

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, January 26, 2019, 3:00 PM – 6:00 PM, Emeryville, California**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-D Joseph Bryant, Felipe Cuevas, Dan Jameyson, Jim Wise, Karla Faucett, Eric Stern, Norlissa Cooper, Cynthia Landry, Derrick Boutte, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Sandra Wall, Mercedes Riggleman, Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Cristin Perez, Rhea Davis, Tina Diep, Julie Meyers

**Executive Board Members Excused:** Gary Jimenez, Yeon Park, Marcus Williams, Dellfinia Hardy, Mary Duncan, Peggy LaRossa

**Executive Board Members Absent:** Tom Popenuck, Janice Wong, Monique Broussard, Al Fernandez,

**Staff in Attendance:** John Stead-Mendez, Robert Li, Kristin Lynch, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, David Canham, Bill Petrone, Peter Masiak, Jason Klumb

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**Call to Order:**

**President Roxanne Sanchez called the meeting to order at 3:00 PM. A quorum was established.**

**Review of Agenda:**

The following modifications were made: Reports from Jim Wise report on Camp Fire gift cards, Sunny Santiago, Cynthia Landry, Ramses Teon-Nichols and Evelyn Curiel; Napa Valley chapter bylaws under announcements; and report from Lorraine Bowser in Executive Session.

**Member Comments:**

- Dwayne Jusino and Ed Simlin, City of Oakland Chapter:  
The members spoke about a petition for chapter modification for the OPD civilians. They asked for assistance and support in moving forward with this process.
- Teresa Harris, San Francisco RN Chapter:  
She spoke about a termination case and asked for assistance.
- Nicole Christian, SF MTA Chapter:  
She spoke about the San Francisco City/County Chapter bargaining kick-off on Feb. 21<sup>st</sup> at City Hall and invited Board members to come.

**Minutes of the December 15, 2018 Meeting:**

M/S/C (Stern/Taylor) to approve the December 15, 2018 minutes, as written.

**Budget & Finance Committee:**

Treasurer Amos Eaton reported that the LM2 report needs to be completed, as this is a legal requirement.

The BFC approved the following items:

1. Developmental Disabilities (DD) Council:  
The BFC approved up to \$1,800.00 for lodging, mileage/parking/tolls and food for the four (4) DD Council conferences scheduled in 2019 (Los Angeles, Sacramento, San Jose, San Francisco), plus airfare and ground transportation costs for the conference in Los Angeles.
2. 1021 Medicare All:  
The BFC approved to purchase 100 t-shirts at up to \$1,323.02 to promote member engagement in all of the Local's Medicare for All campaigns, with the understanding that t-shirts would be sold at \$10.00 per t-shirt with an accounting system to be established before sales begin; and in addition, an accounting report to be provided to the BFC. Approval of this request by the BFC is with the understanding this is a "pilot program".
3. Camp Fire:  
The BFC approved an additional ten (10) gift cards at cost of \$2,000.00 for members affected by the *Camp Fire*. Note: At the November meeting, the Board approved \$4,600.00 for gift cards.
4. Hilton Garden Inn Rental for the Eboard Training/Meeting:  
Amos Eaton explained that there was an oversight in approving the cost of the training that was held this morning for the Executive Board and convention delegates, in part due to a short timeline and not being able to find a venue. M/S/C (Meyers/Santiago) move to approve up to \$35,000 to cover all costs for the January 26, 2019 training/board meeting.

The BFC approved the following Community/Allies Requests:

- U.S. Labor Against War (USLAW):  
The BFC approved \$6,250.00 to renew our annual affiliation with USLAW (tier 2).
- Alameda Labor Council (Labor Network for Sustainability):  
The BFC approved a contribution of \$1,500.00 to the Alameda Labor Council to participate with the Labor Council and Labor Network for Sustainability to support the 2<sup>nd</sup> annual Labor, Climate and Jobs forum on April 13, 2019 (tier 1).
- Voices for a Sustainable Future:  
The BFC approved \$3,500.00 to affiliate with the Labor Network for Sustainability in 2019 (tier 1). The Local's affiliation with this group will be evaluated on a yearly basis.
- CA Alliance for Retired Americans (tier 1):  
The BFC approved the 2019 annual dues payment with CA Alliance for Retired Americans for \$1,000. (tier 1).
- Allen Temple Health & Social Services Ministry:  
The BFC approved \$750.00 to sponsor the 3<sup>rd</sup> Annual Allen Temple Health & Social Services Ministry MLK Breakfast event (tier 3).

- S.F. Rising:  
The BFC approved \$5,000.00 to sponsor the SF Rising Breakfast of Movement Champions event on Feb. 6, 2019 (tier 1).
- Special Olympics Torch Run:  
The BFC approved \$500 to sponsor the Special Olympics Torch Run. (Tier 3)

**Recommendations:**

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

A. SF Region Bargaining Campaign:

The BFC recommends to approve the 2019 SF Region Bargaining Campaign at up to a cost of \$370,000, with the understanding there will be a final review of the costs. The following contracts are due to expire in 2019: SF Citywide Misc. Unit, SF RN Unit, SF Superior Court, SF MTA Service Critical, SF City College and approximately ten (10) Non-Profit contracts. M/S/C (Stern/ Landry) to approve the request up to \$370,000.

**State Bar Employees Unit:**

Robert Li reported on an issue regarding the State Bar workers, who had been represented by Legacy Local 535. There was a service agreement between Local 1021 and Local 1000, which is still in place as of today, where Local 1000 would provide representation & bargaining services and Local 1021 would administer dues. He explained that Local 1021 will be releasing its administrative functions to Local 1000 and will advise PERB of the amendment. The bargaining unit have gone through their constitution and bylaws change, along with requesting PERB to allow the change.

**Announcements:**

It was announced that the following chapter bylaws were reviewed and found to be in compliance with the Local's bylaws template:

- Contra Costa County Rank & File Unit chapter bylaws amendment
- Contra Costa County Service Line Supervisors Unit chapter bylaws amendment
- Napa Valley College Union of Classified Professionals chapter bylaws amendment

There were no objections raised.

**Executive Board Member/Committee Reports:**

- Jim Wise reported on a meeting with the members in the Camp Fire, and how it has affected them. The members were appreciative of our donation of gift cards.
- Sunny Santiago wanted to thank the East Bay chapters for the Toy Drive donation for families affected by the Camp Fire. The members were also thankful for the gift cards. A news clip from the East Bay Toy Drive was shown. The East Bay Toy Drive can be considered as a pilot program for the entire local to participate in next year in all the regions.
- Cynthia Landry reported on a change of leadership pension board for Cal PERS. There will be an election for the retiree seat later in the year for this position.

- Evelyn Curiel had a meeting with the San Francisco Muni Custodian Department over vacations, etc, which was very successful.
- Ramses Teon-Nichols thanked those, who attended the faculty action at Santa Clara University. Needs help with a child care blitz February 10 – 16<sup>th</sup> in Alameda and Sacramento Counties to help with this. SF and Bay Area blitz for clinic organizers on February 8<sup>th</sup> through the 10<sup>th</sup>.
- Tina Diep presented an award that she accepted in honor of Roxanne Sanchez from the Alan Temple Health & Social Services Ministry.
- Roxanne thanked Lisa Morowitz, Larry Bradshaw and Joanne Cansicio for their work on today's event and the staff that assisted with the coordination.

#### **Director Reports:**

John Stead-Mendez wished everyone Happy New Year and shared a small appreciation with each of us. There was a request as to who should be contacted for Head Start in Oakland, as there is a February 15<sup>th</sup> action that they need to participate in. Director reports have been emailed out.

Robert Li gave an update on the progress of the Database Redesign and expanded concept of the MRC project. He gave an overview of software that have been implemented in our membership, finance and office operations. There has been progress in our vendor search for the Database Redesign. He also reported that the Clerical/Facilities Supervisor position has been filled.

#### **Member Comments (continued):**

- Cheryl Thornton, SF City & County DPH:  
She spoke about clerical classifications that may not need meet the needs of the organization and are being upgraded. She also spoke about organizing throughout the Local to offer training to our members on *Epic*, which is a software.

**The Board moved to closed session at 4:24 p.m.**

#### **Executive Session:**

##### Margolies & Potterton, Consultant:

M/S/C (Taylor/Riggleman) to approve Roxanne Sanchez to enter into a consulting contract for up to \$10,000 with *Margolies & Potterton* to develop a performance evaluation and compensation guidelines for the Executive Director and Head of Operations/Labor Relations, as recommended by the BFC and PSC.

##### Executive Director & Head of Operations Compensation:

M/S/C (Stern/Meyers) to approve a salary increase for the Executive Director in the amount of \$155,218.35 and for the Head of Operations and Labor Relations a salary increase of \$137,550 for the contract period of December 2018-December 2020 to satisfy the contractual obligation with John Stead-Mendez and Robert Li.

**The Board moved into open session at 5:30 p.m.**

Secretary Jan Schardt reported out the motions from closed session.

**Meeting adjourned at 5:35 PM**

Respectfully submitted,

Jan Schardt  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, February 23, 2019, 10:00 AM – 5:00 PM, Fairfield, California**  
**MINUTES**

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP-Organizing Ramses Teon-Nichols, VP Region-Politics Gary Jimenez, VP-Representation Theresa Rutherford, VP Region-A Sunny Santiago, VP Region-D Joseph Bryant, VP Region-E Marcus Williams (by videoconference), Felipe Cuevas, Jim Wise, Karla Faucett (by videoconference), Dellfinia Hardy, Eric Stern, Janice Wong, Cynthia Landry, Derrick Boutte, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Sandra Wall, Mercedes Riggelman, Evelyn Curiel (by videoconference), Lorraine Bowser, Akbar Bibb, Mary Sandberg, Tina Diep (by videoconference), Julie Meyers (by videoconference), Mary Duncan, Peggy LaRossa (by videoconference).

**Executive Board Members Excused:** VP Region-B Tom Popenuck, VP Region-C Yeon Park, John Arantes, Geneva Haines, Cristin Perez, Rhea Davis

**Executive Board Members Absent:** Dan Jameyson, Norlissa Cooper, Pete Albert, Monique Broussard, Al Fernandez

**Staff in Attendance:** John Stead-Mendez, Robert Li, Nely Obligacion, Joanne Cansicio, David Canham, Bill Petrone, Jason Klumb

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**Call to Order:**

President Roxanne Sanchez called the meeting to order at 10:00 AM. A quorum was established.

**Review of Agenda:**

Added to Executive Board Member/Committee Reports - Karla Faucett and Cynthia Laundry. Remove from Announcements - Notre Dame de Namur chapter bylaws amendment. Added to Action Item – La Raza Central Legal SF chapter strike sanction.

**Member Comments:**

- Nicole Christian and Alyssa Jones-Garner, SF MTA Chapter:  
The members reported on a conference Alyssa Jones-Garner attended in Cuba with a variety of other Unions to build relations with Cuban Labor. She served as a representative of the SF Labor Council and as an SEIU 1021 member. She would like to see if the Local would sponsor five (5) members to attend another upcoming conference from April 28 – May 8, 2019. It was said that this request would be referred to the BFC for consideration.
  
- Jesse Stanton, SF HSA:  
He spoke about the work on going in San Francisco, which is great, but there is a lack of administrative support, which is causing issues.

**Approval of the January 26, 2019 Minutes:**

M/S/C (Stern/Correa) to approve the minutes of the January 26, 2019 meeting.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary of motions approved by the BFC at their February meeting.

The BFC approved the following items:

1. SFUSD Contract Translation Costs:

The BFC approved the Union's portion of the cost to translate the SF Unified School District contract into Spanish and Chinese in the amount of \$8,154.96. Note: per the agreement between the Union and the Employer, both parties agreed to pay for translation costs equally.

2. Field and Program Staff Meeting Food Costs:

The BFC approved food costs of up to \$1,000.00 for the March 1<sup>st</sup> all field and program staff meeting. The meeting is to engage with staff in a dialogue around implementation of the core strategies (Collective Action and Worker-to-Worker Communication) adopted at the 1021 Member Convention.

3. SF Lunar New Year Parade:

The BFC approved to fund up to \$2,000.00 to support costs related to SEIU 1021's Member participation in the SF Lunar New Year parade on 2/23/2019.

The BFC approved the following Community/Allies Requests:

• Shasta Mud Run (Youth Options/Youth Violence):

The BFC approved a sponsorship of \$500.00 to the 7<sup>th</sup> Annual Shasta Mud Run on 5/11/2019 (tier 3).

• Oscar Grant Foundation:

The BFC approved to purchase 4 tickets to the Oscar Grant Foundation event on 3/23/2019 for a total of \$500.00 (tier 3).

• APALA Alameda Chapter:

The BFC approved a sponsorship of \$2,500.00 to the APALA Alameda Chapter Lunar New Year Dinner on 3/28/2019 (tier 1).

• Cleveland School Remembers Event:

The BFC approved a matching contribution of \$250.00 with the San Joaquin chapter to the 30<sup>th</sup> Anniversary of the Cleveland School Shooting event on 1/17/2019 (tier 3).

• Ministers and Community United:

The BFC approved a matching contribution of \$250.00 with the San Joaquin chapter to the Ministers and Community MLK, Jr. event on Jan. 20-21, 2019 (tier 3).

• Supported Life Institute:

The BFC approved a contribution of \$500.00 to the Statewide Self-Advocacy Conference on May 3-4, 2019 (tier 3).

- Coalition of Asian American Government Employment (CAAGE):  
The BFC approved to purchase 1 table in the amount of \$500.00 to the Coalition of Asian-American Government Employment Lunar New Year Luncheon on 2/22/2019 (tier 3).
- SF AFRAM Caucus:  
The BFC approved a contribution of \$2,000.00 to support the SF AFRAM Black History Celebration on 2/22/2019 (tier 1).

**Action Items:**

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

- A. City of Oakland Contract Campaign Budget:  
The BFC recommends to the Board to approve a budget of up to \$178,500 for the City of Oakland contract campaign. The budget includes costs for resources such as a negotiator from our law firm, communication/media needs, “purple stuff” and food costs for various rallies, worksite meetings and bargaining. M/S/C (Stern/Sandberg) to approve request of up to \$178,500 for the City of Oakland contract campaign.
  
- B. Alameda County Contract Extension Campaign Budget:  
The BFC recommends to the Board to approve a budget of up to \$53,000 for the County of Alameda Contract Extension campaign. The budget includes costs for “purple stuff” and food costs for worksite meetings. M/S/C (Landry/Stern) to approve a budget of up to \$53,000 for the County of Alameda Contract Extension campaign.
  
- C. Political Action Committee (PAC) Funds:  
The BFC recommends to the Board to adopt the following PAC transfers formula:
  - i. Candidate PAC Account: \$0.84 cents per member, per month – spread over 8 months starting in March 2019 through October 2019.
  - ii. Issues PAC Account: \$0.69 cents per member, per month – spread over 8 months starting in March 2019 through October 2019.

M/S/C (Schardt/Stern) to adopt the formula and move funds from the general fund to the PAC Fund.

La Raza Centro Legal SF:

David Canham presented on the issues concerning the contract bargaining. The request is for a strike sanction from the Local. The SF Labor Council has also been asked to support this. M/S/C (Stern/Sandberg) to authorize a strike sanction.

**1<sup>st</sup> Reading: Policy on Executive Board Members on Full-Time Release:**

Eric Stern and Robert Li presented a first reading of the draft *Executive Board Members on Full-Time Union Compensated Leave Policy*. The Board reviewed the draft policy line by line. Board members were asked to submit any questions, concerns or suggested changes in writing via email to Eric Stern, Roxanne Sanchez and Robert Li. Some comments and concerns were discussed. There will be a follow-up meeting scheduled via *Zoom* to discuss any questions or concerns that were received. Board



members who submit any questions or concerns will be invited to join the follow-up meeting, as well as those who request to participate. This policy will be placed on the consent calendar in March.

#### **Executive Board Members/Committee Reports:**

##### Election Committee Report:

Robert Li gave a brief report on behalf of the 1021 Election Committee. The ballot count was held on Feb. 13<sup>th</sup>. There were no logistical or other technical issues on the day of the count. Per the election rules that were adopted, any election challenges or appeals must be received in the designated POB address by 5:00pm on 2/25/2019 in order for the election committee to consider any appeals. There were questions about why some candidate names were not listed on the printed ballot. It was explained that in order to save on print costs and other interests for efficiency, the election committee decided to list candidates elected by acclamation in the booklet rather than on the ballot. This clarification was also posted on an Election Committee Clarification Notice dated Dec. 19, 2018 on our website. There was a suggestion that for future elections that an "insert" or "card" be included with the ballots listing all candidates that were elected by acclamation. It was also suggested to do an analysis in areas where ballots were returned due to an insufficient address.

##### Training Committee Report:

Jan Schardt reported on the 2018 Training Committee Report statistics and participation of both members and staff.

##### Karla Faucett:

She spoke about the OUSD chapter sympathy strike with the Oakland Teachers. The instructors are going back to negotiations and the classified staff is going out on day 3. It was asked if there was funding for those going on strike?

#### **Action Items (continued):**

##### CALPERS Member Engagement:

Cynthia Landry reported on a change of leadership on the CalPERS Board. She announced that there will be an SEIU CA member engagement event with Henry Jones, new Cal PERS President, on March 7<sup>th</sup> at the Oak St. union hall. M/S/C (Stern/Wall) that the 1021 Executive Board requests that 1 of the 2 questions allowed at this event will be to state that we would support divestment in fossil fuel and ask CalPERS to acknowledge this. Cynthia Landry would like to have a representative from the law firm attend the next board meeting to update us on pension reform.

**The meeting was temporarily suspended for lunch break at 12:10 p.m. and reconvened at 12:30 p.m.**

#### **Director Reports:**

##### Robert Li, Head of Operations & Labor Relations:

He will cover his report in closed session.

##### John Stead-Mendez, Executive Director:

He reported that we have had a slight dip in density. Nely Obligacion gave a report on the Oakland strike and member participation. Workers, who discovered that they were not members have converted. David Canham reported on the S.F. Contract Campaign Kickoff Rally. The attendance shows that worker-to-worker communication works, as they were the ones to engage with each other. Jason Klumb

reported on the Sonoma County contract. Staff Development report continuing with the dialogue following the convention strategies with the field staff.

Staff announcements: Nely Obligation is expected to retire on April 1<sup>st</sup>. David Canham was awarded the promotion to take over as the Deputy Director of Advocacy & Internal Organizing position, when Nely retires. Del Mallory and Johnathan Nunez-Babb are serving as temporary field supervisors in the East Bay region. There are currently field rep vacancies in the East Bay, North Coast and the Education team. There are member leaders, who may come out on lost-time to help cover as a field representative in some of the vacancies.

**Announcements:**

Cynthia Landry:

She reported that on April 13<sup>th</sup>, there will be a climate justice training that the Local has assisted with sponsoring.

**The Board moved to closed session at 1:10 p.m.**

**Executive Session:**

Marin RN Chapter:

M/S/C (Stern/Sandberg) to support the direction pertaining to the Marin RN Chapter, as presented by Executive Director John Stead-Mendez.

Executive Director and Head of Operations & Labor Relations Compensation:

M/S/C (Stern/Rutherford) to satisfy the process set forth in Paragraph 5 of the Executive Compensation Agreement of Robert Li (for the time period of January 1, 2019 to December 31, 2020), SEIU Local 1021 shall add five percent (5%) to Robert Li's existing salary; however, at the request of Robert Li, that five percent (5%) salary increase shall not take effect until January 1, 2020.

M/S/C (Stern/Sandberg) to satisfy the process set forth in Paragraph 5 of the Executive Compensation Agreement of John Stead-Mendez, SEIU Local 1021 shall pay to John Stead-Mendez as a lump sum the annualized amount SEIU Local 1021 would expend (i.e., a salary increase plus roll-ups) if it were to grant John Stead-Mendez a five percent (5%) salary increase from January 1, 2019 to December 31, 2019. Due to John Stead-Mendez receiving only a lump sum for the period of January 1, 2019 to December 31, 2019, the process set forth in Paragraph 5 of the Executive Compensation Agreement will occur again in December 2019.

**The board went into open session at 2:40 p.m.**

Secretary Jan Schardt reported out the motions from executive session.

**Meeting adjourned at 2:41 pm.**

Respectfully submitted,

Jan Schardt  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, March 16, 2019, 10:00 AM – 3:00 PM, San Francisco, California**  
**MINUTES**

(Outgoing Board Attendance)

**Executive Board Members Participating:** President Roxanne Sanchez, Secretary Jan Schardt, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Gary Jimenez, VP Region-B Tom Popenuck, VP Region-C Yeon Park, VP Region-D Joseph Bryant, VP Region-E Marcus Williams, VP of Representation Theresa Rutherford, Felipe Cuevas, Jim Wise, Eric Stern, Janice Wong, Cynthia Landry, Derrick Boutte, John Arantes, Angel Valdez, Gregory Correa, Sandra Lewis, Robert Taylor, Mercedes Riggelman (by teleconference), Evelyn Curiel, Lorraine Bowser, Geneva Haines, Akbar Bibb, Mary Sandberg, Rhea Davis, Tina Diep, Julie Meyers, Mary Duncan

**Executive Board Members Excused:** Karla Faucett, Dellfinia Hardy, Pete Albert, Sandra Wall, Cristin Perez

**Executive Board Members Absent:** Sunny Santiago, Dan Jameyson, Norlissa Cooper, Monique Broussard, Al Fernandez, Peggy LaRossa

**Staff in Attendance:** John Stead-Mendez, Robert Li, Nely Obligacion, Kristin Lynch, Ed Hanley, Boyan Blandov, Bill Petrone, David Canham, Lisa Morowitz, Peter Masiak, Jason Klumb, Kaden Kratzer, Cecille Isidro

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**Call to Order:**

President Roxanne Sanchez called the meeting to order at 10:00 AM. A quorum was established.

**Review of Agenda:** Approved by consensus.

**Member Comments:**

Jon Meade, San Francisco Retiree, commented on the lack of participation in this E-Board election with both members running for office and voting. Would like to see the new board debrief the election process.

James Conradsen, Solano County Chapter steward, and Matthew Carl, Solano County Chapter Vice-President came to support the newly elected Solano County board members and to congratulate Roxanne. The members spoke about staff shortage in their region, and addressed concerns regarding work that may be dropped or timelines not being met due to lack of a field representative or field director.

**The Board moved to Executive session at 10:45 a.m.**

M/S/C (Williams/Taylor) to approve the reclassification of the OS3 in the Stockton office to the position of Administrative Coordinator.

**The Board moved to open session at 10:53 a.m.**

Secretary Schardt reported on the motions coming out of Executive session.

**Approval of the Minutes of the February 23, 2019 Meeting:**

M/S/C (Wise/Williams) to approve the minutes as written.

**Elections Committee Report:**

Donna Shane thanked the committee for their work along with the staff who assisted us. A copy of the report was provided to the Executive Board.

**Budget and Finance Committee Report:**

The BFC approved the following item:

1. San Joaquin Health Plan Campaign:

The BFC approved to fund up to \$14,452.20 for the San Joaquin Health Plan Contract Campaign.

The BFC approved the following Community/Allies Requests:

- SF APALA Dinner:

The BFC approved a request for sponsorship of \$3,000 for the SF APALA Dinner, Joseph Bryant is being honored. (Tier 1)

- Labor Council for Latin Advancement:

The BFC approved a request for sponsorship of \$500 for the Labor Council of Latin Advancement events: 3<sup>rd</sup> Annual International Women’s March, 19<sup>th</sup> Annual Cesar Chaves March, and May Day March. (Tier 3)

**Consent Calendar:**

Executive Board Members on Full-Time Release Policy:

Eric Stern asked that we table this item, as it was not emailed to the board prior to the meeting. It was decided to continue with reviewing this policy with the current board. Robert Li and Eric Stern reviewed the changes in the policy. M/S/C (Jimenez/Stern) that we adopt the policy as presented.

**Installation of New Executive Board:**

The new executive board was sworn in by SEIU International Vice President, Heather Conroy.

Presentation to exiting Executive Board Members:

Presentations and acknowledgements were given to all of the outgoing board members.

**The meeting of the outgoing Board adjourned at 11:40 a.m.**

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(New Board Attendance)

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Gary Jimenez, 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, VP of Representation Sandra Lewis, Nathan Dahl, Jim Wise, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Robert Taylor, Todd Nosanow, Mercedes Riggelman (by teleconference), Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Joel Evans-Fudem, Tom Popenuck, Rhea Davis, Tina Diep, Julie Meyers

**Executive Board Members Excused:** Karla Faucett, Dellfinia Hardy, Richard Thoele, Sandra Wall, Sunny Santiago, Rachal Valtakis, Aaron Cramer

**Staff in Attendance:** John Stead-Mendez, Robert Li, Nely Obligacion, Kristin Lynch, Ed Hanley, Boyan Biandov, Bill Petrone, David Canham, Lisa Morowitz, Peter Masiak, Jason Klumb, Kaden Kratzer, Cecille Isidro

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**Call to Order:**

**President Joseph Bryant called the meeting to order at 12:23 p.m.** Joseph congratulated all of the new board and that he is excited to work with everyone.

**Review of Agenda:**

Sasha Cutter asked to speak on an issue regarding the law firm. Tina Diep announcement on the Chinese New Year parade. Harold Powell AFRAM National Conference would like to request funds. Todd Nosanow discussion over hiring and representation.

**Email Tutorial:**

Boyan Biandov gave a brief review on how the IT supports the board.

**Action Items:**

**Meeting Schedule (April-December 2019):**

M/S/C (Jimenez/Meyer) to adopt the calendar as presented.

**E-Board Officers Release Time: J**

Joseph Bryant reported on those who were on full lost-time. These positions are responsible for addressing specific issues and running programs in different regions in the Local. M/S/C (Arantes/Meyers) to approve release time for full lost-time officers based on the new policy are: Joseph Bryant, Gary Jimenez, Mary Sandberg, Theresa Rutherford, Ramses Teon-Nichols, Sandra Lewis and Amos Eaton for 3 years.

**OUSD Strike Fund Request:**

Kaden Kratzer reported on the strike and participation. The number of people is not quite yet known, as the documentation is not yet available. It is requested that the strike fund be used for the members, who participated. M/S (Jimenez/Diep) to open the strike fund to reimburse these members once their documentation is made available. Discussion followed. The policy is that members are out for 4 days of the strike before the fund would kick in. This would be approximately 900 to 1,000 members. The pros

and cons over funding strikes and the impact it has on our Local was discussed. Sandra Lewis called the question. The motion passed.

**Board Reports/Announcements:**

Sasha Cuttler, RN Industry Chair:

He addressed issues pertaining to the unprofessional conduct of a representative with our law firm against our members and staff. It was reported that this is not a matter that the law firm is taking lightly, and it will pursue an investigation and handle appropriately.

Harold Powell, SF City & County Industry Chair:

He withdrew his request regarding funding for an upcoming AFRAM conference, as Derrick Boutte has answered his questions.

Todd Nosanow, Calaveras Area Representative:

He spoke about how we can expedite the hiring process, as we need to have full representation. Joseph Bryant spoke on what the challenges are, and how we are trying to streamline and expedite the process. It was said that any representation issues could be referred to Sandra Lewis (VP of Representation), in order to address any matters as quickly as possible.

Tina Diep, BFC Region-C Representative:

She reported on the Chinese New Year Parade from February. She also spoke about the history of the Chinese Railroad workers from 100 years ago. A video was shown from the parade honoring workers from the past, present and future.

E-Board agenda items:

President Bryant announced that requests for items to be placed on the Board should be sent no later than 1 week prior to each Board meeting to Joanne Cansicio.

**Meeting adjourned at 2:02 pm.**

Respectfully submitted,

Jan Schardt  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Sunday, April 28, 2019 – 11:00am-3:00pm,**  
**Oxford Hotel, Rohnert Park, CA**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary May Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Politics Gary Jimenez, 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, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Richard Thoele, Robert Taylor, Todd Nosanow, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Sunny Santiago, Tom Popenuck, Rhea Davis, Tina Diep, Aaron Cramer, Julie Meyers

**Executive Board Members Excused:** Sasha Cuttler, Felipe Cuevas, Geneva Haines

**Executive Board Members Absent:** Sandra Wall

**Staff in Attendance:** John Stead-Mendez, Robert Li, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Jason Klumb, Peter Masiak, Kaden Kratzer, Cecille Isidro, Boyan Biandov, Lisa Bui

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**Call to Order:**

President Joseph Bryant called the meeting to order at 11:24 a.m. A quorum was established.

**Review Agenda:**

The following modifications were made: move BFC vacant positions and swearing-in before *Member Comments*.

**Action Items:**

- **BFC Region A and Region E Vacant Positions:**  
President Bryant is recommending the following appointments:
  - a. Appoint Elizabeth Harrison to fill the BFC Region-A vacant seat;
  - b. Appoint Jessica Nila to fill the BFC Region-E vacant seat

M/S/C (Eaton/Taylor) to approve the appointments of Elizabeth Harrison and Jessica Nila, as recommended.

The newly appointed Board members, along with Board members, who were not present at the March Board meeting for the installation of the new Board, were sworn into office.

**Member Comments:**

- **Nancy Atwell, Retiree:**

She spoke about the *CA Clean Money Campaign*. Law was passed in 2017, which must show the top three funders of campaign ads of \$50,000 or more. She spoke about a new proposal and would like for the Local and SEIU State Council to support.

**Approval of the March 16, 2019 Minutes:**

President Bryant stated that the minutes from the March meeting were not yet available for review. By consensus, the Board agreed to table approval until the May meeting.

**Budget & Finance Committee Report:**

**4th Quarter Review:**

Karin Hendrickson and Robert Li presented the 4<sup>th</sup> quarter review. The Executive Summary report of the January-December 2018 financial review was distributed. It was explained that this report is intended solely for the use of the Executive Board.

**BFC Summary Report:**

Treasurer Amos Eaton gave a report on behalf of the BFC.

The BFC approved the following items:

1. **Mendocino County Contract Campaign Budget:**

The BFC approved the 2019 Mendocino County Contract Campaign Budget at up to a cost of \$28,480. The budget includes costs for items such as various worksite meetings, “purple items” and communication needs.

2. **North Coast Contract Campaigns:**

The BFC approved the North Coast Region Contract Campaign budget at up to a cost of \$43,000 for 11 contracts (Novato, Sausalito, San Rafael Childcare, Community Action Marin, Marin Superior Ct., Fort Bragg, Sonoma County Office of Education, Sonoma City and Sebastopol) that are due to expire in 2019. The plan includes holding various unity breaks, bargaining and CAT meetings. The budget includes costs for items such as “purple items” and a lead negotiator at three bargaining tables (Sausalito, San Rafael Childcare and Marin Superior Ct.).

3. **Labor Network for Sustainability:**

The BFC approved up to \$3,500 to fund registration and travel related costs for 4 Local 1021 participants (3 members and the climate justice workgroup chair) to the National Convergence in Chicago on June 28-30, 2019 “Strengthening Labor’s Voice to Help Shape the Green New Deal”.

There was discussion by the Board on the selection of candidates for conventions/convergences and a mechanism for a report back after.

4. **Administrative Professionals Day:**

The BFC approved up to \$1,000.00 to fund an appreciation acknowledgement for represented operations staff for Administrative Professionals Day on Apr. 24<sup>th</sup>.

Sandra Lewis shared with the Board a “thank you” from administrative staff for the recognition from the Board.

5. **Alameda County SSA Chapter Funds:**

The BFC approved chapter rebates for all Alameda County SSA chapter members at \$.40 per member, per month.



6. April 2-day E-Board retreat venue (approved via poll):

The BFC approved up to \$37,000 for venue related costs for the April 27-28 E-Board retreat.

The BFC approved the following Community/Allies Requests:

- RYSE Center:  
The BFC approved a donation of \$5,000 to the *RYSE* Center in Richmond (tier1).
- Oakland Rising:  
The BFC approved a sponsorship of \$5,000 to the Oakland Rising Progressive Party on June 20, 2019 (tier 1).
- Monument Impact:  
The BFC approved a donation of \$1,500 to *Monument Impact* in Concord (tier 2).
- 48 Hills:  
The BFC approved a sponsorship of \$5,000 to the *48 Hills* annual spring gala on May 2<sup>nd</sup> in San Francisco.

There was a request to include a blurb about the organization that requested for funding, and to include the Board member or committee, who requested or recommended funding.

**Action Items (continued):**

- BFC Recommendations:
  - A. San Joaquin County:  
The BFC recommends approving the San Joaquin County Contract Campaign budget for up to \$96,934.00. The plan includes various unity breaks, worksite meetings, bargaining team and CAT meetings, COPE sign-ups, as well as engaging with the community. The budget includes costs for items such as “purple items”, food for various actions/meetings, mailers and communication needs. M/S/C (Lewis/Jimenez) to approve the request, as recommended by the Board.
  - B. RBC Wealth Management:  
The BFC recommends moving \$1,500.00 from the PAX account to cover fees. M/S/C (Taylor/Park) to approve the request, as recommended by the BFC.
- Committee Appointments:  
President Bryant recommends to the Board to approve the following Committee appointments:
  - Appeals Committee:  
Sandra Lewis (Chair), Theresa Rutherford, Tom Popenuck, Yeon Park, Felipe Cuevas, Mary Duncan, Robert Taylor, Dellfinia Hardy
  - Personnel/Staffing Committee:  
Mary Sandberg (Chair), Sandra Lewis, Amos Eaton, Ramses Teon-Nichols, Gary Jimenez, Akbar Bibb, Yeon Park, Theresa Rutherford, Marcus Williams, John Arantes, Angel Valdez
  - Training Committee:

Sandra Lewis (Chair), Mercedes Riggelman, Ramses Teon-Nichols, Lorraine Bowser, Nathan Dahl, Yeon Park, Theresa Rutherford.

Policy Committee:

Ramses Teon-Nichols (Chair), Cynthia Landry, Rhea Davis, Sandra Wall, Gary Jimenez, Amos Eaton.

M/S/C (Popenuck/Santiago) to approve the Committee appointments, as recommended by President Bryant. Other potential committees may be considered to increase member engagement. Board members were asked to share any ideas with committee workgroups.

- Green New Deal Resolution:

At the December 2018 Executive Board meeting, the Board approved to support the framework and development of the *Green New Deal*.

A written resolution was presented for the Board to consider that Local 1021 go on record to request from SEIU International and SEIU California to:

*endorse House Resolution 109 and Senate Resolution 59 - Recognizing the Duty of the Federal Government to create a Green New Deal and urge all congressional representatives to co-sponsor the Resolutions, and urge all affiliated bodies and Labor Councils to do the same; and to support funding of the Green New Deal by progressive taxes such as the wealth tax, an increase in the top marginal tax rates for the wealthy to 70-80 percent as advocated by Rep. Alexandria Ocasio-Cortez and a reduction in military spending excepting veterans benefits.*

This resolution is being recommended by the Climate Justice Workgroup, SF COPE, SEJ Committee and West Bay Retirees. M/S/C (Landry/Bibb) to adopt the Resolution to Endorse The Green New Deal, as written.

**The meeting was temporarily suspended at 12:45 p.m. for a lunch break and reconvened at 1:12 p.m.**

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

Purple Workgroup

Treasurer Eaton read a statement developed by the Purple Workgroup for use of purple goods:

*1021 invests resources in purple goods to create a sense of belonging, solidarity, pride and power.*

*We recognize the importance of a thoughtful program to create visibility and connection among our members. Purple goods should help reflect union values, show who we are, convey the message 'stronger together' and empower us to fight for ourselves and our community.*

The Committee are also discussing how items can be accessed and when items should be used. A report will be provided at a later date.

**Director Reports:**

John Stead-Mendez reported on recent organizing wins with CA College of the Arts (CCA). The professors are already organized. This recent victory represents the remaining staff with CCA. Far Northern closed their contract reopener with on-going raises. He also spoke about an issue with SCUSD and the Teacher's Union, where Karla Faucett is helping to resolve. A meeting was held with the Solano member leadership to address some of the concerns the members' addressed with the Board in March.

Peter Masiak announced that the Alameda County contract 3-year extension was ratified.

David Canham gave an update on the SF City & County, SF RN's and SF MTA negotiations. Joint rallies with all bargaining units, which includes working collaboratively with members from Local 21, were held and had positive outcomes.

Jason Klumb reported that Sonoma County members ratified their contract. Some highlights of the agreement include a 4-year term, 10-14% COLA, equity for .5-11.5%, maintain 80/20 split on healthcare with 100% of family coverage with Sutter. Over half of the bargaining unit voted and 97% ratified.

Lisa Morowitz reported on the Racial Justice Center (RJC), which was established by the International. The RJC is a 3-day workshop. We have sent about seven (7) staff to the workshop. We also anticipate working in coordination with the RJC to do a workshop with our senior staff in June and hope to continue to build and do a workshop for staff, as well as the E-Board.

Robert Li reported on recruitment efforts to fill vacancies. He also gave a progress report on the development of the MRC internship program and Database Redesign.

**Announcements:**

- Alameda Health System (General Unit, San Leandro Hosp, RN Unit) Chapter Bylaws Amendment:  
It was announced that these chapter bylaws amendments were reviewed and found to be in compliance with the Local's Bylaws template. There were no objections raised.

**Executive Board Member Reports:**

- Tina Diep:  
She reported that the Asian Health Services submitted an entry on History of Golden Spike in the Chinese New Year parade and won an award.

**The Board moved to closed session at 1:54 p.m.**

**Executive Session:**

M/S/C (Jimenez/Bibb) to enter into a contract with Josie Mooney for up to 2-years at a rate equivalent to \$140k/per year to fulfill duties of the Deputy Executive Director position.

**The Board moved to open session at 3:32 p.m.**

Secretary Mary Duncan announced the action taken during closed session.

**The meeting adjourned at 3:33 p.m.**

Respectfully submitted by,

Mary Duncan  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, May 18, 2019 – 10:00am-5:00pm, Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, Sandra Lewis, Akbar Bibb, Mary Sandberg, Yeon Park, Theresa Rutherford, Marcus Williams, Jim Wise, Karla Faucett (by teleconference), Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, Monique Chaney-Williams, Felipe Cuevas (via videoconference), Richard Thoele, Robert Taylor, Evelyn Curiel (by teleconference), Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Sunny Santiago (by teleconference), Tom Popenuck, Rhea Davis, Tina Diep (by videoconference), Julie Meyers (by videoconference), Jessica Nila

**Executive Board Members Excused:** Ramses Teon-Nichols, Gary Jimenez, Nathan Dahl, John Arantes, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Elizabeth Harrison

**Staff in Attendance:** Robert Li, Kristin Lynch, David Canham, Lisa Morowitz, Kaden Kratzer, Bill Petrone, Peter Masiak, Cecille Isidro, Ana Wangeline

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**The meeting was called to order at 10:03 a.m. A quorum was reached.**

**Review of Agenda:**

The following modifications were made: Add poll announcement, Board reports; move member recruitment after regional reports.

**Member Comments:**

There were no member comments.

**Approval of the March 16 and April 28, 2019 Minutes:**

M/S/C (Eaton/Popenuck) to approve the March 16 and April 28, 2019 minutes, as presented.

**Regional Reports:**

A draft *Local Purpose* document was read. Cynthia Landry recommended adding Retirement Security. There was a request to provide the document to the Board. Discussion that this document can be a good tool to share with member leaders. Draft strategic next steps were also presented, which includes regional program plans, resource member leaders, use of the MRC, expand E-Board visibility, transform role of organization and holding ourselves responsible.

Regional Vice-Presidents reported on the various *Meet & Greet* events that have been held or being planned.

Region A, Akbar Bibb: Members appreciated the visit by E-Board members at the worksites, including remote areas. There was interest in actions and for the NEO video.

Region B, Mary Sandberg: Enthusiastic turn out from the Meet & Greets. The team is strategizing on how to deal with geographical distance when trying to bring the region together. Regular monthly regional board meetings are held where other leaders are invited. Some of the region's targets include; developing COPE, identifying low-density chapters and strategizing member outreach. The team is also working on expanding meetings to smaller chapters and also plan to have dialogue about contract issues and developing support especially with cities as contracts are expiring.

Region C, Yeon Park: Regional officers plan to meet bi-monthly to continue to plan together. Plan to have Meet & Greets in multiple areas to reach more members. The team is also planning to work with chapters to build chapter structures and develop leadership teams. They also plan to provide contract negotiation support where needed.

Region D, Theresa Rutherford: Several large contracts have been in negotiations in the Region and as a result there have not been any regional or leadership meetings held. The leadership team has set recurring meetings starting in June to beginning planning.

Regional E, Marcus Williams: Members expressed appreciation for Board members who attended the Meet & Greet in Stockton. The regional team also had its first meeting and plan to invite other chapter leaders to participate in planning meetings. The team is working on mapping to do outreach at worksites.

It was also reported that there has been some discussion about possibly developing an intern program to help with internal campaigns and also develop a program to provide training and mentorship for members. There is also interest in tapping into the youth who have become activists or led various actions/campaigns to encourage them to continue their work and possibly provide a platform for further development.

**Presentation – Member Recruitment:**

Sandra Lewis presented a video of the *Dos and Don'ts* reaching out to new members. Some examples of when this tool can be used are at steward council meetings, new member leaders being developed or at regional meetings.

**The meeting was temporarily suspended for a lunch break at 11:39 a.m. and recovered at 12:16 p.m.**

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary report of motions approved by the BFC at its May meeting.

**The BFC approved the following items:**

1. Consultant, Margolies & Potterton:

The BFC approved to authorized Robert Li to enter into a consultant contract with Margolies & Potterton for up to \$35k to recruit Field Director level positions, if necessary.

2. Sr. Staff Event:  
The BFC approved up to \$750.00 for food related costs for the senior staff Racial Justice engagement/meeting on June 27-28.
3. Asian Pacific American Labor Alliance (APALA) Convention:  
The BFC approved to fund up to \$6,575 for registration and travel related costs for six (6) members to the APALA 15<sup>th</sup> Biennial Convention on Aug. 8-9 in Las Vegas.
4. LaClinica Contract Campaign:  
The BFC approved funding of up to \$28,150 for the LaClinica Contract Campaign. The current contract is due to expire on 8/30/2019. The budget includes costs for items such as “purple items”, t-shirts, media needs, food costs for various worksite meetings/rallies and lost-time for two (2) members from June-August.
5. Oakland Housing Authority Contract Campaign:  
The BFC approved funding of up to \$3,762.50 for the Oakland Housing Authority Contract Campaign. The current contract is due to expire on 6/30/2019. The budget includes costs for items such as “purple items” and food costs for various meetings and actions.
6. East Bay Leadership Team:  
The BFC approved funding of up to \$1,000 for the work of the East Bay Leadership Team through June 2019. The budget will go towards costs for items such as food for chapter leadership/worksite meetings and other logistical costs.

The BFC approved the following Community/Allies Requests:

- East Bay Alliance for a Sustainable Economy (EBASE):  
The BFC approved to sponsor the EBASE 20<sup>th</sup> Anniversary event on Dec. 5, 2019 in the amount of \$10,000 (tier 1). Note: funding for this expense may potentially come out of the Resource Agreement.

Recommend/Presented by: Yeon Park

EBASE has been strategic partner with SEIU 1021 in the past. EBASE is building a just economy in the East Bay and continue to fight for our people, our communities, and our future together. EBASE has been also partner with SEIU 1021 in raising a minimum wages, enforcement, and housing justice work in Eastbay.

- Mission Hiring Hall:  
The BFC approved a donation of \$500.00 to the Mission Hiring Hall fundraiser on May 13<sup>th</sup> in San Francisco (tier 3).

Recommended/Presented by: Joseph Bryant

Mission Hiring Hall is a non-profit community-based organization that has been providing job readiness and job placements services since 1971.

- LaborFest  
The BFC approved \$500.00 for a half page Ad in the 2019 LaborFest program (tier 3).

Recommended/Presented by: Pete Albert

This year is the 26th anniversary of LaborFest. LaborFest is the month-long festival, every year in July, to commemorate the historic San Francisco General Strike and coast wide maritime strike in 1934. It celebrates working people and the contributions they make to our society.

- United Seniors of Oakland and Alameda County:

The BFC approved a contribution of \$500.00 to the United Seniors of Oakland and Alameda County's 28<sup>th</sup> annual convention on June 7<sup>th</sup> in Oakland (tier 3).

Recommended/Presented by: Peter Albert

The USOAC is a grassroots, multi-ethnic, intergenerational nonprofit organization focused on issues of concern to Alameda County seniors and their allies. For more than 25 years USOAC has helped to empower older adults throughout Alameda County by serving as a catalyst for a positive change and contributing to the betterment of senior citizens and the broader community. USOAC collaborates with the disabled communities, youth, senior service providers and others.

- Dyke March:

The BFC approved a sponsorship of \$300.00 to the 2019 Dyke March on June 29<sup>th</sup> in San Francisco (tier 3).

Recommended by: Lavender Solidarity Committee (Eileen Berken):

Continuing the tradition of celebrating in Dolores Park, the Dyke March will hold a rally that will be occupied by Dykes, Queers and allies on Pride Saturday. By claiming Dolores Park, we are taking a stand against the forces that are dividing our communities.

- Trans March:

The BFC approved a sponsorship of \$400.00 to the 2019 Trans March on June 28<sup>th</sup> in San Francisco (tier 3).

Recommended by: Lavender Solidarity Committee (Eileen Berken):

The SF TransMarch is San Francisco's largest transgender Pride event and one of the largest trans events in the county.

### **Action Items:**

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

A. Lost-Time Officer Payment:

The BFC recommends to make an exception to the current Lost-Time Policy around the twenty-one (21) days rule to pay an Officer's lost-time. Per policy, lost-time reimbursement forms must be submitted within 21 days of the completion of the lost time assignment. There was discussion to reexamine the policy and refer to the Policy Committee, as the current policy may be too restrictive. Board members spoke in favor or against the recommendation. M/S/C (Sandberg/Valdez) to approve the recommendation to make an exception to the current policy on Lost-Time reimbursement.

B. North State Labor Federation, CLC:

The BFC recommends to the Board to affiliate with the North State Labor Federation CLC at a per cap of \$0.25 per member/per month at approximately \$750.00 for the year. The North State Labor Federation represents Butte/Glenn counties where about 250 Local 1021 members work. M/S/C (Williams/Wise) to approve the request, as recommended by the BFC.

C. PAC Transfers:

The BFC recommends to the Board to transfer funds into the Candidate and Issues PAC accounts in preparation for the March 2020 election, with the understanding that the formula (per member/per month calculation) will be presented at the May E-Board meeting. The current calculation is \$.84/per month for Candidate PAC and \$.69 for Issues PAC. M/S/C (Landry/Taylor) to increase the payments to \$2.01 per member, per month for the Candidate PAC, and \$1.62 per member, per month for the Issues PAC beginning the month of June 2019 through October 2019.

D. Resource Agreement:

The BFC recommends to the Board to adopt the Resource Agreement with the International, as presented to the BFC. M/S/C (Popenuck/Valdez) to adopt the 2019 Resource Agreement, as presented.

Policy Committee Appointment:

M/S/C (Landry/Eaton) to add Pete Albert to the Policy Committee.

**Announcement:**

Executive Board Action via Poll:

Secretary Mary Duncan announced the Board passed via poll to extend temporary employee Nato Green through up to November 4, 2019. He is temporarily serving as extra help leading and coordinating various bargaining tables, including *SF Registered Nurses, Mills College Faculty, Dominican University Faculty and Saint Mary's College Faculty*.

**Executive Board Reports:**

Cynthia Landry, Retirement Security Chair:

She reported that the SFERS program was making changes in allocations of funds/products that were not meeting benchmarks. Benchmark is for investments to make 7.4%. The AFLCIO HIT has consistently made returns of over 6%, but not at the benchmark and is in danger of being dropped. She would also like to see Uber & Lyft Drivers be organized as their jobs are not livable.

Jim Wise, Courts Industry Chair:

He reported on the Courts lobby day where 56 members and staff from SEIU met with 17 members of legislature personally and also completed 56 office meetings. There was a successful impact on the senate budget committee.

Sasha Cuttler, RN Industry Chair:

He reported on the Nurse Alliance lobby day. Some of the target issues are staffing in hospitals. Hospitals face no penalties for violating the state mandated staffing ratios. There is movement in legislature to add penalties for violation.



Sasha Cuttler also reported on a press conference he had with Nancy Pelosi on a petition to reverse final regulations which was established by Health & Human Services (HHS) to prioritize religious beliefs over the care of patients. The House of Representatives passed Equality Act into Civil Rights Act. He would like SEIU to do a friendly endorsement to support the lawsuit filed by the City & County of San Francisco against the Federal Department of Health & Human Services regarding allowing denial of services based on religious beliefs. M/S/C (Meyers/Landry) to approve the endorsement.

Joseph Bryant, President:

President Bryant reported that the September Board meeting will be a 2-day training/meeting (9/28-9/29). Bernard Moore with the SEIU International will be attending to help facilitate a workshop/training with the Board.

**Break from 1:58 p.m. to 2:09 p.m.**

**Field & Program Director Reports:**

Written director reports were sent to the Board.

Peter Masiak:

He gave an update on the City of Oakland bargaining. He also reported on the Contra Costa County chapter elections.

Bill Petrone:

He reported on the San Joaquin bargaining. The team is working to incorporate two core strategies into the negotiation work by integrating the bargaining team into CAT teams. There are also three races for Board of Supervisors that are coming up.

Kaden Kratzer:

There are various contracts that are up in Schools. He reported on chapters that preparing to start negotiations. He also reported on recent contract ratifications, such as the Oakland USD, which was ratified in tandem with the Teachers contract. Karla Faucett, Schools Industry Chair, added that there are member blitz being orchestrated in Sacramento USD around layoff hearings.

Cecille Isidro:

She reported that the communications team has stepped up their skill set. The team has been able to complete work in-house instead of engaging outside PR & marketing for placement in local and national media. The team has been able to lift up member voices to a national level. They are leveraging digital tools to increase member engagement and online targeting regarding contract issues, including use of texts.

Lisa Morowitz:

She has been working with communication and field staff to put together a member census. We are looking for members to weigh in on issues important to them, and also looking to

capture information about members (i.e. own/rent, commute time, etc). There is a plan to engage stewards and provide a link to the census.

Kristin Lynch:

She highlighted the work of recent newly organized members. She also spoke about lots of upcoming political work and improving member engagement.

**Operations Report:**

Robert Li reported on the progress of the following:

- a. MRC: progress on key component; Digital Learning Platform. Arrange for 4 consultants to help with online architecture.
- b. Database redesign: have test modeled 65% of membership headcount. Successful
- c. Performance: finished 1<sup>st</sup> quarter performance reviews regarding meeting goals
- d. Talent management: new finance manager will be coming onboard permanently (previously temp). Have been able to shrink workload of remaining staff
- e. Resource management: How well do we get revenues in? Audit: 10-20% increase in COPE and membership contributions coming in.
- f. Time for Vision for Power work: statistical random sampling for LM2s. Previous years it took 60 business days to complete forms to report to government. Plan to implement random sample in July which should reduce to 5 days.

**Personnel/Staffing Committee:**

Mary Sandberg, PSC Chair, reported on the various staff open positions in the field and program, as well as operations. She reported on positions that have completed the screening and interview process, or have interviews pending/scheduled. She stated that one of the goals of the PSC is to bring regular reports to the Board.

**The Board moved to Executive Session at 2:54 p.m.**

There were no actions taken during closed session.

**The Board moved to open session at 3:29 p.m.**

**The meeting adjourned at 3:34 p.m. in a moment of silence to honor member leaders, who passed recently – Rebecca King-Morrow and Lisa Tabega.**

Respectfully submitted by,

Mary Duncan  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, June 22, 2019 – 10:00am-5:00pm, Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols (by video), VP of Politics Gary Jimenez, 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 video), Nathan Dahl, Jim Wise, Karla Faucett (by video), Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, John Arantes, Felipe Cuevas, Richard Thoele, Robert Taylor, Mercedes Riggleman, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Rhea Davis, Tina Diep (by video), Julie Meyers (by video), Jessica Nila

**Executive Board Members Excused:** Dellfinia Hardy, Derrick Boutte, Monique Chaney-Williams, Todd Nosanow, Sandra Wall, Evelyn Curiel, Sunny Santiago, Tom Popenuck

**Staff in Attendance:** John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Lisa Morowitz, Bill Petrone, Del Mallory, Jason Klumb, Peter Masiak, Kaden Kratzer

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**President Joseph Bryant called the meeting to order at 10:06 a.m. A quorum was reached.**

**Review of Agenda:**

The following changes were made: move Executive Session after lunch; add - closed session item from Cynthia Landry; table to July – BFC Region E vacancy.

**Member Comments:**

- Kristin Loomis, Retiree:  
She spoke about Retirees organizing and the Single Payer Medicare for All caucus.
  
- Greg Marro, Retiree:  
He spoke about a recent NLRB ruling against SEIU.

**Approval of the May 18, 2019 Minutes:**

Cynthia Landry requested a correction regarding her report on SFERS. M/S/C (Park/Valdez) to approve the May 18, 2019 minutes, with the correction requested by Cynthia Landry.

**President's Report:**

President Joseph Bryant gave a report on the June International Executive Board (IEB), where he and other Officers/Staff attended. Joseph was appointed and accepted a seat on the International Executive Board. Local 1021 was acknowledged for our work in corporate accountability in our contract campaigns. He also reported on other buckets of work discussed at the IEB meeting, such as the Unions for All Summit, Green New Deal, Racial Justice, 2020 Political Turnaround and Together We Rise.

There are four specific areas that the Board will have more in depth conversations on in the coming months: Racial Justice, 2020 Political Turnaround, Unions for All Summit and Together We Rise (TWR).

There was discussion on our TWR goals, which includes increasing our COPE, increase member density, recruit & engage member leaders/activists and wraparound engagement with new hires. There was a request to provide a monthly status report.

**Proposed Resolutions:**

It was explained that the usual protocol for resolutions is to present a first reading of the document(s) to the Board, then present as second reading at the next scheduled Board meeting. Requests that are time sensitive may be considered for immediate action.

Gary Jimenez presented the following proposed resolutions recommended by the COPE Committee:

1. *Oppose DCCC Rule Blacklisting Organizations that Support Democrats Running Against Incumbents*
2. *Member Engagement for 2020 Presidential Candidate Endorsement Process*

There was no action taken by the Board at this time. A second reading will be presented at the July meeting.

Martha Hawthorne, Retiree, presented a proposed resolution to *Endorse and Join the “Last Chance Alliance”*. She shared that there is national convention in Chicago beginning on June 28<sup>th</sup> (“Strengthening Labor’s Voice to Help Shape the Green New Deal”), where she and few 1021 members will be attending; and it would be helpful to have this resolution passed prior to going. Due to the time sensitive nature of this request, a poll will be sent to the Board.

**The meeting was temporarily suspended at 12:15 p.m. for a lunch break and reconvened at 12:40 p.m.**

**The Board moved to Executive Session at 12:41 p.m.** There were no actions to report out from closed session.

**The Board moved to open session at 2:57 p.m.**

**Member Census Update:**

At the May Board meeting, it was announced that a *Member Census* was being developed. Lisa Morowitz gave a preview of the survey that will be sent to members electronically. Promotional materials, such as postcards that includes the link to the survey, will also be developed. Individual responses will be kept confidential. Once the link is ready to be launched, the Board was asked to have an instrumental part to spread the word and encourage engagement. A preview will be sent to the Board, prior to going live.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary report of motions approved by the BFC at its June meeting.

The BFC approved the following items:

1. Capital and Main:  
The BFC approved \$30,000 to renew the *Capital and Main* Agreement.  
Note: In July 2014, the Board approved to form a partnership with *Capital and Main*, which is a non-profit on-line news publication that covers labor, politics, economics, environmental and social issues.
2. Racial Justice Staff Workshop:

The BFC approved up to \$600.00 for food related costs for the Racial Justice field and program staff workshop on July 17<sup>th</sup> in Berkeley.

3. East Bay Region:

The BFC approved to fund the East Bay Region work at up to \$29,000, with the understanding that the budget would not include toy purchases or gift cards. The budget includes food costs for chapter leadership or worksite meetings, leadership retreat, facility rental costs, “purple items” and print materials/signage. The goals of the East Bay Region include engaging and to inoculate all East Bay chapter leaders and members, mentor/educate and train leaders, strengthen power at worksites, build political power in our communities and build strong bargaining strategies.

4. City of Oakland Contract Campaign:

The BFC approved to use funds in the existing approved campaign budget for City of Oakland to carry out “push calls”.

The BFC approved the following Community/Allies Requests:

• North Bay Jobs with Justice:

The BFC approved \$400.00 to the North Bay Jobs with Justice (NBJWJ) to help pay costs for a policy brief around City of Sonoma’s Minimum Wage Ordinance (tier 1).

*Recommended/Presented by: Mary Sandberg*

*NBJWJ commissioned a report to assist in driving initiations for a \$15.00 minimum wage ordinance at North City councils. Successfully passed at Sonoma City Council intended to be presented at Santa Rosa and Petaluma City Councils.*

• ACCE:

The BFC approved a donation of \$5,000.00 to ACCE to support the organization’s work (tier 1).

*Recommended/Presented by: Gary Jimenez*

*ACCE is a tier 1 ally of the Union. We have worked with ACCE on tenant campaigns in Concord, Richmond, Santa Rosa and statewide on Prop 10. They have supported our contract campaigns and help organize for our strikes and picket lines. ACCE is an on-going partner that is at the highest level of community partnership. Their work is our work and many of their members are our members.*

• Council on Community Housing:

The BFC approved a donation of \$550.00 to the Council on Community Housing (CCHO) to sponsor sending a CCHO delegate to a conference called *Bargaining for the Common Good Housing Convening* in Chicago on July 29-30 (tier 2)

*Recommended/Presented by: David Canham*

*Bargaining for the Common Good Housing Convening is being sponsored by the Labor Center at Georgetown University in Washington DC, who works to coordinate research support and cross-sector campaigns for labor and community. SEIU Local 1021 will be to work with other unions and community groups from this region on thinking further ahead and more strategically about fighting for housing for our members and working class communities generally. 1021 staff will also be attending this event, along with ACCE, United Educators of San Francisco, AFT Local 2121 (representing City College of San Francisco faculty), and AFSCME Local 3299 (representing University of California workers). We would be working with UESF to co-sponsor reps from small community groups, specifically the Council of Community Housing Organizations. CCHO is the umbrella of many community-based affordable housing and anti-gentrification groups. It carries political advocacy work for its members, including a number of nonprofits represented by*

our local, including Community Housing Partners, Progress Foundation, and Conard House. We are usually aligned with CCHO in our political work in San Francisco. Sponsoring them to join us at this convening gives us an opportunity to deepen this key alliance, and coordinate our political work on housing, the work of our members in the nonprofit sector, and our collective bargaining for the common good campaigns in the public sector.

- Vallejo Stonewall Festival:

The BFC approved to donate \$500.00 to the Solano Pride Center to support the organization's Vallejo Stonewall Film Festival on June 13<sup>th</sup> and 14<sup>th</sup> (tier 3).

*Recommend/Presented by: Jan Schardt*

*Solano Pride Center was founded as the Advisory Committee for Gay, Lesbian, Bisexual and Transgender Youth in 1998, Solano Pride quickly broadened its focus and changed its name. Over the years Solano Pride has offered a variety of community building, recreational, and informational activities, including an information and referral line, a speakers bureau, and weekly groups for women, men, and youth.*

- S.F. Living Wage Coalition:

The BFC approved \$5,000 to sponsor the SF Living Wage Coalition annual dinner/fundraiser on July 9<sup>th</sup> in San Francisco (tier 1).

*Recommended/Presented by: Pete Albert/Ramses Teon-Nichols*

*The Living Wage Coalition is a low-wage worker advocacy organization fighting for economic justice. They are actively campaigning to reverse income inequality and wage disparity. We are advancing local campaigns and projects that can be models for policies to address the fundamental causes of income inequality. The Living Wage Coalition was initiated in 1998 by labor unions, community organizations and religious congregations to develop a movement led and democratically run by low-wage workers*

- A. Philip Randolph Institute (APRI) SF Chapter:

The BFC approved a donation of \$5,000 to the APRI SF Chapter to support the organization's annual fundraiser/dinner in June (tier 1).

*Recommended/Presented by: Theresa Rutherford*

*A. Philip Randolph Institute San Francisco (APRISF) is a non-profit organization that has served residents of San Francisco, particularly in the Bayview-Hunters Point community since 1994. Our mission has been to support racial equality and economic justice and to advocate for economically disadvantaged communities through community engagement and civic participation. APRISF has collaborated with SEIU on many campaigns for over 15 years, and continues to support on current fights including voter/civic engagement, diversity and inclusion in hiring, and organizing in the community against right to work.*

There was a request for a report of current expenditures from the Community Allies budget line. A report will be brought back next month.

### **Action Items:**

- City of Oakland Chapter – Strike Sanction Request:

Peter Masiak gave a brief update on the City of Oakland negotiations. The Union has filed ULP charges. The employer has engaged in direct dealing with our members. They have also prematurely declared impasse. There was a request to pre-authorize a strike sanction in the event the membership moves to vote for a strike. M/S/C (Sandberg/Landry) to authorize a strike sanction for the City of Oakland chapter, contingent on a strike vote and approval by a majority vote by the City of Oakland members to authorize a strike.

## **Executive Board Reports:**

- **Training Committee Report:**  
Sandra Lewis and Nathan Dahl reported on behalf of the Training Committee. A report was provided on trainings held in the 1<sup>st</sup> Quarter of 2019. Requested feedback from directors about what trainings people are interested. Have had one training that was held during the day, which was popular. The committee would like to identify members to assist in the trainings and encouraged proactive outreach to chapters. Board members interested should contact Nathan.
- **MRC Report:**  
Sandra Lewis gave a brief report on the MRC. There is a plan to have the MRC do outbound calls, instead of just receiving calls. They are also trying to be more proactive to answer questions of members, instead of just sending to staff voicemail. They have also launched providing/reserving use of a Zoom link by calling the MRC. She also spoke about new member sign-ups and weekly Unionware dashboard reports of new sign-ups.
- **Schools & Community First Ballot Measure:**  
Gary Jimenez reported that the work to rollout trainings, presentations and materials to members is starting. Board members should email Gary, if interested in having a presentation at chapters or regions.  
  
He also spoke about COPE contributions. Board members, who may not be currently contributing, are encouraged to sign-up.
- **Organizing:**  
Ramses Teon-Nichols reported. He spoke about a statewide organizing drive. He also spoke about an upcoming action on June 28<sup>th</sup> for *Gig* workers, and asked for the Board's support.

## **Executive Director Report:**

John Stead-Mendez announced that written Director reports were sent to the Board. He also reported on staffing, such as recruiting, filling vacancies and holding interviews, which will continue to be a priority. Staffing announcements – Del Mallory was awarded the Region-A field director position, and Josie Mooney as the Deputy Executive Director. He also gave a brief report on the Solano Co. negotiations.

## **Operations Report:**

Robert Li reported on the progress of the Vision for Power work. Staffing announcement - we were able to recruit for and fill the Personnel Director position. He also reported on the progress of enhancing the overall MRC platform. He presented a data tool that can produce graphs to show member density; then, folks can click on the graph to expand more detail within the report.

**The meeting adjourned at 4:29 p.m. in honor of Rebecca King-Morrow.** Rebecca was a long-time SEIU member leader and activist, who recently passed away.

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, July 27, 2019 – 10:00am-5:00pm, Fairfield, CA**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Gary Jimenez, 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 (by video), Nathan Dahl, Dellfinia Hardy, Harold Powell, Pete Albert, Cynthia Landry, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Robert Taylor, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Sunny Santiago, Elizabeth Harrison, Tom Popenuck, Rhea Davis, Tina Diep (by phone), Julie Meyers (by zoom)

**Executive Board Members Excused:** VP of Politics Gary Jimenez, Jim Wise, Karla Faucett, Angel Valdez, Derrick Boutte, Richard Thoele, Geneva Haines

**Executive Board Members Absent:** Jessica Nila

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**President Joseph Bryant called the meeting to order at 10:02am. Quorum was established at 10:09am.**

**Review of Agenda:**

The following change was made: move proposals for new BFC members after Schools & Communities initiative. The agenda was adopted by consensus.

**Member Comments:**

- Greg Marro, Retiree: He spoke about the need to start the work now to engage members on the 2020 election.
  
- Faith Wallace: She spoke about her case pertaining to wrongful termination.

**Schools and Community First Presentation:**

Andrea Mullarkey, Alameda County COPE Chair, gave an overview on the Schools & Community First campaign. She reviewed how we got here: Prop 13 large corporations were biggest winners as their property taxes have remained low. Estimated communities are losing \$11b every year because of this loophole, which has resulted in declining city & county revenue. Spending on schools in California has fallen from 7<sup>th</sup> to 41<sup>st</sup> behind Texas & Oklahoma. Schools & Communities First will assess Commercial & Industrial properties at fair market value. There is a provision to help Small Business, if property is worth less than \$2million, and eliminates business & personal property tax. Funding to be distributed 45% to schools and 55% to local governments. Will not change Prop 13 for any residential property.

The Board was asked to join the campaign by texting “Our Future” to 97779 or email Andrea Mullarkey. Beginning in October, will be gathering signatures to get this on the ballot in November 2020. Board members were asked to pick a date in the months ahead to take a stack of signature papers. There is also an effort to work with the City Councils to get endorsements. Volunteers to help lobby City Councils is also needed.

**Action Items**

**BFC Region B and Region E Vacant Positions:**

Travis Balzarini (Sonoma County Chapter member) and Cheryl Hicks (San Joaquin County Chapter



member) were introduced. The Board was asked to consider appointing Travis Balzarini to the *BFC Region B* vacant seat and Cheryl Hicks to the *BFC Region E* vacant seat. Regional Vice Presidents Mary Sandberg (region B) and Marcus Williams (region E) spoke in favor of the appointments of the members from their respective regions. M/S/C (Taylor/Curiel) to approve the request. Travis and Cheryl were sworn into office.

#### **Together We Rise Presentation:**

President Bryant gave an overview of the *Together We Rise* (TWR) work. He gave a recap of the Union's TWR pre-Janus work, including goals that were previously adopted by the Board and our lessons learned. He also spoke about the next steps moving forward to continue the TWR work and applying our learning lessons from the past.

A draft document was provided that outlined the proposed TWR Union-Wide organizational goals and conceptual framework on strategies moving forward, which include the following buckets of work:

- Grow Our Labor Movement
- Build Our Worksite Power
- Reclaim Democracy
- Unite with our Communities
- Leadership and Activism

The Board was asked to consider adopting the goals and framework outlined in the written document. M/S/C (Rutherford/Lewis) to adopt the goals and framework, as presented.

**The meeting was temporarily suspended for a lunch break at 12:36pm and reconvened at 1:12pm.**

#### **Action Items (continued):**

##### Proposed Resolutions – 2<sup>nd</sup> Reading

A second reading of the following proposed Resolutions were presented:

- a. Oppose DCC Rule Blacklisting Organizations that Support Democrats Running Against Incumbents:

*Resolution from SEIU 1021 San Francisco COPE, recommending to SEIU 1021 Local COPE, to Oppose DCCC's rule Blacklisting Organizations that Supports Dems running against Incumbents For consideration at May 2, 2019 SF COPE meeting*

*Whereas the Democratic Congressional Campaign Committee (DCCC) codified in ~~written~~ **writing** in March of this year, the Committee's current practice that prohibits the DCCC from doing business with consultants or vendors working for a primary challenger to a sitting Democratic Party incumbent;*

*Whereas the DCCC, in implementing this new rule, is using tens of millions of dollars collected from Democratic contributors to seriously discourage support for new voices within the Democratic Party in Congress;*

*Whereas this new policy means effectively '~~blackballing~~' **blacklisting**' talented consultants who violate the new written rule, and making it less likely for more left-wing and progressive Democratic Party women and people of color to win elections against more centrist and conservative Party incumbents;*

*Whereas progressive, new members of Congress such as Reps. Alexandria Ocasio-Cortez of New York and Ayanna Pressley of Massachusetts would likely not have been elected without the support of such independent organizations;*

*Whereas the Democratic Party leadership has acclaimed the 2018 election of the most diverse Congress in the history of the United States;*

*Whereas current Congressional Representatives such as Reps. Alexandria Ocasio-Cortez of New York, Ayanna Pressley of Massachusetts and Ro Khanna of California who beat Democratic incumbents oppose this anti-democratic rule, and are now championing important campaigns such as criminal justice reform, the Green New Deal, protections against workplace violence, and opposition to President Trump's anti-immigrant agenda;*

*And Whereas SEIU Local 1021 members believe that a more diverse Congress, and a more progressive Congress is in the best interests of working families, and that a democratic process with a level playing field for all candidates to compete is at the very core of our nation's democracy;*

*Therefore be it Resolved that SEIU Local 1021 opposes this anti-democratic rule, and urges the DCCC to cease implementation immediately; and*

*It is further resolved that SEIU Local 1021 will urge our International Union and the SEIU California State Council, to oppose this rule, and financially support organizations and political consultants who assist Democrats running against Congressional Democrat incumbents when our members determine that new candidates would better serve the interests of working families; and*

*It is further resolved that SEIU Local 1021 will inform our Congressional representatives of this opposition in writing, and ask them to join the campaign against this anti-democratic rule; and  
It is further resolved that SEIU Local 1021 will ask affiliated Labor Councils to also oppose this rule and urge the AFL-CIO to also stand up for a democratic process and oppose this rule.*

M/S/C (Eaton/Landry) to adopt the Resolution with corrections.

b. Member Engagement for 2020 Presidential Candidate Endorsement Process:

*WHEREAS, SEIU represents 2 million workers in the United States, Canada and Puerto Rico through 150 local union affiliates and 15 state councils; and*

*WHEREAS, SEIU's mission statement as codified in the SEIU 2016 Constitution and Bylaws underscores our shared vision where "workers have a meaningful voice in decisions that affect them..." and "where the collective voice and power of workers is realized in democratic, equitable and progressive unions;" and*

*WHEREAS, SEIU's mission statement further states that "To achieve this vision ... we must provide meaningful paths for member involvement and participation in strong, democratic unions" and that "we believe our power and effectiveness depend upon the active participation and commitment of our members, the development of inclusive SEIU leaders, and solidarity with each other and our allies;" and*

*WHEREAS, under the SEIU Member Bill of Rights and Responsibilities in the Union all members have "the right to have opinions heard and respected, to be informed of union activity..." and the responsibility to "help build a political voice for working people;" and*

*WHEREAS, SEIU's International Executive Board is committed to working with all Locals to: (1) see members and workers at the center of the 2020 presidential election, (2) engage members in an issue-driven political campaign, and (3) have Local-designated members participate in candidate forums like the National Forum on Wages and Working People, (co-sponsored by the Center for American Progress), held on April 27, 2019 in Las Vegas, Nevada); and*

*THEREFORE, BE IT RESOLVED, that SEIU 1021 at the request of SEIU International Executive Board shall develop a Local wide membership political-engagement plan. SEIU Local 1021 will publish a formal membership engagement plan through which all SEIU Local 1021 members will have the opportunity to make an impact in the 2020 presidential election by participating in the political discussions throughout Local 1021 regarding the issues at stake in the 2020 Presidential Campaign.*

*BE IT FURTHER RESOLVED, that SEIU Local 1021 will provide (1) a selection criteria/process for those members who would represent Local 1021 at candidate forums that SEIU and SEIU State Councils throughout the country will be organizing, and (2) a meaningful mechanism for all its members to provide feedback to our SEIU International Executive Board about candidates for President of the United States and,*

*BE IT FURTHER RESOLVED, that SEIU 1021 requests of SEIU International Union that all future events hosted by SEIU International Union where candidates for President of the United States are engaged in debate or discussion will be held at union venues and produced with union labor.*

M/S/C (Landry/Lewis) to adopt the Resolution.

**Approval of the June 22, 2019 Minutes:**

M/S/C (Eaton/Nosanow) to approve the June 22, 2019 minutes, as presented.

**Executive Board Reports:**

- MRC: Sandra Lewis reported
  - Updates: She spoke about how work was previously spent that included 25% Administrative tasks, 50% Inbound calls and 25% New member packets sent monthly. The work now to revamp the MRC includes 10% New Member Experience, 8% UW Weekly Dash Board, New Member packets sent weekly, 20% New Hire/Non-Member sign up. There's a plan to do outbound calls to try to sign up new members, 10% Field Support outbound calls for events & process dues checks, 10% Training registration support, 25% All Call that include verifying member info and COPE ask, 5% Zoom reservations.
  - Member Internship Program Overview: A powerpoint was presented that included a Review of Goals, Recruitment, Application Process, Agreement & Compensation, Member Internship Program Development Team, Skills Developed, Orientation, Advertising/Promoting

**Policy Committee Report:**

A first reading of the following draft policies were presented:

- a. Policy on Chapter Funds held Externally:  
Ramses Teon-Nichols and Robert Li gave an overview of the draft policy.
- b. SEIU Local 1021 Code of Ethics Policy:  
Mary Sandberg and Yeon Park gave an overview of the draft policy. It was explained that the current ethics policy does not address chapter leaders, which this draft policy attempts to correct.

The Board was asked to review the proposed policies and send any feedback or recommended changes to Ramses Teon-Nichols.

**Executive Board Member on Full-Time Release Policy:**

Mary Sandberg and Robert Li presented an overview of the proposed language to consider adding in the Executive Board Members on Full-Time Union Compensated Leave policy under the *Vacation* section, which addresses vacation accrual. M/S/C (Arantes/Dawkins) to accept the changes as presented.

**Budget & Finance Committee Report/Recommendations:**

Treasurer Amos Eaton presented a summary of motions approved by the BFC at its July 27, 2019 meeting.

The BFC approved the following item:

1. Region B – North Coast Region Budget:

The BFC approved to fund the Region B *Together We Rise* work (July 2019 to Dec. 2019) at up to \$10,280.00. The goals of the plan includes an 80% member density in all chapters, 100 new COPE contributors at \$10.21 and 200 members participating in political activities for 2020. The budget includes food costs, facility rental costs, printed materials and “purple” items.

The BFC approved the following Community/Allies Requests:

- Oakland Pride:

The BFC approved a sponsorship of \$1,500 for the Oakland Pride event on 9/8/2019 (tier 2).

- S.F. Jobs with Justice (SFJWJ):

The BFC approved to pay the 2019 SF Jobs with Justice annual dues at \$20,000 (tier 1).

- Philippines Human Rights Committee:

The BFC approved a donation of \$500.00 to the SF Committee for Human Rights in the Philippines to help fund travel related costs to the Philippines for community members.

**Action Items (continued):**

August E-Board Meeting:

(M/S/C Taylor/Davis) to have a dark hall for the month of August.

**Executive Director Report:**

John Stead-Mendez announced that written director reports were emailed. He also gave a brief report on the following items:

- Solano County: Follow up with leadership to support in lead up to negotiations. The negotiations were through an expedited process with the County. After 5 sessions, they have TA for 10% over 3 years, \$900 signing bonus, plus restoration of floater position, 2 paid half holidays for Christmas Eve & New Year’s Eve. Vote is next Wednesday.
- He shared letter from Attorneys for the Golden Gate Community Health. Were able to recover \$116k for the workers following bankruptcy of the organization.
- Housing Authority of SF: (David Canham) Agency ran into debt last year. Federal Gov’t demanded that all of the programs be privatized. Worked with Mayor to transition the employees. City came through with 76 jobs, many were higher paying jobs. Mayor will put measure on ballot for reciprocity on retirement. Negotiated layoff compensations for the workers.
- Gig Worker Campaign: (John Stead Mendez/Josie Mooney) Have opened our doors to provide space and help gig worker campaign. Court decision regarding Dynamex & AB5; passed by Assembly, will go before Senate in September and then Gov has 30 days to sign.
- Asian Health Services: A few years ago, brought in the Asian Mental Health Workers to Asian Health Services. Current funding has been parsed out in ways that may result in layoffs for workers. Have been able to speak with AHS director on a plan & will meet with County. Tina shared they have a petition to support these workers.

**Operations Report**

Robert Li reported on the following:

- a. Reviewed Progress toward Vision for Power
  - i. MRC Report was previously addressed
  - ii. Data: ongoing
    - 1. 80% of bargaining unit lists have been entered
    - 2. How do we systematize it? Moving forward on this
  - iii. Performance: 2<sup>nd</sup> quarter Performance Reviews for Senior Staff
  - iv. Talent: have hired Personnel Director. Working on making HR dept modernized, get away from paper process Human Resource Information System. 8/1/19 will use electronic system to onboard new employees reduce time to 30 minutes
  - v. Resources \$100,000+ under budget for scanning process. Majority of work has been completed end of June. Majority of missing cards are from transition from legacy locals to 1021.
  - vi. Time for Vision for Power: improving efficiency have made processes faster which has freed up 28 days that can be used for other tasks

**Announcements:**

- Poll Announcement: It was announced that the Board approved via poll to adopt “Last Chance Alliance” Resolution.
  
- Chapter Bylaws:  
It was announced that the following Chapter Bylaws were reviewed and found to be in compliance with the Local’s bylaws template. There were no objections raised:
  - 1. Greater Vallejo Recreation District Chapter Bylaws
  - 2. Solano Courts Chapter Bylaws Amendment
  
- Approved Expense by President Bryant:  
It was reported that President Bryant approved an expense under his authority, per policy – to donate \$500.00 to go towards logistical costs for the *Lights of Liberty* national day of action/vigil held on July 12<sup>th</sup> in Oakland.

**The Board went into closed session at 4:19pm.**

**Executive Session:**

**CWA 9404 Tentative Agreement:**

M/S/C (Lewis/Landry) to approve the Tentative Agreement reached with CWA 9404.

**Unrepresented Staff:**

M/S/C (Arantes/Dawkins) to apply the same raises as CWA 9404 for unrepresented staff and expand the salary bands.

**The Board moved to open session at 5:58pm.**

Secretary Duncan announced the motions made during closed session.

**The meeting adjourned at 5:58pm.**

Respectfully submitted by,

Mary Duncan  
Secretary

**SEIU LOCAL 1021 EXECUTIVE BOARD MEETING**  
**Saturday, Sept. 28 and Sunday, Sept 29, 2019, San Francisco**  
**MINUTES**

**Saturday, Sept. 28, 2019**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP Region-A Akbar Bibb, VP Region-B Mary Sandberg, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Sasha Cuttler, Harold Powell, Cynthia Landry, Derrick Boutte, Felipe Cuevas, Richard Thoele, Todd Nosanow, Sandra Wall, Mercedes Riggleman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Tom Popenuck, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks, Jessica Nila

**Executive Board Members Excused:** VP of Representation Sandra Lewis, VP Region-C Yeon Park, VP Region –D Theresa Rutherford, VP Region-E Marcus Williams, Angel Valdez, Pete Albert, John Arantes, Monique Chaney-Williams, Robert Taylor, Sunny Santiago, Travis Balzarini

**Staff in Attendance:** John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Del Mallory, Jason Klumb, Bill Petrone, Kaden Kratzer, Crystal Grisby, Jonathan Nunez-Babb, Nick Peraino, Boyan Biandov, Karin Hendrickson, William Winfield, Lisa Bui, Ana Langone

**President Joseph Bryant called the meeting to order at 10:01 a.m.**

He explained that the agenda for Saturday (9/28) was not meant as the regular Executive Board meeting, but rather a *Racial Justice* engagement for Executive Board members and staff. However, due to possible mis-communication, there are members in attendance who would like to address the Board. Although the regular Executive Board meeting was slated to convene on Sunday (9/29), President Bryant recommended to the Board to officially call the meeting to order to allow for *Member Comments*. By consensus, the Board agreed.

**Member Comments:**

- Monica Wheaton-Howell, SFCC District Attorney:  
She spoke about concerns in her chapter and challenging relations with some staff.
- Kim Lynch, SFCC DPH:  
She spoke about unfair treatment or practices in the work environment in the clinics, representation issues and systematic racism.
- Phelicia Jones, SFCC Sheriff's Dept:  
She spoke about her experience and feels there has been years of lack of representation and follow-up, and lack of follow through with issues of black workers.
- Cheryl Thornton, SFCC DPH:  
She spoke about racism in the country and in the labor movement. She feels there is lack of representation for black workers.
- Crystal Holmes, SFCC DPH:

She would like to have confidence and assurance that people in the Union will stand up and fight for her. She also spoke about phones calls going unanswered.

- Ben Becker, SFCC MTA:  
He feels there is lack of black workers in the IT, finance or higher paid jobs in the City.

**M/S/C (Faucett/Nosanow) to temporarily suspend the meeting. The Board took recess at 10:39am. The meeting is scheduled to resume tomorrow (Sunday, 9/29) at 9:30am.**

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### **Sunday, Sept. 29, 2019**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP of Organizing Ramses Teon-Nichols, VP of Representation Sandra Lewis, VP Region-B Mary Sandberg, VP Region-C Yeon Park, Marcus Williams (by video), Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Cynthia Landry, Derrick Boutte, John Arantes (by video), Monique Chaney-Williams (by video), Felipe Cuevas, Richard Thoele, Robert Taylor (by video), Todd Nosanow, Sandra Wall, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Tom Popenuck, Tina Diep, Julie Meyers, Cheryl Hicks (by video), Jessica Nila (by video)

**Executive Board Members Excused:** VP Region-A Akbar Bibb, VP Region-D Theresa Rutherford, Pete Albert, Sunny Santiago, Travis Balzarini, Rhea Davis

**Staff in Attendance:**

John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Del Mallory, Kaden Kratzer, Jason Klumb

**President Joseph Bryant called the meeting back to order at 9:36am.** A quorum was established.

**Review of Agenda:**

The following changes were made: table the following items - Chapter Acknowledgement (Mendocino chapter) and July draft minutes; move Region B Marin Area Rep recommendation after review of agenda; move the BFC report after regional reports; add the following items – reports from Cynthia Landry, Dellfinia Hardy, Dues pie chart (Amos Eaton), and La Clinica strike sanction request under action items. The agenda was adopted by consensus.

**Action Item:**

- Region B Marin County Area Representative:  
President Bryant introduced Tula Biederman (Sausalito Chapter). He is recommending to the Board to appoint Tula Biederman as the Marin County Area Representative position, which is currently vacant. Mary Sandberg added that she also recommends this appointment. M/S/C (Faucett/Park) to approve the appointment of Tula Biederman, as recommended. Tula was sworn in to Office.

**Member Comments (continued):**

- Sally Buchman, Retiree:

She spoke about the need to support the Equality Act, which will be reviewed by Congress. She provided a packet to the Board regarding this issue.

- Martha Hawthorne, Retiree:  
She expressed thanks for 5 years of support from the Board on environmental actions. She also spoke about the Climate Strike where 4 million people worldwide participated. The Climate justice network needs to grow and she requested each Board member fine one person from in region to join. She also spoke about the Last Chance Alliance.
- Jon Meade, Retiree:  
He spoke about Medicare for All. He shared literature with the Board with information on Medicare for All.
- Eric Stern, Regional Center of the East Bay:  
He spoke about Developmental Disabilities Council legislative agenda for 2020. He asked the Board to move and support this agenda with the State Council's legislative 2020 goals.
- Jon Williams, City of Oakland Public Works:  
He expressed concerns about bargaining. He also spoke about a potential strike and suggested a method for each member to be able to sustain themselves during a long strike.
- Linda Ray, Retiree:  
She spoke to advocate to continue our affiliation with US Labor Against War.
- Nicole Christian, SF MTA; Alyssa Jones-Garner, SF MTA; Jesse Stanton, SF MTA; Josh Davidson, SFUSD:  
The members expressed thanks to former VP of Politics Gary Jimenez, and spoke to a resolution requesting SEIU call for a special election to fill the now vacant VP of Politics position.

#### **Regional Reports:**

- Region A: Mercedes Riggelman reported on behalf of Region A. The regional Board members have been meeting monthly. They have been gathering a list of activities to participate in throughout the region.
- Region B: VP Mary Sandberg reported. They have been identifying different groups to engage with in different activities, such as debate watch parties, which has been a good draw. A meet & greet with candidates has been set-up for the Supervisors race in Sonoma Co. She also reported that the team is working to figure out how the PG&E power shutdowns will impact workers and how we negotiate this to develop protection for workers.
- Region C: VP Yeon Park reported. The team is continuing to hold member engagement activities, such as debate watch parties and chapter events throughout the region. She reported that members initiated a member run climate table at an event. Workshops on new member engagement are included.
- Region D: Field Director Jason Klumb reported on behalf of the region. The team holds monthly meetings. He reported on various special engagements addressing different issues throughout the region, such as workers comp. He also spoke about an issue where residents were being evicted in the Behavioral Health Clinics. Members sent several cease & desist notices, which were ignored. Members engaged in a rally, which received huge press coverage, and they also addressed the Board of Supervisors. The direct actions by members to address this issue helped with the evictions being rescinded.



- Region E: VP Marcus Williams presented a written report. The team has worked on mapping out member leaders in the counties. They have also worked on a budget to present to the BFC in order to carry out the member outreach plan. The team has also scheduled a date to hold their large regional meeting on Feb. 1<sup>st</sup>.

**Budget & Finance Committee Report:**

Treasurer Amos Eaton presented a summary of motions approved by the BFC at their Aug. 17<sup>th</sup> and Sept. 20<sup>th</sup> meeting.

The BFC approved the following items:

1. S.F. City College District Contract Campaign (Aug meeting):

The BFC approved a budget of up to \$26,334.26 for the SF City College District contract campaign. The current contract expires on 6/30/2020. The goals of the plan include developing new leaders and CAT, building political power and increasing membership. The budget includes costs for communication needs, t-shirts, “purple items” and food for various actions or meetings.

2. Operations All Staff Meeting (Aug meeting):

The BFC approved food costs, per the food policy, for the Operations All Staff Engagement on Aug. 28<sup>th</sup> for up to 45 people.

3. New Staff Orientation:

At the August meeting, the BFC approved food costs, per the food policy, for the New Staff Orientation on Sept. 4<sup>th</sup> for up to 20 people.

At the September meeting, the BFC approved food costs, per the food policy, for the New Staff Orientation on Oct. 22<sup>nd</sup> for up to 20 people.

4. Unions for All Summit (Aug meeting):

The BFC approved up to \$49,000 for hotel, flight and other logistics for up to 48 people to attend the *SEIU Unions for All Summit* in Los Angeles on Oct. 3-6.

5. Lavender Caucus (Aug meeting):

The BFC approved to order buttons for the 1021 Lavender Caucus at up to a total cost of 450.00 to be used at the Oakland Pride event on Sept. 8<sup>th</sup>.

6. Workers with Disability Caucus (Aug meeting):

The BFC approved to purchase a banner and 50 t-shirts w/ the *SEIU People’s with Disabilities* logo. The banner and t-shirts will be used for visibility, organizing and member engagement.

7. Retiree Member Council (Aug meeting):

The BFC approved to purchase a banner for the 1021 Retiree Council at up to a cost of \$300.00 to be used at various events.

8. Consultant, Margolies & Potterton (Aug meeting):

The BFC approved to fund an additional \$35,000 for the Margolies & Potterton contract to recruit for the Communications Director, if needed.

9. Alameda County Childcare Ballot Measure (Sept. meeting):

The BFC approved to contribute \$25,000 towards the Alameda County Childcare Ballot Measure campaign. The funding is to support passage of the initiative that will be on the March ballot.

10. National Single Payer Strategy Conference (Sept meeting):

The BFC approved transportation and registration costs, plus meals, for two 1021 Medicare for All Committee members to the 2019 National Single Payer Strategy Conference on Oct 18-20 in Portland. The members have made their own arrangements on lodging.

11. CA Retired County Employees Association (CRCEA) (Sept meeting):

The BFC approved up to \$880.00 for hotel, registration and meal costs for two (2) members to attend the CA Retired County Employees Association conference on Oct. 28-30 in Rohnert Park.

12. Legal Expense (Sept meeting):

The BFC approved up to \$50,000 to cover litigation costs involving a member case from the SF Superior Court Chapter.

13. Developmental Disabilities (DD) Council:

The BFC approved via poll additional new money at up to \$1,600 for all DD Council travel related costs, including mileage, tolls and parking for 2019.

The BFC approved the following Community/Allies Requests:

- Asian Health Services (Aug meeting):  
The BFC approved to sponsor the Asian Health Services Gala dinner on Sept. 21<sup>st</sup> at \$3,500 (tier 1).
- Coalition of Homelessness in SF (Aug meeting):  
The BFC approved a contribution of \$500.00 to the Coalition of Homelessness annual fundraiser Art Auction (tier 3)
- Fresh Air Vallejo (Aug meeting):  
The BFC approved a donation of \$500.00 to the Fresh Air Vallejo citywide celebration event (tier 3).
- Housing Rights Committee SF (HRCSF) (Aug meeting):  
The BFC approved a contribution of \$1,000 to the HRCSF 40<sup>th</sup> anniversary fundraiser (tier 2).
- Richmond Progressing Alliance (RPA) (Aug meeting):  
The BFC approved a contribution of \$5,000 to the Richmond Progressive Alliance (tier 1).
- Sonoma County of Association of Retired Employees (SCARE) (Aug meeting):  
The BFC approved a donation of \$500.00 to SCARE's fall conference event on Oct. 28-30 (tier 2).
- United Seniors of Oakland and Alameda County (Aug meeting):  
The BFC approved a sponsorship of \$500.00 to the Healthy Living Festival event in September (tier 3).
- Wealth and Disparities in the Black Community (Aug meeting):  
The BFC approved a donation of \$2,700 to the Wealth & Disparities in the Black Community to support the group's Justice 4 Mario Woods Remembrance event on 7/20 (tier 1).
- Asian Pacific Environmental Network (APEN) (Sept meeting):

The BFC approved a sponsorship of \$5,000 for the Asian Pacific Environmental Network annual dinner on Sept. 26<sup>th</sup> at the Oakland museum (tier 1).

- Coalition for Police Accountability (Sept meeting):  
The BFC approved a donation of \$100.00 to the Coalition for Police Accountability (tier 3).
- NAACP Solano Chapter (Sept meeting):  
The BFC approved a sponsorship of \$1,500 for the NAACP Solano chapter annual banquet on Sept. 28<sup>th</sup> (tier 2).
- Seniors and Disability Action (Sept meeting):  
The BFC approved a sponsorship of \$1,500 for the Seniors and Disability Action anniversary dinner on Oct. 3<sup>rd</sup> (tier 2).

**Action Item (continued):**

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

A. COPE Unders:

The BFC recommends paying the 2018 COPE Unders in the amount of \$68,037 to the International. There was discussion about the progress to address our COPE Unders. It was suggested that a training on how to use the electronic sign ups be held with the Board. M/S/C (Park/Boutte) to pay the 2018 COPE Unders, as recommended.

B. Alameda Health System Contract Campaign (Sept meeting):

The BFC recommends to approve funding the Alameda Health Systems contract campaign at up to \$220,400. The goals of the campaign includes developing a survey, Contract Action Team, increase membership and COPE contributions and to build political, labor and community power. The budget includes costs for communication needs (ad buys, social media ads, texting blasts, media needs, materials), t-shirts, "purple items", transportation for large rallies from remote worksites and food for various actions. M/S/C (Park/Nosanow) to approve, as recommended.

C. Alameda County General Unit Chapter:

The BFC recommends to approve chapter rebates for all Alameda County General Unit chapter members at \$.40 per member, per month. M/S/C (Landry/Sandberg) to approve, as recommended.

**New Committees:**

President Bryant spoke about potential new committees for the Board to consider.

- Social Engagement Committee:  
The purpose of this committee is to create different ways to engage members in a social way. Joseph will be reaching out to specific individuals about joining this committee. There was discussion about accessibility to meetings. Once the committee is established, the committee should be cognizant of distance and challenges with travel. Technology, such as holding meetings via Zoom, should be encouraged.
- Young Workers Committee:  
SEIU has a growing population of younger workers, and we have not done a good job of engaging. The idea around forming this committee is to think of ways to intentionally engage and educate younger workers. There was also discussion about using this as a way to bridge the gap between "older" & "younger" workers.

At this time, this is just a report to the Board. Joseph will bring back a recommendation at the next Board meeting. Those interested in being part of either of these committees should reach out to Joseph.

### **Action Items (continued):**

- **Unity Events:**  
President Bryant presented a request to reinstate regional Unity Events. In recent years, it was decided to scale back on holding these events for budget purposes. However, there have been members who expressed that these events be restored. Joseph gave an overview of the budget that was approved in prior years. He explained that usually, such requests would first go to the BFC for discussion. However, information was not yet available in time for the Sept. BFC meeting; therefore, the request is being brought to the E-Board. In order for regions to start planning, such as reserving a venue, the recommendation is to approve an initial budget. If needed, additional funding may be brought back to the Board. M/S/C (Popenuck/Lewis) to approve up to \$56k for all regions.
- **La Clinica Chapter - Strike Sanction Request:**  
Angel Valdez gave an update on the LaClinica contract campaign. He gave an overview of various actions that have been held. Negotiations has been difficult. The request is to authorize a strike sanction. M/S/C (Landry/Curiel) to authorize a strike sanction for the LaClinica chapter, contingent on a strike vote and approval by a majority vote by the chapter members to authorize a strike.
- **401k Advisory Committee:**  
Joanne Cansicio presented a request on behalf of Robert Li. The request is to approve appointing William Winfield (Personnel Director) on the 401k Advisory Committee to replace Robert Li (Head of Operations/Labor Relations) in the committee role. M/S/C (Nosanow/Sandberg) to approve the request as presented.

**The meeting was temporarily suspended at 11:54am for a lunch break and reconvened at 12:39pm.**

### **Together We Rise (TWR):**

Joseph Bryant gave an overview of the TWR goals that the Board adopted. John Stead Mendes shared some of the progress on these goals and strategies implemented so far. This has been work we have been focusing on for several years - developing and working towards making tangible progress, including training for staff & members in new member sign up and collaboration between teams in improving our data. Staff and member leaders are working to improve our escalation plans for contracts to include member engagement. We are also increasing our COPE sign-ups.

Breakout Stations: The Board were asked to provide feedback/ideas on ways the Board can engage co-workers and achieve our TWR goals.

### **Policy Committee Report:**

Policy Committee Chair Ramses Teon-Nichols reported on behalf of the committee.

- **Staff Hiring Policy Modification:**  
A slight modification on the current *Staff Hiring* policy (adopted on 2013-11-23) was projected. The requested change is to add the words “*or designee*”, after *Head of Operations and Labor Relations (HOLR)*, in the first sentence under the *Candidate Screening* section on page 1. M/S/C (Park/Dawkins) to approve the modification.

- Chapter Bylaws Template Modification:  
A modification was projected on the current *Chapter Bylaws Template* (adopted on 2015-12-21). The proposed change is on page 4, under *Article 13.C*, which is to add the following language, after the 2<sup>nd</sup> sentence of this section: *No member shall be a candidate for more than one (1) Chapter Board office or seat at a time.*

There was discussion on the recommended change. M/S/C (Nosanow/Dawkins) to table this request. The Board was asked to review the current bylaws, which was previously adopted, and provide any feedback to Ramses, prior to the October E-Board meeting.

- Policy on External Chapter Funds:  
This is a new policy that the Board will be asked to consider. The policy committee still has unfinished work to do. There is no request to be presented at this time.
- SEIU Local 1021 Code of Ethics Policy:  
A 1<sup>st</sup> reading of this policy was presented by Mary Sandberg and Yeon Park at the July Board meeting. It was said that there were no changes/feedback sent to Mary or Yeon, since the draft policy was presented. M/S/C (Park/Popenuck) to adopt the policy.

### **Executive Board Member Reports:**

- Training Committee Report:  
Sandra Lewis reported on behalf of the Committee. She reported on upcoming quarterly trainings. The Board was asked to partner with staff to promote the trainings. There is an idea that was discussed to implement an appreciation event for members, who take 3 or more trainings.
- Digital Learning:  
Sandra Lewis presented. Digital Learning is an electronic learning platform. A draft of the digital learning platform was shared with Regional VP's for feedback, and will be shared with the Board. Requesting for feedback on the "feel" and overall look of the design. The plan is to have a more fleshed out platform by November. Board members were asked to contact Sandra, if they are interested in being interviewed by consultants around developing this platform.
- Retirement Security:  
Cynthia Landry reported. SFERS pension plan was recently rated #1 in class; returned over 8% over the past year and is 92% funded. She also reported that the State Council is recommending Henry Jones for Retiree Board. The final day to vote is Sept. 30<sup>th</sup>. She would like to make sure that we retain our Labor seats.
- Dellfinia Hardy:  
She spoke about the issues that were expressed during members comments at the Board meeting yesterday (Sat, 9/28).
- Dues Pie Chart:  
Amos Eaton presented. He gave an overview of the *Dues Pie* chart document that is in process. He noted that this document is not meant to just be sent out, but rather have conversations around it.

M/S/C (Teon-Nichols/Park) to extend the meeting until 3:30pm.

- Sasha Cuttler:

An RN report was sent out. He spoke about various work, such as meet & confers with management and addressing issues members are experiencing at work.

**Executive Director Report**

John Stead-Mendez announced that director reports were emailed out. Josie Mooney also reported on various organizing campaigns that are happening.

**Announcements:**

**SF Art Institute Chapter Bylaws:**

It was announced that the SF Art Institute Chapter Bylaws were reviewed and found to be in compliance with our Local Chapter Bylaws template. There were no objections raised.

**M/S/C (Lewis/Valdez) to extend the meeting until 4:00pm.**

**The Board moved to closed session at 3:30pm.**

**Executive Session:**

**Litigation Costs:**

M/S/C (Sandberg/Dawkins) to approve up to \$75k to cover litigation costs for an issue that potentially affects RN's in the City and County of SF around a Fair Labor Standards Act Wage-and-Hour matter.

**The Board moved to open session at 4:18pm.**

Secretary Mary Duncan announced the motion made during closed session.

**M/S/C (Park/Nosanow) to adjourn the meeting at 4:19pm.**

Respectfully submitted by,

Mary Duncan  
Secretary

**SEIU Local 1021 Executive Board Meeting  
Saturday, October 26, 2019, Fairfield, CA, 10:00am-5:00pm**

**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasure Amos Eaton, VP of Organizing Ramses Teon-Nichols, 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 video), Nathan Dahl, Jim Wise, Karla Faucett (by video), Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, John Arantes, Felipe Cuevas, Richard Thoele, Robert Taylor (by video), Todd Nosanow, Sandra Wall, Tula Biederman, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter (by video), Geneva Haines, Tazamisha Alexander, Elizabeth Harrison, Travis Balzarini, Rhea Davis, Tina Diep (by phone), Julie Meyers (by video), Cheryl Hicks, Jessica Nila

**Executive Board Members Excused:** Sandra Lewis, Derrick Boutte, Monique Chaney-Williams, Sunny Santiago, Tom Popenuck

**Staff in Attendance:** John Stead-Mendez, Robert Li, Joanne Cansicio, David Canham, Lisa Morowitz, Bill Petrone, Jason Klumb, Kaden Kratzer, Peter Masiak, Del Mallory, Boyan Biandov

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**President Joseph Bryant called the meeting to order at 10:05am.** A quorum was established.

**Review of Agenda:**

The following changes were made: Add *VP of Politics* position under action items; add *Dues Pie Chart* under the BFC report; add reports from Angel Valdez and Cynthia Landry. The agenda was adopted by consensus.

**Member Comments:**

- Jennifer Esteen, SFGH RN:  
She spoke about a recent victory in SF to “Save the ARF” (Adult Residential Facility). SEIU was able to ally with the community to save much needed mental health beds in SF.

**Business Intelligence Presentation:**

Robert Li and Boyan Biandov, presented a demonstration of the new *Dashboard* that is being developed, in order to provide data and information to help member leaders help drive the Union. Additional development remains underway, including policy. The Board provided feedback on the demonstration. There was a suggestion to provide training and availability of an app to access the Dashboard. Some concerns were raised around security and privacy.

**SEIU 2030 Goals Presentation:**

Neneki Lee, Special Assistant to the SEIU Public Division, presented. She gave a framework of the International’s 2030 Goals, which includes uniting SEIU members to lead the fight to win systemic and structural changes, negotiate better contracts and to create a more inclusive, multiracial democracy and economy.

**The meeting was temporarily suspended for a lunch break at 12:18pm and reconvened at 12:53pm.**

**Approval of the July 27 and September 28-29, 2019 Minutes:**

M/S/C (Sandberg/Valdez) to approve the July 27, 2019 minutes, as presented; and to approve the September 28-29, 2019 minutes with the correction on page 2 to read as “Sunday, September 29”.

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

Treasurer Amos Eaton provided a summary of motions approved by the BFC at its Oct. 18, 2019 meeting.

The BFC approved the following items:

1. Region A – North Central Budget:

The BFC approved to fund the Region A Member Engagement Budget request at up to \$5,800.00. The budget includes costs to rent a venue in the Chico/Butte area to hold a member engagement event, “purple” items, food costs, and also various site visits throughout Region A. The goals include signing up new members and COPE contributors.

2. Consultant Contract – Josie Camacho:

The BFC approved to enter into a contract with Josie Camacho to help coordinate our political work during the political season. The terms of the contract is for up to 80 hours of work per month, at \$75.00 an hour, with a contract max of up to \$30k for five (5) months, effective November 2019.

Budget Development Process:

Amos Eaton reported that the BFC settled on a revenue number for 2020. He gave an overview of the budget planning calendar and the objectives.

Dues Pie Chart:

A draft of the *Dues Pie Chart* document was presented. The document is to be provided as part of a presentation for members with a conversation about it. It also includes a narrative. The Treasurer offered to assist with presentations to chapters, if requested.

Candidate and Issues PAC:

At the May meeting, the Board previously approved a formula for the Candidate and Issues PAC payments through October 2019. Due to membership changes, a request was presented to extend the formula for the Candidate & Issues PAC accounts through the end of November 2019. M/S/C (Park/Wise) to approve the request. There was a suggestion to bring a training to the Board around PAC and COPE.

**Action Items:**

San Joaquin County Bargaining:

Marcus Williams gave an update on the San Joaquin County negotiations. Bargaining has been contentious. They are also near the end of the mediation timeline. A strike vote has been held, and the membership approved to authorize a strike.

A request was presented to the Board to authorize a strike sanction. M/S/C (Meyers/Nosanow) to authorize a strike sanction for the San Joaquin County chapter.



In addition, a request was made to authorize access to the Strike fund, if needed. M/S/C (Nila/Wall) to approve the request.

New Committees:

At the September meeting, President Bryant spoke about establishing two (2) new committees – Social Engagement Committee and Young Workers Committee. He asked the Board to approve creating the committees. M/S/C (Arantes/Park) to approve establishment of these two (2) new committees.

In addition, he would like to recommend the following to serve on these committees:

- Social Engagement Committee:  
Theresa Rutherford (Chair), Sandra Lewis, Taffie Walter, Yeon Park, Mary Sandberg, Akbar Bibb, Sunny Santiago, Sandra Wall, Evelyn Curiel and Julie Meyers. M/S/C (Arantes/Park) to approve the committee members.
- Young Workers Committee:  
Nathan Dahl (Chair), Brandon Dawkins, Ramses Teon-Nichols, Jessica Nila, Richard Thoele, Elizabeth Harrison and Tula Biederman. M/S/C (Arantes/Nosanow) to approve the committee members.

Vice-President of Politics Vacancy:

As a follow-up from the discussion at the September meeting regarding the VP of Politics vacancy, Joseph Bryant reported that we have consulted with our attorneys regarding our bylaws and filling vacancies.

Joseph read the language in *Article 15 section 3b* of the SEIU 1021 bylaws, which reads: *In the event of a vacancy in the office of any officer position, if more than half a term remains, the Executive Board may call a special election to fill the position. If less than half a term remains, the President shall appoint a successor who shall serve the remainder of the unexpired term, to be approved by a majority vote of the Executive Board.*

There was discussion on the language. The bylaws state the Board “may” call a special election. A request was made to consider holding a special election with a plan to appoint an acting VP of Politics in the interim. There was discussion on the cost of a special election, timeline and coverage.

M/S (Davis/Sandberg) that the President shall appoint a successor to serve the remainder of the term to be approved by a majority vote of the Executive Board. A lengthy discussion followed. Felipe Cuevas called the question. By consensus, the Board agreed to call the question. The Board moved to a vote on the motion made by Davis/Sandberg. The motion carried.

President Bryant recommends appointing Ramses Teon-Nichols to the position of **Vice-President of Politics** for the remainder of the term. If approved, it was explained that Ramses’ current seat on the Board as the VP of Organizing will become vacant. M/S/C (Sandberg/Arantes) to approve the appointment of Ramses Teon-Nichols as the VP of Politics, as recommended by the President.

As a result of the appointment of Ramses as the VP of Politics, the VP of Organizing position is now vacant. M/S/C (Davis/Park) that the President shall appoint a successor to the **Vice-President of**

**Organizing** vacancy to serve the remainder of the term to be approved by a majority vote of the Executive Board. President Bryant will bring back a candidate for recommendation for the VP of Organizing position at the next scheduled Board meeting.

**Policy Committee Report:**

Staff Hiring Policy Amendment:

A first reading of the recommended amendment was presented by Mary Sandberg and Ramses Teon-Nichols. The proposed change would allow the interview panel to give more nuanced recommendations, including flagging when the panel feels the candidate might be a better fit for a different opening. The recommended changes will be brought back to the Board next month for consent.

Chapters with External Funds Policy:

The 1<sup>st</sup> reading of the proposed policy was presented at the July Board meeting. A 2<sup>nd</sup> presentation was given by Robert Li, which now includes language to address external audits of Chapter Funds. M/S/C (Davis/Valdez) to adopt the *Policy on External Chapter Funds*.

Chapter Bylaws Template Amendment:

The 1<sup>st</sup> reading of the proposed amendment on the *Local 1021 Chapter Bylaws Template* was presented at the September Board meeting. Ramses Teon-Nichols and Yeon Park gave a 2<sup>nd</sup> presentation of the proposed change, which is on page 4, under *Article 13 section C - Eligibility*. The proposal is to add the underlined sentence in this section:

*(Article 13.c – Eligibility)*

*In order to run for and serve as a Chapter officer, candidates shall have been members in good standing for at least one (1) year and be employed within a bargaining unit represented by the Chapter. If the chapter has been in existence for less than one (1) year, the candidate must have been a member in good standing since the Chapter was recognized by Local 1021. No member shall be a candidate for more than one (1) Chapter Board office or seat at a time. Only members in good standing are eligible to participate in chapter elections.*

M/S/C (Duncan/Thoele) to approve the amendment.

**The Board moved to closed session at 4:00 p.m.**

**Executive Session:**

Temporary Employee Extension:

M/S/C (Dawkins/Nosanow) to approve the extension of temporary employee Nato Green through up to the end of June 2020.

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

Secretary Mary Duncan announced the motion passed during closed session.

**Executive Board Member Reports:**

Angel Valdez:

He gave an update on the La Clinica negotiations. There will be an action on Oct. 28<sup>th</sup> and he asked anyone who is available to come support.

Cynthia Landry:

She spoke about an article on CalSavers State Retirement Program. She provided an update on the CalSavers plan. The DOJ filed a statement of interest supporting Jarvis lawsuit – stating CalSavers is pre-empted by federal retirement law. She also spoke about the need for uniformity of elections and not changing the processes within the election cycle.

**Executive Director Report:**

John Stead-Mendez reported. Written director reports were emailed to the Board. He spoke about members from different regions/chapters using social media, such as shared Facebook posts, to support each others contract fights. He also gave an update on the Gig work; and also presented the Membership Density/COPE report.

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

Robert Li reported. Operations and Field staff are meeting weekly to coordinate work. He presented the Digital Online Learning platform.

**Announcements:**

- Schools & Communities First Campaign:  
Joseph Bryant announced that the Schools & Communities First Campaign Kick-Off will be held on 12/7/2019 at the Alameda Central Labor Council. Board members will be asked to commit to collecting 100 signatures.
- Sonoma Area Retiree Chapter Bylaws:  
It was announced that the Sonoma Area Retiree Chapter Bylaws were reviewed and found to be in compliance with our chapter bylaws template.
- Healthcare Action:  
Sasha Cutler announced the *Hate has no Place in Healthcare* action on 10/30 in SF, and he asked for the Board to support.

**By consensus, the Board agreed to adjourn the meeting at 5:08 p.m.**

Respectfully submitted by,

Mary Duncan  
Secretary

**SEIU Local 1021 Executive Board Meeting**  
**Saturday, November 23, 2019, Fairfield, CA 10:00am-5:00pm**  
**MINUTES**

**Executive Board Members Participating:** President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, 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 (by phone), VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett (by phone), Dellfinia Hardy, Angel Valdez, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams (by video), Felipe Cuevas, Richard Thoele, Robert Taylor, Todd Nosanow, Sandra Wall, Tula Biederman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Geneva Haines, Tazamisha Alexander, Tom Popenuck, Travis Balzarini, Rhea Davis, Tina Diep (by phone), Julie Meyers (by video), Cheryl Hicks, Jennifer Esteen

**Executive Board Members Excused:** Sasha Cuttler, Elizabeth Harrison, Jessica Nila

**Executive Board Members Absent:** Sunny Santiago

**Staff in Attendance:** John Stead-Mendez, Robert Li, Josie Mooney, David Canham, Joanne Cansicio, Lisa Morowitz, Del Mallory, Andrea Zanetti, Jason Klumb, Bill Petrone, Kaden Kratzer, Caitlin Prendiville

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**President Bryant called the meeting to order at 10:03 a.m.** A quorum was established.

**Review of Agenda:**

The following changes were made: move *VP of Organizing* action item after Member Comments; Lorraine Bowser request to add an item under Executive Session; and report from Cynthia Landry under Executive Board reports. M/S/C (Popenuck/Taylor) to approve the agenda with changes.

**Member Comments:**

- Arthur Clinton, Solano County: He spoke about climate change and request to support No Coal in Richmond.

**Action Items:**

**Vice-President of Organizing Position:**

At the October meeting, the Executive Board approved to authorize the President to appoint a successor to the vacant Vice-President of Organizing seat. President Bryant recommends appointing Jennifer Esteen (SF RN Chapter member) to the position of **Vice-President of Organizing**. Ramses Teon-Nichols (former VP of Organizing) and other SF Region Board members spoke in support of the appointment. M/S/C (Williams/Arantes) to approve the appointment of Jennifer Esteen as the VP of Organizing. Jennifer was sworn into office.

**Regional Reports:**

#### Region A:

Akbar Bibb spoke about a recent member engagement event in the Chico area, where there was a higher turnout than expected. The event was a success in bringing together members from multiple chapters. There is follow-up meeting being planned to thank the members, and to continue outreach, including engaging members in local politics and COPE.

#### Region B:

Mary Sandberg shared the challenges the region has faced due to the recent power outages and mandatory evacuations due to fires in the north coast area. She spoke about efforts the team has made to obtain information on members who may have lost their homes. She also spoke about other work the regional team is working on, such as holding leadership development and retreats for chapters, continuing debate watch parties, as well as monitoring NEO reports.

#### Region C:

Yeon Park spoke to the many chapters currently in bargaining in the region. Communication was raised as an important issue in the region. She also spoke about chapter member engagement events, such as with Alameda County and City of Hayward, where the Schools & Communities First (S&CF) drive was included. She also spoke about upcoming east bay events – toy drive on 12/19 and unity event on 12/20.

#### Region D:

Theresa Rutherford spoke to how the sharing of victories & losses in the regional meetings is helping to create support across chapters. The team is continuing to hold regular monthly regional meetings. Ramses spoke about politics in Region D. The Local's endorsed DA candidate was elected, while our endorsed candidate lost. SF Mental Health was passed.

#### Region E:

Marcus Williams reported on the contract fight with San Joaquin County. Management sent out proposals directly to members. There was a successful action held to shut down the landfill. Other actions are being planned to continue the contract fight. He also spoke about a plan the team is developing to hold a leadership workshop in February, where about 100 member leaders from the region will be invited. Todd Nosanow spoke on the Calaveras contract. He shared items that were agreed to, such as COPE language, including establishing a subcommittee for power outages. Mary Duncan shared that the VMRC chapter settled on their contract reopener. The chapter will also be hiring new positions over the next 8 months, which the majority will be in the bargaining unit.

#### **Presentations:**

##### 2020 Collective Bargaining:

Caitlin Prendiville presented a building strategic program for our upcoming contract fights. She shared key contract expirations in 2020 and implementation goals, including training member leaders to be able to do this work.

##### Union Dues Video:

Sandra Lewis presented a video that can be used in chapters. This video will also be included in the Leadership Academy workshops.

Digital Learning:

Sandra Lewis presented a written summary of the Digital Learning project details and next steps. The training committee has been involved in the development of this project. The plan is to have a pilot in the first quarter before rolling out to the membership. A stakeholders meeting is scheduled in early December, where folks can share their feedback.

**Action Items (continued):**

SF Superior Court Strike Sanction Request:

Brandon Dawkins presented a request on behalf of the SF Superior Court Chapter to authorize a strike sanction. M/S/C (Taylor/Dawkins) to authorize a strike sanction, pending a strike vote and approval by a majority vote of the SF Superior Court members to authorize a strike.

**Approval of the October 26, 2019 Minutes:**

M/S/C (Bibb/Boutte) to approve the October 26, 2019 minutes, as written.

**The meeting was temporarily suspended for a lunch break at 12:05 p.m. and reconvened at 12:41 p.m.**

**Action Items (continued):**

UNITE HERE Pledge:

John Stead-Mendez presented. UNITE HERE reached out to Locals for support to reject Marriott hotels "Green" Choice Option. Marriott is using this as a way to cut staff hours, while using harsher chemicals and overworking staff. The request is for SEIU 1021 to commit to sign the UNITE HERE pledge to refuse Green Choice, if and when we stay in Marriott-owned properties. M/S/C (Taylor/Landry) to approve the request.

**The Board moved to Executive Session at 12:49 p.m. and resumed in open session at 2:40 p.m.**

There were no actions taken during closed session.

**Budget & Finance Committee Report:**

2020 Budget Planning:

Treasurer Amos Eaton reviewed the budget process thus far. At the November BFC meeting, the BFC settled on a revenue number for 2020. The committee also reviewed known increases in budget items. Some budget lines are being explored in order to give better information, such as increasing the politics line for 2020, as well as field/program and operations proposals.

November BFC Meeting Summary Report:

Treasurer Eaton reported on the motions approved by the BFC at its November meeting.

The BFC approved the following items:

1. Chicago Public Schools Strike:

The BFC approved a solidarity donation of \$25,000 to the SEIU Local 73 Strike Hardship Fund. The International asked each Local for a financial contribution in order to help cover financial hardship costs for Local 73 strikers during the Chicago Public Schools fight.

2. Sr. Staff Racial Justice Engagement – Food Costs:

The BFC approved food costs to cover breakfast and lunch for the Senior Field and Program Staff Racial Justice Engagement on 11/21/2019 for 24 people at up to \$600.00.

The BFC approved the following Community/Allies requests:

• City of Richmond, Commission on Aging:

The BFC approved \$500.00 for two (2) tables to the City of Richmond Commission on Aging annual Winter Ball.

• NAACP Hayward-South Alameda County

The BFC approved a reimbursement of \$500.00 to Pete Albert for the NAACP Hayward-South Alameda County 41<sup>st</sup> Annual Awards Dinner on Nov. 9, 2019.

• Not in Our Town/The Working Group

The BFC approved a donation of \$500.00 to *Not In Our Town/The Working Group* organization to support peaceful activities for the 2<sup>nd</sup> annual United Against Hate Week on 11/17-11/23.

Erase Racism Workgroup:

It was explained that a time sensitive request was not brought to the BFC in November. Therefore the request is being brought to the Board for consideration. The SF Erase Racism workgroup is holding an event on Nov. 26<sup>th</sup>, and they are seeking funding of up to \$400.00 for food costs. M/S/C (Landry/Dawkins) to approve the request.

**Policy Committee Report:**

Staff Hiring Policy Amendment:

A first reading of the proposed amendment to the Staff Hiring Policy was presented at the October E-Board meeting. The second reading was presented for consent. M/S/C (Arantes/Nosanow) to adopt the modification to the Staff Hiring Policy, as recommended by the Policy Committee.

**Executive Member Reports:**

St. Council Report:

Joseph Bryant will report back at the December meeting.

Purple Subcommittee Report:

Amos Eaton shared a draft report on behalf of the Purple Subcommittee, which includes values statement, types of purple goods, DOL requirement to track what is given away and accessibility/process for purple goods by member leaders. The next steps will be figuring out the policy and inventory control pieces.

Training Committee Report:

Sandra Lewis shared the 3<sup>rd</sup> quarter report of trainings. The committee is reviewing the 10 members threshold, especially in outer regions. Looking for board members to co-facilitate with staff on trainings. Nathan Dahl shared his experiences with co-facilitating training. There was a request for a menu of available trainings, as well as accommodation to offer trainings in other languages, such as Mandarin. Requests or questions should be sent to Lisa Morowitz.

Executive Director Reports:

Written field/program director reports were sent by email. John Stead-Mendez announced that Andrea Zanetti was appointed as the interim Region B Field Director.

Schools & Communities First Campaign:

Ramses Teon-Nichols and Josie Mooney reported. They reviewed the rules/requirements for filling out the petitions and gathering signatures. There was a request for a checklist of the requirements. The goal is to collect 18k signatures by March 1<sup>st</sup>. They also went over the incentive program. The campaign kick-off is on Saturday, Dec. 7<sup>th</sup> in Oakland. President Bryant asked that Board members commit to attending the event.

Announcements:

Draft 2020 E-Board Meeting Schedule:

A draft schedule of next year's Executive Board meeting calendar was handed out for review. Board members were asked to send any suggested changes. The final draft will be presented at the December Board meeting.

SF Homeless and Supportive Housing Chapter Bylaws:

It was announced that the SF Homeless and Supportive Housing Chapter bylaws were reviewed and found to be in compliance with our Chapter Bylaws Template. There were no objections raised.

**The meeting adjourned at 3:56 p.m. with a moment of silence in honor of Mary Williams, mother of Region-E VP Marcus Williams.**

Respectfully submitted by,

Mary Duncan  
Secretary



**SEIU Local 1021 Executive Board Meeting**  
**Saturday, December 14, 2019, Stockton, 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-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl (by video), Jim Wise, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert (by video), Cynthia Landry, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele (by video), Robert Taylor, Todd Nosanow, Sandra Wall (by phone), Tula Biederman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Elizabeth Harrison, Tina Diep (by phone), Julie Meyers (by video)

**Executive Board Members Excused:** Yeon Park, Karla Faucett, Derrick Boutte, Mercedes Riggleman, Geneva Haines, Travis Balzarini, Rhea Davis, Cheryl Hicks

**Executive Board Members Absent:** Sunny Santiago, Tom Popenuck

**Staff in Attendance:** John Stead-Mendez, Robert Li, Joanne Cansicio, Josie Mooney, David Canham, Lisa Morowitz, Bill Petrone, Kaden Kratzer, Del Mallory, Andrea Zanetti, Karin Hendrickson, Ed Hanley, Boyan Biandov

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**President Joseph Bryant called the meeting to order at 10:05am.** A quorum was established.

**Review of Agenda:**

The following changes were made: Add report from Cynthia Landry under *Executive Board Reports*; Add under Action Items – PSC appointment, unspent Organizing funds. The agenda was adopted by consensus.

**Member Comments:**

There were no member comments.

**Regional/Area Reports:**

**Region A:**

Tazamisha Alexander spoke about the upcoming unity event, scheduled on Dec. 19<sup>th</sup>.

**Region B:**

Mary Sandberg reported that two (2) unity events were recently held in Region B in Santa Rosa and in Ukiah. Both events were a success.

**Region C:**

Sandra Lewis shared that the East Bay unity event is scheduled on Dec. 20<sup>th</sup>, and there are over 460 RSVP's for this event. The toy drive is going well. Wrapping parties, where members are volunteering their time, is being held at the Oak St. office on Dec. 17-18. Media is expected at the toy drive event on

Dec. 18<sup>th</sup>. She also reported on recent contract ratifications, such as YMCA. Angel Valdez also reported that a tentative agreement was reached with La Clinica.

#### Region D:

Theresa Rutherford shared that the SF unity event is on Dec. 17<sup>th</sup>. She also shared that SF City College ratified their contract with a 99% yes vote.

#### Region E:

Marcus Williams shared that the Stockton unity event was held on Dec. 13<sup>th</sup>. The event was a success and well attended, and he thanked those who came and assisted with the event. He also gave an update on the bargaining status for San Joaquin County. The chapter is planning for a good fight.

#### Organizing

Jennifer Esteen shared that the card check for *HR360* is upcoming.

**The Board moved to closed session at 10:31 a.m.**

#### Executive Session

Investment proposals were discussed for budget consideration.

**The meeting was temporarily suspended at 12:50 p.m. for a lunch break, and resumed in Executive Session at 1:25 p.m.**

#### Executive Session (continued):

##### Field & Program and Operations Proposals:

M/S/C (Arantes/Taylor) to approve the Field & Program and Operations investments into the 2020 Budget at a total of \$1,306,480 of on-going investments and \$1,232,600 of one-time investments, as recommended by the PSC and BFC. The investment proposals in our Vision for Power includes funding for:

- Member Lost-Time Program (on-going)
- 1 FTE Member Intern Program Coordinator (on-going)
- 1 Field Rep HR360 Representation (on-going)
- Organizational Structure Analysis Consultant (one-time)
- 1 FTE East Bay Region Manager-Level Position (on-going)
- Staff in Training Program Development (one-time)
- Program Line Staff Position Upgrades – reallocate two (2) currently vacant Researcher positions to one (1) Lead Researcher and one (1) Lead Communicator (on-going)
- Reclassify one (1) Organizing Coordinator FTE to and one (1) Organizer Director FTE (on-going)
- Tools for Member Engagement (one-time & on-going)
- Resources for TWR – RSVP system (one-time)
- Member Access and Infrastructure (one-time & on-going)
- Mobile App w/ Member Card (one-time & on-going)
- 1 FTE MRC Office Staff (on-going)
- Support for Staff Leaders – temp. staff and vendor funding, and 1 FTE temp. Membership Office Staff (one-time)
- Unrepresented Staff Merit Pay (on-going)
- Project Management Tool - software (on-going)
- Workforce Development (one-time)
- Recruitment Technologies and Recruitment Services (one-time)

- DOL compliance implementation (one-time)
- Chapter Fund Disbursements – technology and services (one-time)
- 1 FTE Membership Office Staff (on-going)
- Programming – monthly budget to actual migration (one-time)
- Accounts Payable System – software and service (on-ongoing)
- Paperless by 2021 – programming and vendor services (on-going)

Temporary Employees Extension:

M/S/C (Taylor/Dawkins) to extend temporary employees Kim-Shree Maufas and Naj Daniels up to Jan. 31, 2020, with a policy exception around the 180 days limit.

**The Board moved to open session at 2:05 p.m.**

Secretary Mary Duncan announced the motions passed during Executive Session.

**Budget & Finance Committee Report:**

2020 Draft Budget:

Treasurer Amos Eaton reviewed the Budget Message to the Board. The 2020 Draft Budget document was also presented. The Treasurer reviewed the budget document section by section. M/S/C (Taylor/Arantes) to adopt the 2020 Budget, as presented.

President Bryant spoke to budget proposals he will bring back in January for consideration to the BFC and the Board for the unspent revenues. The additional budget items will be around our Together We Rise (TWR) work to help achieve our goals. This work includes regional member engagements, non-traditional ways to engage membership, community events, Unity Events, Local-wide non-member sign up lists/member lost time, programs to address what kind of impact do we want to have politically on a national level, more development of Executive Board members & some resources to be restored to the Industries to run programs.

December BFC Meeting Summary Report:

Amos Eaton reported on motions approved by the BFC at its December meeting.

The BFC approved the following items:

1. Organizing Year-End Gathering:

The BFC approved to fund up \$500.00 for food/logistical costs related to the 1021 Year-End Organizing Team and Gig Workers gathering.

2. Handyperson Services:

The BFC approved to renew a vendor contract with Emma Velasquez for handyperson services for a duration no longer than through June 30, 2020 with a contract max of up to \$50,000. Payment will be based on hours worked at \$25.00 per hour for 1 handyperson; and if a 2nd handyperson is needed, the hourly rate for the 2nd person will be at \$22.00 per hour.

3. Developmental Disabilities (DD) Council Meetings/Conferences:

The BFC approved a budget of up \$7,000 for DD Council travel related costs, including member mileage reimbursements, for the 2020 scheduled DD Council meetings and conferences.

4. Toy Drive:

The BFC approve additional funding of up to \$5,000 for the Toy Drive in the East Bay to cover rental and set-up costs for a tent, with heat lamps and lights at the 100 Oak St. office.

The BFC approved the following Community/Allies Requests:

- Labor Network for Sustainability:

The BFC approved a donation of \$5,000 to the Labor Network for Sustainability (tier 1).

**Action Items:**

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

- Food Spending Policy (per person):  
M/S/C (Williams/Landry) to increase the spending policy for food orders from \$7.50 per person to \$10.50 per person, as recommended by the BFC.
- Unity Events:  
M/S/C (Williams/Nosanow) to approve additional funding of up to \$6,271 for the Unity Events, as recommended by the BFC.

**Review/Approval of the November 23, 2019 Draft Minutes:**

M/S/C (Valdez/Curiel) to approved the minutes of Nov. 23, 2019 meeting, as written.

**Action Items (continued):**

2020 Executive Board Meeting Schedule:

M/S/C (Taylor/Dawkins) to adopt the 2020 E-Board meeting schedule, as presented.

State Council Developmental Disabilities (DD) Council 2020 Work:

A request was presented to approve funding to continue to support the work of the SEIU CA DD Council in partnership with our Local, as well as other sister Locals (521 and 721). M/S/C (Landry/Williams) to approve up to \$10k to the St. Council to support the 2020 DD Council work.

2020 Organizing Work:

Josie Mooney spoke on the unspent 2019 organizing funds. She presented a proposal to strategically spend down resources for our 2020 work, such as predictive dialers & program to go with it, as well as work around organizing campaigns, such as *Gig* workers. The funding request is to encumber up to \$450k of the unspent 2019 organizing funds to use as needed for our 2020 work. M/S/C (Teon-Nichols/Taylor) to approve the request.

Personnel/Staffing Committee (PSC) Appointment:

President Bryant recommends to the Board to appoint VP of Organizing Jennifer Esteen to the PSC Committee. M/S/C (Arantes/Rutherford) to approve the appointment, as recommended by the President. A friendly amendment was made by Robert Taylor to include that the appointment is up to the end of the office term. M/S/C (Dawkins/Walter) to accept the amendment made by Taylor.

## **Executive Board Reports:**

### **State Council Report:**

Joseph Bryant shared the focus on the Schools & Communities First Campaign. There is also a focus on Unions for All. Another priority that was discussed is the unjust money bail system. Also, raised up focusing on the national supportive work for 2020 election, such as Arizona. Our local industries and council agendas were recognized.

### **Cynthia Landry:**

She spoke on the CalSavers program. 4,000 members of our local have been identified, who could potentially enroll in the CalSavers program. Cynthia plans to research more and to get this information out to membership. The current opt out rate is about 1/3; however, currently 66%, who are automatically enrolled, are remaining enrolled.

### **Ramses Teon-Nichols:**

The Local wide COPE retreat is currently scheduled on 1/11/2020 to be held at the Fairfield office. They will be finalizing the COPE budgets at this meeting. RSVPs were requested for Board members who plan to attend.

## **Director Reports:**

### **Executive Director:**

John Stead Mendez shared he is thankful for all who worked hard on the budget. This has been a year of transitions with many changes. We have continued to grow during this past year. The year-end field & program director reports will be sent in January.

### **Head of Operations/Labor Relations:**

Robert shared he is thankful for the work field & program, operations and the Board. He feels very optimistic about the future for his daughters with the work that we are doing in the labor movement. Joseph Bryant also expressed his appreciation to the Board for all the work that has been done.

**By consensus, the Board agreed to adjourn the meeting at 4:12 p.m.**

Respectfully submitted by,

Mary Duncan  
Secretary