add to the political budget for 2022. Amos Eaton recommends that these funds be taken out of reserves. M/S/C (Park/Balzarini) to approve the request with funds to come out Reserves.

Executive Board Stipend:

The BFC recommends to increase the Local Executive Board stipend from \$300.00 to \$400.00, per month. M/S/C (Park/Valdez) to approve.

San Francisco Office keycard system:

Amos Eaton presented the request. The system is over 15 years old and is no longer being supported by the manufacturer. It has experienced recent failures and is in need of replacement. The request is for up to \$35k to replace hardware and software upgrade. M/S/C (Park/Diep) to approve up to \$35,000 to come out of the building maintenance reserve fund.

Sonoma County Courts Chapter Strike Sanction Request:

The Sonoma County Courts chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Eaton/Rutherford) to approve.

401k Advisory Committee:

Robert Li presented. The request is to approve appointing Personnel Director Bonnie Medina on the 401k Advisory Committee with RBC Wealth Management for the Local, with Robert Li to remain as the alternative. M/S/C (Valdez/Tapia) to approve the request.

Executive Board Officer Full-Time Release:

Joseph Bryant presented a request to consider approving full-time release for Region-A Vice President Akbar Bibb in order to facilitate ongoing work in the region and with the Local. M/S/C (Sandberg/Dawkins) to approve.

SEIU 1021 President/EVP Transition:

At the June Executive Board meeting, President Bryant announced that he was elected as an SEIU Executive Vice President (EVP) at the International. He spoke to the process under the Local bylaws in the event of a vacancy in the office of President. Per the Local bylaws, the Executive Board shall

designate a successor to succeed and serve the remainder of the unexpired term or until a special election is held. He spoke about aiming for stability in our efforts to continue to carry out the work for our members. The recommendation from the Local Officers is to appoint Theresa Rutherford as President for the remainder of the term, effective Aug. 22, 2022.

M/S (Bibb/Diep) to approve the appointment of Theresa Rutherford as President, as recommended. There was discussion on the motion.

M/S/C (Christian/Arantes) to call the question.

A roll-call vote was requested by Felipe Cuevas on the motion made by Bibb, and seconded by Diep. President Bryant proceeded with tallying the votes:

Mary Duncan: Yes  
Amos Eaton: Yes  
Brandon Dawkins: Yes  
Ramses Teon-Nichols: Yes  
Sandra Lewis: No  
Akbar Bibb: Yes  
Mary Sandberg: Yes  
Yeon Park: Yes  
Theresa Rutherford: Abstain  
Taffie Walter: Yes  
Felipe Cuevas: No  
Tina Tapia: Yes  
Kasha Clarke: Yes  
Maria Salazar-Colon: Yes  
Moises Vega: Yes  
Angel Valdez: Yes  
Lucretia Bolin: Yes  
Greg Marro: Yes  
Derrick Boutte: Yes  
Evelyn Curiel: Yes  
Nicole Christian: Yes  
John Arantes: Yes  
Tina Diep: Yes  
Veronica Palacios: Yes  
Richard Thoele: Yes  
Todd Nosanow: Yes  
Sandra Wall: Yes  
Toni Fort: Yes  
Lorraine Bowser: Yes  
Charito Casanas: Yes  
Kristin Hardy: Yes  
Geneva Haines: Yes  
Elizabeth Harrison: Yes  
Tazamisha Alexander: Yes

Karla Faucett: Yes  
Travis Balzarini: Yes  
Rhea Davis: Yes  
Cynthia Landry: Yes  
Trevor Adams: Yes  
Harold Powell: Yes

**The motion passed with thirty-seven (37) in favor, two (2) against and one (1) abstention.**

**The meeting was temporarily suspended for a short break at 3:28pm and resumed at 3:42pm.**

August Executive Board Meeting:

There was discussion on potentially having a “dark hall” for August. Due to the Local President transition, the Board agreed that it made sense to hold an August E-Board meeting. At the August meeting, consideration can be made for a later “dark hall” date.

**Head of Operations and Labor Relations Report:**

Robert Li reported on the E-Board members orientation certificate program. The next webinar will be on finance.

**Executive Board Member Reports:**

Sandra Lewis:

Sandra reported on a campaign plan to connect one-on-one with new hires throughout the Local, conducting outreach to increase membership participation in the MRC Portal to at least 25% of all members, and rolling out a member satisfaction survey. She also shared that she is planning to submit written reports to the Board in August.

Nicole Christian:

Nicole presented the Social & Economic Justice (SEJ) Committee report. SEJ will be participating in Oakland Pride and is requesting that the Board reach out to members to come out to participate in the parade and event. The event will be held on September 4<sup>th</sup>. She also shared there are some caucuses and committees that are not currently up and running. SEJ will be working to get these caucuses and committees active.

Howard Terminal Resolution: Nicole also presented a resolution for consideration developed by the Port of Oakland chapter regarding the Howard Terminal project. Ramses Teon-Nichols shared that we are trying to work with other unions, who are in favor of the project, to see if we can find common ground. Nicole and Ramses will coordinate a meeting to discuss. Those interested in participating should reach out to Nicole and Ramses.

Derrick Boutte:

Derrick announced that a written report was forwarded to the Board by email.

Greg Marro:

Greg announced that a written report was forwarded to the Board by email.

**Announcements:**

None.

**Good & Welfare:**

Evelyn Curiel thanked everyone for the support for the issues she is currently facing.

Nicole Christian share the loss of an SEIU member, Eva Wong, who lost her battle with cancer. A moment of silence was observed in memory of Eva Wong.

Tina Tapia shared that field representative Angela Osayende lost her mother.

Theresa Rutherford shared the son of member Debbie Dobson passed away suddenly.

Brandon Dawkins shared that member George Brown from the Laguna Honda hospital lost his son to street violence in Oakland.

**The Board moved to closed session at 4:27pm.**

**Executive Session:**

Temporary Employee Extension:

M/S/C (Valdez/Powell) to approve the extension for Matthew Torres through the end of Sept. 30, 2022, as recommend by the Personnel/Staffing Committee (PSC).

Unrepresented Staff:

M/S/C (Landry/Valdez) to equally apply the same terms of the CWA 9404 tentative agreement to unrepresented staff, not including the Executive Director and the Head of Operations/Labor Relations.

**The Board moved to open session at 4:54pm.**

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

**Adjournment:**

M/S/C (Sandberg/Diep) to adjourn the meeting at 4:55pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary