

**SEIU LOCAL 1021 EXECUTIVE BOARD ZOOM MEETING**

**Saturday, January 22, 2022, 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 Representation Sandra Lewis, VP Region-B Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Taffie Walter, Tina Tapia, Jim wise, Karla Faucett, Dellfinia Hardy, Nicole Christian, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Monique Chaney-Williams, Felipe Cuevas, Richard Thoele, Jim Winter, Sandra Wall, Toni Fort, Mercedes Riggelman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Geneva Haines, Tazamisha Alexander, Sandy Sigala, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Harold Powell, Amanda Ayers

**Executive Board Members Excused:** Akbar Bibb, Angel Valdez, Sasha Cuttler, Todd Nosanow, Elizabeth Harrison, Kendra Bruno

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

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**Call the Meeting to Order:**

President Joseph Bryant called the meeting to order at 10:04am. A quorum was established. President Bryant opened the meeting with a reflection on Dr. Martin Luther King, Jr., his life and legacy.

**Review of the Agenda:**

M/S/C (Meyers/Sigala) to approve the agenda with the addition of a report from Retirement Security.

**Member Comments:**

- Ashley Payne, Contra Costa County: Ashley spoke to an issue with representation.
- Sandra Wall, Contra Costa County: Sandra shared a comment on behalf of another member regarding issues with pay errors with the employer.
- Julia Rapkin, Single Payer Committee: Julia spoke in support of joining the *Healthy California Now* Coalition.

**Chapter Acknowledgement - Sonoma County:**

Mary Sandberg introduced Jana Blunt, Sonoma County Chapter President. Jana shared recent successes in the chapter in the past year, such as lobbying the Board of Supervisors to secure *ARPA* funds for hazard pay for all county workers. This included organizing members to attend and speak at countless BOS meetings. Jana also spoke about meetings with BOS and actions led by chapter members that led to contract wins and improvements, such as telework policy, hazard pay and living wage ordinance increase.

**Approval of the November 20 and December 18, 2021 Minutes:**

M/S/C (Curiel/Eaton) to approve the November 20, 2021 and December 18, 2021 minutes, as presented.

### **Code of Conduct Training:**

Yeon Park introduced the presentation. This training is a follow up from the *Code of Conduct* policy that the Board previously approved. Kerianne Steele with the law firm and Robert Li presented the training. A review of what the code requires of members, staff or invited guests was presented. A summary of the reporting structure, investigation process and discipline/enforcement was also shared.

**The meeting was temporarily suspended at 12:16pm for a lunch break and resumed at 1:00pm.**

### **Post-SIP Update:**

Robert Li presented an update. A risk evaluation was conducted to explore additional measures the Local have taken or are in the process of, in order to manage exposures and infections during the recent surge of *Omicron*. Discussion was held regarding developing ways to safely gather when necessary for meetings, trainings or bargaining.

### **Organizing Report:**

Jennifer Esteen and Horacio Viveros presented. A big priority is the AB 257, the FAST Recovery Act, which would create a Fast Food Sector Council for CA fast food workers. An action was held at the State Capitol, using worker cutouts due to COVID. Over 200 workers and advocates joined a recent nationwide townhall. There are now 4 authors for this bill. A link was shared to provide support for AB 257.

### **Vice President of Representation Report:**

#### Training Report:

Sandra Lewis and Lisa Morowitz presented. A report of 2021 Trainings was shared. Most trainings were held virtually, with some held in-person. The plan is to continue both virtual and in-person trainings, when appropriate. New Chapter Officer Academy opportunity was shared. They also reported on the 3<sup>rd</sup> Member Internship Program. Applications for the next cohort are due Feb. 28.

#### Member Resource Center (MRC) Report:

Sandra Lewis and Robert Li presented. A look back of the MRC Transformation was shared. Member intake for the call center has been increased. The digital *Union Intelligence* (UI) platform has launched. Digital Learning, Technical & Access and Online Chapter Elections support have also rolled out. Outreach to members have also expanded. An overview of MRC Work for 2022 was also presented. We will be launching *Live Chat*, increased courses for E-Learning, as well as expanding resource library and document accessibility.

### **Executive Board Reports:**

#### Healthy CA Now Resolution (1<sup>st</sup> reading):

A first reading of the proposed resolution to join the *Healthy CA Now Coalition* was introduced by Ramses Teon-Nichols. This has received support by several COPE Committees, as well as the Retirement Council. This resolution is also recommended by Localwide COPE. Consideration to accept this resolution will be brought back to the Board.

#### Policy Committee:

A first reading of the draft *Union Property Management* policy was introduced by Ramses Teon-Nichols and Amos Eaton. This proposed policy is to help provide guidelines for tracking and protecting our assets, as well as help bring us into alignment with DOL requirements. Karin Hendrickson gave an overview of major concepts of the proposed policy. This will be brought back to the Board for consideration.

**The meeting was temporarily suspended for a break at 3:23pm and resumed at 3:35pm.**

**Budget & Finance Committee Report:**

2022 Organizing Budget:

Treasurer Amos Eaton reviewed the draft 2022 Organizing budget. A robust Organizing agenda is planned for this year. The proposed budget includes investments to support the *Gig Campaign* and *Clinics Campaign*.

The BFC is recommending approval of the 2022 Organizing budget. **M/S/C (Wise/Tapia) to approve the 2022 Organizing budget, including the campaign investments, as presented.**

Audit Letter to the Board:

Karin Hendrickson presented the results of the 2020 external audit conducted by *Hood & Strong*. The Auditors' report is intended solely for the information and use of the Local Executive Board and management. Karin reported that we received a clean audit with no significant concerns.

January BFC Meeting Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its January meeting.

The BFC approved the following proposals:

1. San Joaquin County (SJC) HSA TWR Campaign Expenses:  
The BFC approved \$11,307.92 to cover costs for purple items and printing expenses for the SJC Human Services Agency TWR worksite campaign.
2. Vendor Contract: Survey Monkey:  
The BFC approved to increase our annual contract with Survey Monkey by an adding an additional \$12,000 to the budget line item for a new total budget of \$19,500; and in addition a one-time cost of \$4,000 to allow for an additional survey responses bundle (5k), if needed.

The BFC approved the following Community/Allies Requests:

- Healthy CA Now:  
The BFC approved \$5,000 for annual fees to join the Healthy CA Now coalition (tier 1).
- Coalition of Black Trade Unionists (CBTU) Northern CA:  
The BFC approved a donation of \$275.00 to support CBTU's annual scholarship awards dinner (tier 2).

**Action Items:**

BFC Recommendations:

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

- A. Mendocino County Contract Campaign:  
The BFC recommends to approve the Mendocino County Contract Campaign at a budget of up to \$59,000. The goals of the plan include strengthening power at worksites (including increasing membership), build political power with the community (including addressing housing issues), leadership development and increase COPE contributing members. The budget includes costs

for items such as 1 lost-timer, purple gear, visibility items, communications/media needs and food for negotiations and CAT meetings.

M/S/C (Park/Wise) to approve the Mendocino County Contract Campaign budget, as presented.

B. Contra Costa County Contract Campaign:

The BFC recommends to approve the Contra Costa Contract Campaign at a budget of up to \$138,220. This campaign includes two units (Rank & File Unit and Service Line Supervisors Unit) with contracts that are due to expire in June. It has been 6 years since the last contract campaign. The goals of the campaign include coordination of the two tables, common good campaigns around environmental & housing issues and political campaigns. The budget includes costs for items such as purple items, social media campaign, communication needs and lost-time needs.

M/S/C (Wall/Walter) to approve the Contra Costa County Contract Campaign budget, as presented.

C. City of Oakland Contract Campaign:

The BFC recommends to approve the City of Oakland Contract Campaign at a budget of up to \$297,500. The goals of the campaign include increase member density, increase COPE, continue to build political, labor and community power with community allies. The budget includes cost for items such as purple items, communication/media needs, strike resources, if needed, and other logistics costs for various actions.

M/S/C (Sandberg/Curiel) to approve the City of Oakland Contract Campaign budget, as presented.

D. Vendor Contract: Forte Cyber Security and Switching Fabric Upgrade:

The BFC recommends to authorize executing vendor contracts at \$30,000 for Cyber Security and \$69,281.58 for Critical Infrastructure Upgrade. These costs are included in the 2022 General Fund budget.

M/S/C (Curiel/Sigala) to approve the vendor contracts with Forte Cyber Security for the Security Desk & Switching Fabric Upgrade.

E. Vendor Contract – Action Network/Action Builder:

The BFC recommends to authorize executing a vendor contract at \$66,240 to integrate the Action Network customer relationship management database our database infrastructure for organizing campaigns. This will roll into our political program as well. This cost is broken up between organizing and the general fund and was planned for in our 2022 General Fund budget.

M/S/C (Curiel/Sigala) to approve the vendor contract with Action Network/Action Builder.

It was announced that other BFC motion(s) to be reported out in Executive Session.

Building Committee:

President Bryant presented. In prior years, a building committee comprised of Board members, with staff, was created to review and discuss items such as our leases, potential real estate investments or other major office projects. President Bryant is recommending to appoint the following Board members for the Building Committee - Yeon Park, Amos Eaton, Rhea Davis and Harold Powell – with staff support

by Robert Li, David Canham, Josie Mooney and Melissa Lawrence. M/S/C (Dawkins/Sandberg) to approve the appointments, as recommended.

**Executive Board Reports:**

**Retirement Security Report:**

Cynthia Landry presented a report on CalPERS with the recent stepping down of the Board President due to his health. Theresa Taylor from SEIU Local 1000 was elected in January, along with another labor representative. The next election will be in April where there are 3 seats that are up this year. These seats are for contract jurisdictions.

**Announcements:**

- **Peralta Community College District Chapter Bylaws:**  
It was announced that the Peralta Community College District Chapter bylaws were submitted for review and found to be in compliance. There were no objections raised.

**M/S/C (Sigala/Wise) to extend the meeting to 5:15pm.**

**Good and Welfare:**

President Bryant shared that Akbar Bibb and his wife recently welcomed newborn twins. Sadly, one of the newborns passed.

Karla Faucett announced the passing of two SCUSD members MarVella Payne and Donovan Ware.

A moment of silence was observed.

**The Board moved to closed session at 4:58pm.**

**Executive Session:**

**CW4 9410 and OPEIU Local 29 Tentative Agreements:**

M/S/C (Park/Curiel) to approve the Tentative Agreements reached with CWA Local 9410 and OPEIU Local 29.

**Temporary Employee Extensions:**

M/S/C (Park/Wise) to extend the following temporary employees: Michelle Wright through up to 3/31/2022 and Pattie Tamura through up to 5/31/2022.

M/S/C (Sigala/Dawkins) to extend meeting to 5:30pm

M/S/C (Thoele/Dawkins) to extend meeting to 5:45pm

M/S/C (Dawkins/Sigala) to extend the meeting to 6:30pm

**The Board moved to open session at 6:25pm.**

Secretary Mary Duncan announced the motions passed during closed session.

**Adjournment:**

By consensus, the Board agreed to adjourn the meeting at 6:27pm.

**Respectfully submitted by,**

Mary Duncan  
Secretary