

SEIU Local 1021 Executive Board Zoom Meeting
Saturday, April 18, 2020, 10:00 a.m. to 2:00 p.m.
MINUTES

Executive Board Members Participating: President Joseph Bryant, Secretary Mary Duncan, Treasurer Amos Eaton, VP-Organizing Jennifer Esteen, VP-Politics Ramses Teon-Nichols, VP-Representation Sandra Lewis, VP Region-A Akbar Bibb, VP Region-B, Mary Sandberg, VP Region-C Yeon Park, VP Region-D Theresa Rutherford, VP Region-E Marcus Williams, Nathan Dahl, Jim Wise, Karla Faucett, Dellfinia Hardy, Angel Valdez, Sasha Cuttler, Harold Powell, Pete Albert, Cynthia Landry, Derrick Boutte, John Arantes, Felipe Cuevas, Richard Thoele, Robert Taylor, Todd Nosanow, Sandra Wall, Tula Biederman, Evelyn Curiel, Brandon Dawkins, Lorraine Bowser, Taffie Walter, Tazamisha Alexander, Sandy Sigala, Sunny Santiago, Elizabeth Harrison, Tom Popenuck, Travis Balzarini, Rhea Davis, Tina Diep, Julie Meyers, Cheryl Hicks, Jessica Nila

Executive Board Members Excused: Monique Chaney-Williams, Mercedes Riggleman, Geneva Haines

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

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

Review of Agenda:

The following changes were made: add under Action Item – amendment to COVID-19 policy for staff; add approval of the March 10, 2020 Sp. E-Board meeting. By consensus, the Board approved the agenda.

Member Comments:

- Andrea Mullarkey, City of Berkeley CSU:
She spoke on the SEIU 1021 resolution regarding the presidential endorsement process

- Martha Hawthorne, Retiree:
She spoke on the Earth Day 50th anniversary and the Green New Deal, and the need to continued advocacy.

Approval of the March 10, 2020 and March 28, 2020 Minutes:

M/S/C (Park/Balzarini) to approve the minutes of the March 10 meeting with a correction to add Richard Thoele to the participant list.

M/S/C (Sandberg/Eaton) to approve the minutes of the March 28 meeting as presented.

COVID-19 Update:

Field and Program Reports:

David Canham provided an overview of the work the Local has done. He reported on letters that were sent to all employers when Shelter-In-Place went into effect. The Local has continued to advocate and fight to keep members working and safe on the job. Written director reports were also sent via email.

Region A:

Del Mallory reported that all chapters have COVID-19 agreements in place. Currently, members have not been affected by layoffs. Over 65% of workers are working from home. The challenges are ensuring that all who continue to work receive proper PPE. A recent victory was acquiring 10,000 masks in Solano County. The Board of Supervisors in Solano County agreed to “walk a day in their shoes” of public nurses.

Region B:

Andrea Zanetti highlighted that the non-profit chapters have been hit the hardest in Region B with lay-offs. The Local has filed grievances, and we have also encouraged those agencies to apply for COVID-19 funding through the CARES Act. The smaller cities chapters are feeling the squeeze and are starting to ask for concessions. The larger cities chapters are doing okay. The courts chapters are open and working with a skeleton crew. There was a challenge with getting PPE, but it is now being provided. In counties, we have negotiated holiday pay for Mendocino and Del Norte workers, who are working. Policies are pretty good and workers are currently being paid. Sonoma Library is closed, but some workers are working. Mary Sandberg spoke to her priorities of working with the leadership on outreach and communication with chapters.

Region C:

Peter Masiak reported that some employers have extended *ADO*, which preserves FFRCA. City of Oakland has released their temporary workers. The Local has filed PERB and grievance. Massive potential layoff notices have also been given. Prior to the pandemic, Alameda Health System was already in bargaining, which has been extended. Oakland Housing Authority have secured 10% of hazard pay for workers who are essential. Non-profit chapters have been difficult due to layoffs and reduced hours. Yeon Park added that Alameda County has agreed to allow 120 hours of leave to be kept up for up to 2 years.

Region D:

Jason Klumb gave an overview of the initial priorities in the region, such as continued pay for workers, proper PPE or working remotely. The Local established labor management meetings early on. We were able to get agreement that if an employee tests positive for COVID-19 – the assumption is they were infected at work. We were able to get 8 hours of holiday time for 40 hours worked. The biggest challenges have been around PPE. We are still pushing for hiring LVN's and CNA's. The non-profit chapters formed a coalition to work together. We were able to get small non-profits on CARES loans. Several thousand hotel rooms were opened up to help house the homeless in SF. We pushed back to make sure that these hotels were being treated the same as hospitals, such as receiving proper PPE, additional cleaning, etc. Theresa Rutherford praised the work of the entire *SF Rapid Response Team* that includes Jason Klumb, Jennifer Esteen and Josie Mooney.

Region E:

Bill Petrone reported on various chapters. Some chapters were allowed to work from home, such as Amador County. They also have severely limited access to worksites. City of Lathrop set up child care right away, as they did not have remote work available. HPSJ & VMRC were most responsive right away. Majority of workers set up with remote work within 1st week. In Calaveras County, workers were allowed to set own work schedule. Ashen Dental has laid off employees; however they have applied for loans. In San Joaquin County, the members have been providing information as to what is filtered out, as the employer has not been cooperative. Marcus Williams acknowledge the work that Bill Petrone and team have been doing. He expressed concerns that the workers who are deemed non-essential will have to start using their own time. We will continue to fight this.

Schools:

Kaden Krazter shared that most schools have closed until June 2nd. Some workers have been telecommuting with most being paid. He reported on chapters where there have been layoffs. We have filed grievances. Membership meetings are being scheduled and are being held virtually. Obtaining proper PPE continues to be a problem. Karla Faucett reported on SCUSD. The employer is not providing members with appropriate PPE. The chapter has started a FaceBook page to engage members and holding regular Zoom meetings.

Organizing:

Karen Ridley shared some of the successes we've had in Organizing. To continue to engage workers, the organizing team is utilizing various tools such as social media, phone banking and texting. Currently, we are targeting clinic workers and experiencing lots of solidarity. Josie Mooney added that the work that was done for Gig workers prior to the pandemic has made a difference.

Politics:

Ramses Teon-Nichols shared that the political team have been starting to prepare for coordination with regional teams, as well as coalitions, the State Council and the International. Schools & Communities First is full steam ahead. There may be some changes to approaches and strategies. We will be using Zoom for endorsement interviews. James Chiong highlighted that political staff have plugged in with regional teams to help fight issues for our workers. The State Council has been highlighting and bringing issues to the Governor's office.

Research:

Caitlin Prendiville gave a report on the various work that the Research team have been doing around Recession Readiness. The economic impact of COVID-19 pandemic is still unknown, but could be significant. Statistics show that 1 in 7 workers have become unemployed overnight.

Operations Report:

Sandra Lewis reported on the work of the MRC. Have had one-on-ones with Beta users on Union Intelligence. We've started a pilot on virtual phone banking. On April 22nd, we will kick off a pilot on Digital Learning starting with Region A and Schools. In regards to the Mobile App, we have engaged member and staff stakeholders. The plan is to present a demo of the app to the Board in May. Member support continues to grow at the MRC. Robert Li reviewed progress within Operations. We have been mindful of the potential effects of COVID-19 on union resources to continue to build our union in this

crisis. Our core strategies continue on Data, Resource Management, Talent Management, Performance and on the TWR work.

The meeting was temporarily suspended at 11:57 a.m. for a break and resumed at 12:15 p.m.

COVID-19 Update (continued):

Group Activity:

Lisa Morowitz presented the set-up of the activity. Board members were asked to use their “reaction buttons” on the following: API being targeted to divide; Lack of identifying structural racism as cause of high rates in the Black Community; Need to connect Economic and Racial Justice in the pandemic. Videos of the Surgeon General and Michigan protests were shared.

Budget & Finance Committee (BFC) Report:

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

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

A. **RBC Wealth Management:**

- i. The BFC recommends to rebalance our portfolio (sell Brandes, JAG and RBC Emerging Markets), as recommended by RBC Wealth Management. M/S/C (Park/Balzarini) to approve the request, as recommended by the BFC.
- ii. The BFC recommends to the Board to invest \$2.5 million into fixed income bonds, as recommended by RBC Wealth Management. M/S/C (Sigala/Balzarini) to approve the request, as recommended by the BFC.

B. **COVID-19 Hardship Fund:**

The BFC recommends approving funds to assist up to 5,000 members, who were impacted by the COVID-19 pandemic (lay-offs, unpaid furloughs), at a value of up to \$200.00 per member, at up to a maximum cost of \$1 million. Pending approval by the Executive Board, the criteria and logistics for this hardship fund to be developed. M/S/C (Duncan/Dawkins) to approve the request as presented.

M/S/C (Thoele/Boutte) to extend the meeting to 2:30 p.m.

Action Item:

Those Angels Foundation:

A request was presented to support the work of *Those Angels Foundation* in the amount of \$5,000. The funds will help this organization in shipping donated busses and ambulances to Haiti. M/S/C (Bibb/Dawkins) to approve the request. There was discussion around what the process is to bring items that are outside of Community Allies. It was explained that the current Community Allies policy does address requests that do not fit the guidelines of the policy.

COVID-19 (Staff) Policy Amendment:

Robert Li gave an overview of the changes. The request is to amend the previously passed emergency COVID-19 policy to increase COVID-19 PTO for SEIU 1021 Employees from ten (10) to twenty (20) days. M/S/C (Bibb/Sandberg) to approve the amendment as presented.

Executive Board Reports:

Presidential Endorsement Resolution Proposal:

Andrea Mullarkey spoke in regards to this resolution through VP of Politics, Ramses Teon-Nichols. She spoke on the one-member one-vote, and shared that we have not yet achieved this process at the Local level for endorsements. Joseph Bryant gave a brief overview on the International Executive Board process regarding this topic. Ramses added that the written proposed resolution has been sent to the Board. Ramses spoke to making adjustments to the direct vote due to expenses. James Chiong added that the Local was prepared to complete a second survey, but we were down to one candidate before we could launch. Ramses shared that the current draft language does not limit a final endorsement based on one-member one-vote. M/S/C (Davis/Eaton) to table the request.

M/S/C (Wise/Meyers) to extend the meeting to 3:00 p.m.

The Board moved to closed session at 2:43 p.m.

Executive Session:

M/S/C (Valdez/Balzarini) to approve the Tentative Agreement reached with OPEIU Local 29.

The Board moved to open session at 3:05 p.m.

Secretary Mary Duncan announced the motion passed during closed session.

By consensus, the Board agreed to adjourn the meeting at 3:06 p.m.

Respectfully submitted by,

Mary Duncan
Secretary