

SEIU LOCAL 1021 EXECUTIVE BOARD MEETING
Saturday, June 24, 2023, 10:00am to 5:00pm
Fairfield Office and Zoom
MINUTES

Executive Board Members Participating: President Theresa Rutherford, Secretary Mary Duncan, Treasurer Amos Eaton, Vice President of Organizing Brandon Dawkins, Vice President of Politics Ramsés Teón-Nichols, Vice President of Representation Sandra Lewis, Region-A Vice President Akbar Bibb, Region-B Vice President Mary Sandberg, Region-C Vice President Yeon Park, Region-D Vice President Kristin Hardy, Region-E Vice-President Taffie Walter, Felipe Cuevas, Kasha Clarke, Tina Tapia, Maria Salazar-Colón, Angel Valdez, Greg Marro, Nicole Christian, John Arantes, Tina Diep, Veronica Palacios, Richard Thoele, Patricia Orey, Alicia Ramirez, Todd Nosanow, Sandra Wall, Julie Beardsley, Lorrain Bowser, Charito Casanas, Debbie Dobson, Desiree Collins, Geneva Haines, Elizabeth Harrison, Tazamisha Alexander, Karla Faucett, Travis Balzarini, Rhea Davis, Cynthia Landry, Monique Baca

Executive Board Members Excused: Evelyn Curiel, Sandy Sigala, Trevor Adams

Staff in Attendance: David Canham, Robert Li, Josie Mooney, Nely Obligacion, Joanne Cansicio, Lisa Morowitz, Emma Gerould, Andrea Zanetti, Oumar Fall, Bill Petrone, Carlos Rivera, Horacio Viveros, James Chiong, Ed Hanley, Karin Hendrickson, Boyan Biandov, William Winfield, Lisa Bui.

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Call the Meeting to Order:

President Theresa Rutherford called the meeting to order at 10:07am. A quorum was established. The Code of Conduct was reviewed by Region-C Vice President Yeon Park.

Review of the Agenda:

M/S/C (Landry/Valdez to approve the agenda with the following changes: add to Action Items the RN Industry Chair recommendation, Building Committee request and SEIU API Caucus request.

President Rutherford shared her thoughts on the recent AAPI Month, Pride Month and Juneteenth celebrations. Videos of these recent celebrations were shared. Kristin Hardy, Yeon Park and all of the staff were thanked for their work on the Juneteenth and AAPI events. President Rutherford also spoke about the anniversary of the overturning of *Roe v. Wade* and the progress we have made in the country; and the need to remain involved to continue to progress.

Action Items:

Executive Board Appointments:

Registered Nurse (RN) Industry Chair Position:

President Rutherford is recommending the appointment of Norlissa Cooper to fill the vacant *RN Industry Chair* position. M/S/C (Landry/Marro) to approve the appointment.

Budget & Finance Committee (BFC) Region-D Position:

President Rutherford is recommending the appointment of James Maher to fill one (1) of the BFC Region-D seats. M/S/C (Dawkins/Hardy) to approve the appointment.

Norlissa Cooper and James Maher were sworn in to office by President Rutherford

Marin Municipal Water District Strike Sanction Request:

Chapter Members Marriette Shin, Zachary Talbot and Justin Turnham, along with Region-B Vice President Mary Sandberg and Field Director Andrea Zanetti presented the request. The team gave a brief bargaining status overview. The employer has proposed several ridiculous takeaways, including retirement benefits, the right to appeal disciplinary actions, and the right to arbitrate. 91% of members have signed a strike petition. An action is planned on July 11th at the Board meeting. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Eaton/Balzarini) to approve the strike sanction.

Mendocino County Strike Sanction:

Chapter/E-Board member Julie Beardsley and Field Representative Patrick Hickey, along with Region-B Vice President Mary Sandberg and Field Director Andrea Zanetti presented the request. Last year, the Chapter settled a one-year contract. This year, the employer passed a budget with no raises. The auditor has had difficulty with developing a budget, so the Board of Supervisors have no idea what funding they have. A State audit is pending. They claim that there is no funding, however there are many revenue sources that have not been pursued by the County. The people who are negotiating also claim that they do not have authority make any agreements. A recent survey showed 85% of members support a strike. The chapter is seeking the Board's approval to authorize a strike sanction. M/S/C (Valdez/Marro) to approve the strike sanction.

Member Comments:

- Dolores Gholar, Retiree: Dolores spoke to the *CA Alliance for Retired Americans (CARA)* 20th Anniversary Collection. Tickets are being sold to help fund this event.

SEIU Organizing Campaigns Presentation:

Joseph Bryant, Executive Vice President of SEIU International, shared the presentation on the Fast Food Organizing campaign. He spoke about a recent victory in Richmond, VA, which Local 1021 supported as the city workers of Richmond won their vote for their Union. He spoke to the work that this Local has done over the years to bring in more members and expand the represented, as well as the fight against the attacks on Labor. He also highlighted recent changes in Florida that prevent payroll deductions from Public Employers and automatically decertifying a shop, if it has less than 60% members. To address the issues with organizing, we made the decision to re-write the rules and passed AB257 in California. Despite the referendum by Fast Food Corporations that have paused the implementation of AB257, we have continued to push forward. Recently AB1228 was passed through the Assembly that creates joint liability between National Corporations and the Franchisees. In addition, changes to the Referendum process was also passed through the Assembly by a super-majority, as a result of the shenanigans by corporations in getting petition signatures opposing AB257. Currently, we have reintroduced in the budget cycle funding for the Industrial Welfare Commission, which set wages and had been defunded in 2004.

Fast food workers Elizabeth Reyes and Romualda Alcazar Cruz from the *Fight for \$15* campaign spoke on the conditions workers face; and the actions and fights to organize Fast Food Workers. Vice President of Organizing Brandon Dawkins spoke on the campaign. Collectively, there are over 300 stores that have been organized.

Brandon Dawkins also gave an update on various campaigns. We continue to organize workers in Fast Food, Starbucks, Peet's Coffee, as well as Healthcare Clinics. He shared that SB525, which will create a Healthcare Minimum Wage has passed the Senate and is moving to the Assembly. Brandon also spoke about the CA Academy of Sciences organizing campaign. Voting for this campaign starts this coming Monday. However, the Executive Director sent an anti-union email to the workers to dissuade them from voting. He requested support for these workers. We also continue to fight for Gig Workers. An update of the Felton Campaign was also provided, as well as on the Berkeley Summer Camp Counselors, who have been asked to sign their union cards once they are hired and given their assignments.

The meeting was temporarily suspended at 11:57am for a lunch break, and a celebration of the retirement of staff Ed Hanley. The meeting resumed at 12:45pm.

Budget & Finance Committee (BFC) Report:

Treasurer Amos Eaton reviewed a summary report of motions passed by the BFC at its June 24, 2023 meeting.

The BFC approved the following proposals:

1. Information Technology (IT) Budget Requests:

The BFC approved the following IT requests:

- Zoom:
Request for 15 common area phones through the end of our current Zoom cloud phone system contract in 2026 at a cost of \$5.50 per line, per month for an additional \$990.00 per year.
- Survey Monkey:
Request for an additional \$8,148.80 to increase from 15 power user seats to 22 power user seats, increasing the new annual budget to \$27,648.80.
- Freshdesk Agent Licenses Requests:
Request for an additional \$4,704.00 to increase from 38 agent licenses to 46 agent licenses, increasing the new annual budget to \$26,820.00.

2. Withum Audit Services:

The BFC approved up to \$10,000 for consulting services with *Withum* for completion of our financial audit. This will be funded using salary savings.

The BFC approved the following Community/Allies Requests:

- North Bay Organizing Project:
The BFC approved \$4,000 for annual dues to the North Bay Organizing Project (tier 1).
- Stockton Black Family Day, Inc:
The BFC approved \$538.16 to Stockton Black Family Day, Inc. for seven (7) tickets to the Soulful Summer Breeze event on June 18th (tier 3).

- Valley Mountain Regional Center Disability Resource Fair:
The BFC approved to match the VMRC Chapter sponsorship of \$500.00 to the 2023 VMRC Disability Resource Fair on Oct. 7th at the VMRC Modesto office.

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

A. Political Action Committee (PAC) Account Allocations:

The BFC recommends to approve the following PAC transfers formula:

- i. 1021 Candidate PAC: In payments of \$2.13 per member per month, up to \$600,000 will be transferred to the 1021 Candidate PAC starting in July 2023 through December 2023 or until the goal of \$600,000 is met.
- ii. 1021 Issues PAC: In payments of \$2.13 per member per month, up to \$600,000 will be transferred to the 1021 Issues PAC starting in July 2023 through December 2023 or until the goal of \$600,000 is met.
- iii. California Workers Justice Coalition (CWJC) Candidate PAC: In payments of \$0.53 per member per month, up to \$150,000 will be transferred to the CWJC Candidate PAC starting in July 2023 through December 2023 or until the goal of \$150,000 is met.
- iv. California Workers Justice Coalition (CWJC) Issues PAC: In payments of \$0.36 per member per month, up to \$100,000 will be transferred to the CWJC Issues PAC starting in July 2023 through December 2023 or until the goal of \$100,000 is met.

M/S/C (Marro/Tapia) to approve the PAC Account Allocations, as presented.

B. Mark Mosher, Consultant Contract:

The BFC recommends to extend Mark Mosher's contract through up to 6/30/2024 (1/year) at the same contract terms (\$10k per month, plus expenses). The scope of work includes support in our communications strategy various campaigns. **M/S/C (Dawkins/Landry) to approve the request.**

Treasurer Eaton also shared that the new September BFC meeting date is scheduled on Sept. 8, 2023 (previously scheduled on Sept. 15).

Approval of the May 21, 2023 Minutes:

Secretary Mary Duncan announced there is a correction in the draft May minutes under the SEJ Report. The correction is on the legislation bill that the Workers with Disabilities is continuing to work on (correct bill is HR6504, not AB6504). M/S/C (Marro/Tapia) to approve the minutes with the correction.

Action Items (continued):

Mileage Reimbursement Policy Modification:

Ramsés Teón-Nichols, Amos Eaton and Robert Li presented the proposed mileage modifications in the *SEIU Local 1021 Member General Expense Reimbursement Policy & Procedure* and the *SEIU Local 1021 Member Expense Reimbursement Request Form*. The recommendation is to allow members, who have been authorized to come out on lost-time, to claim all non-commute mileage when they are doing

assigned union business; and member volunteers, who have been authorized in advance, to be reimbursed for round-trip mileage in excess of 25 miles when doing union business. **M/S/C (Lewis/Dawkins) to approve the modification.**

There was discussion on the effective date of these modifications. The new modifications are proposed to start being processed effective July 24, 2023. This is due to the need for adjustments to enable the changes to the policy to be implemented. There will be one processing window for submission, which will be the 15th of each month. A suggestion was made to have a submission window on the 1st, as well as the 15th. The suggestion(s) will be reviewed.

Lost-Time Policy Exemption:

David Canham presented the request for an exception to the Lost-Time policy around the 21-day submission deadline for reimbursement. He explained that there were two (2) lost-time requests, which were submitted to the Local after the deadline. **M/S/C (Eaton/Bibb) to approve the exception.**

401k Committee Appointment:

Robert Li gave an overview of the request. He explained that a former CWA 9404 employee, who recently retired, was previously a part of the 401k Committee. There was agreement to include a member from the staff union on the committee. CWA 9404 has proposed that Tom Vitale be appointed as the staff union representative. The current committee representatives are Karin Hendrickson and William Winfield. The request is to appoint Tom Vitale to the committee. **M/S/C (Dawkins/Marro) to approve the request.** President Rutherford also shared that there was discussion to increase the committee to up to a total of 5 members. Additional recommendations will be brought back to the Board for consideration.

August Executive Board Meeting:

President Rutherford presented the request for a “Dark Hall” in August. It was explained that “dark hall” means that no Executive Board meeting will be held in August. **M/S/C (Valdez/Arantes) to approve.**

Building Committee Recommendation (Oak St. Office):

Yeon Park presented the request on behalf of the Building Committee regarding repairs for the Oak St. office roof in Oakland. The request is to approve costs to fix the roof of the Oak St. office. Amos Eaton spoke to the costs. The estimate is up to \$130,000, with an additional \$70,000 requested as a contingency. **M/S/C (Lewis/Bibb) to approve up to \$200,000 for the roof repairs.**

SEIU API Caucus Summit:

President Rutherford presented the request. The SEIU API Caucus is asking Locals to support the summit to be held in Las Vegas. The request is for \$10,000. Yeon Park shared that other SEIU Locals have also contributed to help with the costs to run the summit. **M/S/C (Lewis/Bibb) to approve.**

Executive Board Member/Committee Reports:

Digital & Data Modernization Project:

James Chiong presented an update of the project on behalf of the workgroup. The group has been meeting since April. We have a decentralized approach to digital. The goal is to have all of our platforms and systems communicate together and populate through the different databases, as well as to add opportunities for analytics. The first priority is to implement a change in our texting policies. Additional items include Content Calendar, Pilot of Action Network for Gig, Fast Food & Clinic, training & implementation of texting policy & tools across the Local, assessment and refinement of digital

campaigns, and inception of full-scale digital organizing to allow cross-departmental coordination, maintenance, further development & training. The plan is to have preliminary feedback and budget impact in the fall.

Social & Economic Justice (SEJ) Committee Report:

Nicole Christian presented the report. SEJ members went to the CA Coalition on Worker Power in support of SB497, which would allow for fines to go to the effected employee. SEJ is still working on outreach and support of the different caucuses and committees. Members have been identified to chair the Hispanic Caucus. Members also attended the CA Democratic Committee convention. Brandon Dawkins shared on AB12, which caps security deposits for renters. SEJ continues to work with Jobs with Justice as well.

Announcements:

September 2-day E-Board Training Meeting:

President Rutherford announced that the 2-day E-Board is being moved to Friday, Sept. 22nd and Saturday, Sept. 23rd (instead of Saturday & Sunday).

Healthcare Industry Chair:

It was announced that Moises Vega recently had a change of position at his job that will not allow him to remain as the Healthcare Industry Chair.

Pride Breakfast:

James Chiong announced that Local 1021 has been invited by Speaker Emerita Nancy Pelosi & Representative Adam Schiff to attend the Pride Breakfast in San Francisco on Sunday.

Head of Operations & Labor Relations Report:

Robert Li recognized Ed Hanley, who will be retiring, for his many years of service with 1021. The Board expressed their appreciation to Ed for his contributions to the Local. Lisa Bui was welcomed as the new Membership Director.

Executive Director Report:

Written field and program director reports were sent by email to the Board.

Good & Welfare:

Kristin Hardy announced member Cedric Smith, who was a long-time active steward for 45 years, will be retiring at the end of the month.

Tina Diep announced an Asian Health Services picket is being planned in July.

Akbar Bibb shared the passing of his grandmother, Alberta Beasley Thornton. He reflected on the many changes she experienced in her lifetime.

Maria Salazar-Colón shared the SFCCD chapter has been able to prevail in getting CARES funding for a large number of members. She also announced that they are starting an organizing campaign for the unorganized employees at the college.

Sandra Lewis gave kudos to Peter Masiak regarding a victory for recognition of temporary employees, who will now be represented by the Berkeley Chapter.

Adjournment:

M/S/C (Dawkins/Marro) to adjourn the meeting in the memory of Alberta Beasley Thornton. A moment of silence was observed. The meeting adjourned at 3:20pm.

Respectfully submitted by,

Mary Duncan
Secretary